

# the gazette

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## 70 YEARS IN THE MAKING



UNIVERSITY COMMUNICATIONS

Bruce Jameson is congratulated by Chancellor Jim Leech after receiving his degree in engineering chemistry more than 70 years after he first arrived at Queen's. It was one of the many special events that took place during Fall Convocation. See story on Page 4.

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# Student Affairs welcomes first diversity and inclusivity coordinator

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Vanessa Yzaguirre (MA'16) is someone who likes to make things happen. She is also someone who is passionate about promoting diversity and inclusivity and she enjoys working with students.

It is this combination which drew Ms. Yzaguirre to a new role in the Division of Student Affairs. Recently, she became the portfolio's inaugural diversity and inclusivity coordinator.

"My main goal is to spark conversations about identity, diversity, and inclusivity in order to start shifting the culture around it," she says. "I hope that this position really helps to find ways for students from equity-seeking groups to express their thoughts and creates a climate where all feel welcome and appreciated for who they are and what they have to say."

Ms. Yzaguirre's work with students and student groups will inform division-wide programming and services, and help to increase the visibility of the supports that are available across campus and in the community for underrepresented students and student groups.

"The addition of this new position reflects a major priority for the Division of Student Affairs,"



Vanessa Yzaguirre (MA'16) was recently appointed as the Division of Student Affairs' first diversity and inclusivity coordinator.

says Ann Tierney, Vice-Provost and Dean of Student Affairs. "It is central to aligning all of our efforts to support the development of a sense of belonging for all students within the Queen's community, and build a more inclusive and welcoming learning and living environment."

This position will support the Student Experience Office and the division in its student transition, development, and leadership pro-

gram work. It reports to Assistant Dean, Student Life and Learning Corinna Fitzgerald, who says the creation of the new role responds to a need.

"One of the first orders of business is to complete an environmental scan of what we are already doing, what's working, and what might need to be changed or added," says Ms. Fitzgerald.

"While we have lots of programs and services at Queen's, we are al-

ways looking to improve, and we believe that having a dedicated position within Student Affairs will help."

Ms. Yzaguirre joins Student Affairs from the Queen's Human Rights Office. She holds a master's degree in Gender Studies from Queen's, and an undergraduate degree in Media and Communications from the University Central de Venezuela.

"I think it is essential that all of our students feel like a part of the Queen's and Kingston community," adds Ms. Yzaguirre. "If we want to create future leaders and shape people's minds through education, it is important that students make the most out of their university years, and that won't happen if they don't feel included. We need to use the power of education to build a diverse and inclusive Queen's community."

The position supports the division's goal to enhance programs and services to serve the diversity of the student population and promote an inclusive campus; it also aligns with the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI)'s final report.

To learn more about the Division of Student Affairs' goals, visit [queensu.ca/studentaffairs/about/division-goals](http://queensu.ca/studentaffairs/about/division-goals).

# Five Canada Research Chairs renewed

BY COMMUNICATIONS STAFF

One of the country's highest research honours, the Canada Research Chairs program advances the nation's position as a leader in discovery and innovation and, recently, five Queen's faculty members were renewed at both Tier 1 and Tier 2 levels. Tier 1 Chairs are recognized by their peers as world leaders in their respective fields, while Tier 2 Chairs are recognized as emerging leaders in their research areas. Queen's is home to over 40 Canada Research Chairs.

"The Canada Research Chairs Program continues to enlist and retain our country's best and brightest researchers," says John Fisher, Interim Vice-Principal (Research). "Here at Queen's we are very proud to have five of our most accomplished researchers renewed as chairs, as it speaks to our institution's pursuit of excellence and leadership across a variety of disciplines."

Developed in 2000, each year the CRC program invests up to \$300 million to attract and retain some of the world's most accomplished and promising minds. 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.

Queen's renewed CRCs are:

**Pascale Champagne** (Civil Engineering) has been renewed as a Tier 2 Canada Research Chair in Bioresource Engineering. A number of Canadian policies have increased incentives for renewable energy generation, bioproduct recovery, and environmentally sustainable approaches to manage water, waste and renewable resources. Dr. Champagne's research aims to enhance our fundamental understanding of how to lessen environmental impacts of technologies associated with this effort, as well as to use 'green chemistry' to establish a future supply of sustainable bio-based

energy, fuel material and chemical products.

**Will Kymlicka** (Philosophy) has been renewed as a Tier 1 Canada Research Chair in Political Philosophy. Citizenship is often described as tracking social membership but, according to Dr. Kymlicka, many members of society are denied full citizenship based on their linguistic or cognitive capacities. His research will explore new concepts of inclusive citizenship that seek to enable the voices and participation of all members.

**Warren Mabee** (Geography and Planning) has been renewed as a Tier 2 Canada Research Chair in Renewable Energy Development and Implementation. Dr. Mabee evaluates new renewable energy technologies in terms of their economic, social, and environmental performance, and seeks to create tools to link national and regional energy modeling with local initiatives. Ultimately, his re-

search supports increased renewable energy use across Canada.

**Morten Nielsen** (Economics) has been renewed as a Tier 2 Canada Research Chair in Time Series Econometrics. Dr. Nielsen's research develops new and improved statistical methods for analyzing time-series data. Such methods are widely used in applied macro-economics, financial economics, and many other fields.

**R. Kerry Rowe** (Civil Engineering) has been renewed as a Tier 1 Canada Research Chair in Geotechnical and Geoenvironmental Engineering. The prevention of groundwater contamination at landfill and mining sites is a critical environmental issue. Dr. Rowe's research will combine modeling and experimental data to investigate long-term performance of various landfill liner systems, and provide new guidelines for the design of anti-contamination systems for future landfills and mining operations.

## through the lens



UNIVERSITY COMMUNICATIONS

The annual Principal's Community Breakfast was hosted Friday, Nov. 17 at the Residence Inn by Marriott Kingston's Water's Edge, with close to 100 people from the Kingston and Queen's communities attending. Principal Daniel Woolf provided a number of updates on initiatives at the university while a panel, comprising Tina Dacin, Director of the Smith School of Business Centre for Social Impact, Shyra Barberstock, a PhD candidate and CEO and President of Okwaho International, Claire Davies, a professor of Mechanical and Materials Engineering, and Hasan Kettaneh, a PhD candidate and member of the PhD Community Initiative program, discussed their efforts in social innovation.



## Learning Outcomes Assessment project sharing results

BY PETER JEFFREY, ASSOCIATE DIRECTOR, NEWS AND PUBLICATIONS

After four years of collecting and analyzing data, the Queen's Learning Outcomes Assessment (LOA) project is about to publish and share its findings with other universities across North America.

The project implementation began back in September 2013. That's when nearly 2,000 first-year students took a set of standardized assessment tests during their classes, and allowed exams and assignments from some of their courses to be studied. At the same time, a group of fourth-year students were also sampled from the same departments using the same tests. Once the research team had these baseline results in hand, they then tested the first-year group again in their second, third and fourth years. The goal was to measure and track four important student learning outcomes as they progressed through Queen's, namely, critical thinking, problem solving, communication, and life-long learning.

"We started out simply wanting to find out whether or not we could demonstrate in a reliable and valuable way the growth of those skills over four years with our students, and if yes, by how much," says Jill Scott, Vice-Provost (Teaching and Learning). "We learned that without a doubt our students gain in skills and that Queen's students were well placed compared against other schools in other jurisdictions such as the United States. Queen's students started higher and ended higher which was a very positive result."

But this wasn't the only important focus of the LOA research project which was funded by and developed in collaboration with the Higher Education Quality Council of Ontario (HEQCO). It also aimed to study the effectiveness of the testing tools themselves.

"There are a number of different highly-standardized measurement tools out there and we wanted to see how they work and what each one can tell us about the student skills they are designed to measure," says Brian Frank, Associate Dean (Teaching and Learning) and co-Principal Investigator along with Dr. Scott. "This part of the research project is valuable as it will support our assessment work and help us improve the educational experience, as well as helping other post-sec-

**"We found both our faculty and students cared a lot about ensuring learning outcomes are embedded in their courses and work. It's why we will be putting a lot more effort and energy into promoting and studying the rubrics as there is evidence they provide more motivation to students and better information for our instructors."**

– Brian Frank, Associate Dean (Teaching and Learning)

ondary institutions looking to incorporate some efficient and effective student learning assessments into their academic operations."

From the start, the project team used four main assessment tools, the Critical Thinking Assessment Test (CAT), the Collegiate Learning Assessment (CLA+), and the Transferable Learning Orientations Survey (TLO). The fourth tool was a set of validated rubrics called VALUE, which stands for Valid Assessment of Learning in Undergraduate Education, developed by the American Association of Colleges and Universities. These rubrics were different than the tests in that they applied to a selection of assignments the students completed as part of their regular classwork. Once the assignment or assessment was marked in the regular way, the project team brought in specially-trained students to rate them again to see how the students performed against the VALUE rubrics in such areas as critical thinking and problem solving. The results were then shared with the course instructors so they could see where their students gained a lot, as well as how their assignment aligned to the learning outcomes they wanted their students to achieve.

"We learned a lot of about what works in each of these tools and what doesn't. We also found that one of the key factors to take into account is student motivation, as their enthusiasm and participation in these types of assessments can vary greatly. For example their desire to take part in the standardized tests drops steadily as they progress through university which makes it difficult to gather comprehensive data," says Dr. Scott.

As a result, the next phase of this research project will not attempt to track the same large group of students as they progress through Queen's. Rather it will focus on a cross-section of students

in first and fourth year.

"We believe the assessment and credentialing of skills and core competencies is critical for, and is an essential component of, a high quality post-secondary education system in Ontario," says Harvey Weingarten, HEQCO President and CEO. "That is why we are working with forward-thinking institutions across the province like Queen's to conduct innovative research to identify reliable and valid tools that can be used to measure and improve the teaching of skills and competencies postsecondary institutions say are the hallmark of a high quality higher education."

