



PHOTO BY GARRETT ELLIOTT

ARTISTIC AFFIRMATION

Artist Kent Monkman leads a tour through his *Shame and Prejudice: A story of Resilience* exhibition currently on display at the Agnes Etherington Art Centre. The Agnes recently saw its contemporary arts programming funding from the Canada Council for the Arts nearly double to \$200,000 for each of the next three years. Story on page 4.

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A leader on equity, diversity, inclusivity

Stephanie Simpson will assume leadership of both the Equity and Human Rights Offices in February

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Stephanie Simpson (Artsci'95, Ed'97, M.Ed.'11) has been named the Executive Director (Human Rights and Equity Offices) and University Advisor on Equity and Human Rights effective Feb. 1.

"Stephanie has been a leader on equity, diversity, and inclusivity at Queen's for many years, and her appointment reflects the important role she plays in the Queen's community," says Teri Shearer, Deputy Provost (Academic Operations and Inclusion). "She brings deep knowledge, experience, and commitment to this new position, and her appointment will be a significant gain for the cause of creating a more welcoming Queen's."

In this role, Ms. Simpson will lead the Equity and Human Rights Offices and will continue to play a key role in fostering both competence and legislative compliance around matters such as inclusivity, diversity, accessibility, human rights, and equity on campus.

"I have always had a passion for issues of social justice and I have committed to strengthening my knowledge and skillset in order to bring my best to this work," says Ms. Simpson. "There is a sense of renewed energy and purpose on campus in relation to equity right now. I'm very much looking forward to the role the Equity and Human Rights Offices will play in supporting the vision for inclusion clearly articulated in our formal reports, and by community members."

She will also provide guidance to senior administration, governance bodies, and units on achieving equity within the institution's strategic priorities. As a



Stephanie Simpson, the current director of the Queen's Human Rights Office, will assume leadership of both the Equity and Human Rights Offices in February.

member of the Office of the Provost team, Ms. Simpson will work in concert with the Deputy Provost (Academic Operations and Inclusion) in developing initiatives that support the creation of a welcoming campus in collaboration with equity-seeking communities.

Ms. Simpson has been a member of the Human Rights Office since 1996, starting in the portfolios of anti-racism advisor and education coordinator. She was most recently the office's director.

"I want to acknowledge the contributions of Equity Office staff, Human Rights Office staff, and community members I've been fortunate to work with over so many years," she says. "The accomplishment of which I feel we can be most proud is an approach to institutional change work that is respectful and appreciative while also being challenging. Being viewed by community members and colleagues as a trusted resource is our first priority, so we know when we've achieved this

we have done our job well."

Ms. Simpson has also supported inclusivity and equity efforts in the Kingston community through her roles with the Black Inmates and Friends group; her consultation and education services efforts with organizations such as Interval House, Limestone District School Board and Kingston General Hospital; and her role on the Kingston Immigration Partnership Operations Committee where she represents Queen's.

Homecoming 2018 set for Oct. 19-21

BY COMMUNICATIONS STAFF

The date has now been set and planning is about to get underway for the next Queen's Homecoming weekend. The annual reunion for Queen's alumni will officially take place Oct. 19-21.

This year, Queen's will be welcoming alumni from classes ending in 3 or 8, as well as all Queen's Tricolour Guard who are celebrating 50 or more years since their graduation.

Over the coming months, the

university will work with alumni, students, staff, faculty, and city partners to confirm all of the programming and event details.

As always, the busy fall weekend will also feature a football game at Richardson Stadium where the Gaels will play the University of Ottawa Gee-Gees.

"We are looking forward to Homecoming weekend as it brings together past and present students, friends, and supporters to celebrate Queen's and what it means to be part of such a great

community," says Principal Daniel Woolf. "To help prepare for its many events we will also be collaborating closely with our community partners to find ways to mitigate potential problems, such as unsanctioned street parties, and to ensure that a safe and fun-filled weekend is had by all."

To learn more, visit queensu.ca/alumni/homecoming for event updates, contact the Reunions Office at reunions@queensu.ca, or call 1-800-267-7837.



Queen's Homecoming weekend will be taking place on Oct. 19-21 and planning is already underway.



Queen's UNIVERSITY

Returning to home territory

Kandice Baptiste named new director of Four Directions Aboriginal Student Centre

BY COMMUNICATIONS STAFF

Kandice Baptiste is looking forward to “returning home” after years in the post-secondary education sector in Toronto and Kitchener-Waterloo.

Ms. Baptiste, who is originally from Tyendinaga, will succeed Kanonhsyonne (Janice Hill) as the new director of the Four Directions Aboriginal Student Centre at Queen’s in February, now that Ms. Hill has become the university’s inaugural director, Office of Indigenous Initiatives.

“I’m humbled to have the opportunity to work on my own territory,” says Ms. Baptiste. “It’s exciting to join such a prestigious university that has taken a leadership role on reconciliation work. I look forward to continuing the work of Kanonhsyonne and the amazing staff and students at Four Directions, building a welcoming, inclusive, and diverse Indigenous community on campus.”

Ms. Baptiste most recently worked as manager, Indigenous Initiatives at Wilfrid Laurier University, where her responsibilities included managing the Indigenous Student Centre and its staff at the Brantford campus. She was previously senior project coordinator at the Council of Ontario Universities (COU) in Toronto, where she guided the development of the “Future Further” campaign.



SUPPLIED PHOTO

Kandice Baptiste has been appointed as the director of Four Directions Aboriginal Student Centre. She will take up the position in February.

She completed a Bachelor of Arts degree at Wilfrid Laurier, during which time she founded the Indigenous Students’ Association, played varsity basketball, served as the university’s first Indigenous student intern, and was the driving student force as Laurier developed and launched its Office of Indigenous Initiatives.

Ms. Baptiste began her professional career at Laurier as the institution’s first Indigenous student recruiter and retention officer.

“We are thrilled to welcome Kandice to Queen’s and to the Student Affairs team,” says Corinna Fitzgerald, Assistant Dean, Student Life and Learning, Division of Student Affairs. “It’s

an exciting time in Four Directions, as they continue to build upon the extensive work done under Jan’s leadership. In addition to her strong focus on students, Kandice brings with her a broad perspective from across the sector through her work with at the COU, and a thoughtful management style established in her time

“It’s exciting to join such a prestigious university that has taken a leadership role on reconciliation work. I look forward to continuing the work of Kanonhsyonne and the amazing staff and students at Four Directions, building a welcoming, inclusive, and diverse Indigenous community on campus.”

– Kandice Baptiste

at Laurier.”

In the fall, Four Directions also welcomed Mishiikenh (Vernon Altman) in a new role as an elder-in-residence and cultural counsellor. The centre has also expanded outreach initiatives in local elementary schools and, in partnership with Queen’s Residence Life, launched the Bimadiziwin Ka’nikonhriyo Indigenous and Allies Living and Learning Community.

The centre will be doubling in size this year; planning is underway for renovations to the existing building at 146 Barrie St., and to the building next door. The current plan is for one building to be used for gatherings and activities, including feasts and cultural programming, while the other will be offices, where students will meet one-on-one with staff, and student study spaces including a first-floor library.

Visit the Four Directions Aboriginal Student Centre website (queensu.ca/fdasc/) to learn more.

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through the lens

UNIVERSITY COMMUNICATIONS

Steve Orsini, Secretary of the Cabinet, Head of the Ontario Public Service, and Clerk of the Executive Council, visited the School of Policy Studies to deliver his talk entitled “Transforming the Ontario Public Service for the Future” on Thursday, Jan. 12, where he discussed the public service’s journey to become a more client-focused, innovative, efficient and inclusive organization.



UNIVERSITY COMMUNICATIONS

Curator of Contemporary Art Sunny Kerr stands before one of the paintings by artist Kent Monkman featured in the exhibition *Shame and Prejudice: A Story of Resilience*, currently being hosted by the Agnes Etherington Art Centre. Funding for the Agnes's contemporary arts programming from the Canada Council for the Arts will nearly double to \$200,000 for each of the next three years.

