

# the gazette

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## WINTRY WELCOME



Thanks to some cold weather over the break, Queen's campus has taken on a very wintry look. Despite the chilly weather, the grounds remain among the most beautiful to be found with the stark shades of the buildings contrasting with the icy white of the snow. (Photos by Lars Hagberg)

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## New support for Indigenous students

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### QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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Queen's  
UNIVERSITY

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Two new staff members hired this fall are already having a significant positive impact on the Queen's community, particularly for Indigenous students.

Mishiikenh (Vernon Altman) joined Four Directions Aboriginal Student Centre in October as an Elder-in-Residence and Cultural Counsellor, a new role which sees him meeting with students and supporting Indigenous cultural ceremonies. His hiring diversifies the voices at Four Directions, as he is the only Anishinaabe man working in the centre.

Mr. Altman's career has been focused on traditional healing practices, specifically in mental health. He was summoned by the elders to complete a Master's of Indigenous Knowledge and Philosophy Program through Seven Generations Education Institute in Fort Frances, Ontario. The institute is connected to the World Indigenous Higher Education Consortium (WINHEC), and is affiliated with Queen's.

Mr. Altman moved back to Kingston last year to work with the federal penitentiaries, and became involved in the local Indigenous community through Four Directions. He began helping the centre with its Ojibway language programming and through this heard that Queen's was seeking an Ojibway language teacher.

"It was an opportunity of a lifetime," he says. "I never dreamed that I would be asked to do it."

A few months later, Mr. Altman also took on the elder and cultural counsellor roles with Four Directions. He says there are some



Mishiikenh (Vernon Altman), left, is the new Elder-in-Residence and Cultural Counsellor at the Four Directions Aboriginal Student Centre, while Bezhig Waabshke Ma'iingan Gewetiigaabo (Deborah St Amant), right, is the Faculty of Education's first Elder-in-Residence.

similarities in providing guidance to students and his past work.

"The difference is that the students are willing and seeking the knowledge," he says. "There are different objectives, different teachings that are used...and it is open and free."

Since joining Four Directions, Mr. Altman has had the opportunity to present to medical and education students, and help organize Indigenous ceremonies on campus including smudging. Annually, he participates in ceremonies such as the Sun Dance, which involves four days without food or water and a trial of physical endurance.

"It's not just feathers and beads... it is research. It is hard work, commitment, and sacrifice," he says. "I pick up a lot of baggage that I have to dispose of, so that's why I am committed to these traditional annual practices."

Meanwhile, in the Faculty of Education, Bezhig Waabshke Ma'iingan Gewetiigaabo (Deborah

St Amant) is applying new technologies to Indigenous traditions. Ms. St Amant (Ed'82) describes the largest part of her role as a 'Cyber Elder', where she connects virtually with students in the Master of Education in Aboriginal and World Indigenous Educational Studies (AWIES) and the faculty's doctorate programs.

"When the AWIES students get together in the summer, they really like that sense of community," Ms. St Amant says. "When they leave Kingston – headed to Whitehorse, to Moosonee, and every other part of Canada – they lose that connection to their student learning community. The relationship is so important in any Indigenous culture...it's all about the relationship and being able to see the person."

To help foster those relationships with the students, she holds regular video calls and, starting in January, she hopes to start a virtual 'talking circle' with the entire

group simultaneously connected to the same video call. Ms. St Amant is also on-campus twice a month specifically to support students in the Aboriginal Teachers Education Program (ATEP) or other faculty, staff, and students seeking an elder.

She says Indigenous students face a number of barriers in the education system, and it can be helpful to have an elder who can counsel them and vouch for them.

"A lot of the discussions I have are about the challenges of doing this work online as an Indigenous person; about social, familial, and funding barriers; barriers within the education system and cultural misunderstandings; and the inter-generational trauma that was caused by the residential school system," she says. "Those who have not experienced some of these hurdles cannot understand their impact, but I am able to help them clear these hurdles."

Ms. St Amant, who possesses both Métis and Ojibway heritage, worked as a teacher for three decades before retiring in 2012 – skills which have served her well as Elder-in-Residence in an academic environment. Since starting in her part-time role in October, there has been significant demand for her time.

"This is an important role, and it's a great step for the faculty," she says. I wish something like this was available when I was a student."

The Elder-in-Residence position within the Faculty of Education was established with the support of Oriel MacLennan in memory of her mother, Edwina Diaper (MEd'82), a long-time teacher in the Kingston community.

## New provincial workplace legislation enacted

BY COMMUNICATIONS STAFF

After a lengthy review, the provincial government has passed into law Bill 148, also known as the *Fair Workplaces, Better Jobs Act*. The Act will have an impact on universities across the province as it makes amendments to the provincial *Employment Standards Act*, *Labour Relations Act*, and the *Occupational Health and Safety Act*.

The Act is perhaps best known for its changes to the general minimum wage. It will rise to \$14 per hour starting on Jan. 1, 2018, and then to \$15 per hour in January 2019, followed by annual increases at the rate of inflation. The Act also includes other changes that affect how employees are compensated, scheduled, and granted

special leaves. Many of these changes will come into effect on Jan. 1, 2018, however, certain changes will come into effect this coming April, or in January 2019. In some cases, the changes may come into effect later where they affect the terms of a collective agreement already in place.

Changes to the length of statutorily protected parental leave came into effect on Dec. 3, 2017 to coincide with changes to Employment Insurance benefits announced by the federal government in the March 2017 budget. Eligible parents can now choose between Standard Parental EI Benefit and an Extended Parental EI Benefit.

A change to the definition of "Chronic Mental Stress" under WSIB policy will come into effect

Jan. 1, 2018, following the passage of Bill 127, the *Stronger, Healthier Ontario Act 2017*.

"The Human Resources department has been preparing for this new legislation and will be supporting units across the university with implementation of the required changes," says Donna Janiec, Vice-Principal (Finance and Administration). "All managers are encouraged to attend an information session on these legislative changes."

The HR department will be holding a series of information sessions for managers over the coming weeks to give them guidance on the legislative changes and to answer questions. The sessions will take place in the Lecture Theatre of the Faculty and Staff Learning Facility (Mac-Corry,

Bill 176) on the following dates:

The first two workshops were held Dec. 3 and Dec. 14.

Upcoming workshops are scheduled for Thursday, Jan. 11, 9:30-11 am, and Wednesday, Jan. 17, 9:30-11 am.

Register by visiting the Learning Catalogue ([queensu.ca/humanresources/employee-tools/learning-and-development/#LearningCatalogue](http://queensu.ca/humanresources/employee-tools/learning-and-development/#LearningCatalogue)).

A working group that includes representation from academic and shared service units has been set up to provide input to the HR department throughout the implementation process.

To learn more, visit the HR department's Legislative Policy Changes webpage ([queensu.ca/humanresources/legislative-policy-changes](http://queensu.ca/humanresources/legislative-policy-changes))

# Advancing diversity and inclusivity on campus

In spring of 2017, Teri Shearer's role as Deputy Provost (Academic Operations and Inclusion) was expanded to take on leadership for diversity and inclusivity. In this interview, the Gazette speaks with Dr. Shearer about the importance of diversity and her work since the spring.

## Why are diversity and inclusivity important to Queen's, and why should these matter to staff, faculty, students, and alumni?

It's about excellence in our research, teaching, learning, and overall experience.

We're all justifiably very proud of the student experience that is kind of a defining feature of Queen's. If we do not make the student experience inclusive of the diversity of all our students, we'll lose that strength that Queen's has historically had.

The world is globalized. If we don't reflect the diversity of the Canadian workforce and population, we simply won't be able to maintain excellence. Research study after research study proves that diverse groups of individuals make better decisions. In our context, being a more diverse university means better pedagogy and more creativity in scholarship.

## What have been some of your first priorities and actions in your expanded role?

The university has commissioned two strong reports to help us build a more inclusive campus, including the Principal's Implementation Committee on Racism,



As Deputy Provost (Academic Operations and Inclusion), Teri Shearer is working to advance diversity and inclusivity efforts at Queen's University.

Diversity, and Inclusion (PICRDI) report and the Truth and Reconciliation Commission Task Force final report. We are taking both reports seriously.

It was important that we move quickly once the reports were released this spring. I spent the summer planning, preparing, and listening so we could be ready to hit the ground running this fall.

My first priority was to hire our inaugural Director of Indigenous Initiatives, and I am looking forward to continuing to work with Kanonhsyonne (Janice Hill) in this new role.

Another priority was to estab-

lish the inaugural University Council on Anti-Racism and Equity (UCARE). This group will help inform the overall vision and strategy for the university, and in particular will help ensure we continue to make progress on these important goals while building a two-way dialogue with equity-seeking groups on our campus.

At the same time, I have started working with the Equity Office and Human Rights Office to ensure, when we are hiring new staff members, that we are building employment equity into the process. We are also rolling

out equity training for all employees in the coming years, starting with senior administrators this year.

## Could you tell us more about those employment equity practices?

Not only is it essential that we increase the diversity of our students, but we also need to diversify our staff and faculty. We have defined what we need to do and have started to act on it.

For instance, diversity is one of the criteria we are using as part of our faculty renewal efforts. When I look at the faculty we have hired recently, there is a high percentage of faculty who identify as a visible minority – much higher than the percentage within the general Canadian workforce.

We have also implemented a new partnership with a national job broadcast service called Equitek. This company works with community organizations across the country who serve underrepresented groups. So, through Equitek, our job postings will be visible to a much more diverse job-seeking population.

We will also be providing additional training to hiring committee members, including some special training to employee equity representatives who will sit on our hiring committees. So we are making progress.

## What are some other goals in the year ahead?

The university has made good progress on a number of the recommendations of the PICRDI report. I am working on some of the yet-to-be-completed recommendations to see how we can make

them a reality. There is still plenty of work to do, and I am continually re-evaluating our progress and seeking ways we can improve.

On the student recruitment and retention side, I am chairing a working group to review Undergraduate Orientation and ensure it is a welcoming and inclusive experience for all students. Over the next few months, we want to hear from all members of our community about how we can enhance orientation at Queen's.

Additionally, I am working with Advancement to secure additional financial support for Indigenous and racialized students. We look forward to making a significant announcement about this in the near future.

And now that UCARE is established, I will be working with that council to assist me in generating ideas and prioritizing the PICRDI recommendations.

I am also meeting regularly with student groups and others with ideas about how to foster inclusivity at Queen's. It is critical that we keep the communications channels open.

I am also supporting the efforts of the Vice-Provost (Teaching and Learning) to incorporate course content that includes Indigenous content and reflects a diversity of Indigenous backgrounds and perspectives. A job was posted recently for an Educational Developer centred on Indigenous Curriculum.