Phase two is also being supported by HEQCO and will again be firmly focused on building on the success of the VALUE rubrics unveiled in phase one. This time, the project will focus on encouraging interested faculty to work with assessment facilitators to design their courses and assignments from the start to align with the learning outcomes rubrics. One standardized test will be used in parallel for comparison.

"We found both our faculty and students cared a lot about ensuring learning outcomes are embedded in their courses and work. It's why we will be putting a lot more effort and energy into promoting and studying the rubrics as there is evidence they provide more motivation to students and better information for our instructors," says Dr. Frank.

In another difference, the project will also be taking a new approach by creating clusters of courses in related disciplines and putting them together to create an assessment network so faculty can work together to learn about the rubrics and how to apply them.

"Phase two is already underway and we are recruiting instructors across campus to take part in this groundbreaking research," says Dr. Scott. "There is no doubt Queen's is a leader in studying learning outcome assessments in Canada and we have very compelling results on all fronts, in terms of what our students learned and how a project like this works, which we are excited to share and continue to study."

The phase one results will be published in early 2018 by HEQCO.

You can also learn more about the project at Queen's and ways to take part by visiting the Learning Outcomes Assessment Project website ([queensu.ca/qloa/home](http://queensu.ca/qloa/home)).

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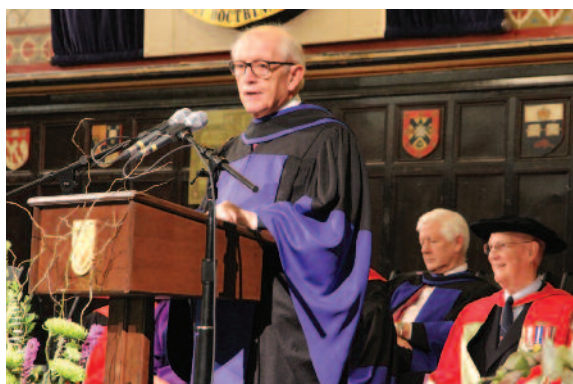
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During Fall Convocation, Queen's conferred four honorary degrees. Receiving the degrees were, clockwise from top left: internationally-renowned pianist Oliver Jones; Métis author David Bouchard; health professional and Queen's student mentor Debbie Docherty; and former chair of the Queen's Board of Trustees John Rae.



UNIVERSITY COMMUNICATIONS

## Engineer returns to graduate after 70 years

BY COMMUNICATIONS STAFF

Bruce Jameson earned a summer internship in the research department at Imperial Oil in Sarnia, Ontario in 1946. He was 22 years old then, with a sharp mind, a strong work ethic, and a fresh, state-of-the-art education in engineering chemistry from Queen's.

All this was buoyed by the post-war optimism of the time. Anything seemed possible.

The job was an excellent opportunity for a young man to gain some on-the-job research experience at one of Canada's largest petroleum companies. It worked out well. Jameson's managers were pleased enough to offer him full-time work starting the following autumn, after he completed his final year at Queen's. But more than that, it was that first summer in Sarnia when, at a regular bible study group, he met Annabelle.

Life happened: marriage to his sweetheart, six children, 39 industrious and successful years at Imperial Oil, grandchildren, retirement, and great-grandchildren. It's the kind of story anyone would be lucky to live but there was at least one loose end.

One of the course requirements for graduation with the class of Sc'47 was German II. No German II; no degree. Jameson doesn't have German II.

"It was a different time and



Bruce Jameson is hooded by Lynann Clapham, Associate Dean (Academic), Faculty of Engineering and Applied Science, at the afternoon Fall Convocation Ceremony on Tuesday, Nov. 14.

there was no pressure by my company to get the formal degree," he says. "We were married immediately after I left school. We had a child the next year. We were busy with a family and building a house."

Decades later, and long into retirement, Jameson's story was relayed to his grandson David Currie.

"I work in the petrochemical industry and, though he didn't seem to talk much about himself, he always seemed knowledgeable about the technical work I was do-

ing," Currie says. "It turned out that he held some Canadian patents and did some really important development work, so I started prying a little more."

It just didn't seem right to Currie that his grandfather, now 93, hadn't earned his degree after such a long and accomplished career as an engineer. So, he decided to ask administrators at the Faculty of Engineering and Applied Science at Queen's if the university could grant Jameson his degree now, even without German II.

Currie reached out to his industry contacts to find records of his grandfather's career. It was a tall order considering Jameson retired in 1986. The trail led eventually to Doug MacLaren, Applied Process Research Section Head at Imperial Oil. Though Jameson's personnel records have long since been destroyed, MacLaren was able to piece together much of Jameson's work history by sifting through department publications and technical reports.

"Mr. Jameson had a long, productive career as a chemist at Imperial Oil Research," writes MacLaren after a long list of citations in a support letter to Queen's. "As a chemist, he was able to participate in the development and implementation of several pivotal processes and techniques that transformed the

petrochemical industry in the mid-20th century. Some of this work remains referenced today in the petroleum industry."

It was enough to convince Dean Kevin Deluzio and Associate Dean (Academic) Lynann Clapham to waive the extra credit and grant Jameson his degree in engineering chemistry. On Tuesday, Nov. 14 Jameson, Currie and some of their extended family attended Fall Convocation at Queen's so Jameson could receive his degree in person.

"It would never have come about if I had to do it," says Jameson. "David did it all. I enjoyed my time at Queen's immensely. Even though I didn't get the degree, my time at Queen's prepared me for my working life. I had 39 years in industry and 31 years of retirement, so I'm doing all right."

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## A time for honours and celebration

BY COMMUNICATIONS STAFF

Cold and blustery conditions couldn't slow down Fall Convocation at Queen's University with six ceremonies being held from Nov. 14 to Nov. 16 at Grant Hall.

Honorary degrees were conferred upon John Rae, a former chair of the Queen's Board of Trustees, Oliver Jones, an internationally-renowned pianist, who also offered a performance on the Grant Hall stage, health professional and mentor to many Queen's students Debbie Docherty, and Métis author David Bouchard.

As always each ceremony was a special event for the graduates, their friends and family, as well as for faculty and staff.



For some of the bigger ceremonies during Fall Convocation, Grant Hall's balcony fills up with family and friends eager to see their graduate cross the stage.



Not every photo works out the way they were planned as this boy is clearly not as excited as the rest of his family to pose for a snapshot outside Grant Hall following a Fall Convocation ceremony.



Doctorate in hand, a graduate looks for his family in Grant Hall and poses for a photo with, from left, Principal Daniel Woolf, Chancellor Jim Leech, and Rector Cam Yung.



Erin Sutherland and Michael Gauthier, who both received their doctoral degrees in Cultural Studies, share a moment with Kanonhsyonne (Janice Hill), Director of Indigenous Initiatives, and Vanessa McCourt, Aboriginal Advisor.



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## view point

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

# The future is interdisciplinary

BY DANIEL WOOLF, PRINCIPAL AND VICE-CHANCELLOR

In the past 20 years, interdisciplinary research—studies involving researchers from multiple academic disciplines—has gone from ‘nice to have’ to ‘need to have.’ Today, given the complexity of social, political, environmental, economic and technological challenges facing the world, it is very quickly becoming something no country can do without.



Canada has the skills, talent and capacity to be an international leader in research and innovation. Seizing that opportunity will require concerted effort and unequivocal government support for interdisciplinary as well as traditional discipline-based research. This was recognized by last spring's federally commissioned Fundamental Science Review, which included a clear call for greater support for research across disciplines. The authors of that document acknowledged re-

search councils have made efforts in this area, but that more must be done to encourage multidisciplinary research.

Why, exactly? Because it exposes specialists in one area to other perspectives and ways of thinking, challenging received truths and spurring creativity and innovation. In many ways, academic disciplines are like houses, and with disciplinary research nearly everything happens “at home.”

I personally like to get out of my own house from time to time, talk to other people, and encounter new perspectives.

In research, this “getting out of the house” has become essential because the problems to be confronted spill across borders, cultural divides and fields of knowledge.

Take climate change. It's not just an environmental issue: it has enormous economic and social implications. How can we possibly take on the challenge of modulating climate change without dealing with the impact of environmental change on local communities and Indigenous peoples?

Technology is another case in point. The rise of the ‘Internet of

Things’ and advancement of artificial intelligence both present questions we've never had to ask before—questions that are not just of a technical nature but also ethical, legal, and sociological.

In all these cases, “interdisciplinary” means not just across the hard sciences but the social sciences as well. To focus only on science, technology, engineering and math (STEM) is to leave a huge amount of intellectual capacity on the table. This is something that someone like Steve Jobs, for example, understood intuitively. It was the combination of engineering excellence and insight into how people interact that made Apple the company it is today.

The value of social science research is not always easy to quantify, though its absence is keenly felt. This was the case with the rollout of the HPV vaccine a few years ago. Some social science research to understand how the public might perceive the vaccine before it was unveiled could have strengthened communications around the launch—and prevented resistance from parents based on unfounded concerns that it would promote teenage promiscuity.

Some areas of research already

employ an interdisciplinary approach regularly. It's easy to find health science labs with biochemists, biologists, pharmacologists and other specialists working shoulder to shoulder. This needs to be broadened.

Interdisciplinary research is something we prioritize at Queen's, from our degree program in neuroscience to our centres and institutes that bring together faculty from across departments. Our Dunin-Deshpande Queen's Innovation Centre (DDQIC), which forms teams of young entrepreneurs from diverse disciplines, is testament to the strength of cross-disciplinary research. It was the incubator for Spectra Plasmonics, an entrepreneurial student project that won first prize at an international pitch competition in Singapore this year, beating 35 international teams.