Funding boost an 'affirmation'

Canada Council for the Arts doubles support for contemporary art programming at Agnes

BY ANDREW CARROLL,
GAZETTE EDITOR

The Agnes Etherington Art Centre will see its funding for contemporary art programming nearly double for the next three years.

The funding from the Canada Council for the Arts is increasing to \$200,000 a year from the previous \$105,000.

As a result, explains Agnes Director Jan Allen, the gallery will be able to extend its capacity to bring "creative modes of presentation and interpretation to the work of artists, and to develop inventive forms of participation."

For the current three-year funding cycle, the Canada Council for the Arts introduced a new application model, one that was more competitive and that challenged galleries to engage with artists and audiences. The requests were to be "aspirational," Ms. Allen says, and provided a rare opportunity for galleries to be bold with their exhibition planning.

Gallery staff prepared their funding application, outlining their vision for the next three years.

The result was "affirming," Ms. Allen says.

"This is not a small jump in support. It is a really significant boost," she says. "This funding is recognition of our leading role na-

tionally, and is an affirmation of the direction of our contemporary art programs. (The Canada Council for the Arts) has embraced the vision that we put forward for the next three years for our engagement, both with contemporary artists and audiences, the various communities, and the partners, with whom we work."

The increase, Ms. Allen adds, also recognizes the work being done by the staff at the Agnes, especially Curator of Contemporary Art Sunny Kerr.

The funding will strengthen the Agnes's role as an accessible meeting place for learning and art experience on multiple levels, Mr. Kerr explains.

"In particular the increased funding enables us to be more responsive to our publics through programming that animates exchange between artists and our local communities," he says. "I am especially excited about the renewed potential for artists to work with us on the ground – and with Queen's and Kingston partners – for longer durations, ensuring artistic engagement with students, faculty and Kingston community members and partner organizations. Contemporary art offers a bridge across different disciplines, working as an interpreter and mediator of current urgencies."

Helping the Agnes in its funding request is that the gallery has demonstrated it can work in a

challenging fashion with positive results. Over the past five years, Ms. Allen points out, annual attendance at the Agnes has doubled. At the same time, the number of Queen's academic courses hosted by the gallery, utilizing collections and exhibitions at the art centre, has increased greatly.

The increased support will foster further growth for active participation and reinforce the gallery's work with diverse cultures. It also highlights the Agnes's strength in contemporary art, matching the quality of its historical collections, including European, Canadian and African art.

"What this increase in funding really reinforces, I think, is that we are recognized for our contemporary art programming," Ms. Allen says. "In total, the overall vision of the gallery is to make these program areas work together in a way that is really dynamic and it's something that, for a gallery of our scale, we do extremely well. We have this unique resource of high-quality collections in these different areas, supported by specialist expertise. So they are not just passive collections but they are very actively used, interpreted, researched and used for teaching."

Visit the Agnes Etherington Art Centre website (agnes.queensu.ca) to learn more about its collections, programs and upcoming events.

Shame and Prejudice featured at the Agnes

BY PHIL GAUDREAU, SENIOR
COMMUNICATIONS OFFICER

A new exhibition of Indigenous paintings and artifacts at the Agnes Etherington Art Centre is sure to draw interest and help visitors reflect on Canada's history this winter.

Created in response to the country's sesquicentennial celebrations, *Shame and Prejudice: A Story of Resilience* by Indigenous artist Kent Monkman casts a critical eye on the history of interactions between Indigenous peoples and Canadian settlers over the years. Mr. Monkman is a renowned Canadian artist and curator of Cree ancestry.

"We're tremendously proud to present this profound exhibition at the Agnes," says Jan Allen, Director of the Agnes Etherington Art Centre. "Kent Monkman has created a critical tour-de-force that powerfully blends a devastating history with rapier-like wit. This is the not-to-miss exhibition of the season."

Paintings capture scenes such as children being taken from their families to be sent to residential schools, and the rights of Indigenous leaders being signed away before their eyes. Mr. Monkman's

paintings employ parody, using familiar scenes or famous paintings and a traditional 19th century European painting style combined with a twist that is designed to shock and surprise viewers.

The exhibit also includes artifacts such as the moccasins of Chief Pihtokahanapiwiyin (Poundmaker), and traditional cradle boards which were used primarily by Indigenous women as a baby carrier.

This circulating exhibition was produced by the Art Museum at the University of Toronto in partnership with the Confederation Centre Art Gallery, Charlottetown, and has been made possible in part by the Government of Canada and the Ontario Arts Council. The lead sponsor of the exhibit was the Donald R. Sobey Family Foundation. The exhibit's appearance at the Agnes was made possible by The George Taylor Richardson Memorial Fund, Queen's University.

Shame and Prejudice will be at the Agnes until early April. Due to space limitations, the entire exhibition will not be on display. See a preview of the exhibit and learn more about related events on the Agnes Etherington Art Centre's website (agnes.queensu.ca).



SUPPLIED PHOTO

Poundmaker's Moccasins, 1875-1890, glass beads, painted rawhide from parfleche container, smoked brain-tanned buffalo hide. Collected by Walter Gouin from Chief Poundmaker, c.1875-1880. Canadian Museum of History.

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Creating a home for innovation

The Innovation and Wellness Centre will provide innovators and entrepreneurs with a space to create cross-campus connections

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

When helping student entrepreneurs get their start, one common piece of advice is to begin small and lean. Once you have proven the model for your new business, then you can take on liabilities like leasing your own office space.

Innovation leaders at Queen's have practiced what they preached, and are now getting ready to reap the rewards when the Innovation and Wellness Centre (IWC) opens its doors next fall.

"The IWC will bring our innovation resources on campus out of the bootstrapping phase," says Benoit-Antoine Bacon, Provost and Vice-Principal (Academic). "The facility will provide a focal point for innovation and entrepreneurship activities at Queen's, and forge important cross-campus connections across our programs."

Located within the IWC, the Innovation Hub will unite some existing resources and programs and add a few new ones. It will include an event space, touch down tables for easy collaboration, and a maker space – a well-equipped work space where student entrepreneurs can create, experiment, and refine their ideas. Students helped shape the final design of the Hub.

"We work with 2,000 students a year, and I expect that number



The Innovation Hub will feature an event space for programming and student-led conferences.

will double in the next couple of years," says Greg Bavington (Sc'85), Executive Director, Dunin-Deshpande Queen's Innovation Centre (DDQIC). "The Innovation Hub will play a key role in supporting existing demand and future growth for innovation on campus."

Once it opens, the DDQIC is planning to expand its programming, with a focus on social enterprise – creating more organizations with a mission to both make money and do social good.

Most importantly, the IWC will give the DDQIC the one thing they have been lacking: common space.

"We toured other schools when making decisions on what needed to be in our Innovation Hub, and we found that Queen's did a pretty good job at supporting innovation on campus," says Mr. Bavington. "The final box we had to tick was to gather it all under one roof, allowing students to scale their business in a straightforward way without leaving campus."

The belief is that having everything located side-by-side will not only boost collaboration, it will also increase the visibility of innovation resources and programs. For example, students led 13 conferences and events linked to innovation this year and it was a chal-

lenge for each group to find space.

"Locating the Innovation Hub within a multi-function building like the IWC is a strategic choice – one which is meant to show that everyone is welcome," he says. "It can take many different people and different skillsets to make a successful business. We're hoping to bend and weld the academic disciplines to get the sparks flying."

The Innovation Hub will not merely connect students to resources on campus – it is expected to build the links between the campus, Innovation Park, and the community. While the Hub will focus on current students, Innova-

tion Park offers a "long runway" as students graduate and look to grow their businesses. Likewise, the Hub will complement what Innovation Park does in supporting community entrepreneurs in southeastern Ontario.