As a personal goal, I aim to complete the Equity Office's "Diversity to Inclusion" certificate for my own improvement.

All of this work will contribute to our big picture goal of creating a safe and inclusive living and learning environment.

## What have been some of the biggest surprises over the past few months?

What surprised me the most is the commitment across the university to make change in terms of how we relate to Indigenous communities, in creating and furthering diversity in the Queen's community, and in addressing systemic racism and implicit bias. I have been here for 21 years and I have never seen anything like this.

I am in a position where I get to see the change because people come and tell me what they're doing. Things are being done at a departmental level, at an individual level, at a faculty and school level, at a central level, and in the shared services...if we keep this momentum going, we will make a real difference.



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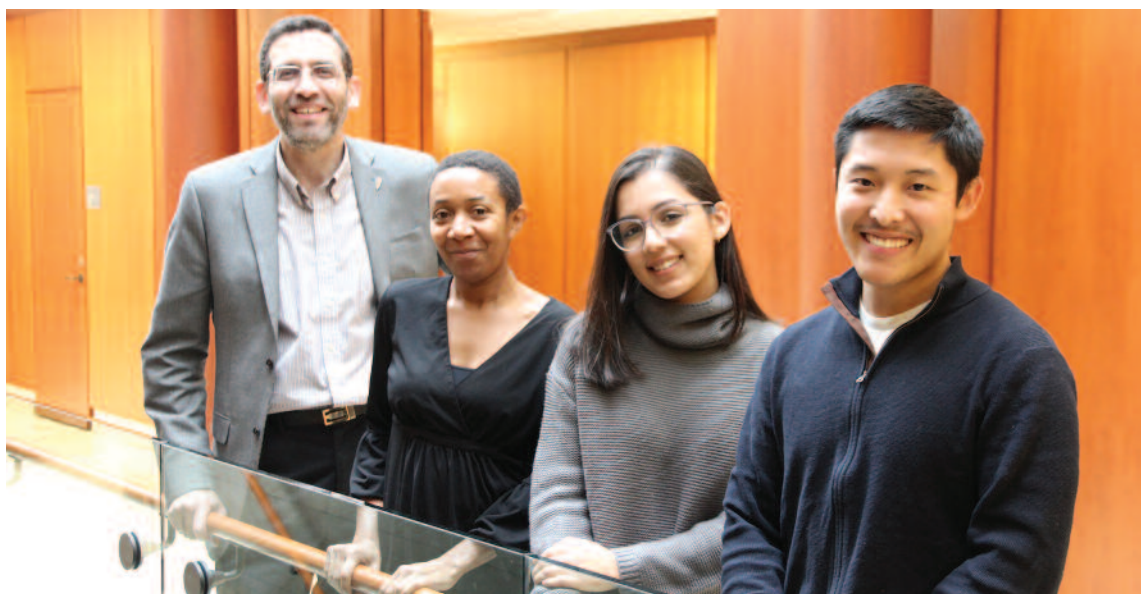
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UNIVERSITY COMMUNICATIONS

The UCARE nominating committee, included, from left: Amir Fam, Professor, Donald and Sarah Munro Chair in Engineering and Applied Science, and Associate Dean (Research and Graduate Studies) in the Faculty of Engineering and Applied Science; Stephanie Simpson, Director, Human Rights Office; Ramna Safeer (Artsci'18), AMS Social Issues Coordinator; and Cam Yung (Sc'16), Rector.

## UCARE members announced

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Queen's University has established a new council which will ensure a continuing and sustained conversation aimed at addressing anti-racism, diversity, and inclusion on campus.

Creating this new council was a key recommendation of the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) final report.

Following the call for applications in October, the inaugural members of the University Council on Anti-Racism and Equity (UCARE) have been selected and their first meetings have been set.

"This new group will help shape the vision and strategy of our university, serving as a critical voice and advocate for diversity and inclusion," says Daniel Woolf, Principal and Vice-Chancellor.

"Establishing UCARE is a crucial step towards PICRDI implementation and towards building a more inclusive campus community."

The UCARE nominating committee, which included representation by faculty, staff, and students, reviewed the applications to develop the list of potential members. The nominating committee provided its recommendations to the Principal for final approval. The Deputy Provost (Academic Operations and Inclusion) acted as a non-voting chair on the nomination committee.

"I am pleased to announce the first ever members of UCARE, and I look forward to working together to build a more equitable Queen's University," says Teri Shearer, Deputy Provost (Academic Operations and Inclusion).

"Queen's strives to create a cam-

### Inaugural members of UCARE

- Darian Baskatawang (Artsci'18) – Student
- Michael Blennerhassett – Chair, Senate Educational Equity Committee and Professor, School of Medicine
- Alana Butler – Assistant Professor, Faculty of Education
- Yolande Chan – Associate Dean (Research, PhD & MSc Programs), Smith School of Business
- Liying Cheng – Professor, Faculty of Education
- Yolande Davidson – Alumna and community member
- Yasmine Djerbal – PhD candidate
- Setareh Ghahari – Assistant Professor, School of Rehabilitation Therapy
- Adriana Lopez Villalobos – Ban Righ Centre
- Aba Mortley – Alumna and community member
- Mona Rahman – Office of the Vice-Principal (Research)
- Ramna Safeer – Commissioner of Social Issues, Alma Mater Society
- Teri Shearer – Deputy Provost (Academic Operations and Inclusion)
- Stephanie Simpson – Director, Human Rights Office
- Ann Tierney – Vice-Provost and Dean (Student Affairs)
- Nathan Utioh – Residence Life
- Rosie Petrides – Equity & Diversity Commissioner, Society of Graduate & Professional Students

pus community that respects and reflects the diversity of our country, is welcoming and accessible, and fosters a sense of belonging. This new council will help us continue to make progress on these important goals and build a two-way dialogue about these issues."

The 17 members of UCARE are appointed to one- or two-year terms which can be renewed. The council includes majority repre-

sentation from racialized groups, and has committed to maintaining at least 51 per cent representation when recruiting new members.

The first meeting of UCARE will take place early in 2018. More information on the UCARE committee can be found on the Provost's website ([queensu.ca/provost/](http://queensu.ca/provost/)).

To learn more about the PICRDI report, please visit the Principal's website ([queensu.ca/principal/](http://queensu.ca/principal/)).

## Queen's celebrates Order of Canada recipients

BY COMMUNICATIONS STAFF

Three Queen's faculty members and a member of the university's Board of Trustees are among the latest appointees to the Order of Canada.

Governor General Julie Payette announced 125 new appointments – four Companions, 35 Officers, and 86 Members – to the Order of Canada on Friday, Dec. 29.

Elizabeth Eisenhauer, R. Kerry Rowe, and Paul Armstrong were appointed as Officers, while Kathleen Pritchard was appointed as a Member.

"The Order of Canada recognizes outstanding achievement and dedication to the community and to Canada," says Principal Daniel Woolf. "Each of our recipients is a leader in their field and has contributed greatly to the betterment of the nation and beyond. On behalf of Queen's, I congratulate each on this well-deserved recognition."

The recipients will receive their insignia at a ceremony in Rideau Hall at a later date.

### OFFICERS OF THE ORDER OF CANADA

**Elizabeth Ann Eisenhauer, O.C.**

Professor Emerita Eisenhauer (MD'76) recently completed a term as head of the Department of Oncology and is the former director of the Canadian Cancer Trials Group (CCTG). She was recognized "for her extensive research contributions and leadership within the field of clinical cancer care in Canada."

**R. Kerry Rowe, O.C.**

A faculty member of the Department of Civil Engineering, and former Vice-Principal (Research), Dr. Rowe was recognized "for his seminal contributions to the field of geoenvironmental engineering, notably for his pioneering research in waste barrier systems."

**Paul W. Armstrong, O.C.**

Currently an adjunct professor in the School of Medicine, and a Queen's alumnus, Dr. Armstrong (Arts'63, MD'66) was recognized "for his contributions to the advancement of cardiology, notably for his pioneering research in acute cardiac care, and for his leadership in health care institutions."

### MEMBERS OF THE ORDER OF CANADA

**Kathleen Isabel Pritchard, C.M.**

A member of the Board of Trustees, and a Queen's alumna, Dr. Pritchard (Arts'69, MD'71) was recognized "for her contributions to the treatment of breast cancer in women, notably as a leader of influential national and international clinical trials."

Other Order of Canada recipients with Queen's connections include:

- Thomas Cromwell (Mus'73, LLB'76) (Companion), former Supreme Court justice

- Mary Law (Artsci'73) (Officer), John and Margaret Lillie Chair in Childhood Disability Research, McMaster University

- David Sinclair (Artsci'69, PhD'72, LLD'12) (Officer), SNO and SNOLAB collaborator and Distinguished Research Professor, Carleton University

- Marie Delorme (MBA'00) (Member), CEO, The Imagination Group;

- Jocelyn Downie (Artsci'84, MA'85 (Member), law professor, Dalhousie University

- Judith Sayers (LLD'93) (Member), President, Nuu-chah-nulth Tribal Council

- Jean Weihs (Arts'51) (Member), librarian

Created in 1967, the Order of Canada, is one of the country's highest civilian honours, and recognizes outstanding achievement, dedication to the community and service to the nation.

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# Oxford is calling

BY COMMUNICATIONS STAFF

Queen's University graduate Iain Sander (Sc'17) has been selected as a 2018 Rhodes Scholar.

Mr. Sander, who studied Chemical Engineering at Queen's, is the university's 58th Rhodes Scholar and will begin his studies at Oxford University next fall.

The Rhodes Scholarships are considered the oldest and most prestigious international scholarships for outstanding scholars from any academic field of study.

"It is a tremendous honour to have been selected as a 2018 Rhodes Scholar, and I am very grateful to everyone in the Faculty of Engineering and Applied Science and the Queen's community who has supported me throughout the application process," says Mr. Sander, who is currently studying medicine at the University of Alberta. "I have been fortunate to learn from world-class professors who have consistently challenged me academically and supported me in pursuit of my research interests. Queen's University will always hold a special place in my heart and I am very grateful for relationships I developed and the intellectual and personal growth I experienced during my undergraduate career."

Mr. Sander graduated from Queen's with first class honours in Chemical Engineering in 2017. He received the Medal in Chemical Engineering and the Society for Chemical Industry Merit Award in recognition of achieving the highest standing in his discipline.

At Oxford, he plans to study orthopaedic biomechanics to help improve the health, lives, and independence of individuals with disabilities.