So what needs to happen for Canada to see and support more interdisciplinary research? First, governments at all levels need to fund it. The bodies that administer that funding need to make sure they don't impose conditions that serve as impediments to interdisciplinary research, effec-

tively administering people back into the corners of their departments, or allow research projects to fall between the gaps.

Within academia, we have an opportunity to think about ways of forging new connections among disciplines, creating the structures to do this kind of work.

We are at the point today where we have to decide how we want to tackle the future. Greg Bavington, the executive director of DDQIC, often asks, “What kind of hockey team would you have if you had all the best goalies in the world—and no one else?” It takes a well-rounded team to achieve a common goal.

The future will be full of challenge and opportunity—most of which we cannot now predict. Rapid technological advances, geo-political challenges and climate change will test our ability to react and navigate. It is through interdisciplinary research teams that we will be best able to respond to these changes, to innovate, seize new opportunities and improve quality of life—both at home and abroad.

*This column was originally published in The Hill Times on Nov. 3, and carried by Universities Canada*

## liveslived

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

# A mentor and role model to so many

Professor T. Kurt Kyser, Fellow of the Royal Society of Canada and pioneering geochemist, died while teaching in Bermuda on Aug. 29.

Dr. Kyser joined the Department of Geological Sciences and Geological Engineering at Queen's University in 1995. He created and directed one of the leading geochemistry laboratories in North America, the Queen's Facility for Isotope Research. Dr. Kyser was a world-renowned researcher whose creativity and gift for solving scientific problems produced more than 500 peer-reviewed papers, books, book chapters, and technical reports.

Beyond these seminal contributions, his lasting legacy is the hundreds of former students and postdoctoral fellows that he mentored. Each was touched in an insightful and inspirational way that not only challenged them, but ele-



**Kurt Kyser joined the Department of Geological Sciences and Geological Engineering in 1995.**

vated them as people.

Dr. Kyser's work has been recognized by numerous awards and accolades. Prominent awards include the Duncan R. Derry Medal,

Hawley Medal, Willet G. Miller Medal, Past President's Medal of the Mineralogical Association of Canada, and Past President's Medal of the Geological Association of Canada.

In addition to these honours, he was a Fellow of the Royal Society of Canada, a Queen's Research Chair, a Queen's National Scholar, a Killam Research Fellow, a Fellow of the Mineralogical Society of America, and recipient of the E.W.R. Steacie Memorial Fellowship. Dr. Kyser's service to the scientific community was also unwavering. He was the Editor-in-Chief of the Geological Society of London's journal *Geochemistry: Exploration, Environment, Analysis*, Past President of the Mineralogical Association of Canada and an active member of the Mineralogical Society of America, American Geophysical Union, Geochemical Society of America, Association of

Applied Geochemists, and the Mineralogical Association of Canada.

Dr. Kyser was born in Montana, grew up in California, and completed his BSc at the University of California, San Diego, and earned his MA and PhD from the University of California, Berkeley. His doctoral research pioneered the use of stable isotopes to understand seafloor basalt. He completed a postdoctoral fellowship at the U.S. Geological Survey in Denver and a NATO postdoctoral fellowship at the University of Paris in 1980.

Before coming to Queen's, he was a faculty member in the Department of Geological Sciences at the University of Saskatchewan. He collaborated with colleagues worldwide and believed strongly that field geology is fundamental to geochemical research. Many close friendships were born from

these collaborations, which led to fieldwork in Canada, Australia, United States, Africa, South America, Europe, and Russia.

Dr. Kyser is survived by his wife and partner in science and life, April Vuletich, and his larger family of former students and postdoctoral fellows, colleagues and friends.

*This Lives Lived was written by Eric E. Hiatt (University of Wisconsin, Oshkosh) and Peir K. Pufahl (Acadia University).*

*A memorial scholarship fund has been set up in Dr. Kyser's name. Donations can be made online ([givetoqueens.ca/project/view/902](http://givetoqueens.ca/project/view/902)) or by cheque payable to Queen's University with 'In memory of Kurt Kyser' in the memo field: Queen's University*

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## Queen's in the news

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

## NEWSPAPERS

**Matthias Spitzmuller** (Smith School of Business) wrote for the Globe and Mail about how companies can best develop young hires into successful employees.

**David Saunders** (Dean, Smith School of Business) discussed the Toronto campus of the Smith School of Business with the Globe and Mail.

**Ryan Riordan** (Smith School of Business) says financial technology, like artificial intelligence and machine learning, will lower costs and increase access to financial services in an interview with the Globe and Mail.

**Brendon Gurd**

(Kinesiology and Health) says there's no one-size-fits-all approach to exercise but that there are some techniques that can help everyone create their best workout in an interview with the Hamilton Spectator.

**Lynda Colgan's** (Education) piece for The Conversation about how schools and parents can work together to enhance science learning appeared in the National Post.

**Neil Bearse** (Smith School of



Business) spoke to the Globe and Mail about how Canadian business schools are following a global trend of spending money on digital and social media to recruit prospective MBA students.

**Erik Knutsen**

(Law) was interviewed about civil cases like the one being brought against film producer Harvey Weinstein by an Ontario actress by news outlets including the Toronto Sun, ctvnews.ca, and Global News as well as Hamilton Spectator, Waterloo Region Record, Kingston Whig-Standard and more.

**Margaret Biggs** (Political Studies, Smith School of Business) co-authored a piece for the Globe and Mail about why more Canadian students need to study abroad.

## ONLINE

**Joel Sokolsky** (Political Studies) says in Huffpost that the major focus of the Canadian Armed Forces is overseas support of our allies.

**Gerald Evans** (Medicine) told Futurism that surveillance organizations and cooperation between surveillance networks internationally



could help locate and define emerging pathogens with the potential to develop into an epidemic.

**Arthur Cockfield**

(Law) told CBC Online that in Canada companies are encouraged to use offshore tax havens as it allows them to compete in the international marketplace. His recent op-ed on the Law Society of Upper Canada was also cited in a recent Globe and Mail opinion piece; wrote for the Toronto Star about how an upcoming Supreme Court decision will determine who gets to regulate a lawyer's behaviour in the courtroom.

**Andrew Craig** (Cancer Research Institute, School of Medicine, Biomedical and Molecular Sciences) wrote for The Conversation about the urgent need for Canada's government to increase investment in scientific research.

**Warren Mabee** (Geography and Planning, School of Policy Studies) says in DeSmog Canada that the Clean Fuel Standard will accelerate emissions reductions in certain sectors, especially where there are cleaner technologies and fuels already available.



**John Burge** (Dan School of Drama and Music) wrote a piece for The Conversation, saying that it's important to nurture young, emerging composers for the future of concert music in Canada.

## TELEVISION

**Judith Davidson**

(Psychology) was interviewed on the CKWS Morning Show about how turning the clock back one hour for daylight savings affects our sleep.

**John Rudan** (Surgery) and **Gabor Fichtinger** (Computing) tell CKWS that technology like the 'iKnife' is on the leading edge of the surgical profession.

**John Andrew** (Smith School of Business, Environmental Studies) was interviewed by CKWS TV for a series on the changing face of Princess Street, and said that the developments, a couple already built and the one proposed for the next few years, are excellent projects.

**Alistair MacLean** (Psychology, School of Medicine, Psychiatry) told Global News that it would be better if time didn't change for daylight savings, as it negatively impacts



sleeping patterns.

## RADIO

**Houchang Hassan-Yari** (Centre for International and Defence Policy) discussed the recent actions of Saudi Arabia's Crown Prince to consolidate power with CKNW-Vancouver.

**Yoanna Skrobik** (School of Medicine) spoke to CBC Radio's Quirks and Quarks on opioids saying that nonpharmacological treatments may not work for acute, short-term pain, but can be extremely helpful for chronic pain.

## MAGAZINES

**Audrey Kobayashi**

(Geography and Planning) says in University Affairs that research findings suggest a difference in standards between the ways in which white and racialized professors are assessed for advancement in the academic system.

**Wagdy Loza** (Psychiatry) penned a paper discussing the term 'Islamophobia' and its social and political impacts that was published by the Mackenzie Institute.



## Helping female-identified, first-year students 'Flip the Script'

BY ANDREW CARROLL,  
GAZETTE EDITOR

A new program aimed at providing first-year, female-identified students with the tools to help reduce the instance of completed sexual assault is being introduced to the Queen's community this fall.

An initiative of the Human Rights Office, the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance Education Program is an evidence-based program developed by University of Windsor professor and researcher, Charlene Senn. Known on campus as "Flip the Script," the program has a focus on addressing acquaintance sexual assault.

Dr. Senn, who leads the Sexual Assault Resistance Education (SARE) Centre, has researched, developed, and tested the program over a 10-year period and now EAAA is being shared with universities across Canada and around the world.

At Queen's, the EAAA program is being led by Sexual Violence Prevention and Response Coordinator, Barb Lotan and Human Rights Advisor, Margot Coulter. The pair traveled to Windsor earlier this year to attend a train-the-trainer session and become thoroughly familiar with the project. Work over the summer included hiring and training three peer facilitators who are responsible for delivering the modules to

the students. In addition to Ms. Coulter and Ms. Lotan, the five-person team now also includes graduate students Catrina Mavri-gianakis, Natalie Brown and Luissa Vahedi.

The program is 12 hours in length with sessions being delivered over four evening or two full-day sessions on a weekend. This fall, weekend sessions are being offered on Nov. 18-19 or Nov. 25-26.

The two-day sessions are divided into four main sections: providing information, skills, and practice in assessing risk; overcoming emotional barriers in acknowledging danger; engaging in effective verbal and physical self-defence; and exploring one's own sexual values, boundaries, and rights. Using conversation, interactive activities and videos, young women can explore the topics in a safe and comfortable environment.

The Flip the Script program is part of a comprehensive approach to preventing sexual violence at Queen's. A variety of other programs running on campus, including Bystander Intervention Training and RAD, are complementary to this program.