The creation of the IWC was made possible through \$55 million in philanthropic support, including \$40 million to revitalize the facility. In addition, the federal and Ontario governments contributed a combined total of nearly \$22 million to this facility.

To learn more about the Innovation and Wellness Centre, visit queensu.ca/connect/innovationandwellness.

Stepping up mental health care through a new model

BY COMMUNICATIONS STAFF

University life can be stressful for many students. And at Queen's, there is no need for any student to struggle with stress or anxiety alone.

That's why Counselling Services has created new initiatives that aim to gather students who are concerned about their mental

wellness together so they can help support and learn from each other.

"In the fall term, we launched a number of workshops and formed several support groups as we move towards a stepped care model," says Rina Gupta, Director of Counselling Services. "This approach allows us to reach students more quickly, support more stu-

dents at once, and provide alternate methods of care."

A similar set of programs will be offered this winter.

The workshops this semester include 'The Upside of Stress', 'Positive Psychology', a two-part series on sleep, a session on perfectionism, another on managing panic attacks, and a session aimed at helping those who have friends who have been through traumatic and difficult events.

The workshops are led by counsellors, and are intended for those who are seeking specific information on the topics presented. They are designed to be interactive such that students will have opportunities to ask questions specific to themselves or a friend.

The support groups have been quite popular, and include two varieties – drop-in, which anyone can attend, and therapy groups which require a specific referral.

The drop-in groups tackle topics such as stress management, and mindfulness practice. The therapy groups, which range from 10 to 12 participants, feature a set curriculum. They are aimed at students who are looking to build skills in managing powerful emotions, navigating interpersonal relationships, and want to successfully manage anxiety issues. There is also an ongoing group specific to survivors of sexual violence.

"There are situations in which working one-on-one with a counsellor will be most effective for a student," says Dr. Gupta. "But alternate delivery methods for care can actually be the best option for others, depending on the circumstances. By offering these groups and workshops, we aim to best meet the needs of all students seeking support, and we hope to increase capacity and reduce wait times at Counselling Services."

Counselling is incorporating a few other changes to expand their offerings and better serve students. They have just added two new positions – a drop-in crisis counsellor, and a second equity and diversity counsellor.

The crisis counsellor will allow for quick access to a professional for students in their highest time of need.

This counsellor has specific experience and training in providing this service, and will be seeing students on a walk-in basis, no appointment needed.

The equity and diversity counsellor, meanwhile, has specific training and experience to help students who are facing challenges related to cultural factors, or issues related to money, sexual identity, or disability.

To learn more about Student Wellness resources including Counselling Services, visit queensu.ca/studentwellness.

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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

A checkup on competency-based medical education

The following column providing an update on competency-based medical education (CBME) at Queen's was written by Richard Reznick, Dean of the Faculty of Health Sciences, and was first published on the *Principal's Blog* (queensu.ca/connect/principal/)

BY RICHARD REZNICK, DEAN OF THE FACULTY OF HEALTH SCIENCES

At the beginning of the summer, Queen's took a bold step and introduced a new approach to educating specialty residents called competency-based medical education (CBME). With several months of experience in the new system now complete, it is a good time to take the pulse of the project and update the community on our work.



In a CBME approach, the focus is on ensuring residents are evaluated more regularly and consistently, using the reviews to shape

their learning over the course of their residency and allowing the residents to closely monitor their own progress and performance to ensure they learn the skills they need.

In addition, the expectations of the competencies expected to be developed in the program are clearly laid out through the delineation of what are referred to as "entrustable professional activities" or EPAs.

These spell out exactly how and when residents are ready to independently take care of the many aspects of patient care in a given specialty.

The approach in place at most medical schools today assumes if residents spend enough time on a certain skill or discipline and receive regular feedback from their teachers, they will eventually master their required skills and be ready for their exams and the working world.

Today at Queen's, written reviews are stored digitally on a resident dashboard. Once filed, a resident has a clear and up-to-date picture of their progress and their next steps. Faculty members have

"In a CBME approach, the focus is on ensuring residents are evaluated more regularly and consistently, using the reviews to shape their learning over the course of their residency and allowing the residents to closely monitor their own progress and performance to ensure they learn the skills they need."

a detailed and comprehensive record to refer back to when evaluating their residents, and the whole system is more accountable for all involved.

Though we had previously implemented competency-based learning in our Family Medicine department, implementing CBME across the board at Queen's has been achieved years ahead of other medical schools across Canada.

While others are deploying CBME one program at a time over five years, it was my belief that the best way to deliver this new style of learning was to work as 29 united medical residency pro-

grams coordinated by a central team of educators.

This initiative has required a mammoth effort by an incredibly dedicated team of leaders, program directors, educational consultants, and residents, who collectively have used a systems-based approach to effect dramatic change.

It has been a busy fall for me personally, as medical schools and professionals the world over turned to us to learn how we made the transition. In recent months I delivered seven presentations across Canada, the US, and Asia as other schools seek to learn more about how Queen's made the switch to CBME.

Additionally, dozens of medical leaders attended our November conference on campus and many more took part in subsequent CBME webinars.

Our faculty and residents have been equally busy in the 'classroom', with more than 3,000 resident assessments (and counting) completed by faculty by the start of December. This represents a dramatic increase in the amount of feedback these residents would

have typically received by this point in their residency. And it is not just the quantity of feedback which makes this important – it is the quality.

There are still several months to go before this year's cohort of residents completes their first year. Even so, we have been actively seeking ways to continuously improve this system – from refining the review forms to analyzing the assessment results and trends.

Feedback on the CBME program continues to be positive from residents and faculty. This change has been driven by our goal of preparing doctors for the future of medicine.

In order to achieve this, we must ensure each new group of residents is receiving the best possible education. We believe this new delivery method will ensure improved patient care and better outcomes for residents and society as a whole by emphasizing skills first rather than time on the job.

This is the evolution of medical education, and it is happening right here at Queen's.

lives lived

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

A much-loved member of the Queen's and Kingston communities

Gerald Jacob Joseph Tulchinsky, Professor Emeritus in the Department of History, passed away on Wednesday, Dec. 13. He was 84.

Born Sept. 9, 1933 in Brantford, Dr. Tulchinsky was educated at the University of Toronto and McGill University.

He arrived at Queen's in 1966 and taught history until 1999. After his retirement he served as director of Jewish Studies at Queen's. As a scholar, Dr. Tulchinsky authored a number of books on topics of business history and Canadian Jewish history.

He was a much loved and respected member of the Department of History, and of the Queen's community, and will be greatly missed by many.

The following tribute was written by his longtime colleague in the Department of History, Peter Campbell.

• • •

For a number of years Jerry gave a lecture in my Canadian History course on anti-Semitism



Professor Emeritus Gerald Tulchinsky

in Canada between the First and Second World Wars. The last couple of years, when he was ill, Jerry would caution me that he might have to sit down to deliver the lecture. I knew better. Once Jerry

walked into that classroom his illness fell away, and he was a man reborn. Jerry did not need a computer and a chair, just eloquence and a piece of chalk.

He began with his own story, of the anti-Semitism he and his family experienced growing up in southern Ontario. At this point the message he wanted to convey could have been about the uniqueness of the Jewish experience of discrimination, but that was not what Jerry wanted the students to understand. He wanted them to understand the Depression experience, to understand why his mother left bread and tea at the back door for the men riding the rails.

Jerry was insistent, one might even say relentless, in his quest to get students to see anti-Semitism in historical context, to really gain an appreciation of how hunger, unemployment, state repression, and desperation caused people to lash out at the perceived causes of their misfortune. To the younger

generation, inured to the idea that the appropriate response to discrimination is moral outrage, this was perplexing stuff. But Jerry understood something, that moral outrage does not often produce lasting solutions to deep-seated historical wrongs.