"On behalf of Queen's University, I am pleased to congratulate Iain on this tremendous accomplishment and opportunity," says Principal and Vice-Chancellor Daniel Woolf. "I am confident that at Oxford he will apply the skills and experience he has gained at Queen's, as well as through his years of leadership and community service, to further his contribu-



**Iain Sander (Sc'17) has been selected as a 2018 Rhodes Scholar. The Chemical Engineering graduate is the 58th Rhodes Scholar from Queen's University.**

tions to society. I have no doubt he will thrive as a Rhodes Scholar."

During his time at Queen's, Mr. Sander volunteered extensively on campus and in the Kingston community, coaching the local Special Olympics swim team, mentoring first-year engineering design teams as they worked on award-winning adaptive buoyancy devices, and tutoring peers in English.

Mr. Sander, who grew up in Lethbridge, Alta., was a Loran Scholar and a recipient of the Queen's Chancellor's Scholarship. As part of the Loran Scholar program he spent his community development summer in France as a live-in assistant with L'Arche, an organization for people with intellectual disabilities.

This is the second straight Rhodes Scholar for Queen's after Claire Gummo, a Political Studies and Gender Studies student, received the prestigious scholarship in 2017.

Funded by the estate of Cecil J. Rhodes (the Rhodes Trusts), 11 Rhodes Scholars are selected each year from across Canada who demonstrate a strong propensity to emerge as "leaders for the world's future."

The scholarships are for post-graduate studies or a second bachelor's degree and cover tuition and fees and provides a stipend to help cover living expenses for two to three years of study while at Oxford University.



**As a member of the Queen's Gaels football team, Curtis Carmichael received the U-Sports Russ Jackson Award in 2015 which recognizes academic excellence, athletics, and leadership. Mr. Carmichael will be returning to Queen's as the university's first GTA-based Undergraduate Admission and Recruitment representative.**

PHOTO BY MATHIEU BELANGER

# Expanding student access to Queen's

Recruitment rep in GTA aimed at attracting more under-represented students

BY COMMUNICATIONS STAFF

As a first-year student at Queen's, Curtis Carmichael knew that he wanted to work full-time with youth from populations that are under-represented on university campuses.

He now has that opportunity as Queen's first GTA-based Undergraduate Admission and Recruitment representative, who will focus on outreach to prospective students from diverse backgrounds with the goal of motivating them to apply to Queen's.

He will be advising students on admission policies and requirements, campus resources and services, student life and financial assistance.

In addition, he will be building relationships with communities and organizations that serve and support students, who may benefit from Queen's new First-Generation Admission Policy. The policy seeks to encourage more applications from a broad range of under-represented populations, including students who would be the first in their family

**"This is not just a job for me. It's my passion to give students the tools to overcome systemic barriers. My purpose is to provide more equitable access to education for students from under-represented communities."**

– Curtis Carmichael

to attend university and those facing educational or socio-economic disadvantage.

"This is not just a job for me," he says. "It's my passion to give students the tools to overcome systemic barriers. My purpose is to provide more equitable access to education for students from under-represented communities."

Mr. Carmichael is a Queen's alumnus (Artsci'16), a former football Gael, and recipient of scholarships and national awards for academic excellence, athletics, and leadership. He is currently completing a degree at the University of Ontario Institute of Technology's Faculty of Education.

He has volunteered with low-income youth and marginalized adults at drop-in centres, and he speaks on topics such as education, race, privilege, and poverty. He is also the founder of Ride for Promise, and cycled across Canada to raise money and awareness of institutional racism and the stigma of social housing.

"We are looking forward to Curtis joining our recruitment team, enhancing our connections with youth and community groups in the GTA, and talking to them about the opportunities that are accessible at Queen's," says Vice-Provost and Dean of Student Affairs Ann Tierney. "Curtis has extensive experience and a strong commitment to enhancing educational opportunities for youth. We are thrilled to welcome him back to Queen's as we work to increase enrolment among under-represented student populations."

Mr. Carmichael joins Queen's on Jan. 15, and will initially spend time at the Kingston campus, meeting colleagues across campus and training.

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## view point

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# A Kanien'kehá:ka model of inclusion

The following column was first published through the Equity Office's blog Together We Are ([queensu.ca/connect/equity/](http://queensu.ca/connect/equity/)).

**BY KANONHSYONNE (JANICE HILL), DIRECTOR OF INDIGENOUS INITIATIVES**

In celebration of the 20th Anniversary of the Equity Office, and in recognition of the need for all members of the Queen's community to engage in the work of building a more inclusive campus environment, I have chosen to explore the idea of welcoming and inclusion from an Indigenous perspective.



In my work, everything I do is informed by my culture. It is an essential part of me, my life, and the way I see and live in the world. In Kanien'kehá:ka teachings around the Great Law of Peace, we are told that at the beginning of the formation of the Haudenosaunee (Six Nations/Iroquois Confederacy), the Peacemaker took as a symbol the great white pine that has four white roots extending to the four cardinal directions, which we refer to as the Tree of Peace.

He articulated two important concepts with the planting of the Tree of Peace.

First, that all weapons of war would be buried beneath the tree so that no one in the Iroquois Confederacy would war against each other again. With the formation of the Law and the establishment of



our clan system, we all became family. Secondly, he indicated that anyone who chose to follow the roots to the source of the tree could find shelter there. In our understanding, this means anyone could find welcome, safety, and belonging. This is our model of inclusion.

A further model of inclusion from my culture is the practice of extending the rafters. Traditional Haudenosaunee communities lived in longhouses, which were

large communal dwellings that housed a number of families under one roof. As our families grew, and newcomers joined our communities, we simply extended the rafters of the longhouse to make room.

This practice is about building new relationships and fostering a spirit of welcome within our communities. Just like the teachings of the Peacemaker, we believe that all people have a place of belonging.

Haudenosaunee people are collectivists, meaning we make decisions based on the good of the community as opposed to the individual. In our societies, decision-making is about considering the impact seven generations into the future and acknowledging seven generations into the past. This practice inherently makes

room for different perspectives, reinforces a sense of responsibility to your community, and enhances your awareness of your connection to those around you.

Building new relationships, enhancing connections to community, and helping to foster a welcoming environment where Indigenous students, faculty, and staff can feel a sense of belonging are important priorities for the newly-established Office of Indigenous Initiatives, but it is work that requires engagement from all of us—to learn, to empathize, and to understand.

Working in collaboration with every facet of the university community, we will strive for good and right relationships, not only with the Indigenous community but with all people who find their way here.

## 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)

# An intellectual who combined love of ideas with advocacy and action

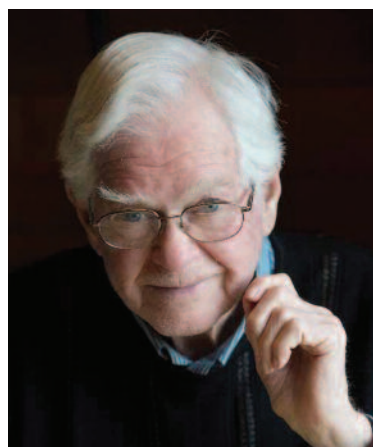
**BY DAVID GORDON, HOK-LIN LEUNG AND MOHAMMAD QADEER**

Professor Emeritus J.F. Gerald Hodge FCIP passed away on Nov. 18, 2017 at his home on Hornby Island, BC. He was 86.

Growing up in British Columbia Dr. Hodge received his BA in Sociology and Geography from UBC in 1957; MCP from UC Berkeley in 1959 and PhD from MIT in 1965.

He was a professor for almost 30 years, starting at UBC and then at the University of Toronto from 1964-73. He was director of the School of Urban and Regional Planning at Queen's from 1973-1986. During that period he taught every graduate of the school and was an influential mentor to hundreds of students, many of whom went on to become leading Canadian planners.

As a social scientist, Dr. Hodge introduced rigorous policy analysis into the curriculum, with an emphasis on regional planning and smaller communities. He also was a leader in expanding urban studies across Queen's. He continued to teach at Simon Fraser University into the 1990s, focusing on the adequacy of community environments to support the activities



**Professor Emeritus J.F. Gerald Hodge**

and independence of seniors.

Dr. Hodge was the author of numerous monographs and several significant books, including *Towns and Villages in Canada: the Importance of Being Unimportant* (1985, with M.A. Qadeer); *Planning Canadian Communities* (1986); and *The Geography of Aging: preparing communities for the surge in seniors* (2008). His most recent book is a second edition of *Planning Canadian Regions*, with Ira Robinson and Heather Hall, published in 2017.

Dr. Hodge's most influential book is *Planning Canadian Communities*, which is now in its sixth edition (co-authored with David

Gordon) and is used as a text in many universities across Canada. The book was written in response to student protests over the lack of Canadian materials in the curricula of Canadian planning schools during the late 1970s, when the literature and practice of planning in Canada were dominated by British, American and French examples. *Planning Canadian Communities* has served as an introduction to the field to two generations of Canadian planners (over 25,000 students), and additional use in professional education. The sixth edition of the won the CIP's 2014 Award for Planning Excellence in publications.

Dr. Hodge also published numerous articles in refereed journals, magazines and *Plan Canada*. As a scholar, he has documented the evolution and practice of community planning as a distinctly Canadian endeavor. His international reputation was demonstrated by an invitation from the *Journal of the American Planning Association* to write the lead article for their 1985 special issue on Canadian planning.

In professional service, Dr. Hodge led the *Plan Canada* editorial team from 1974-80, with Professors Godfrey Spragge and Mohammad Qadeer. The Canadian

Institute of Planners' professional journal had ceased publication in 1973, but the Queen's team relaunched it as one of the top planning journals. During this period, the journal published some of the earliest articles on the history of planning in Canada and high-calibre refereed research that attracted international contributors.

Dr. Hodge was also policy advisor to various national agencies, especially the CIP and CMHC, for whom he wrote the important 1972 report, *The demand and supply of urban and regional planners in Canada*, recommending the expansion of the Canadian schools. He continued his advisory work into the 1990s, serving on the National Council on Aging and producing a film series, *Harvest of Age*.

His role as a leader in Canadian planning was honoured with the CIP President's Award in 2008 and admission to its College of Fellows in 2017.

In addition to his research, teaching and service, Dr. Hodge would want it noted that he practiced what he preached throughout his career, advising over 100 smaller communities and rural regions in BC and five other provinces. Extensive stakeholder participation was always part of

the program and his rural planning often involved aboriginal communities, especially when he spent a year in Moose Factory.

Finally, Dr. Hodge was an engaged citizen in his urban life, working with community groups that questioned a freeway through downtown Vancouver, or a waterfront airport in Toronto or inappropriate waterfront development in Kingston. He nurtured lifetime interests in photography and music, acting as a jazz DJ at the Hornby Island radio station into his final days.