Statistics show that as many as one in four female university students will experience either an at-

tempted or completed sexual assault before they graduate. The aftereffects can be devastating and providing support to the survivor is vital.

All of those involved in delivering Flip the Script are committed to making a difference and creating opportunities for young women to change the conversation about sexual violence.

"People who are sexually assaulted often suffer adverse consequences in terms of mental health and can have a really difficult time focusing on school. It can really take a toll on your academics," Ms. Brown says, adding that the majority of sexual assaults involve a male acquaintance, an important focus of the EAAA program. "We want women to be as successful as possible in all of their endeavors, so our goal is to reduce obstacles that prevent that from happening. This program is one vehicle for doing that."

Statistics also show that a female student is most likely to experience an attempted or completed sexual assault during their first year at university – a time of transition, new situations and new acquaintances.

By providing information on danger cues, assessing risk in vari-

ous situations, and how to react or respond, the program aims to help female students navigate the dangers they may face. As the old saying goes, knowledge is power.

"We really hope that we can make their transition to university life a little easier, make them feel a little more comfortable in their own skin or give them the tools to navigate the complex situations that do arise in social and sexual settings, and give them the sense that they can trust themselves," says Ms. Mavri-gianakis. "And it is also about what danger cues look like in men, what dangerous situations look like and feel like and giving women the space and the confidence to trust their intuition."

Implementation of EAAA/Flip the Script on Queen's campus is part of ongoing research being done by Dr. Senn and her team at the SARE Centre.

Space is still available in the upcoming November session. More sessions are scheduled for March 2018. There is no fee to participate. Participation is limited to first-year, female-identified students enrolled at Queen's. Contact the team at eaaaproject@queensu.ca for more information and to register. A Facebook page is available at facebook.com/FliptheScriptQueens/.

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# Balancing thousands of relationships

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

*The Gazette* sat down with Ryan Rodrigues, the newly appointed Associate Vice-Principal (Alumni Relations and Annual Giving) to learn about the experience he brings to the role, and his views on coming to Queen's, educational fundraising, and our school's alumni culture.

## What is your first impression of Queen's so far?

What's struck me at Queen's is the culture of the community, and the alumni body in particular. I just witnessed my first Homecoming just over a month ago, and to see nearly 100 groups come back for reunions, and to learn about the traditions and the history of Queen's, has been much more than I expected.

Both the Kingston and Queen's communities have been very welcoming to me and my family.

## What sort of background are you bringing to your new role?

In the past, a lot of the leaders of Alumni Relations at Queen's have been products of Queen's. To be in my role and not be an alumnus of the institution is rare here.

I've worked at the University of Guelph, Ryerson University, Western University, the University of Toronto, and the University of Pennsylvania, so those experiences have given me great insights to bring to this role. I've worked in Advancement roles, including annual giving and alumni relations, as well as in recruitment roles within the faculty in universities; at University of Toronto's Rotman School of Management and at the University of Pennsylvania's Wharton School.



Ryan Rodrigues, Associate Vice-Principal (Alumni Relations and Annual Giving), joined Queen's in July.

These experiences have helped me see how units like Advancement can support the faculties, but I've also had the advantage of being part of a faculty, and being supported by the university services I'm part of now. I understand the position of the faculty. That's been extremely helpful, specifically to this role.

I've worked in most of the provinces in Canada, in over 20 countries, and I've worked in all of the Queen's Innovation Nodes key global cities. That's also helpful in furthering Queen's business relationships.

## What drives your passion for philanthropy and community?

My parents came to Canada from East Africa in 1972, and I was born in Toronto. They came here because they wanted to give me a better life, and they did.

I grew up in Guelph, which is quite similar to Kingston, in that it's a university town and both my parents were adjunct faculty at the University of Guelph and also business people in the community. That town and gown relationship is something I'm quite familiar with, albeit in Guelph.

I got to go to great schools, and I came to the realization that not everyone can go to great schools, many because of the lack of financial capacity. I'm driven to equal the playing field through fundraising. Educational fundraising has been my driving passion.

I do a lot of volunteer work in the local community as well because I feel I have been given so much, I want to give back.

Coming to Queen's, seeing the principal's commitment to diversity, equity and inclusion, is very

important to me. I think it's the right time for me to be at Queen's and I hope I can contribute immeasurably to the community.

## How does Alumni Relations and Annual Giving fit into Queen's?

Our team deals with the full student lifecycle. We strive to engage our 140,000+ alumni, in over 140 countries, to support Queen's priorities. We connect people with opportunities to volunteer and give back to the Queen's community on local, national, and international levels. We also work with our alumni to assist with recruitment, because our alumni are our best brand ambassadors.

We also organize Homecoming and reunions, so we're trying to keep classes connected to the school. Also on the philanthropy side, we had approximately 100 groups come to Homecoming. A large number of them did class giving campaigns, so they banded together and donated towards a specific cause or project, or to the school's greatest need, or to a student need, like bursaries and scholarships.

We also have the Queen's University Alumni Association (QUAA), a dedicate group of volunteers who help foster engagement of alumni in various parts of the world and in Canada. I like to say that these engaged alumni volunteers are valued and integral partners who are a catalyst to our work.

## What's the number one priority for you and your team over the next year?

Continuing to support our volunteers and donors, while seizing new opportunities to move people to extraordinary levels of support for Queen's. We're continuously

recognizing the outstanding volunteerism and donations to our institution. That work never ends, and it's always the top priority.

By recognizing alumni engagement and philanthropic support we strengthen our alumni community culture and model the way for current students to follow.

## What's the biggest challenge coming up for Alumni Relations and Annual Giving?

The biggest challenge is engaging an exponentially growing group of alumni. We're graduating more students now than we've ever had in the past – over 50 per cent of our alumni have graduated in the last 20 years. Reaching that many people, keeping good contact information, and engaging that many people is a challenge. This becomes a volume game, so we have to leverage things like technology, but technology can only build a certain type of relationship.

The human element is hugely important to the work that we do. We don't want to whittle it down or dilute it, we work to maintain many valuable personal relationships. That's the challenge: balancing thousands and thousands of relationships for Queen's, and ensuring that we're keeping in touch, and that we're keeping up with the times as well.

## What mark would you like to make in this role?

I like the adage of leaving a job better than you were given it. I've inherited a wonderful team and alumni body that is so passionate and loyal to Queen's. My goal is to magnify that. It may be challenging because of scale, but that's the nut that I need to crack.

Read the full interview at [queensu.ca/gazette](http://queensu.ca/gazette).

# Queen's international initiatives recognized with award

BY DAVE RIDEOUT, COMMUNICATIONS OFFICER

The Association of Public and Land-grant Universities (APLU) has recognized Queen's University as a finalist for its Institutional Award for Global Learning, Research and Engagement at its recent annual meeting in Washington, D.C.



Queen's In the World

Queen's was selected as one of the final four competitors for the award out of 237 APLU member institutions, alongside Michigan State University, the University of

Washington, and the University of Calgary – the latter of which garnered the top prize.

"We have made remarkable progress since the launch of our first-ever Comprehensive International Plan in 2015," says Benoit-Antoine Bacon, Provost and Vice-Principal (Academic). "To be recognized by the APLU as one of North America's leaders in global outreach speaks to the strength of our strategy and of our academic community, as well as to the development of a real international culture at Queen's. We should be very proud of the international impact our efforts have had over such a short time."

Queen's emerged as a front-runner because of its broad range of internationalization initiatives designed to position the university as a world leader in multi-national research collaboration, global recruitment, and cross-cultural learning opportunities both abroad and at home.

"Deepening our institution's relationship with the international community is and will continue to be invaluable to the success of our faculty and students," says Kathy O'Brien, Associate Vice-Principal (International). "Impactful discovery is increased when researchers are able to collaborate with teams from around

the world, and access to international opportunities help students open up new doors for learning and employment."

The APLU also recognized Queen's as a top contender for notable academic accomplishments like Arthur McDonald's Nobel Prize-winning work in physics, and its 10-year, \$24 million grant from the Mastercard Foundation's Scholars Program to develop Ethiopia's first occupational therapy program in partnership with the University of Gondar.

"As an institution, we must continually seek new and innovative approaches to internationalization," says O'Brien. "Supporting

student and faculty international mobility, engaging our global alumni in meaningful ways, and creating a vibrant and inclusive environment on campus and at the Bader International Study Centre (BISC) are important ways Queen's can stand out on the global stage."

*The APLU is a research, policy, and advocacy organization dedicated to strengthening and advancing the work of public universities in the U.S., Canada, and Mexico. Every year, member campuses enroll 4.9 million undergraduates and 1.3 million graduate students, award 1.2 million degrees, employ 1.2 million faculty and staff, and conduct \$43.9 billion in university-based research.*



## A champion of equity and inclusivity

BY COMMUNICATIONS STAFF

After 25 years of service, Irène Bujara, University Advisor on Equity and Human Rights, will be retiring from her position as of Jan. 31, 2018.

Ms. Bujara came to Queen's in 1992 as the inaugural director of the Human Rights Office. The equity portfolio was added to her responsibilities in 2005 and she has held the position of university advisor on equity and human rights since that time. Throughout her tenure, she has guided the evolution of the university's employment equity and educational, accessibility, anti-racism, and inclusion programs and mobilized countless initiatives to support the advancement of a welcoming and respectful campus community.

"Queen's has greatly benefitted from Ms. Bujara's passion and leadership over the past 25 years, and we will continue build on her work towards a fully welcoming and inclusive campus," says Benoit-Antoine Bacon, Provost and Vice-Principal (Academic). "We are all in debt to Ms. Bujara and it is fitting that she was recently awarded a Distinguished Service Award in recognition of her work for the Queen's community."