In the Canadian historiography there is an ongoing debate about anti-Semitism in Canada that revolves around a central question – were French Canadians more anti-Semitic than English Canadians. Jerry had a message for the students, and his message was that this is not an historical question. For Jerry, the historical question was why the Achat Chez Nous movement happened in Quebec, and the Christie Pits riot happened in Toronto. Jerry realized that assessing blame is an evasion, and a way of disguising our own responsibility for the evil we are so quick to condemn.

It has been said many times that Canadians do not appreciate the talents and contributions of

"Jerry was insistent, one might even say relentless, in his quest to get students to see anti-Semitism in historical context, to really gain an appreciation of how hunger, unemployment, state repression, and desperation caused people to lash out at the perceived causes of their misfortune."

their fellow Canadians. I want to end by saying that I learned as much, if not more, about the historian's craft from Jerry as I have learned from E.H. Carr or Eric Hobsbawm.

I learned something else from Jerry, that you can be enormously proud of your ethnic and religious identity, but at the same time have a deep appreciation of the historic struggles of peoples not like yourself. And we all, no matter who we are or what the occasion, must always take time to laugh.

Queen's in the news

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

NEWSPAPERS

Jamie Summers' (Biology) piece for *The Conversation* on the negative impacts of road salt appeared in the *Winnipeg Free Press*.

Art McDonald (Physics) describes to the *Chronicle Herald* how Dorothy Killam's bequest contributed to his Nobel Prize win.



Ken Wong (Smith School of Business) says in the *Financial Post* that the escalating public battle goes against Tim Hortons classic, wholesome image.

Warren Mabee's (Geography and Planning) piece for *The Conversation* about how Canada can meet its emissions targets appeared in the *National Post*.

Neil Bearse (Smith School of Business) told the *Calgary Herald* that Apple has long marketed itself as a company that believes in family values and that creates "safe" products parents can trust; says in the *National Post* that even though Apple doesn't have a direct responsibility to parents, it's not surprising that they are committed to doing more to improve kids' relationships with smartphones. The article also appeared in *Canadian Business*, *Inside Toronto*, *Chronicle Herald*, *City News*, *Metro News*, the *Financial Post*, and 12 other outlets..

Elizabeth Eisenhauer (Cancer Research Institute, School of Medi-

cine, Oncology) and **Kerry Rowe** (Civil Engineering) were interviewed by the *Kingston Whig-Standard* about being named Officers of the Order of Canada.

Don Drummond (School of Policy Studies, Smith School of Business) says in the *Hill Times* that while Canadian interest rates are projected to rise, they are not anywhere near historic levels.

John Muscedere (School of Medicine, Division of General Internal Medicine) co-authored an op-ed in the *Hamilton Spectator* and *Toronto Star* about policy priorities for dealing with increasing frailty rates among older Canadians.

Catherine

Vakil (School of Medicine, Family Medicine) says in the *Hamilton Spectator* that despite writing a critique similar to Frank Greening's, her team did not receive the same backlash from the Canadian Nuclear Safety Commission.



Don Klinger (Education) commented in the *Toronto Star*, *Toronto Sun* and *ctv.ca* that we should be striving to do the best for our teachers and for our students after a former Ontario principal was accused of tampering with literacy tests.

Jonathan Rose (Political Studies) says in the *Kingston Whig-Standard* that the proposed ranked voting system is similar to the way we think about many things in life.

Kim Nossal (Political Studies, School of Policy Studies) says in the *Globe and Mail* that although the tone of the Liberal administration is more inclusive and less partisan than its Conservative predecessor, there has been little change 'in the substance of policy.'

Kanohs-

onne (Janice Hill) (Director, Indigenous Initiatives) told the *Globe and Mail* that our young, Indigenous population is increasing, and the funding for higher education has not increased to reflect that growing demographic.



ONLINE

Ed Struzik (Policy Studies) writes in *Nunatsiq Online* that the Arctic's future should not be forged on the development of fossil fuels.

Christian Leuprecht (Political Studies, School of Policy Studies) told *CBC Online* and *Yahoo! Canada* that the stakes are high for Vice-Admiral Mark Norman and the Canadian military's reputation as an institution that safeguards secrets.

Neil Bearse (Smith School of Business) talked to *CBC Online* about Apple being the latest target of a wider campaign about digital issues.

Peter Hodson (School of Environmental Studies) told *Gizmodo* that the hazards of an oil spill include fire and explosion, rapid mor-

tality of any surface animals, and fish and invertebrates just underneath the water's surface, after an oil tanker caught fire off China's coast.

Christopher Frank (School of Medicine, Family Medicine, Division of Geriatric Medicine) told *global-news.ca* that many people worry about retirement for three reasons: not knowing what to do with the excess in free time; a change in their 9 to 5 routine; and a loss of identity that is often tied to one's profession.

TELEVISION

Jamie Summers' (Biology) piece for *The Conversation* about alternatives to road salt appeared on *CNN*.

Don Drummond (School of Policy Studies, Smith School of Business) discussed the ebbs and flows of mental acuity with the *BBC*.



Ken Wong (Smith School of Business) told *Global News* that department store brands need to distinguish themselves with the products they carry, the service they offer, and their in-store atmosphere - all areas in which Sears did not excel.

RADIO

Ed Struzik (Policy Studies) says cyclonic storms typically occur every five to seven years in the North Atlantic, but with the Arctic warming

and the Beaufort Gyre remaining unchanged in its spin extreme weather could become more frequent. His comments were broadcast on *NPR* in Pittsburgh and Buffalo.

Judith Davidson (Psychology) was interviewed by *CBC's Ontario Today* about the use of sleep medications.

MAGAZINES

Yuri Levin (Smith School of Business) and **Mikhail Nediak** (Smith School of Business) discussed how Grupo Financiero Banorte made its analytics pay off in *Harvard Business Review*.

Allan Gregory (Economics) writes in *Canadian Business* that investors should recall the dot com bubble before investing in cannabis companies; says in *MoneySense* that despite being valued well into the billions of dollars, many cannabis companies have not yet generated profits; writes in *Maclean's Magazine* that the model of state-run alcohol sales gives us an important clue as to why marijuana producers face tough times ahead.

Anastasia Riehl (Languages, Literatures and Cultures) says in *The World Weekly* that the pace of language loss has been exacerbated by our increasingly interconnected world.



Creating open and affordable course materials

BY COMMUNICATIONS STAFF

The Open and Affordable Course Materials Working Group at Queen's has selected a number of proposals to develop and review open course materials for Queen's courses.

The working group received great response to its call for proposals from interested faculty, both to review existing open textbooks and to author open text books.

The group selected three proposals to create an open textbook

for an upcoming course/program at Queen's, with cross campus support:

- Peter MacPherson, Department of Pediatrics, Faculty of Health Sciences, developing *The QPeds Pediatrics Textbook: An Open Textbook for Undergraduate Medical Students* which could serve as the primary reference for *MEDS 122 (Pediatrics and Genetics)* and *MEDS 444 (Pediatrics Clerkship)*. It would also contain content relevant to seven additional first- and second-year medical courses.

- Ryan Martin, Physics, Engineering Physics and Astronomy, developing a new open access textbook for introductory physics, to be used in *PHYS 104* and *106 (Fundamental Physics and General Physics)*.

- Meghan E. Norris, Psychology, developing a textbook for *PSYC204 (Applications and Careers in the Psychological Sciences)*.

Successful grant recipients are working with the Open and Affordable Course Materials Working Group to develop timelines, deliverables and assessment plans. Once created, these works will be shared with an appropriate open license so that others can easily adopt and use them in their courses.

The successful proposals to review an existing openly licensed, high-quality, peer-reviewed textbook are:

- Ugurhan Berkok, Economics, reviewing *Principles of Microeconomics: Saylor*, by Rittenberg and Tregarthen and *Principles of Mi-*

croeconomics: *OpenStax*, by Taylor for *ECON111 F (Introductory Microeconomics)*.

- George Boland, Business, reviewing *Intermediate Financial Accounting (Volume 1)*, Arnold et al and *Intermediate Financial Accounting (Volume 2)*, Arnold et al for *COMM313 F (Financial Accounting II)*.