Most of all, Dr. Hodge was that rare breed of an intellectual who combined the love of ideas with advocacy and action. One could sit with him for hours and the talk could range from politics, esoteric philosophies to the foibles of friends.

He will be greatly missed by his former students and colleagues at Queen's.

*David Gordon FCIP, Director of the School of Urban and Regional Planning in the Department of Geography and Planning, was a student of Gerald Hodge. Professors Emeriti Hok-Lin Leung FCIP and Mohammad Qadeer FCIP were colleagues of Gerald Hodge and former SURP directors.*

## Queen's in the news

Highlights of Queen's experts in the media from Dec. 1-20

## NEWSPAPERS

**Lisa Carver's** (Sociology) piece for *The Conversation* about seniors, technology and data privacy appeared in the *National Post*.

**James Reynolds** (Biomedical and Molecular Sciences) said in the *National Post* that drug development shouldn't distract from efforts in prevention of fetal alcohol syndrome.

**Steven Maynard** (History) wrote for the *Globe and Mail* stating that a federal bill that expunges historically unjust convictions is too limited and overly vague.

**Philippe Gauthier** (Film and Media) talked with *Toronto Star* about the longevity of the *Star Wars* franchise and movie franchises overall.

**Christian Leuprecht** (Political Studies, School of Policy Studies) warns against imposing undue constraints on the Canadian intelligence community given the grave global threats the country faces. It also appeared in the *National Post* and the *Globe and Mail*; tells *Yahoo! Canada* that a new report undermines the long-standing narrative that people with ties to terrorists organizations easily enter Canada before heading to the United States.

**Evan Dudley** (Smith School of Business) and **Betsy Donald** (Geography and Planning) spoke to the *Kingston Whig-Standard* during the *Business Forecast Luncheon* regarding the outlook in 2018 for the local



and national economies.

**Dianne Groll** (Psychiatry) spoke to the *Canadian Press* about a federal study that showed military veterans are at a greater risk of suicide than the general public. Her comments appeared in 52 outlets across the country, including the *National Post*, *Metro News*, *Calgary Herald*, *Ottawa Citizen*, *City News*, *Vancouver Sun* and *Montreal Gazette*.

**Lisa Kerr** (Law) had her op-ed published by the *Ottawa Citizen* where she says the rule of law encompasses prisoners and prisons too.

**Warren Mabee** (Geography and Planning, Smith School of Business, School of Policy Studies) told the *National Post* that demonstrations against pipelines and other energy projects are escalating.

**Dongmei Chen** (School of Environmental Studies) says in the *Toronto Star* that the public and the government have to be prepared for an increase in Lyme disease as climate change is expanding the territory in which ticks can survive and thrive.

## ONLINE

**Steven Lehrer** (Economics) and **Weili Ding** (Economics, Smith School of Business, School of Policy Studies) co-authored a piece for *The Conversation* about how the higher public interest in personal DNA tests has the potential to transform health-care delivery and policy.

**Dick Zoutman** (School of Medicine, Biomedical and Molecular Sciences, Division of Infectious Diseases, Pathology and Molecular Medicine) told *Yahoo! Canada* and *CBC Online* that if the experience in the southern hemisphere is any predictor, this will be a particularly bad flu season.

**Robert Morrison** (English Language and Literature) says in *The Wire Report* that *Persuasion* by Jane Austen is the most moving love story ever told on its 200th anniversary.

**Jamie Summers** (Biology) writes in *The Conversation* that road salt use during winter months is harming aquatic ecosystems.

**Barry Cross** (Smith School of Business) interviewed with *Canadian Accountant* for the third and final piece in a series about *Sears Canada's* path toward bankruptcy; commented in *America Retail* that the lack of retail experience for customers, a faulty merchandising strategy, and their customer targeting strategy caused *Sears* to go bankrupt.

**Carlos Escobedo** (Chemical Engineering) talked about his experiments with bacteria sensitive to magnetic fields as a potential drug-delivery method, with *Science Daily*.

**Caroline Pukall** (Psychology) says in *Broadly*, *Reuters*, and *Ronper*, that media portrayals of sexuality after childbirth tend to incorrectly suggest that vaginal birth has a harmful effect on a couple's future

sex life whereas C-sections do not.

**Stephen Smith** (History) says in *The Conversation* that although we may think there has never been a news era like the one we currently occupy, newspapers in the early 1800s looked a lot like today's online newsfeeds.

**Gregory Davies** (School of Medicine, Obstetrics and Gynaecology) says in *CBC Online* that exercising in a heated environment may not be safe for the developing fetal brain.

**Sharry Aiken** (Law) commented in *CBC Online* that mere suspicion of illegal activity is generally enough to brand somebody inadmissible to Canada on security grounds.



decision to recognize Jerusalem as the capital of Israel on *CKNW-Vancouver*.

**Stefanie von Hlatky** (Political Studies, Smith School of Business, School of Policy Studies, Centre for International and Defence Policy) spoke to *ABC - KITV4* regarding her study of 200 women business travelers that shows more than 40 per cent have safety concerns in hotels and only 25 per cent of those between the ages of 25-44 believe hotels have taken adequate steps to ensure their safety.



## RADIO

**Ed Struzik** (School of Policy Studies) says the world is seeing wildfires burning bigger, hotter, and faster but we're not adapting quickly enough on *CBC's The Current* with *Anna Maria Tremonti*.

## MAGAZINES

**Keith Banting** (Political Studies, Smith School of Business, School of Policy Studies) says in *Maclean's Magazine* that Canada's version of populism is milder because the country wasn't hit as hard by the global financial crisis and citizens don't see immigration as an economic threat.

**Martha Bailey** (Law) says in *The Economist* that polygamy sometimes comes up as an issue in Canada when multiple wives seek shares in an inheritance.

## Electronic procurement system sees early positive results

BY COMMUNICATIONS STAFF

Since being rolled out across the university earlier this year, acQuire, the new electronic procurement system for Queen's, has seen a number of successes.

First and foremost is increasing user adoption.

Since going live in May, user adoption has been high and continues to climb. There are now more than 800 unique users accessing the system each month and the system has processed more than 6,700 orders, with 5,600, or 83 per cent, of the requisitions turned into a purchase order and released to the suppliers in less than 24 hours. Combined, that's a total of more than \$85 million in spending.

Those are big numbers and, as a result of acQuire, the university is seeing increased efficiencies in the procure-to-pay process.

"Using acQuire has turned out to be a refreshingly straightfor-



ward process. I think that people will come to appreciate that switching to acQuire was worth the time investment of learning a new system that is far more user-friendly than *PeopleSoft*," says Kaede Takami-Brooke, Research Associate, Gastrointestinal Diseases Research Unit, and an early user of acQuire.

For Queen's users there is little change apart from that the system is online rather than the old combination of paper-based and *PeopleSoft* procurement and payment processes.

The benefits for users, including researchers and faculty, is a user-friendly point-and-click on-

line ordering and payment, faster processing, increased transparency, and pricing comparison from the catalogue of suppliers.

By modernizing the procurement system, Queen's can now gather and analyze more detailed information regarding purchases, and then apply the related insights to maximize the purchasing value for the university.

"With acQuire we have more information on what is being purchased which will help Strategic Procurement Services negotiate better supplier arrangements and pricing deals," says Andy Green, Director, Strategic Procurement Services. "What are the repeat items we are spending our dollars on, who are the suppliers, and how do we make sure we are maximizing the returns for the investment."

One significant change to the acQuire system starting in January is that suppliers will be responsible for onboarding their profiles

through an add-on module called *Total Supplier Manager*. Through this Queen's users will see several benefits such as an automated, streamlined process for requesting and adding new suppliers, as well as more accurate and complete supplier information including contact information. Suppliers will also see a number of benefits such as being able to update their profiles with new information through a self-service portal, see the payment status of their invoices, and more effective and timely communication.

Also, through the portal invoices can easily be sent and will leverage all of the useful workflow steps that have already been built into acQuire.

"From a supplier's point of view, they can transact with Queen's more efficiently and leverage the system that's in place to process invoices," says Mr. Green. "This also means that Queen's users will no longer have

to act as go-betweens for the suppliers and Strategic Procurement Services."

The only visible change to Queen's users will be a new supplier request form. It is important to note that existing suppliers will be available within acQuire just as they are now.

Strategic Procurement Services and the acQuire team will be communicating with all acQuire users and training will be provided to explain to users how the new supplier request form works. Similarly, the acQuire team will be communicating with suppliers to notify them of the new supplier portal and will provide them with the training resources and support they need.

Further information on acQuire, is available on the Strategic Procurement Services website ([queensu.ca/procurement/acquire](http://queensu.ca/procurement/acquire)). Questions about the system can be sent to [acquire@queensu.ca](mailto:acquire@queensu.ca).

## Coat sharing program a winter winner

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

Heather Poechman organizes the closet at the back of the Room of Requirement in the JDUC building. She folds scarves and hangs up the last remaining coat in the closet. The other 49 coats that hung there at the beginning of the school year are nowhere to be found in the Queen's Winter Coat Exchange – and that's a good thing.

The closet has become the permanent home of the exchange, now in its second year of operation. Anyone in the Kingston community can borrow a winter jacket, or other winter gear, anonymously and give it back at the end of the semester or end of the season.

Ms. Poechman, a graduate student in Philosophy, founded the project last year. During her time as a peer advisor with the International Programs Office, she saw first-hand that some students



Heather Poechman, graduate student and project founder, prepares the Queen's Winter Coat Exchange closet, surrounded by winter clothes for students in need of warming up.

were not prepared for the cold.

"I created this project with the idea that students travelling to a new country often experience unexpected weather changes, and

that can be a big cost to them," says Ms. Poechman. "Whether an international student comes to Queen's in the winter or fall semester, normally they have to buy

a winter coat, so I wanted to set something up that these students could borrow a coat, and then not have to bring it with them when they travel back to their home country, especially those that live in warm countries."

Ms. Poechman says the exchange is most in need of coats, but hats, mittens, scarves, and even boots in excellent condition are welcome too. She hopes to see a bump in donations when exams end, and students begin cleaning out their closets.

"I made this an exchange program instead of a free coat program so that a student only need to have the coat for as long as they need it, and they can exchange it if they outgrow it, or want a different style," says Ms. Poechman.

Ms. Poechman says she's received support from the International offices across campus, the Drama department, local businesses, student volunteers, and members of the community through donations and guidance.