In addition to working to prevent and address issues relating to harassment and discrimination, Ms. Bujara also established a forward-looking vision for the Human Rights Office and Equity Office, developing long-term strategic plans, policies, and proactive planning tools to sup-



**Irène Bujara, University Advisor on Equity and Human Rights, will retire after 25 years at Queen's.**

port measurable progress. Ms. Bujara and her team's work recently received an Employment Equity Achievement Award from the federal government in recognition of Queen's Accessibility Framework, Employment Equity Framework, and their innovative evaluation tool, the Diversity and Equity Assessment and Planning (DEAP) application.

During her time as the University Advisor on Equity and Human Rights, Ms. Bujara has also focused on supporting and engaging members of the Queen's community, including overseeing the establishment of a number of resource groups and professional development programming such as the "From Diversity to Inclusion" certificate, as well as engagement initiatives like the "Woman Recreated Mosaic Project."

"The accomplishment I am most proud of is to have built a team in both the human rights and equity sections of the office that is so responsive to the needs of the community," says Ms. Bujara.

## Remembering the Fifth Field Company

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

On Remembrance Day, veterans, serving military personnel, and members of the Queen's community led by Dean of Engineering and Applied Science Kevin Deluzio gathered to honour the victims of conflicts, past and present, and to pay special tribute to a group of Queen's students and faculty who answered the call during both World Wars.

A new monument unveiled on campus on Saturday, Nov. 11 was dedicated to the men of the Fifth Field Company, Royal Canadian Engineers. The group, which comprised Queen's students and faculty from the School of Mining Engineering, was formed just prior to the First World War, making them the first 'purely university company in Canada.' This unit of engineers was granted official recognition in early 1910. They contributed greatly to Canada's preparations for the Great War, and men of the company served bravely in both World Wars. Many made the ultimate sacrifice.

Among those joining Queen's for the unveiling of the plinth was Brigadier-General Steve Irwin (Ret'd), Colonel Commandant of the Canadian Military Engineers; Major-General Sylvain Sirois, the Chief Military Engineer; Colonel Andrew Bassinger, Director of the Royal Canadian Engineers; Principal Harry Kowal of the Royal Military College of Canada; and a number of representatives from the Canadian Armed Forces and Royal Military College. In addition, the university paid tribute to



**Kevin Deluzio, Dean of the Faculty of Engineering and Applied Science, and Brigadier-General Steve Irwin (Ret'd), Colonel Commandant of the Canadian Military Engineers, unveil the plinth dedicated to the Fifth Field Company.**

Cpl. Stanley Clark Fields, a member of the Fifth Field Company during the Second World War. Cpl. Fields and his family were in attendance at the unveiling, and Cpl. Fields was awarded a Canadian Military Engineer Branch Commendation for his tireless work capturing the history of the Fifth Field Company.

"It is my hope that this plinth will remind, inform, and spark interest to learn more," says Dean Deluzio. "Standing as it is, in a central location on campus, this plinth will be passed daily by many hundreds of individuals; students, faculty, staff, and visitors. In future, we will incorporate the Fifth Field Company into our annual university Remembrance and, as they do today, the flags will be flown at half-mast for the Fifth and other members of Queen's who gave so much in the service of their country, and in the name of freedom."

The monument is located at the intersection of Union Street and

Fifth Field Company Lane. This is the second plinth to be unveiled as part of the Queen's Remembers War initiative. Through this initiative, Queen's is reflecting upon its history in a project to commemorate those who have made a significant and noteworthy contribution to the university. The planning for the Queen's Remembers initiative was led by Principal Daniel Woolf in collaboration with the facilities and university planning teams, University Relations, and those with specific ties to the topics being commemorated.

The intent of this particular plinth is to remember the sacrifices of the men of the Fifth Field Company, many of whom were the same ages as our students, and who unequivocally put others before themselves. Many people contributed to the realization of this memorial, and Dean Deluzio thanked the many supporters including 1 Engineer Support Unit and the Government of Canada.

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## New lecture series will celebrate John Meisel

BY PETER JEFFREY, ASSOCIATE DIRECTOR, NEWS AND PUBLICATIONS

A lot has changed across this country since John Meisel first took up residence here at Queen's in 1949 as a lecturer in Political Studies. But one thing that remains a constant is the existence of political controversy and the need for scholars, policymakers, and the public to explore and address it.

This is where a new annual lecture series at Queen's will come in. The John Meisel Scholar Series in Contemporary Political Controversies is set for Thursday, Nov. 23 from 4 to 5:30 pm in the Agnes Etherington Art Centre. The inaugural visiting scholar will be Debra Thompson from the University of Oregon and the title of her lecture is "Trump, Race and the Rise of Populism."

"This scholar series is an ideal way for the university to celebrate John's incredible career and the contributions he has made to Queen's and Canada in his roles as a professor, public servant, and public intellectual," says Zsuzsa Csergő, Head, Department of Political Studies. "He was an important voice in many of this country's most important debates over many decades, including discussions over the future of Canadian culture and arts, and battles over the Constitution, to name a few."

Professor Meisel was also a pi-



UNIVERSITY COMMUNICATIONS

**Professor Emeritus John Meisel reacts to the announcement of The John Meisel Scholar Series in Contemporary Political Controversies. The inaugural visiting scholar, Debra Thompson from the University of Oregon, will host a lecture Thursday, Nov. 23 from 4 to 5:30 pm in the Agnes Etherington Art Centre.**

ioneer in research into political behavior and he wrote widely on Canadian elections, political parties, Quebec politics, science policy, and cultural policy.

He was the founding editor of two prestigious academic journals, the *Canadian Journal of Political Science* and the *International Political Science Review*. From 1980 to 1983 he was chair of the Canadian Radio-television and Telecommunications Commission and later served as president of the Royal Society of Canada.

Recently, he celebrated his 94th birthday at the University Club

where members of the Department of Political Studies unveiled the scholar series founded in his honour.

The event will also highlight the important contributions of Queen's Political Studies to scholarship and public engagement both nationally and internationally.

The lecture is open to the public and is being sponsored by the Faculty of Arts and Science with support from alumni.

For more information visit the Queen's Political Studies website ([queensu.ca/politics](http://queensu.ca/politics)).

## through the lens



**ABOVE: Principal Daniel Woolf, left, and Chancellor Jim Leech, right, helped recognize Distinguished Service Award recipients Judith Brown, Irène Bujara, Kanonhsyonne (Janice Hill), Albert Clark and Terry Krupa, at the University Council Dinner on Saturday, Nov. 4. Hok-Lin Leung was absent. BELOW: Principal Woolf speaks with Queen's donor Bob Burnside (Sc'56), who received the Distinguished Service Award in 1998, at the University Council Dinner.**



PHOTOS BY GARRETT ELLIOTT

## grad studies

### THESIS DEFENCES

#### Friday, Nov. 24

Aaron Douglas Springford, Mathematics & Statistics, 'Spectral Analysis of Time Series With Latent and Irregular Times'. Supervisors: D.J. Thomson, G.K. Takahara, 521 Jeffrey Hall, 10 am.

#### Tuesday, Nov. 28

Xilong Yuan, Chemistry, 'Development of Green Chromatographic Techniques and Stimuli-Responsive Materials Based on Co2-Switchable Chemistry'. Supervisors: R.D. Oleschuk, P.G. Jessop, 515 Chernoff Hall, 1:30 pm.

#### Wednesday, Nov. 29

Kimberley Anne Foley, Public Health Sciences, 'Measuring the Quality of Personal Care in Patients Undergoing Radical Radiotherapy for Prostate Cancer'. Supervisors: W.J. Mackillop, P. Groome, 311 Caruthers Hall, 1 pm.

#### Thursday, Nov. 30

Md Shahrear Iqbal, Computing,

'Towards A Security Framework for Smartphone Operating Systems'. Supervisor: M. Zulkernine, 524 Goodwin Hall, 1 pm.

#### Thursday, Nov. 30

Scott Lougheed, Environmental Studies, 'Disposing of Risk: The Biopolitics of Recalled Food and the (Un)Making of Waste'. Supervisor: M.J. Hird, 402B Gordon Hall, 9:30 am.

#### Monday, Dec. 4

Muhammad Farrukh Rafiq, Art History, 'Nationalism and Pre-Raphaelite Art'. Supervisor: J. Heland, D120 Mac-Corry Hall, 1 pm.

#### Tuesday, Dec. 5

Hao Li, Electrical & Computer Engineering, 'Advanced Downconversion Mixers for CMOS Radio Frequency Integrated Circuits'. Supervisor(s): C.E. Saavedra, 428 Walter Light Hall, 10 am.

#### Thursday, Dec. 7

Iman Faraji, Electrical & Computer Engineering, 'Improving Communi-

cation Performance in HPC Clusters with GPU Accelerators'. Supervisor: A. Afsahi, 428 Walter Light Hall, 1:30 pm.

#### Thursday, Dec. 7

Lei Kou, Electrical & Computer Engineering, 'Topologies and Modulation Methods for Five-Level Active-Neutral-Point-Clamped Inverters'. Supervisor: Y.-F. Liu, P.C. Sen, 310 Beamish Munroe Hall, 1 pm.

#### Friday, Dec. 8

Liang Jia, Electrical & Computer Engineering, 'Technologies for Improving Performance of Indoor Dimmable Light-Emitting Diode (LED) Drivers'. Supervisor: Y.-F. Liu, 428 Walter Light Hall, 1:30 pm.

#### Wednesday, Dec. 13

Jeffrey Rice, Political Studies, 'Why Organizations Fight: Wars of Choice in an Age of Instability'. Supervisor: S. von Hlatky, C326 Mac-Corry Hall, 10 am.



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# Science in Canada needs funding, not photo-ops

This column was originally published on *The Conversation* ([theconversation.com/ca](http://theconversation.com/ca)).

BY ANDREW CRAIG, ASSOCIATE PROFESSOR - BIOMEDICAL AND MOLECULAR SCIENCES

Fresh off an election win in 2015, the Trudeau government won the support of the Canadian research community with a declaration that science and evidence-based decision making was back.