- Nancy Salay, Philosophy, reviewing for all x: *An Introduction to Formal Logic*, by Magnus for *PHIL361 F (Introduction to Logic)*.

Additionally, Sidneyeve Matrix, Dan School of Drama and Music, is working with funding from eCampusOntario to adapt three existing open resources on design thinking into a single new open text suitable for her high-enrolment (700 seat) first-year post-secondary course in design thinking.

This initiative builds on a growing conversation on campus about supporting open education resources for our students.

"It is wonderful to see the faculty interest in using and produc-

ing textbooks and other course materials at no cost to students," says Victoria Lewarne, AMS Academic Affairs Commissioner and member of the working group. "These projects come from a variety of disciplines, and this spectrum should enable our group to glean a solid understanding of requirements and needs."

The OACM working group will also be offering a session for all faculty and students - Building and integrating open educational resources to support your teaching and learning. This practical workshop will:

Explore how to find and integrate openly licensed educational resources into your teaching and assignments

Provide an overview of available platforms to publish and share your OERs.

The workshop is scheduled for Tuesday, Feb. 13, 10-11 am in Stauffer Library, Seminar Room (121). Further information will follow. For any questions, contact open.education@queensu.ca.

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Strengthening Indigenous voices

Kanonhsyonne (Janice Hill) accepted the new role of Director, Indigenous Initiatives in October. *The Gazette* caught up with her to find out more about her priorities for the year ahead.

Since transitioning to your new role, what have you been working on?

To start, we have been working on a vision, mission, and values for the Office of Indigenous Initiatives. At the same time, we have been discussing a second vision statement which would capture Queen's commitment to Indigenous communities. The purpose of these statements is to ensure we are working together in right relations with the Anishinaabe and Haudenosaunee peoples.

For now, the Office of Indigenous Initiatives is just me with support from the Provost's Office. I am preparing to hire additional staff, and also working to form an implementation roundtable and team who will assist with the Truth and Reconciliation Commission Task Force report recommendations.

As I plan for the year ahead, I am keeping in mind both Haudenosaunee and Anishinaabe cultural values, working to marry them together to create cohesive plans which reflect both.

I am happy to say that students still come to see me, seeking advice and help with some aspect of their life on campus. I help them work their way through the system here. Housing is one difficult topic, as Indigenous students often don't receive enough funding to afford a place to live in Kingston on top of tuition and other living expenses.

We are also working to identify potential space on campus to com-



Kanonhsyonne (Janice Hill) was appointed as Queen's University's inaugural Director, Indigenous Initiatives in October.

plement Four Directions. The 'two-eyed seeing' space would incorporate both western and Indigenous perspectives and ideally incorporate inside and outdoors space, allowing for smudging. We would use this for teaching, learning, and gathering.

This would also be space for ceremony and for sharing – not just ideas but also food. Food is important in our cultures. When we eat together, we relate to each other on a different level and it makes us like family. Food is part of the gifts that we were given. We honour it and we bring that into everything we do.

How do we make Queen's a place that is more welcoming of and respecting of Indigenous values?

At first glance, this includes projects like art and statues and

plinths which help to raise attention to Indigenous matters. At a deeper level, it is about looking at policy and governance, and seeking ways to incorporate Indigenous voice.

It is about considering how we think about things – knowledge, methodologies, and research and how we conduct it, especially with Indigenous communities. The aim is to create an understanding on every level – how we relate to each other, what our values are, and how we communicate. Try walking in someone's moccasins for a mile.

The Haudenosaunee values of having a good mind, walking in peace; and the Anishinaabe values of trust, humility, courage, bravery, and wisdom, among others, are important to consider in our relationship building. It is important we conduct ourselves accord-

ing to these things and reflect those values in the way we relate to each other, our students, and our community.

What are the next steps for truth and reconciliation at Queen's?

As I said, we will be forming an implementation team to support the execution of the Truth and Reconciliation Commission Task Force as well as some of the national recommendations.

Part of that group's work will be an environmental scan so we know what is underway and identify gaps. There is a lot of work already underway and I think we can help ensure it is done efficiently and done well.

As part of my work with the Ontario Council on Articulation and Transfer, I am working with colleagues to try to build seamless

transitions for Indigenous students between colleges, universities, and Aboriginal institutes.

We are also looking at how to provide more 'wrap-around' services for students from application to graduation. This would include academic, social, cultural, and spiritual support. It's a bit of an expansion from the level of support we provide today at Queen's.

We are also working with Advancement to build a strategy for philanthropic initiatives which will support the work of implementing the Task Force recommendations across all facets of the university.

What are some recent accomplishments that you are most proud of?

Unveiling the plinth recognizing the impact Indigenous Peoples have had on Queen's was pretty amazing.

I am proud to have received the Distinguished Service Award in November. I will also be receiving the Alumni Association Mentorship award in March, but I am even more excited about Marlene Brant-Castellano (Arts'55, LLD'91) receiving the Alumni Achievement Award at the same time.

We also recently held a workshop in partnership with the Aboriginal Council of Queen's University (ACQU), the School of Graduate Studies, and the Four Directions Aboriginal Student Centre (FDASC) about conducting research with Indigenous communities. The response was very positive, with over 80 people attending – and not only students and faculty from the humanities and social sciences, but from the applied sciences as well.

At the end of the event, people told us they wanted more... so there will be follow-up events.

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Karen Rudie named as new IEEE fellow

BY COMMUNICATIONS STAFF

Karen Rudie, a professor in the Department of Electrical and Computer Engineering and cross-appointed to the School of Computing at Queen's, has been named as a fellow of the Institute of Electrical and Electronics Engineers (IEEE) for her "contributions to the supervisory control theory of discrete event systems."

As a result, Dr. Rudie joins a very small group of women to receive the honour. As of 2017, there were fewer than 400 women listed among some 10,000 IEEE fellows worldwide.

"I'm a member of the IEEE Control Systems Society," says Dr. Rudie. "There are only 26 IEEE Control Systems Society fellows in the world who are women and I'm the only one from Canada."

New fellows are nominated by their professional peers. IEEE fellowship signifies collegial approval and validation of a researcher's complete body of work.

"Professor Rudie is the world's authority on decentralized control of discrete-event systems," writes IEEE Control Systems Society President Edwin Chong. "The IEEE Control Systems Society is proud of her contributions and happily celebrates her elevation to the rank of IEEE fellow. The number of IEEE members being elevated to the rank of fellow is fewer than one in a thousand."

Dr. Rudie will be recognized at



Karen Rudie, a professor in the Department of Electrical and Computer Engineering and cross-appointed to the School of Computing, has been named a fellow of the Institute of Electrical and Electronics Engineers (IEEE).

an awards ceremony in Miami in December.

The IEEE is a professional association for advancing technology for humanity. Through its 400,000-plus members in 160 countries, the association is an authority on a wide variety of areas including aerospace systems, computers and telecommunications, biomedical engineering, electric power, and consumer electronics.

Dedicated to the advancement of technology, the IEEE publishes about 30 per cent of the world's literature in the electrical and electronics engineering and computer science fields, and has developed more than 1,300 active industry standards.



UNIVERSITY COMMUNICATIONS



International exchange students attending Queen's for the winter term received a special orientation after arriving in a new country during the coldest time of the year. Among the activities was a chilly tour of campus, top, led by the Queen's University International Center (QUIC). The new arrivals also took part in a day of presentations introducing them to the resources available to them during their time at Queen's, while they also received tricolour mittens and scarves.

Incoming exchange students receive warm winter welcome

BY COMMUNICATIONS STAFF

A new year, new university, and new country. Over 200 international exchange students have arrived for the winter term, and they have had a week of welcoming events to help get settled on campus.



Queen's In the World

These exchange students come from all over the world, including China, Sweden, Australia, Chile, and dozens of other countries, to study in almost every faculty.