**"I made this an exchange program instead of a free coat program so that a student only need to have the coat for as long as they need it, and they can exchange it if they outgrow it, or want a different style."**

– Heather Poechman

"This project is anonymous. I notice its success from how many coats are gone, most of the time. Last year, we only had 15 coats available. To have 50 at the beginning of this year, and all but one out being used, is a great sign that this is needed," says Ms. Poechman. "I want there to be a large enough supply of coats this winter to meet the growing needs of students. I also want this project to continue after I leave Queen's."

To learn more about the exchange and how to donate, contact Heather Poechman at 12hnp@queensu.ca or 519-901-3538.

## Strengthening global health collaboration at Queen's

BY COMMUNICATIONS STAFF

The Office of Global Health (OGH) in the Faculty of Health Sciences recently became an institutional member of the Consortium of Universities for Global Health (CUGH), an international body tasked with fostering interdisciplinary collaborations and the sharing of knowledge to address global health challenges.

Global health entails study, research, and practice that prioritize improving health and achieving equity in health for all.

Through this membership in the CUGH, all Queen's global health and equity educators, advocates, and researchers will be able to connect with a network of more than 19,000 individuals and over 145 academic institutions involved in global health worldwide. Membership also provides access to interest groups, educational, and program development materials, as well as conferences aimed at building partnerships and engaging in advocacy across research, education, and service. In joining the consortium, all

Queen's staff, faculty, and students may now enjoy the benefits of membership and have access to CUGH resources.

In light of the university's commitment to internationalization and new membership in CUGH, the OGH is looking to strengthen Queen's global health network by gaining a full understanding of the global health community at Queen's. The OGH is conducting a survey to gather information on global health work being done at the university. The survey will also serve to collect information

from the Queen's community about program information to be shared with the CUGH network.

"There is so much important global health and health equity work being done across the faculties at Queen's. It seemed like the perfect time to both join the ever-growing CUGH network, and identify potential collaborations here at Queen's," says Jenn Carpenter, Director of the Office of Global Health.

• • •

To complete the survey about work being done at Queen's or to

join the CUGH network, visit [https://queensu.qualtrics.com/jfe/form/SV\\_8tXre9zWgcTkuEt](https://queensu.qualtrics.com/jfe/form/SV_8tXre9zWgcTkuEt). Please note that the global health survey will collect information on academic global health programs to be shared on the CUGH Global Health Academic Programs Database. Only faculties and departments that would like to share their program on the CUGH academic programs database should complete that particular part of the survey. For further information about the survey, please email [global.health@queensu.ca](mailto:global.health@queensu.ca).

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## Expanding use of the DEAP tool

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

An award-winning diversity tool created by Queen's will be further deployed across the university this year.

The Diversity and Equity Assessment and Planning (DEAP) tool ([queensu.ca/equity/educational-equity/deap](http://queensu.ca/equity/educational-equity/deap)) was first developed in 2015, and was formally rolled out to academic units and piloted with select administrative units in 2017.

Over the next 12 months, the Equity Office will be meeting with administrative units to complete the implementation on the staff side. A wider roll-out of the DEAP tool was a recommendation of the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) and was mentioned in the Truth and Reconciliation Commission Task Force final report.

"Becoming a more diverse and inclusive institution is not only the right thing to do, it is also essential to our success as we aim to recruit the top emerging academic talent, as well as new staff members, and grow our international reputation," says Teri Shearer, Deputy Provost (Academic Operations and Inclusion). "This next phase of deployment will bring greater awareness to this important priority and assist teams in further embedding diversity and inclusion intentionally into the

Queen's culture.

There are three steps to the tool. First, teams review their unit's equity profile and complete the assessment survey which provides a series of questions related to "Twelve Indicators of Inclusion". These include but are not limited to accessibility, consulting Indigenous communities, and staff recruitment.

Next, it is up to the team to determine which indicators they would like to focus on and set goals for action. Lastly, they will be invited to complete a report highlighting both successes and areas for further growth. The Equity Office advisors will be available for guidance and support throughout each of the three steps.

"Many units are already working to implement recommendations from the PICRDI report and the Truth and Reconciliation Commission Task Force report, so their DEAP tool action plans should align nicely with work they are already doing," says Heidi Penning, Equity Advisor. "Ultimately, it is up to each team to decide how they can best support a more inclusive living, learning, and working environment at Queen's."

With the success of the DEAP tool, other universities are also contacting Queen's to license it for their own use. The tool was recently recognized by the federal government for innovation in employment equity.



PHOTO COURTESY NASA

Astronaut Andrew Feustel (PhD'95, DSc'16), will be returning to space as flight engineer for Expedition 55 and commander for Expedition 56.

## Alumnus returning to space with a scientific mission

BY PHIL GAUDREAU WITH SARAH LINDERS, SENIOR COMMUNICATIONS OFFICERS

Going to space never gets old for Andrew Feustel (PhD'95, DSc'16).

The astronaut and Queen's grad is set to make his third trip into orbit this spring. Dr. Feustel will be making the trip with a fellow National Aeronautics and Space Administration (NASA) astronaut and a Russian cosmonaut in a rocket that will launch from Kazakhstan in March.

"This trip will be quite a treat because it will allow me, for the first time, to live in space aboard the International Space Station (ISS)," says Dr. Feustel.

Dr. Feustel will be the flight engineer for Expedition 55 and commander for Expedition 56. As flight engineer, he will serve as copilot to Oleg Artemyev on the Russian-made Soyuz spacecraft.

"I have been working a lot with Oleg, as space flight is complex and requires a lot of coordination," he says. "There is a language barrier, but we have reached a balance where we understand enough of what is desired and required to keep the spacecraft moving in simulations."

During his time aboard the ISS, Dr. Feustel will be the 'hands, eyes, and ears' of Earth-based scientists, collecting data on various experiments being completed on the station. One project will look at osteoporosis and muscle wast-

ing in space – a pertinent topic for astronauts and those who hope to live in space someday. He says he will learn more about the research to be conducted during his trip once he reaches the station.

Dr. Feustel had considered a career in space for many years, but it was while he was in Kingston that the interest started to turn into action. While watching television during his doctoral studies, Dr. Feustel caught a compelling interview with the latest batch of Canadian astronauts including Julie Payette (DSc'99) and Chris Hadfield.

Though Dr. Feustel's next job didn't take him to infinity and beyond, it did bring him closer to NASA headquarters. He and his family relocated to Houston, Texas in 1997 and he worked for Exxon Mobil, putting his seismology experience to work in the company's drilling operations.

"Queen's capped off my education and work experiences in a way that was unique to Queen's," he says. "When I was at Queen's, I worked as a geophysicist in the engineering seismology lab which was responsible for installing seismic monitoring systems in Canada. It was a unique lab in Canada, almost in the world...and that lab spun off into a company still in Kingston today. It afforded me a great education and what I did there prepared me for my eventual work with Exxon."

In 1999, Dr. Feustel applied to become an astronaut and, in 2000,

he got word from NASA that he had been accepted. While it may not seem like a traditional career path, Dr. Feustel and fellow Expedition 55/56 astronaut Richard Arnold noted that the space agency looks for individuals who are creative, well-rounded, scientifically-minded, and good at problem-solving.

"I didn't specifically plan my early work and learning experiences in order to become an astronaut...I found the things I liked and was good at, and those are the things I pursued," Dr. Feustel says.

In the 17 years since joining NASA, Dr. Feustel has gained his Canadian citizenship – making him the next Canadian headed to space. While he won't reveal if his guitar-playing skills will make an appearance on the ISS, like his astronaut colleague Chris Hadfield, Dr. Feustel says he has a few secrets he plans to unveil during his time on the station.

Dr. Feustel has returned to Queen's campus as a NASA astronaut several times – in 2015, he returned to receive the Queen's University Alumni Association's Alumni Achievement Award and in the fall of 2016 to receive an honorary doctorate.

To follow Dr. Feustel's journey, find him on Twitter at @Astro\_Feustel, or on Instagram at astro\_feustel.

For updates on Expedition 55-56, or other ongoing expeditions, visit NASA's website ([nasa.gov](http://nasa.gov)).

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## Connecting women veterans through mentorship

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

Transition from a career in the military to civilian life can be difficult. In Canada, women veterans have fewer gender-specific resources available than male veterans.

"The veteran population has changed a lot with the increase of women in the military. We have to adapt our policies and programs to reflect changing demographics in the Canadian veteran population," says Stéfanie von Hlatky, Director of the Centre for International and Defence Policy (CIDP). "There's a community of female veterans that is sometimes forgotten in the provision of veteran services. What we wanted to see is how the female veteran experience differs from men in order to create a mentorship program which is tailored to women who are transitioning from military to civilian life."

The Gender Dimension of Veteran Re-integration Workshop, spearheaded by Meaghan Shoemaker, PhD student and head of the Gender Lab in the CIDP with support from Dr. von Hlatky, aims to address that gap in May 2018.

Dr. von Hlatky and Ms. Shoemaker coordinated the pilot workshop last year to connect women veterans beginning their transition into civilian life with resources, job skills, and mentors. They received funding from the Department of National Defence and work with veteran groups to coordinate resources and spread the word about the workshop. They're also working closely with the Canadian Institute for Military



Stéfanie Bélanger, Co-Scientific Director of the Canadian Institute for Military Veterans Health Research, left, Stéfanie von Hlatky, Director of the Centre for International and Defence Policy (CIDP), centre, and Meaghan Shoemaker, PhD student with the CIDP, have collaborated to create an engaging workshop for Canadian women veterans.

Veteran Health Research, located at Queen's, to connect with provincial and national partners.

"There are a lot of personal and professional challenges that these women can face when transitioning, including issues such as family dynamics and care responsibilities, transitioning military skills to private sector jobs, and discriminatory hiring, to name a few," says Ms. Shoemaker. "Creating programs like ours, which is breaking new ground in gender-based analysis in the military, is important to do now, to accommodate more female veterans in the future."

The upcoming workshop will last two days; one day focused on emerging academic research on gender-based analysis in the military, and the second focused on workforce training, personal development sessions, and mentor

pairing for women veterans.

Ms. Shoemaker hopes to double the number of participants in the mentorship portion this year over last year's pilot workshop. Both mentors and mentees will share their struggles, successes, and tips for handling the challenges of transitioning from military life.

Both Dr. von Hlatky and Ms. Shoemaker want the workshop to continue as a yearly event, and spread to more cities across the country so that they can connect more women veterans together.

If you or someone you know would be interested in participating as a mentor or mentee for the women's veteran mentorship program, contact Ms. Shoemaker at ERACIDP@gmail.com.

To learn more about the upcoming workshop, visit the CIDP webpage ([queensu.ca/cidp/](http://queensu.ca/cidp/)).