Early action included the appointment of Canada's first minister of science, and a modest increase in funding to the federal agencies that administer federal research funds in their first budget. While disappointed with the magnitude of investment, the research community rationalized that much more substantive changes to science funding would require more time, and hoped for an evidence-based process.

To this end, Science Minister Kirsty Duncan commissioned a review of federally-funded research led by David Naylor and a panel of university administrators and distinguished researchers, including Nobel laureate Arthur McDonald.

The report was delivered in late 2016. But the official release was delayed until early April 2017, after the government presented its second federal budget with no new funds for Canada's three federal research agencies, commonly referred to as the tricouncil: Canadian Institutes of Health Research

(CIHR), Natural Sciences and Engineering Research Council of Canada (NSERC) and the Social Sciences and Humanities Research Council (SSHRC).

## Picking winners instead of basic research

In fact, there was no mention of these funding agencies or the importance of fundamental research in the 2017 federal budget, despite a major focus on innovation, which inevitably builds on fundamental discoveries.

Instead, Ottawa continued the trend of previous governments to support directed funding for specialized themes, including \$6 million for stem-cell research, \$81 million for space exploration, \$10 million for quantum computing and \$35 million to support international collaborations. This approach amounts to picking winners, and ignores the value of broad support for the science ecosystem.

To this day, there has been limited endorsement of the Naylor report recommendations by the Canadian government. Some suggest the science minister and the Naylor report failed to make a compelling case that a major reinvestment of \$485 million annually — less than 0.1 per cent of GDP — is needed to restore funding for fundamental research to 2005 levels.

Duncan was slow to endorse the report and appeared to question whether funding recommen-



dations should be left to elected officials — surprising since she herself commissioned the report, and it provides the basis for evidence-based decisions on how to bolster Canadian science funding and delivery.

## Research funding dire

Instead, a grassroots effort among Canadian researchers led to the organization of town hall meetings across Canada where researchers weighed in on their concerns. These forums revealed how dire the funding situation is for researchers, especially for those in early- and mid-career positions who are attempting to build or sustain their research program.

The meetings also demonstrated that the research community strongly supports implementation of all recommendations in the Naylor report. "Support the Report" became a mantra taken up by many Canadian scientists on social media and in meetings with government officials. We collectively met with most federal MPs and ministers and often found ourselves educating them on the Naylor report — even those within the Liberal government.

Since then, there has been no evidence that the science minister or the prime minister will provide the budget support needed to enact the report's recommendations.

Now at the midpoint of its mandate, the Trudeau government is attempting to traverse an ever-widening gap between the government's messaging on science and its actions. Due to inaction, they have effectively reduced available funding for federal research in open competitions where the research topics are not constrained or dependent on industry partnerships.

## Serious implications

Why should the public be concerned? The loss of investigator-initiated grants means that we are currently limiting the support for new fundamental discoveries that cannot be predicted by well-intentioned government or granting council executives.

Further, these discoveries are often not translated into new treatments or devices immediately. The late Tony Pawson, who made seminal discoveries during his biomedical research career in Canada, had an important message for all governments when accepting the prestigious Kyoto Prize in Japan in 2008: "Governments increasingly want to see immediate returns on the research that they support, but it is worth viewing basic science as a long-term investment that will yield completely unexpected dividends

for humanity in the future."

This was certainly a failing of the Harper government, and still largely applies to the science policy of the Trudeau government, despite the warm platitudes of how they value science.

## Action needed now

It is time for the Canadian government to move past boutique programs and photo-ops. Without new investment in unfettered research funding to the tricouncil agencies, we will see generations of highly-skilled scientists leave Canada or choose another career.

This will further the steady decline in Canada's reputation for world-class research. It also has the unintended consequence of stemming the flow of new discoveries that feed into the innovation sector.

Recently, several positive steps on the science portfolio have included appointment of Canada's chief science adviser to the government and a Canada Research Coordinating Committee. These are promising developments, but without a major increase in federal funding, the research ecosystem will remain on life support.

It is now 2017, a time for evidence-based decisions in science policy. It is time for the Canadian government to demonstrate they are moving ahead with all recommendations from the Naylor report to return balance and support Canadian science in all its wonderful diversity.

# Investing in research = investing in people

BY MELINDA KNOX, ASSOCIATE DIRECTOR, RESEARCH PROFILE AND INITIATIVES

People are the key. In particular, highly qualified personnel (HQP) are a key part of the equation for scientific discoveries, evidence-based decision-making, and for building a foundation for economic growth and social progress. Stakeholder recognition of the value to society from training HQP is more important than ever before: the next generation of researchers will tackle the world's most pressing issues and we must make sure they are prepared.

Investment in people was the dominant theme in *The Importance of Research in the Development of Highly Qualified Personnel*, a Queen's University-hosted symposium as part of the Canadian Science Policy Conference, Nov. 1-3 in Ottawa. The symposium

featured remarks from Reza Moridi, Ontario's Minister of Research, Science and Innovation, Art McDonald, Queen's professor emeritus and 2015 co-recipient of the Nobel Prize in Physics, and a keynote from Cathleen Crudden, Canada Research Chair in Metal Organic Chemistry. Each echoed the sentiment that research training at the doctoral and postdoctoral levels is critical to the development of the HQP needed by Canada's knowledge economy, and that Canada has not kept pace internationally regarding investments in this area.

"We cannot do more with less," Dr. Crudden says. "A substantial increase in support for investigator-led funding is extremely important and will provide a major source of enhanced support for students and training of HQP across the ecosystem."

A panel, moderated by Ted

Hsu, former Member of Parliament for Kingston and the Islands, featured representatives from academia, government and industry, developed into a dynamic discussion on the return on investment for training of HQP and the importance of effectively communicating this value proposition to decision-makers and industry leaders.

"The symposium was stimulating and thought provoking," says John Fisher, Interim Vice-Principal (Research). "The symposium highlighted the fact that Canadian universities need to tell a better story about the remarkable value and impact of research in terms of generating what the government calls 'highly qualified personnel.' HQP are the talented individuals who emerge from research training to drive our knowledge economy and routinely produce commercializable products. We need

to highlight the impacts that HQP are making and how they are dependent on investment in fundamental research."

## Investing in fundamental science = investing in people

The symposium was inspired by advocacy efforts to encourage the federal government's implementation of the 35 recommendations outlined in Canada's *Fundamental Science Review, Investing in Canada's Future: Strengthening the Foundations of Canadian Research*.

Commonly referred to as the "Naylor Report" after its lead author, the review was commissioned by Minister of Science Kirsty Duncan and was developed by a panel of nine non-partisan experts, including Dr. McDonald. The report, released in spring 2017, focuses on the importance of fundamental research support to

Canada, and also to its global competitiveness.

The university supports the review's recommendations and is committed to working collaboratively with the government to advance Canada's leadership in fundamental science.

"The review's recommendations have been presented to government and we are hopeful for a positive response, said Dr. Art McDonald. "Federal investment in fundamental science has slumped in recent decades, especially support for individual researchers, who are key. If we want Canada to become a global research powerhouse, we need to invest in the people — the HQP — who will elevate our competitive advantages."

For more information on Queen's advocacy efforts and how you can #supportthereport, please contact the Office of the Vice-Principal (Research) ([queensu.ca/vpr/](http://queensu.ca/vpr/)).



UNIVERSITY COMMUNICATIONS



Interim Vice-Principal (Research) John Fisher, top left, and Principal Daniel Woolf, top right, helped recognize the students who took part in the 2017 Undergraduate Student Summer Research Fellowship program with an event at Stauffer Library, that included a poster display by each student detailing their research project.

## Connecting learning, research, and student experience

BY ANDREW CARROLL,  
GAZETTE EDITOR

The work of students who took part in the 2017 Undergraduate Student Summer Research Fellowship (USSRF) program was on display Monday, Oct. 30 during a special event at Stauffer Library.

Along with the poster display of each research project, the students were recognized and congratulated by Principal Daniel Woolf and Interim Vice-Principal (Research) John Fisher.

The USSRF program is an opportunity for continuing undergraduate students in social sciences, humanities, business and education to develop research skills under the guidance of a faculty researcher. The program provides meaningful opportunities to engage in discovery-based learning and to develop research and presentation skills.

A total of 22 students took part in the USSRF program, covering a wide array of research topics.

For many of the students, such as Alyssa Aiello (Artsci'18), the program provides an introduction to the research process while also working one-on-one with a fac-

ulty member.

"This was the first time I have done a project of this sort, so being considered and being accepted for this opportunity is amazing. I would never have been able to do this otherwise which is really remarkable," she says. "Also being able to work so closely with a professor, Heather Castleden, and learn the research process was very valuable and gives you an idea earlier on whether or not you want to pursue research opportunities, which I think is invaluable."

Many students find other platforms to display their USSRF projects such as attending conferences with their supervisor or participating in Inquiry@Queen's. Ms. Aiello's research on the media's portrayal of Indigenous leadership in renewable energy projects recently won the top poster award at the Ontario meeting of the Canadian Association of Geographers.

Several fellowships are also available to students whose projects take place at the Bader International Study Centre (BISC) at Herstmonceux Castle in East Sussex, England.

Jena Hudson (Artsci'18) received one of these fellowships

and worked with Christian Lloyd, BISC Academic Director and an expert on 1960s rock legend Jimi Hendrix.

She looked into the musician's influence in England during the era and conducted searches of archives in the United Kingdom for information.

"I think that this project was particularly interesting for me because so many of these archives without undergrad research wouldn't have been touched for a long time," she says. "Even though there are lots of professors doing amazing research they are also busy teaching classes and other things as well. So to have an assistant to do some of the research for you was helpful to them but also an incredible opportunity for me and going forward. It definitely sparked my interest in doing research."

For more information, visit the USSRF program website ([queensu.ca/urs/undergraduate-student-summer-research-fellowships-ussrf](http://queensu.ca/urs/undergraduate-student-summer-research-fellowships-ussrf)).