The highlight of the week was the Exchange Student Orientation

on Thursday, Jan. 4. The students received their tricolour mittens and scarves to help them adjust to the cold, learned about the support available from the university and their respective faculties, and listened to representatives from the Queen's University International Centre (QUIC), the International Programs Office, and the Division of Student Affairs.

Students also learned about the Queen's Winter Coat Exchange, and how to make the most of their time on exchange from a fifth-year Queen's student.

Other events throughout the week facilitated by the QUIC included games night, tours of the

Athletics and Recreation Centre and campus student services, a flu shot clinic, and an information session on how to stay healthy and warm during the upcoming winter months.

Events continue throughout the winter semester, including reading and writing workshops facilitated by the Student Academic Success Services (SASS), and QUIC's English peer conversation groups, a ramen night social, immigration information sessions, a bus trip to Ottawa, and intercultural awareness training. Find out more about these events on the QUIC events page (quic.queensu.ca/events/).

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QICSI opens up to the community

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

New ventures seeking support in Kingston have a new resource available to help them get their businesses launched. The annual Queen's Innovation Centre Summer Initiative (QICSI) program is being expanded, with a new stream being added to welcome community ventures to the program.

Traditionally, QICSI supports only Queen's students through its summer bootcamp by linking them with seed funding, a stipend, and intensive training and mentorship to further their venture. This year, QICSI will also open up new spots for community ventures who will also receive funding and support to help their business.

"This is the natural evolution for us – taking the QICSI model and expanding it out to include the community," says Greg Bavington (Sc'85), Executive Director of the Dunin-Deshpande Queen's Innovation Centre (DDQIC). "Queen's is a key driver in Kingston's innovation ecosystem, and using what we have to help more ventures succeed is another way we are demonstrating our leadership and expertise."

In addition to the Queen's student teams who join the bootcamp, six local ventures qualified for a place in QICSI 2018 after their strong performance in the Fall Pitch Competition. Next, these companies will interview with the DDQIC before a final decision is made. One of the competitors includes Focus Forward for Indigenous Youth – a not-for-



The Queen's Innovation Centre Summer Initiative (QICSI) is expanding, with a new stream being added to welcome community ventures to the program.

Community ventures participating in QICSI 2018

Focus Forward for Indigenous Youth: Collaborates with Indigenous communities across Canada, empowering youth through locally developed trades-based education to strengthen individuals' and communities' futures.

AquaSwift: A water analytics company focused on providing water organizations and rural homeowners an effective way to track and monitor their water levels.

Firefi Loyalty: A lower cost alternative to expensive loyalty programs that actually rewards you for spending money at the places you love.

CTRLGate: A security startup that focuses on community management software for gated communities, tracking each visitor and service worker entering and exiting a community while providing reporting tools in the event of an incident.

Illuminat: A portable environmental solution to current medical systems that provide oxygen.

PhysioNow: A mobile interactive application for the treatment of back pain as an alternative to in-clinic physiotherapy to address the disparities that exist among chronic pain patients.

profit which previously received funding from the DDQIC.

In addition to expanding the bootcamp, the DDQIC is supporting a number of community ventures and Queen's student ventures who are simply seeking funding. Recently, the centre gave \$30,000 to five local ventures who applied for support through the Fall Regional Pitch Competition. The companies funded include startups like Savori, Lukabox, and Spectrum Academy, and QICSI alumni Monetta Technologies and Lowegistics Agriculture.

"The new funding allows us to expand our alpha test and hire a software development intern over

the 2018 summer," says Thiago De Oliveira (Sc'17), one of the original co-founders of Monetta. "We are scheduled to release the second prototype sometime in the next three months and have sent an early version out to the 64 alpha teams that have signed up before the end of the year."

Similar to the Fall Pitch Competition, the DDQIC will also be hosting a Winter Pitch Competition where funding will be available to local ventures seeking support.

The 2018 QICSI bootcamp will begin in May. For more information on QICSI and Winter Pitch Competition timelines, visit queensu.ca/innovationcentre.

Vegan options at Queen's expand

BY COMMUNICATIONS STAFF

For a variety of reasons, students, staff, and faculty have been inquiring about more vegetarian and vegan food options on campus. In response, Queen's Hospitality Services is continuing to expand vegan and vegetarian menu items in its dining halls and retail food outlets.

New options this year include campus-made bakery items, "Loco" bread at Location 21 in the David C. Smith House residence, vegan butter in the dining halls, and a vegan soup now offered every day at Leonard Hall, along with daily vegan entrees, and vegan-friendly yogurt and noodles. Retail outlets across campus also offer a wide range of vegan menu items. For example, if you fancy a vegan burger you can check out the black bean patty at the Canadian Grilling Company in Mackintosh-Corry Hall, and add a vegan milkshake on the side. Signs are posted at each location to help people find these foods.

Hospitality Services' Dietitian and Wellness Manager Jessica Bertrand says that a low-meat or vegan/vegetarian diet is growing in popularity, as many view it as being a healthier option that is also more environmentally friendly.

"Our dining hall menus are always evolving to meet the needs of our diners," says Ms. Bertrand.



Queen's Hospitality Services is continuing to expand vegan and vegetarian menu items in its dining halls and retail food outlets.

"We love to get input and ideas, and we are thrilled to have recently been ranked third in Ontario by students in a new report card for the availability of locally-grown foods on campus."

The report card was created by an organization called Meal Exchange. It surveyed over 2,600 students on how well their university supported locally-grown, sustainable, healthy and accessible food.

At Queen's, the Hospitality Services website features a list of vegan items on campus, and Ms. Bertrand has also published a blog post for those who want to learn more about vegan and vegetarian diets. She is also available to consult with students one-on-one about their diets, as well as any other restrictions or allergies, as is Executive Chef Colin Johnson.

grad studies

THESIS DEFENCES

Wednesday, Jan. 24

Abdulmonem Mohammad Rashwan, Computing, 'CARE: Context-Aware and Real-Time Entrustment Framework for Securing Next Generation Internet Communications'. Supervisors: H.S. Hassanein, A-E Taha, 524 Goodwin Hall, 1 pm.

Wednesday, Jan. 31

Meng Jin, Civil Engineering, 'Using Free Water Surface Constructed Wetland for the Mitigation of High pH

Secondary Effluent from Municipal Wastewater Treatment Plant'. Supervisors: P. Champagne, G. Hall, 212 Ellis Hall, 1 pm.

Friday, Feb. 9

Sinead Kathleen Earley, Geography and Planning, 'Forests, Beetles and Climates in British Columbia's Central Interior: Historical Geographies of Paradigm Change in Forest Science and Management, 1945 - present'. Supervisors: L.J. Cameron, W.E. Mabee, E314 Mac-Corry Hall, 10:30 am.

Tuesday, Feb. 13

Robert Hewitt, Electrical & Computer Engineering, 'Intense Navigation: Using Active Sensor Intensity Observations to Improve Localization and Mapping'. Supervisor: J. Marshall, 302 Walter Light Hall, 1:30 pm.

Friday, Feb. 16

Torin Doppelt, Philosophy, 'Beyond the Geometrical Method - Nature, Necessity and Nihilism in Spinoza's Philosophy'. Supervisor: J. Miller, 307 Watson Hall, 10:30 am.



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Major clinical cancer trial collaboration announced

BY DAVE RIDEOUT,
COMMUNICATIONS OFFICER

The internationally-recognized Canadian Cancer Trials Group (CCTG) at Queen's University, together with the US-based Cancer Research Institute (CRI), announced a multi-year, multi-trial collaboration Monday, Jan. 8, designed to accelerate the clinical development of new immunotherapy treatments for cancer.

There are currently 940 immunotherapy agents in clinical development, all of which have the potential to improve the standard of care for patients fighting myriad types of cancer. This new partnership will combine CRI's expertise in immunology research and therapy with CCTG's expertise in the design and execution of clinical trials to improve the practice of treating cancer and to enhance the quality of life for cancer survivors. The collaboration is a multi-trial agreement

over a five-year period.