## through the lens



The contributions of Queen's staff were recognized on Thursday, Dec. 7 during the annual Principal's Holiday Reception, hosted in the main gym of the Athletics and Recreation Centre. Above, Principal Daniel Woolf, right, handed out the Special Recognition for Staff Awards. This year's award winners are, from left: Wendy Cumpson; Emily Smith; Joan Sharpe; Colette Steer; Fiona Froats; Pamela Livingston; Barbra Lalonde Brousseau; Selina Idlas; and Sandra Turcotte. Staff contributed to the community as well as a full bin of food was collected for the AMS Food Bank along with \$192.25 in cash donations.



## grad studies

### THESIS DEFENCES

#### Friday, Jan. 12

Mustafa Poyraz Kolluoglu, Cultural Studies, 'A 21st Century Protest "REPertoire": Istanbul's Gezi Commune and the Affective Dynamics of Urban Social Mobilization'. Supervisor: A. Salzmann, 402B Gordon Hall, 1 pm.

#### Friday, Jan. 12

Daniel Krahn, English Language and Literature, 'Richardson Among the Philosophers: Interiority, Perspective and Formal Irony in the Fiction of Samuel Richardson'. Supervisor: C.J. Fanning, 122 Watson Hall, 10 am.

#### Friday, Jan. 12

David Bryan Sears, Computing, 'Dynamic Observation in Discrete-Event Systems'. Supervisor: K. Rudie, 524 Goodwin Hall, 2:30 pm.

#### Friday, Jan. 19

Christopher Stuart Waters, Law, 'Reducing the Tension in the Application of International Humanitarian Law and International Human Rights Law to Asymmetric Warfare'. Supervisor: D.E. Robinson, 102 Macdonald Hall, Noon.

#### Friday, Jan. 19

Catherine Ann Dale, Biology, 'Should I stay or should I go? Alternative migratory strategies in partially migratory Western Bluebirds (*Sialia mexicana*)'. Supervisors: L.M. Ratcliffe; J.J. Nocera, 3110 BioSciences, 1 pm.

#### Friday, Jan. 19

Heather Merla, Art History, 'Art and Nature at the Court of Francesco I de' Medici: Coral, Rock Crystal, Lapis Lazuli and Shells'. Supervisor: U. D'Elia, D120 Mac-Corry Hall, 1 pm.

#### Tuesday, Jan. 23

Susan Elizabeth Belyea, Kinesiology & Health Studies, "'No es facil' / It's not easy: Neoliberalism, Precarity and Food Insecurity in Kingston, Ontario and Havana, Cuba'. Supervisor: E. Power, 210 Kinesiology Building, 1:45 pm.

#### Wednesday, Jan. 24

Leah Decter, Cultural Studies, 'PER/FORMING MEMORATION: Integrative Artistic Strategies for Unsettling from a White Settler Perspective'. Supervisor: D. Naaman; D. Robinson, IBCPA - Arts & Media Lab., 1 pm.

#### Wednesday, Jan. 24

Chantal Manna, Art History, 'On The Road to Rome: Ephemerality and Experience in Queen Christina's Italy'. Supervisor: G. Bailey, Ontario Hall, WRMMR, 2 pm.



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## Go with the flow (or against it)

Queen's researchers use magnetic fields to control bacteria with the potential to deliver drug treatments

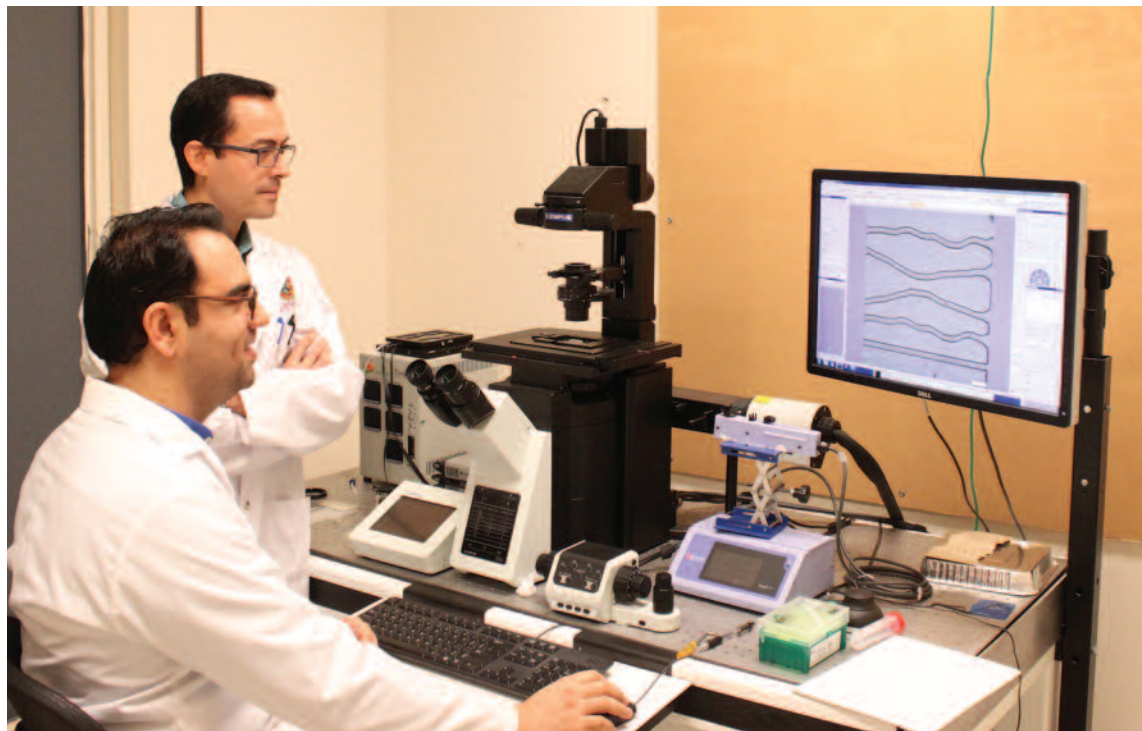
BY DAVE RIDEOUT,  
COMMUNICATIONS OFFICER

Queen's University researchers are using magnetic fields to influence a specific type of bacteria to swim against strong currents, opening up the potential of using the microscopic organisms for drug delivery in environments with complex microflows – like the human bloodstream.

Led by Carlos Escobedo (Chemical Engineering) and PhD candidate Saeed Rismani Yazdi (Chemical Engineering), the research focused on studying and manipulating the mobility of magnetotactic bacteria (MTB) – tiny organisms that contain nanocrystals sensitive to magnetic fields. Their findings were recently published in nano- and micro-science journal *Small*.

"MTB have tiny (nanoscopic) organelles called magnetosomes, which act like a compass needle that helps them navigate to nutrient-rich locations in aquatic environments – their natural habitats – by using the Earth's magnetic field," says Dr. Escobedo. "In nature, MTB play a key role in Earth's cycles by influencing marine biogeochemistry via transporting minerals and organic matters as nutrients."

After studying how MTB re-



Research by Carlos Escobedo (Chemical Engineering) and PhD candidate Saeed Rismani Yazdi is exploring the use of magnetic fields to control bacteria with the potential to deliver drug treatments.

spond to magnetic fields and currents similar to those found in their natural habitats, the team introduced stronger currents and magnetic fields to see if the bacteria could still navigate successfully.

"When we increased the rate of flow and the strength of the magnetic field, we were astounded by

the MTB's ability to swim strongly and concertedly against the current," says Mr. Rismani Yazdi. "They were even able to swim across a strong current with ease when we moved the magnet perpendicular to the flow."

The team's success in directing MTB through a complex and fast-

moving environment could be a significant step toward using the bacteria to transport pharmaceuticals through the human bloodstream to treat tumours directly.

"Next, we plan to bind therapeutic drugs to the bacterial bodies for transport," says Dr. Escobedo.

To do so, the team is collaborating with the group led by Peter Davies (Biochemistry), Canada Research Chair in Protein Engineering, who are figuring out how to adhere existing cancer therapeutic drugs to the bacteria, as well as how to have them release the drugs once they reach a chosen destination.

The team has also teamed up with Dr. Madhuri Koti of the Queen's Cancer Research Institute and plan to refine their ability to direct the MTB toward tumours with a high degree of accuracy. Together, the team will use magnetic fields to guide the bacteria from one end of a microchannel on a tiny microscope slide to samples of biopsied cancer tissue at the other end.

Dr. Escobedo hopes that their multi-disciplinary approach to this research will help unlock MTB's potential to be a biological, effective, and formidable drug-delivery method.

"We've shown that the bacteria's natural properties can be exploited to guide them in complex and strong flow conditions, much more challenging than those found in nature, which opens up opportunities not only in the drug-delivery field, but in other biomedical applications as well," concluded Mr. Rismani Yazdi.

## New hope in the battle against Lyme disease

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

Lyme disease can leave people feeling fatigued, fevered, and stiff but many don't know it can also cause a serious heart condition known as Lyme carditis.

The condition is most prevalent in males under 40 years of age and a team of researchers led by Queen's University cardiologist Adrian Baranchuk has now advanced a revolutionary approach that could lead to a different method to treat these patients.

Lyme carditis specifically attacks the electrical system of the heart, leading to a rapid progression to atrioventricular block (AV) which is a complete shutting down of the heart activity. Typically the condition is treated with the installation of a permanent pacemaker but Dr. Baranchuk's research indicates this isn't always necessary. In all five of his test cases, the patient's heart returned to normal after the use of anti-

otics, and only some of them, have required a temporary pacemaker for a few days.

"Lyme disease is transmitted by infected ticks, primarily black-legged ticks, and Kingston is in the middle of one of the endemic regions in Canada," says Dr. Baranchuk. "The disease became reportable in 2009 and since then, case numbers have steadily climbed. With that, the cases of Lyme carditis are also increasing."

According to numbers provided by the Government of Canada, there were 917 cases reported in Canada in 2015.

Dr. Baranchuk credits Kingston Health Sciences Centre nurses Crystal Blakely and Pamela Branscombe with identifying the initial case of Lyme carditis, presenting the cases to Dr. Baranchuk and his team, and the team coming up with a solution that saw all five males make a full recovery.

The first case that caught their attention was a 23-year-old male

who was admitted to the cardiology department with a failing heart. This came after three emergency room visits and two visits to a medical clinic. After consultation, it was decided to treat the patient with antibiotics and to insert a temporary pacemaker. His heart returned to normal in 48 hours.

"The red flag for us was his age and the fact he had no prior cardio issues," says Ms. Blakely. "It didn't make sense to us why he was presenting with these symptoms. We only knew he had just tested positive for Lyme disease and that's when we started putting everything together."