The next USSRF competition deadline is March 9, 2018. Send enquiries to Alexandra Pedersen, or call 613-533-2000 ext. 79399.

## Collaborating on cutting-edge tech

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

Researchers from Queen's University, Kingston Health Sciences Centre, and Imperial College in London, England are breaking new ground with a cutting-edge technology that could transform the way tumour removal surgery is performed.

The Intelligent Knife or 'iKnife,' developed by researchers at Imperial College London, is an innovative tool that can detect cancer by analyzing or 'smelling' smoke created during surgery. With a global reputation for work in developing image-guided surgical interventions that could enhance use of the iKnife technology, Queen's has been asked to join a consortium to advance the tool's capabilities.

"Surgeons and researchers from Queen's University have joined a consortium of three academic partners and a corporate sponsor to investigate the possible uses of the iKnife," says John Rudan (Head, Department of Surgery). "The iKnife has the potential to revolutionize the surgical treatment of cancer. Queen's expertise in image-guided surgery and cancer research provides unique expertise important to the further development of the iKnife."

At this time, the iKnife is an investigative research and surgical tool. Kingston will become the first city in North America to have access to the technology, joining a small number of centres in Europe. Intensive research will be done over the next several years at Queen's with the iKnife being used in the operating rooms.

The iKnife was invented by Zoltan Takats, a member of the Department of Cancer and Surgery at Imperial College London, who visited Queen's University from Nov. 6 to 10 as the Dr. Andrew Bruce and Margaret Bruce Visiting Scholar in Surgical Innovation. Established by Dr. Andrew and Margaret Bruce, the endowment will be used to support the hosting of prominent scholars at Queen's.

These visiting scholars will bring special expertise in the area of surgical scholarship, introduce new research and ideas, teach new methodologies to Queen's medical scientists and clinicians, and provide new concepts to Queen's students.

Dr. Takats also presented a talk entitled, What Do the Molecules Tell Us? - The quiet revolution of chemical information, on the importance of molecular imaging in surgery, at a public lecture on Thursday, Nov. 9.

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## events calendar

### Wednesday, Nov. 22, 1-2:30 pm Town Hall - Undergraduate Orientation Review Working Group

The Undergraduate Orientation Review Working Group will be holding a Town Hall open to all members of the Queen's and Kingston communities. All are welcome to come and hear an update on work completed to date and to contribute their feedback. Robert Sutherland Hall, Rm. 202

### Wednesday, Nov. 22, 5:30-7 pm Queen's Reads Discussion Group

Did you pick up a copy of *The Break*? Do you want to chat about what you've read so far? Come join the Queen's Reads reading group where we will be discussing the first two parts of *The Break*. The session will be led by a trained facilitator and will finish with a bookmark making activity. All members of the Queen's community are welcome to attend. Kingston Hall, Rm. 213

### Thursday, Nov. 23, Noon-1 pm Bader International Study Centre Information Session

All Queen's students interested in studying at the Bader International Study Centre are welcome to this presentation and Q&A hosted by Undergraduate Admission and Recruitment. Gordon Hall, Welcome Centre

### Thursday, Nov. 23, 4-5:30 pm The John Meisel Lecture in Contemporary Political Controversies

The Department of Political Studies invites you to the inaugural lecture of the John Meisel Lecture in Contemporary Political Controversies. Conceived by the Department of Political Studies in 2017, to honour Professor John Meisel, and the

important roles he played in the world of political studies and the world of public debate. The event will also highlight the important contributions of Queen's Political Studies to scholarship and public engagement nationally and internationally. This inaugural lecture will feature Debra Thompson, Associate Professor of Political Science, University of Oregon on the topic of "Controversies in the Making: Trump, Race, and Time." Agnes Etherington Art Centre

### Friday, Nov. 24, 11:30 am-1 pm Frost Lecture: Dr. Gerhard Erker

Dr. Gerhard Erker of University of California – Santa Barbara and Münster University will speak on "Frustrated Lewis Pair Chemistry: Searching for New Reactions". Chernoff Hall. Room: 117.

### Friday, Nov. 24, Noon- 1 pm Winkler Speaker Series in Industrial Relations

"Wicked Problems: Labour Policy Challenges in the 21st Century" delivered by Anthony Giles, Assistant Deputy Minister, Policy, Dispute Resolution and International Affairs Labour Program, Employment and Social Development Canada, Government of Canada. Robert Sutherland Hall, Rm. 202.

### Monday, Nov. 27, 5:30-7 pm Town Hall - Undergraduate Orientation Review Working Group

The Undergraduate Orientation Review Working Group will be holding a Town Hall open to all members of the Queen's and Kingston communities. All are welcome to come and hear an update on work completed to date and to contribute their feedback. Robert Sutherland

Hall, Rm. 202

### Thursday, Dec. 7 Staff Appreciation Day

Staff Appreciation Day is a great opportunity to remind ourselves of the importance of recognizing our employees and to find ways to add recognition into our daily activities. Throughout the day the university has arranged special events to enjoy. The Human Resources Learning Catalogue has a variety of one-hour tours, workshops, and fitness classes offered throughout the day. Also the Principal's Holiday Reception and Staff Awards will be held at the ARC

from 11:30 am to 1 pm. In addition, employees are also welcome to enjoy a free medium hot beverage (coffee, tea, hot chocolate) before 11:30 am from any Sodexo outlet on Dec. 7 by showing their staff cards.

### Wednesdays Noon-1 pm Soulful Singing

Free your voice and share your song with this inclusive and uplifting meditative practice. Soulful Singing is an active meditative practice that promotes joy, mindfulness, creativity and community. We share songs and chants through the oral tradition, in inclusive, heart-opening gatherings

that focus on presence, not performance. Facilitated by Wendy Luella Perkins, singer songwriter and minister with the Office of the Interfaith Chaplain at Queen's. All are welcome to this free weekly event.

### Wednesdays, Noon-12:30 pm Meditation at the Ban Righ Centre

Join Dr. Jacqueline Davies for a guided meditation, Wednesdays at lunch time, in the Ban Righ Centre. This will be a regular session but please be aware that the schedule will change around holidays or in the case of illness. Open to everyone - seating is limited.

#### ACROSS

- 1 Deli counter purchase
- 5 Two eating utensils in one
- 10 Bagful of Halloween candy, e.g.
- 14 Consumer watchdog: abbr.
- 17 2014 TV retiree
- 18 Pale
- 19 Dull pain
- 20 Charlotte of "The Facts of Life"
- 21 Or: Ger.
- 22 She had Fay's role in 2005's "King Kong"
- 23 Lazy one
- 25 Mewled
- 27 Downs and Lofting
- 29 Connects with
- 30 Nerd of the '40s
- 32 Whatnot feature
- 34 Works hard
- 37 Files
- 41 Elder and alder

- 43 Verbal indiscretion
- 44 Gotham subway line: abbr.
- 45 Backstreet Boys' rivals
- 47 Stewart ex Ekland
- 49 "\_\_\_ Yankee Doodle Dandy" author
- 50 "Toby Tyler" author
- 52 Snap-on products
- 54 Natives of Bonn
- 56 Hip kerchief
- 58 Roam
- 59 Walking \_\_\_ (elated)
- 60 Guarantee
- 62 Daybed
- 64 Greek letter
- 68 Birthmark
- 70 Once, once
- 72 Hands (out)
- 73 Moves out of
- 76 Helicopter blade
- 78 Tom's wife before Katie and Nicole
- 79 \_\_\_-Magnon

- 80 Playful trick
- 83 Matt of "We Bought a Zoo"
- 85 Truck-making inits.
- 86 The Mounties: abbr.
- 88 Physicist Nikola
- 90 Condiments
- 92 Absorb
- 94 Fended off dehydration
- 96 Word sung while drinking champagne
- 97 Neeson or O'Flaherty
- 99 Farewell, to Colette
- 101 \_\_\_ Mountains of Pennsylvania
- 105 Fester
- 108 Norman who created Neuman
- 110 Walked
- 111 Small whale
- 112 Trade
- 113 An archangel
- 114 Numerical prefix
- 115 July color
- 116 Bubbly drink
- 117 Cabbage variety

- 118 Football game shouts
- #### DOWN
- 1 Unhygienic one
  - 2 Castor's ma
  - 3 From the top
  - 4 Wells's "War of the \_\_\_"
  - 5 Grittiest
  - 6 Editor's column filler: abbr.
  - 7 Klutz's exclamation
  - 8 Joel Chandler Harris character
  - 9 Chess piece
  - 10 Nagging parent, to an eye-rolling teen
  - 11 Site of many knee injuries: abbr.
  - 12 "No sir!"
  - 13 Authorized
  - 14 South American capital
  - 15 Prevent
  - 16 Boudoir furniture
  - 24 Sporty Pontiacs of the '60s
  - 26 Joyce's home

- 28 Sage, e.g.
- 31 Jo Jo Dancer portrayer
- 33 Make believe
- 35 Represent in drawing
- 36 Bath and Ems
- 37 Electronic component
- 38 QB Kyle of the Broncos
- 39 Mixes
- 40 Hair nets
- 42 Take without permission
- 46 Roman 156
- 48 Common chord
- 51 Finnish hangout
- 53 Break off
- 55 1983 Michael Keaton film
- 57 Actress Scacchi
- 59 GM communications option
- 61 Olympic unit
- 63 Yankees #13, to fans
- 65 Role for Laughton in 1935
- 66 "Silence of the Lambs" director
- 67 Japanese sports shoe company
- 69 ¿Cómo está \_\_\_?
- 71 Reference library behemoths
- 73 Precursors to DVD players
- 74 Mobil competitor
- 75 Quibble
- 77 Chubby
- 81 Nazarene, e.g.
- 82 Suited up
- 84 Singer Martini
- 87 "Kiss of the Spider Woman" author
- 89 Antagonism
- 91 Zone, to the military
- 93 Bearcat
- 95 Knightley of "Everest"
- 98 Actress Questel et al.
- 100 Inst. of higher learning
- 102 Shamu, e.g.
- 103 Chris of "Law & Order"
- 104 Seraglio sections
- 105 2003 retiree
- 106 Sally Lunn accompaniment
- 107 Create edging
- 109 The earth: prefix

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## Sumner, MacDougall power Gaels to silver

BY COMMUNICATIONS STAFF

The Queen's Gaels women's cross country team finished with a team U SPORTS silver medal thanks to the second and third overall performances from Claire Sumner and Branna MacDougall on Sunday, Nov. 12 in Victoria, B.C. Eric Wynands led the men's team, placing seventh, and helping the team finish in fifth place.