"International collaborations and partnerships are essential to the success of clinical trials and are critical in moving the cancer research agenda forward. We will leverage the strengths of both CCTG and CRI in this strategic collaboration, to bring important improvements in cancer therapies to the patients who need them," says Janet Dancy, CCTG Director.

Broadly, immunotherapies work by stimulating a patient's own immune system to attack the disease, either by generally strengthening its function or by leveraging it to target cancer cells.

"Combating cancer demands the expertise and cooperation of the world's top minds," says John Fisher, Interim Vice-Principal (Research). "Queen's University has long been the home of CCTG's groundbreaking research group, which includes many of our esteemed faculty members. We are



UNIVERSITY COMMUNICATIONS

A new collaboration involving the Canadian Cancer Trials Group (CCTG) at Queen's University is designed to accelerate the clinical development of new immunotherapy treatments for cancer.

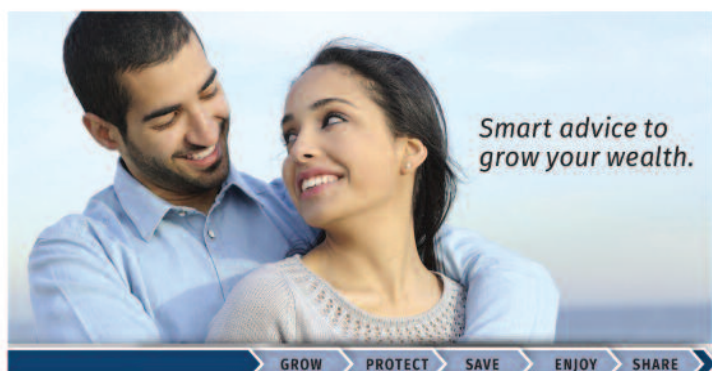
very proud to see their efforts continue to evolve into exciting international collaborations like this newly-minted partnership with the renowned Cancer Research Institute."

CRI is a non-profit organization that has supported the discovery and development of im-

munotheapeutic cancer treatments for 65 years. Its unique clinical program, the Anna-Maria Kellen Clinical Accelerator, supports non-profit, academia, and industry partnerships designed to develop and organize the clinical study of combination cancer immunotherapies.

"This collaboration is what great partnerships look like – uniting CRI's cancer immunology expertise with the clinical research expertise and global footprint at CCTG, which I've observed is the fastest and most effective cooperative group worldwide," says Aiman Shalabi, Chief Medical Officer, Clinical Accelerator, CRI. "Together, and with our combined global expert network, we will accelerate innovation for patients."

CCTG is a non-profit cancer research cooperative and is recognized as being one of the most impactful and influential research groups, with a proven record of accomplishment in the rapid and efficient conduct of studies across an extensive network in Canada and around the world. Currently, CCTG is running phase I-III trials of cancer treatment and supportive therapies at over 80 institutions across Canada and internationally.



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*Value of Financial Study by the Financial Planning Standards Council, 2010.

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Research hits the airwaves

BY LEIGH CAMERON, RESEARCH
PROMOTION COORDINATOR

Do you ever wonder what drives a researcher's curiosity? What was the spark that led them to discovery? Beginning on Wednesday, Jan. 31 at 5:30 pm, you can have these questions answered directly by scholars themselves.

CFRC 101.9, the Queen's radio station, is launching a bi-weekly radio show called "Blind Date with Knowledge." The show seeks to demystify scholarly research and personalize the research process through discussions with various Queen's faculty members.

"Blind Date with Knowledge" is one way Queen's is increasing its efforts to promote the importance of research conducted by faculty and students. The show is a collaboration between CFRC, the Office of the Vice-Principal (University Relations), and the show host, Barry Kaplan. Kaplan is a member of the Kingston community, and his passion for spreading knowledge about research at Queen's is palpable.

"There is a lot of interesting and consequential knowledge being created, in a huge range of subjects, by an array of Queen's researchers," says Kaplan. "This show is a small but important platform for knowledge-sharing about research, as spoken about by the researchers themselves, to get a little more visibility and traction with everyday people."

Air Date	Researchers
Jan. 31	Laura Murray (English Language and Literature) and John McGarry (Political Studies)
Feb. 14	Lynda Colgan (Education) and Adrian Baranchuk (Medicine)
Feb. 28	Patricia Smithen (Art History and Art Conservation) and John Smol (Biology)
March 14	Leela Viswanathan (Geography and Planning) and Gregory Jerkiewicz (Chemistry)
March 28	Alana Butler (Education) and Antonio Nicaso (Languages, Literatures and Cultures)

The quirky name "Blind Date with Knowledge" is based on the premise that research isn't predictable. Like a blind date, research is about taking risks and being prepared for failure and success.

Each episode will feature scholars from different disciplines sharing their stories about what it's really like to do research. With so many different research projects being conducted by Queen's faculty, "Blind Date with Knowledge" provides a small glimpse into the pioneering work of these scholars.

Laura Murray (English Language and Literature) is featured in the first episode of the show, discussing how she has used archival research and oral history as a tool to uncover some of Kingston's lesser-known history.

"Talking to non-specialists about academic research isn't always that easy – but it's hugely important and rewarding," says Dr.

Murray. "I'm glad Queen's is encouraging it. My 15 minutes with Barry went extremely quickly and I enjoyed the challenge."

John McGarry (Political Studies) will also appear in the first episode. As an expert in conflict resolution, Dr. McGarry will explain the forces that can lead to the beginning of civil conflict, focusing on Northern Ireland.

"It is great for Queen's to have a radio show that does not just showcase research, but shows the positive impact that research can have on people's lives," he says. "People are often curious about how my research begins and the form it takes, and participating in the show is a way to share this with everyday people."

After airing, all episodes will be available online on the CFRC website. If you have questions about the radio show, please contact Melinda Knox, Associate Director, Research Profile and Initiatives (knoxm@queensu.ca).

Seeking alternatives to road salt

Road salt is bad for the environment, so why do we keep using it?

This article was first published on The Conversation (theconversation.ca)

BY JAMIE SUMMERS, POST-DOCTORAL FELLOW (BIOLOGY), AND ROBIN VALLEAU, MASTER'S STUDENT (BIOLOGY).

Marshes, streams and lakes lie alongside many of the roads and highways that zigzag across North America. Plants and animals inhabit these water bodies and can be exposed to many of the substances we put on those roads, including road salt.

Rock salt helps keep roads safe when winter storms hit, reducing winter road accidents. But it can also have serious, negative effects on aquatic ecosystems.

At high concentrations, salt can be fatal to some aquatic animals. Salt can also change the way the water mixes and lead to the formation of salty pockets near the bottom of lakes, creating biological dead zones.

When winter arrives, many cities and municipalities in North America rely on salt to deice their roads. This rock salt is similar to table salt, made up of sodium and chloride, but coarser. It dissolves quickly on the road, leaving the chloride to enter nearby waters through runoff and leaching. In fact, almost all chloride ions from the road salt eventually find their way into waterways downstream.

At low concentrations, chloride is relatively benign but as concentrations rise, it can be toxic to aquatic wildlife, including the plankton and fish that inhabit inland lakes. These ecological changes affect water quality.

In salt water



Road salt can affect wetland communities, from the smallest algae to larger animals.

One study of North American lakes found that as little as 1 per cent of the land area within 500 metres of the lake had to be paved (or otherwise impervious) for there to be an increased risk of becoming saltier over the long term. Basically, a little development can lead to a lot of salt entering a water body. About 27 per cent of large lakes in the United States are at least 1 per cent developed along their shores.

A recent study suggests that salt concentrations in many U.S. lakes will fall outside the bounds necessary for healthy aquatic plants, animals and microorganisms — and for good-tasting drinking water — by 2050.

Canada will likely face the same issues. Depending on the severity of the winter, approximately 5 million tonnes of road salt are applied annually to Canadian roads. Many municipalities in southern Ontario use more than 100,000 tonnes per year.