The same was true for the next four cases Dr. Baranchuk used to test his theory. The next three cases involved males in their 30s while the fifth case featured a 14-year-old boy who was admitted to Kingston General Hospital with a second degree AV block.

"There are many risks when we implant a permanent pacemaker in a young person plus the

treatment is expensive and for life," Dr. Baranchuk says.

A typical pacemaker lasts seven to 10 years. In a young person, they may need the pacemaker replaced more than six times in their lifetime which involves surgery that it is not complication-free. This new approach could solve that problem.

Moving forward, Dr. Baranchuk and his team are working to track Lyme carditis cases

from across Canada to continue moving his research forward.

"We need to educate health care professionals about Lyme carditis and its treatment," he explains. "I would also like to apply for funding for a multi-centre study into Lyme disease and Lyme carditis. There is a better way to treat this and medical professionals aren't always prepared. We can change the treatment approach for this disease."

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## events calendar

### Wednesday, Jan. 10, 4-9 pm WINTER ARC Demo Day

Try a selection of new registered programs offered at the ARC. These 20-minute demo classes will give you a chance to try classes like Drake-Power Yoga, Boot(y) Camp, Survival of the fittest, Kettlebell Crunch, Kickboxing and more.

### Friday, Jan. 12, 11:30 am-1 pm Dr. Chao-Jun Li presents the Green Chemistry Lecture

Title: Catalyst-free and redox-neutral innate trifluoromethylation and alkylation of aromatics enabled by light. Chernoff Hall, Rm. 117

### Friday, Jan. 12, Noon-1 pm Winkler Speaker Series in Industrial Relations

Charles Marful will deliver the first Winkler Lecture for 2018, "Diversity & Inclusion: Canada's Underutilized Competitive Advantage." Robert Sutherland Hall, Rm. 145

### Friday, Jan. 12, Noon-1 pm Policy Speaker Series: Steve Orsini - Transforming the Ontario Public Service for the Future

Our world is changing, and the public service must change with it. Steve Orsini, Secretary of the Cabinet, Head of the Ontario Public Service and Clerk of the Executive Council, will discuss the Ontario Public Service's journey to become a more client-focused, innovative, efficient and inclusive organization. Robert Sutherland Hall, Rm. 202

### Tuesday, Jan. 16, 10-11:30 am Intercultural Awareness Certificate Training with QUIC and FDASC

Training for students interested in intercultural communication skills and awareness. Five workshops in

the series are provided by the QUIC and Four Directions Aboriginal Student Centre. Advanced registration is required by email at quic.training@queensu.ca.

### Tuesday, Jan. 16, 11:45 am-12:45 pm Brown Bag Lunch Session

These informal presentations are led by Smith School of Business faculty and students; Queen's faculty or members from the Kingston and area community and are open to everyone. One hour in length, the presentations include an overview of a research idea or paper, during which questions and comments are encouraged, followed by time for conversation and feedback. Goodes Hall, Rm. 102

### Wednesday, Jan. 17, 10:30 am-Noon Providing Effective Feedback on Student Writing

In this session, we will discuss expectations around marking written assignments (those of teachers and of students) and explore strategies for responding to student writing that will result in fair and consistent grading and specific and useful feedback. Mackintosh-Corry Hall, Rm. F200, Large Collaboration Space

### Wednesday, Jan. 17, Noon-1 pm QUIC International Community Lunch

Soup lunch provided by the International Centre. Students, staff and faculty are welcome to attend. John Deutsch University Centre

### Thursday, Jan. 18, Noon-1 pm 2018 Donald Gow Memorial Lecture: The Hon. Elizabeth Dowdeswell

The Honourable Elizabeth Dowdeswell was invested as Ontario's 29th Lieutenant Governor on Sept. 23, 2014. Her eclectic public service career has spanned provincial, federal, and international borders, and has transcended disciplinary and sectoral lines. Robert Sutherland Hall, Rm. 202

### Thursday, Jan. 18, 6-7:30 pm Winter 2018 Season Launch at Agnes Etherington Art Centre

Un-chill at our Winter Season Launch! Members' Preview 5 to 6 pm, with remarks at 6 pm and the Public Reception 6 to 7:30 pm. To welcome families, we offer Creation Station free care for children of all ages in the Studio from 6 to 7:30 pm. Galleries remain open to 9 pm. We are introducing: Shame and Prejudice: A Story of Resilience: A Project by Kent Monkman; The Powers of Women: Female Fortitude in European Art; Log Cabin: A Canadian Quilt and "He First Brought It to Per-

fection": John Smith and the Mezzotint in Early Modern England.

### Friday, Jan. 19 & Saturday, Jan. 20 BEWIC Sports Days @ ARC

A marathon co-ed sports tournament that will take over the ARC - 32 co-ed teams and over 1,100 students play a variety of unique games such as: Rugby-Basketball; Water-Volleyball; Innertube-Waterpolo; Floorball.

For more events visit [queensu.ca/eventscalendar/](http://queensu.ca/eventscalendar/)

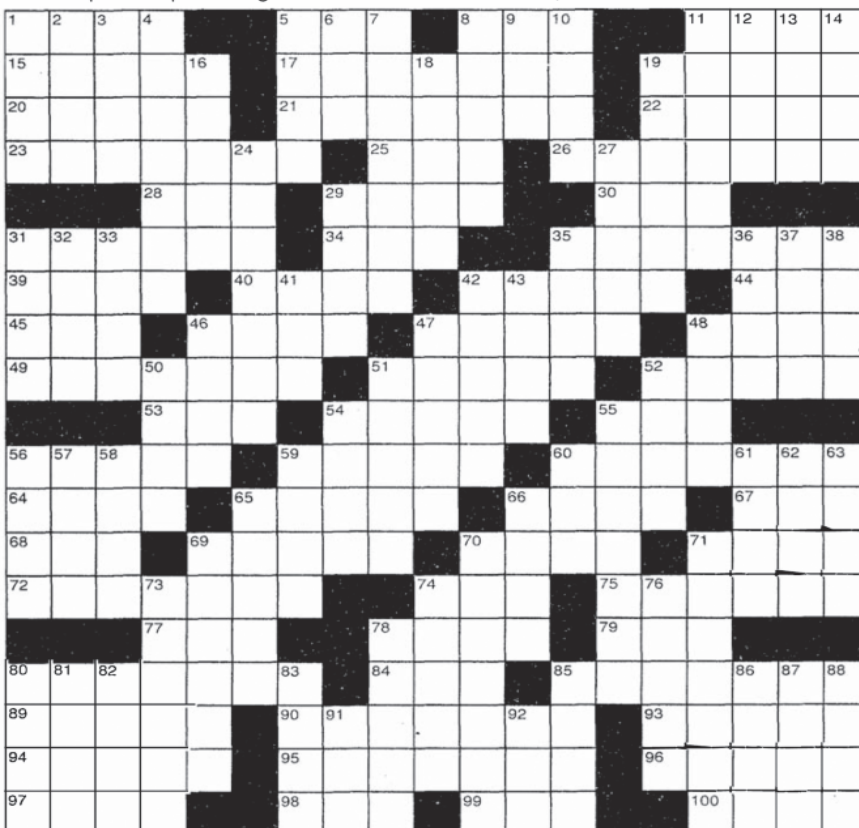
#### ACROSS

- 1 Blue: Sp.
- 5 Like a way-out daddy-o
- 8 Janet's "Psycho" poster top
- 11 Singer Ochs
- 15 "Head over Heels" quintet
- 17 Conquer
- 19 Antique car knob
- 20 Distribute
- 21 Fortress's earthwork
- 22 Mercutio's buddy
- 23 Dried grapes
- 25 Alarming times?
- 26 Frigidity
- 28 Compass heading
- 29 Biblical king
- 30 "Take Me \_\_\_ Am" (Faith Hill)
- 31 Tribeswoman with plated lips

- 34 Paneled room
- 35 Not garden variety
- 39 Hubert of jazz
- 40 \_\_\_ off (angry)
- 42 Max and Buddy
- 44 Fabrication
- 45 Medieval ship
- 46 Mjolnir's owner
- 47 Desert plant
- 48 Nora's pet
- 49 Charms
- 51 She was Graf's rival
- 52 Picnic "table," perhaps
- 53 Mongrel
- 54 Injure one's tongue with tea
- 55 B.P.O.E. member
- 56 Dixie charmer
- 59 Plain and unassuming
- 60 Took hold of
- 64 Et \_\_\_ (and others)
- 65 \_\_\_ Ste. Marie
- 66 Ward (off)
- 67 Average Joe's grade
- 68 Pacific \_\_\_
- 69 Relieve
- 70 Giddy delight
- 71 Give it \_\_\_
- 72 Sightings
- 74 \_\_\_ jure
- 75 Final authorities
- 77 Advanced deg.
- 78 Swiss river
- 79 Bible's second word
- 80 Regardless
- 84 "Ain't Too Proud to \_\_\_" (Donne)
- 85 "\_\_\_ an island" (Donne)
- 89 Love affair
- 90 Director Kubrick
- 93 Checking out
- 94 Ship seepage area
- 95 Mortarboard adornments
- 96 Train stop
- 97 British firearm
- 98 Garbo's homeland: abbr.
- 99 Letters on an oil can
- 100 Without, to Fifi

#### DOWN

- 1 Temple's first husband
- 2 Dreyfus advocate Émile
- 3 Hybrid citrus
- 4 Eases
- 5 \_\_\_ d'oeuvre
- 6 Common contraction
- 7 Used an exercise bike
- 8 Grooming implement
- 9 Summon a genie
- 10 One against
- 11 Of speech
- 12 Keyboard key
- 13 Singer Turner et al.
- 14 Durocher et al.
- 16 Gordon Summer, to his fans
- 18 Part of HRE
- 19 Emergencies 24/0 for 2?
- 27 Best Director of 1938
- 29 Hesse's river
- 31 It's out on a limb
- 32 Semitic god
- 33 Truant from service: abbr.
- 35 Parts of mins.
- 36 Ingrid, in "Casablanca"
- 37 Islets
- 38 Pastures
- 41 Rosy-fingered goddess
- 42 Ruffian
- 43 Made a fine serve
- 46 Real
- 47 Matzo's lack
- 48 Clumsy crafts
- 50 Christie Brinkley's alma mater
- 51 Rowing shell
- 52 Feelin' groovy
- 54 "\_\_\_ on Ice"
- 55 Che, to his mom
- 56 Unclad
- 57 Some New Haven residents
- 58 Sagging
- 59 West and Questel
- 60 Command to Dobbin
- 61 Portions: abbr.
- 62 Architect Eliel's son
- 63 Former African rulers
- 65 Paintball battle sound effect
- 66 Arctic slab
- 69 Syntax expert William
- 70 Flows noisily
- 71 Nocturnal lemurs
- 73 Cast doubt upon
- 74 Composer Camille Saint-\_\_\_
- 76 Turkish sultan
- 78 Humiliate
- 80 Dollops
- 81 Give off
- 82 Doormat scraper
- 83 Olden verb endings
- 85 Wall St. abbr.
- 86 Palm used for thatching
- 87 Part of, as a plot
- 88 Top kicks: abbr.
- 91 Marble game
- 92 Guido's note



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## Getting into fitness for the new year

BY COMMUNICATIONS STAFF

If you are looking to get a healthy start to the new year Queen's Athletics and Recreation is offering all of its group fitness programs for free Jan. 8-14.