The women's cross country team finished with two of the top three podium positions as Sumner took the silver medal in a time of 27:45.95 and MacDougall finished with bronze in a time of 27:50.56. Toronto Varsity Blues runner Sasha Gollish won in a time of 27:36.27.

As a team, the Gaels took the national silver medal. Along with the impressive results from Sumner and MacDougall, the Gaels saw Molly Steer place 25th in 30:06.03, Taylor Sills finish 30th in 30:19.16 and Amy Stephenson placing 32nd in 30:19.35.



SUPPLIED PHOTO

Queen's Gaels runners Claire Sumner, centre, and Branna MacDougall, right, start off the U SPORTS women's cross country race Sunday, Nov. 12, in Victoria, B.C. Sumner finished second and MacDougall was third overall.

The team finished with a total of 92 points while first-place Toronto had 73. Both Sumner and MacDougall were recognized as first-team All-Canadians with their placings.

On the men's side, Wynands also earned first-team All-Canadian honours with a time of 31:42.25. Mark Schmidt was 32nd at 32:14.60, Rob Kanko 33rd at 32:15.61, Alex Wilkie was close be-

hind in 35th at 32:16.76, and Brett Crowley was 38th in a time of 32:21.39. The individual champion was Yves Sikubwabo from Laval and the Guelph Gryphons were the team champions.

### fit tips

#### Try the three Ps

Just because you have a desk job does not mean that you have to live in front of a screen. If you sit all day at work, and then sit all night at home to "relax," you're not doing your body any favours.

- Try the 3 Ps:
- Practice turning off the screens
  - Plan your screen time
  - Play – just get outside and play.

When thinking of the 3 Ps, if you feel it is a "necessity" to watch TV, try doing jumping jacks/squats/weight lifting/yoga moves or just standing during the show; at a minimum during the commercials this will add activity to your day. It's just that easy!

Practice the 3 Ps. Try turning off all screens; TV, computer, ipad, etc, for a set amount of time each day and see how easy it is to turn off the screen and turn up the activity in your life.



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## books

*After Morgentaler: The Politics of Abortion in Canada* by **Rachael Johnstone**, Bader International Study Centre

The landmark decision *R. v. Morgentaler* (1988) struck down Canada's abortion law and is widely believed to have established a right to abortion. Although the decision removed one legal barrier, its actual impact is much less decisive, and women's access to abortion in Canada remains uneven and at risk of being curtailed.

In *After Morgentaler*, Rachael Johnstone examines the state of abortion access in Canada today, maps its historical development since 1988, and argues that substantive access is essential to full citizenship for women.

When the *Morgentaler* decision recast abortion as a health care issue, jurisdiction over the procedure shifted to the provinces, each of which chose to regulate access differently.

Johnstone presents three provincial case studies – Quebec, Ontario, and New Brunswick – to demonstrate the role of both state and non-state actors in shaping access across the country.

Informed by the current frameworks employed by reproductive-rights advocates in Canada, this



book affirms the need to recognize abortion as an issue fundamentally tied to women's equality while stressing the continued utility of rights claims as a means to improve access.

This timely, comprehensive account yields new insights into the legacy of *Morgentaler* in contemporary Canada.

This book will be of interest to scholars in the fields of women and politics, gender and public policy, women's health and reproductive politics, and Canadian women's history.

## for the record

### COMMITTEES

#### Advisory Review Committee – Queen's Institute of Energy and Environmental Policy (QIEEP), School of Policy Studies

In accordance with the Senate Policy on Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and other entities at Queen's University, David Walker, Executive Director, School of Policy Studies, is pleased to announce the membership of the Advisory Review Committee for the Queen's Institute of Energy and Environmental Policy (QIEEP) five-year review. The committee comprises:

- Tina Dacin, Professor & Stephen J.R. Smith Chair of Strategy & Organizational Behaviour, and Director, Smith School of Business Centre for Social Impact
- Peter Harrison, Chair of the Advisory Review Committee, Professor Emeritus, School of Policy Studies
- Graham Whitelaw, Associate Professor, Queen's National Scholar, School of Environmental Studies and the School of Urban and Regional Planning

To assist with the review, faculty, staff, students and members of the university community are invited to submit their comments to Dr. Harrison, c/o Celia Russell, School of Policy Studies russellc@queensu.ca by Friday, Dec. 1, 2017. For more information on QIEEP, visit [www.queensu.ca/qieep/home](http://www.queensu.ca/qieep/home).

Submissions will be shared with committee members only and will become part of the review process;

anonymous submissions will not be accepted.

#### Headship Search Committee – Department of Anesthesiology and Perioperative Medicine

In accordance with the Senate Document governing the Appointment of Clinical/Academic Department Heads, approved March 26, 2009, a search committee has been established to provide advice on the headship and the present state and future prospects of the Department of Anesthesiology and Perioperative Medicine. The composition of the committee is as follows:

- Ms. Silvie Crawford, Executive Vice-President and Chief Nursing Executive, Kingston Health Sciences Centre
- Dr. Michael Fitzpatrick (co-chair), Vice President Medical Affairs and Chief of Staff, Kingston Health Sciences Centre
- Dr. Anthony Ho, Professor, Department of Anesthesiology and Perioperative Medicine
- Dr. Yuri Koumpan, Resident, Department of Anesthesiology and Perioperative Medicine
- Dr. Jordan Leitch, Co-Chief Resident, Department of Anesthesiology and Perioperative Medicine
- Dr. John Leverette, Vice President, Medical and Academic Programs, Providence Care
- Dr. Michael McMullen, Assistant Professor, Department of Anesthesiology and Perioperative Medicine
- Ms. Angela McTaggart, Administrative and Financial Assistant, Department of Anesthesiology and Perioperative Medicine

rioperative Medicine

- Dr. Cara Reimer, Assistant Professor, Department of Anesthesiology and Perioperative Medicine
  - Ms. Katie Roberts (Secretary), Senior Staffing Officer, Faculty of Health Sciences
  - Dr. John Rudan, Professor and Head, Department of Surgery
  - Dr. Chris Simpson (co-chair), Vice-Dean, Clinical, School of Medicine and Medical Director, South-eastern Ontario Academic Medical Organization
  - Dr. Devin Sydor, Assistant Professor, Department of Anesthesiology and Perioperative Medicine
- Faculty, staff, students, residents and all other members of the hospital and university communities, are invited to submit their comments, in writing, on the present state and future prospects of the department, as well as the names of possible candidates for the headship and the reasons for supporting each nominee. Written submissions are to be directed to the co-chairs c/o Katie Roberts, Faculty of Health Sciences, Macklem House, 18 Barrie St., Queen's University, Kingston, Ontario, K7L 3N6. Electronic submissions can be forwarded to [katie.roberts@queensu.ca](mailto:katie.roberts@queensu.ca).
- While submissions will be accepted throughout the search process, it will be advantageous for the committee to have them early. Responses received will remain confidential and will be shared only with the members of the review committee; Anonymous submissions will not be considered.

## human resources

### Job postings

Full details regarding job postings – as well as the application process – can be found at [queensu.ca/humanresources/careers](http://queensu.ca/humanresources/careers).

■ **Competition Number:** J0917-0566  
**Position:** Inclusion and Anti-Racism Advisor  
**Department:** Human Rights Office  
**Grade:** 9  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Dec. 3

■ **Competition Number:** J1117-0255  
**Position:** ECEi Experience Coordinator  
**Department:** Electrical & Computer Engineering  
**Salary:** \$45,458/Year  
**Grade:** 6  
**Job Type:** 12-Month Term  
**Closing Date:** Dec. 4

■ **Competition Number:** J0617-0740  
**Position:** Senior Internal Auditor  
**Department:** Audit Services

■ **Salary:** \$62,145-\$73,496/Year  
**Grade:** 9  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Dec. 3

### Successful Candidates

■ **Job Title:** Program Assistant (USW Local 2010)  
**Department:** Smith School of Business, Commerce Office  
**Competition:** J0717-0071  
**Successful Candidate:** Angie Loyst (Queen's Executive Education)

■ **Job Title:** Engineering Design Course

Coordinator (USW Local 2010)  
**Department:** Chemical Engineering  
**Competition:** 2017-186  
**Successful Candidate:** Ashwin Gupta

■ **Job Title:** Program Manager  
**Department:** Smith School of Business  
**Competition:** J0617-0652  
**Successful Candidate:** Gang Tian

■ **Job Title:** Program Coordinator (USW Local 2010)  
**Department:** Industrial Relations Centre  
**Competition:** J0617-0366

■ **Successful Candidate:** Emily Culhane (QEE General Admin)

■ **Job Title:** Residence Program Coordinator (USW Local 2010)  
**Department:** Residence Life, Housing & Ancillary Services  
**Competition:** J0617-0015  
**Successful Candidate:** Hayley McNamara

■ **Job Title:** Program Assistant (USW Local 2010)  
**Department:** Art Conservation  
**Competition:** J0617-0981  
**Successful Candidate:** Stefanie Killen

### PUZZLE SOLUTIONS

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 613-533-2846



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