During the Fitness Free-For-All, students, staff and faculty, as well as the general public, can try the group fitness programs at the Athletics and Recreation Centre (ARC) for free.

The event provides an ideal opportunity to try out the ARC facilities as well as explore some of the 53 classes that are available.

Queen's Athletics and Recreation offers a wide range of programs including Sunrise Cycle, Sculpt & Ab Blast, Zumba, and much more.

For current ARC members visit the Free-For-All info table located in front of the ARC to get a "free class" sticker for your student/membership card.

Non-members must also visit the Free-For-All info table located in front of the ARC to pick up a



Athletics and Recreation is offering all of its group fitness programs for free Jan. 8-14 during the Fitness Free-For-All.

"Free-For-All" bracelet. You must wear the bracelet to gain access to the classes offered.

All classes are first-come, first-serve. Visit [rec.gogaelsgo.com](http://rec.gogaelsgo.com) for

more information and schedules.

Also, on Wednesday, Jan. 10 try a selection of new registered programs offered at the ARC during Winter ARC Demo Day. These 20-

minute demo classes will give you a chance to try classes like Drake-Power Yoga, Boot(y) Camp, Survival of the fittest, Kettlebell Crunch, Kickboxing and more.

### fit tips

#### Healthy new year

On average only 20 per cent of people keep New Year's resolutions. By following a few easy tips you'll be better equipped to achieve your goals.

- Choose realistic goals
- Avoid choosing a goal that you've been unsuccessful at before
- Create a game plan
- Ask friends and family members to help you be accountable
- Reward yourself
- AND keep trying!

Resolutions are an opportunity to make changes but the three key elements to making a lifestyle change are choice, balance and quality. Choose healthy foods, create a balance that works for your lifestyle and family. Whatever you eat or the activity you do, make it a quality choice. When you add these resolution success tips together with the three elements and the ARC you have a strong foundation for a great new healthy lifestyle.



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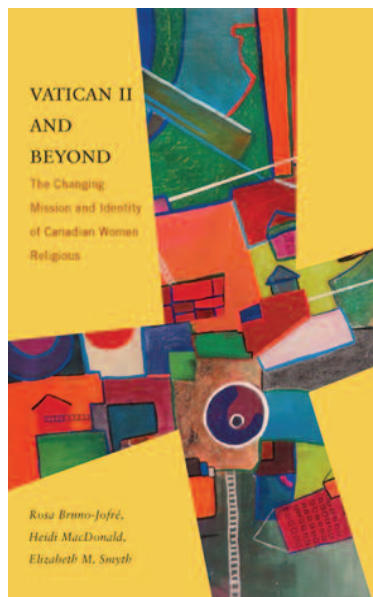
## books

*Vatican II and Beyond: The Changing Mission and Identity of Canadian Women Religious* By **Rosa Bruno-Jofré (Education)**, Heidi MacDonald and Elizabeth M. Smyth

The year 2015 marked the 50th anniversary of the end of the Second Vatican Council, which aimed to align the Church with the modern world. Over the last five decades, women religious have engaged with the council's reforms with unprecedented enthusiasm, far exceeding the expectations of the Church.

Addressing how Canadian women religious envisioned and lived out the changes in religious life brought on by a pluralistic and secularizing world, *Vatican II and Beyond* analyzes the national organization of female and male congregations, the Canadian Religious Conference, and the lives of two individual sisters: visionary congregational leader Alice Trudeau and social justice activist Mary Alban.

This book focuses on the new transnational networks, feminist concepts, professionalization of religious life, and complex political landscapes that emerged during this period of drastic transition as women religious sought to recon-



struct identities, redefine roles, and signify vision and mission at both the personal and collective levels.

Following women religious as they encountered new meanings of faith in their congregations, the Church, and society at large, *Vatican II and Beyond* demonstrates that the search for a renewed vision was not just a response to secularization, but a way to be reborn as Catholic women.

## for the record

### COMMITTEES

#### Headship Selection Committee for Robert M. Buchan Department of Mining

Dr. P. D. Katsabanis' term as head in the Robert M. Buchan Department of Mining ends June 30, 2018.

In accordance with the Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University, a selection committee has been formed to assist the Provost and Vice Principal (Academic) in the selection of a department head.

The membership of the Committee is as follows:

Elected faculty: Ahmad Ghahreman, Anne Johnson, Sadan Kelebek, Steve McKinnon, Julian Ortiz, and Christopher Pickles.

Appointed Members: Jeffrey Wright (undergraduate student), Denver Cowan (PhD candidate), Oscar Rielo (staff member), Brian Amsden, Head, Chemical Engineering. Non-Voting Member: James Reynolds, Associate Dean, School of Graduate Studies.

Chair: Kevin Deluzio, Dean, Engineering and Applied Science.

Recording Secretary: Dayna Smith, Engineering and Applied Science  
Members of the university com-

munity are invited to comment on the present state and future prospects of the Robert M. Buchan Department of Mining and to submit names of possible candidates for the headship to Dean Kevin J. Deluzio (Chair), c/o Dayna Smith (dayna.smith@queensu.ca) Faculty of Engineering and Applied Science by Jan. 19, 2018. Letters will be reviewed by the selection committee and will become part of the record of decision-making.

### APPOINTMENTS

#### Stephen Scott reappointed GlaxoSmithKline Chair in Neurosciences

Richard Reznick, Dean of the Faculty of Health Sciences, is pleased to announce that Benoit-Antoine Bacon, Provost and Vice-Principal (Academic), has reappointed Stephen Scott as the GlaxoSmithKline (GSK) Chair in Neurosciences, for a five-year period beginning Aug. 1, 2017.

Dr. Scott graduated from the University of Waterloo with his Bachelor of Applied Science and then earned his Master's in Systems Design Engineering at the University of Waterloo, graduating in 1989. He went on to complete his PhD in Physiology at Queen's University in 1993 and completed a post-doctoral fellowship in

the Département de Physiologie at the Université de Montréal from 1993 to 1995. He became a chercheur adjoint (assistant professor) at the Université de Montréal in 1995.

Dr. Scott first joined the Faculty of Health Sciences at Queen's as an assistant professor in 1997, and was promoted to full professor in 2004. His research explores the neural, behavioural, and biomechanical aspects of voluntary motor actions. He invented the KINARM robot used to quantify upper limb motor function and is actively using this technology to develop novel behavioural biomarkers to quantify sensory, motor and cognitive impairments associated with neurological diseases/injuries.

He is co-founder and chief scientific officer of BKIN Technologies, a Kingston company that commercializes the KINARM robotic technology. There are now more than 80 robotic systems in 12 countries used for basic and clinical research.

Holding the GSK Chair in Neurosciences since 2012, Dr. Scott has conducted world-leading research into understanding brain function while at the same time translating his findings into real-world clinical tools.

## 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:** J1217-0186  
**Position Title:** Director, Digital Marketing and Communications  
**Department:** Student Affairs  
**Grade:** 10  
**Length of term:** 3 years  
**Closing Date:** Jan. 14

■ **Competition Number:** J0617-0971  
**Position Title:** Electronics Engineer  
**Department:** Canadian Particle Astrophysics Research Centre  
**Grade:** 10  
**Job Type:** Permanent (Continuing)

**Closing Date:** Feb. 1

■ **Competition Number:** J0617-0727  
**Position Title:** Associate Director, BWRC Research & Business Development  
**Department:** Civil Engineering  
**Grade:** 10  
**Length of term:** 3 years  
**Closing Date:** Jan. 31

■ **Competition Number:** J1217-0679  
**Position Title:** Research Coordinator  
**Department:** Biology Station - Opinicon  
**Location:** Elgin  
**Salary:** \$62,145  
**Grade:** 09  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Jan. 19

**Competition Number:** J1117-0105  
**Position Title:** Manager, Facilities and Operations  
**Department:** Athletics & Recreation Facilities  
**Grade:** 9  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Jan. 14

### Successful Candidates

■ **Job Title:** Residence Life Coordinator (USW Local 2010)  
**Department:** Residence Life, Housing & Ancillary Services  
**Competition:** J0617-0563  
**Successful Candidate:** Nathan Utioh

■ **Job Title:** Administration to the Department Head (USW Local 2010)  
**Department:** Biology  
**Competition:** J0717-0436  
**Successful Candidate:** Anne Du-

mont (Biology)

■ **Job Title:** Engineering Curriculum Developer (USW Local 2010)  
**Department:** Faculty of Engineering and Applied Science  
**Competition:** 2017-202  
**Successful Candidate:** Mahsa Gholami

■ **Job Title:** Manager, Career Education and Coaching Services  
**Department:** Smith School of Business  
**Competition:** J0717-0216A  
**Successful Candidate:** Emma Sutherland (The Business Career Centre)

■ **Job Title:** Communications Officer, Media Relations  
**Department:** University Communications

**Competition:** J0617-0280

**Successful Candidate:** Dave Rideout

■ **Job Title:** Senior Financial Analyst (USW Local 2010)  
**Department:** Gift Services, Office of Advancement

**Competition:** J0717-0439  
**Successful Candidate:** Christa Walsh

■ **Job Title:** Administrative Assistant  
**Department:** Mechanical and Materials Engineering, Faculty of Engineering and Applied Science  
**Competition:** J0617-0305  
**Successful Candidate:** Candace Chabot

### PUZZLE SOLUTIONS

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4	7	3	5	2	6	1	9	8
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ALLOT	REDOUBT	ROME						
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NAO	THOR	YUCCA	ASTA					
ALLURES	SELES	GRASS						
	CUR	SCALD	ELK					
BELLE	MOUSY	GRASPED						
ALIA	SAULT	FEND	CEE					
RIM	SPELL	GLEE	ATRY					
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	MFA	AARE	THE					
DESPITE	BEG	NOMANIS						
AMOUR	STANLEY	EYING						
BILGE	TASSELS	DEPOT						
STEN	SWE	SAE	SAINS					

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