Road salt applications in Canada began in the 1950s. To fully understand how these increasing chloride concentrations have affected lake ecosystems, we must look back in time. But there's little long-term data about these lakes for us to look at.

Instead, we examine past environmental conditions by coring into the lake bottoms and using the information preserved in the lake sediments.

A window into the past

Clay, silt, sand, pollen, chemicals and other substances from the surrounding environment accumulate slowly — and continuously — in layers at the bottom of lakes. That sediment provides a natural archive of past conditions. For example, a layer with a lot of charcoal may indicate increased forest fires in the region.

Scientists use the information preserved in this archive to understand how environmental conditions have changed over long peri-

ods of time — from years to centuries.

The Muskoka region of central Ontario — known for its lakes, rivers and cottages — has been applying road salt since the 1950s. The remains of algae and microscopic animals (called zooplankton) contained within the region's lake sediments show us that changes have occurred in these lakes, coinciding with the onset of road salt applications in the region.

There are more salt-tolerant zooplankton species now than there were before road salt was widely used. The effect of that shift isn't fully understood. But we do know that when things change at the lower levels of the food web, the effects may be felt through the whole ecosystem.

Consider, for example, a fish that has become adapted to eating one type of zooplankton. If all of a sudden it is replaced by another type — perhaps one that is larger — it may run into trouble.

Chloride can be toxic to zooplankton. At lower concentrations it can have sub-lethal effects — weakening individuals and raising rates of egg mortality. Fish are generally more tolerant to increasing salt concentrations, but the longer they are exposed to high chloride levels, the more toxic it is. Many young fish feed on plankton and if they lose their food source, they will not thrive.

Brine alternatives

Some communities in North America are looking for environmentally safe alternatives to road salt.

Beet wastewater — left over from sugar beet processing — cheese brine, pickle juice and po-

tato juice are some of the unconventional deicers being tested.

The carbohydrates or sugars in beet wastewater make it more effective at lower temperatures than salt water or brine alone, lowering the melting point of the ice to below -20C from -10C — and reducing the amount of chloride applied to the road.

But there are downsides. Some communities dislike the smell of the beet wastewater, which people have likened to soy sauce, molasses or stale coffee. It also adds sugar to aquatic ecosystems, which may encourage bacterial growth.

Instead of using salt and salt additives, some engineers are experimenting with roads that clear themselves of snow and ice. Early tests have suggested that solar panels could replace asphalt to melt ice and eliminate the need for road salt, by heating water in pipes embedded in the road.

Others are looking for more effective ways to use rock salt — and reduce the amount that enters water ecosystems. A significant portion of rock salt bounces off the road when it's applied so trucks tend to apply more than necessary.

Wetting the pavement and applying brine solutions help the salt adhere to the road, meaning cities and municipalities can cut back on how much they use.

Scientists are also helping to figure out how much salt our lakes can handle, which species are at risk and which lakes are most sensitive to road salt exposure to find a way to keep humans safe on the road and plants and animals safe in our lakes, streams and wetlands.

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events calendar

Wednesday, Jan. 24, 10:30 am-3:30 pm
Engineering & Technology Fair - Winter 2018

If you're looking for work (summer, internship, after-grad) in the Engineering or Technology sector, plan to attend the Winter Engineering & Technology Fair to meet employers. Many organizations are interested in meeting students from ALL disciplines. Grant Hall

Thursday, Jan. 25, Noon-1 pm
Winkler Speaker Series in Industrial Relations: Seeking Joint Solutions - Marijuana Legalization and Workplace Safety

Derrick Hynes is currently the Executive Director of FETCO (Federally Regulated Employers - Transportation and Communications). FETCO is an employers' association of federally regulated firms within the transportation and communications sectors that employs nearly 500,000 Canadian Workers. Robert Sutherland Hall, Rm. 145

Thursday, Jan. 25, 12:15-1 pm
Thursday Tour at the Agnes

Join this free tour of Shame and Prejudice: A Story of Resilience at the Agnes.

Thursday, Jan. 25, 3-6 pm
Storying Resilience with the Aboriginal Youth Leadership Program

Centre and the Agnes are offering a series of after-school, hands-on sessions for Indigenous youth to tell their stories, and explore many facets of artmaking. Four Directions' Aboriginal Youth Leadership Program creates a culturally affirming gathering place for Indigenous youth, grades 8-12, in the Kingstons

area. For details, contact Elias George at Four Directions: dg1@queensu.ca. Jan. 25 session is poetry writing with Geraldine King. Agnes Etherington Art Centre

Tuesday, Jan. 30, 10:30- Noon
"This classroom is for everyone": Practical strategies for establishing inclusive learning environments

What is an Inclusive Classroom and what is your role as an instructor in creating and maintaining an environment that respects the diverse experiences and abilities of students? What are some common barriers – attitudinal, cultural, physical – that undermine inclusivity in the classroom? In this discussion-based session we'll use campus-focused scenarios to help identify the characteristics of inclusive learning environments. We will then determine specific strategies to deal with (un)intentional moments of exclusionary and oppressive behaviours that may affect the participation of students, particularly those belonging to equity seeking groups. Mackintosh-Corry Hall, Rm. F200, Large Collaboration Space

Thursday, Feb. 1, Noon-1 pm
Policy Speaker Series: Marian Campbell Jarvis

Speaker: Marian Campbell Jarvis, Assistant Secretary to the Cabinet, Social Development Policy, Privy Council Office. Robert Sutherland Hall, Rm. 202.

Thursday, Feb. 1, 3-4 pm
Global Health and Disability Information Session

Find out more about the Interdisciplinary Studies in Global Health and Disability program running this Summer at the castle. 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. Botterell Hall, Bracken Room 121

Thursday, Feb. 1, 5-6 pm
Gairdner Wightman Laureate (2016), Dr. Frank Plummer, Public Lecture

The Faculty of Health Sciences is pleased to host a visit and lecture by Dr. Frank Plummer, 2016 Gairdner Wightman Laureate, recognized "For his groundbreaking research in Africa in understanding HIV trans-

mission and his leadership at the Canadian National Microbiology Laboratory with pivotal roles in SARS, influenza and Ebola epidemics." The topic of the lecture will be: "Untold Stories of the National Microbiology Laboratory." School of Medicine/Abramsky House, Main Floor Lecture Theatre, 132A

Friday, Feb. 2, 11 am-1 pm
A Fireside Chat with visiting Professor Deborah Britzman and Queen's Professor Laura Cameron

Psychoanalysis in the Classroom: History, Pedagogy, and Research. A fireside chat with visiting Professors

Deborah Britzman and Laura Cameron. Stauffer Library, Alan G. Green Fireplace Reading Room.

New Eyes on the Universe Exhibit

See how the basic laws of particle physics were redefined in New Eyes on the Universe, a special exhibit featuring the discoveries of the Sudbury Neutrino Observatory (SNO), the recognition of this work with a Nobel Prize in Physics in 2015 for SNO Director, Dr. Arthur McDonald, and the facilities and experiments of SNOLAB. Stirling Hall, CPARC Visitor Centre, Rm. 302

ACROSS

- 1 Sewed quickly
- 6 Music of India
- 11 River barrier
- 14 Chi follower
- 17 Violinmaker
- 18 Place of combat
- 19 Yalie
- 20 Actor Carmichael
- 21 Responsibility sometimes granted in divorce court
- 23 Storm-wear cloth
- 25 Singer Zadora
- 26 Rose-gardener's bane
- 27 "Toy Story" bad boy
- 29 Morays
- 30 High-school bigwigs: abbr.
- 31 Petition for damages
- 33 Canonical hour
- 36 Quick
- 39 Nursery rhyme man with a dietary problem
- 41 School outreach gp.
- 44 Sahara-like
- 45 Sweet curd dessert
- 46 Gardening tool brand
- 48 Acclaimed indie of 2005
- 50 Stable morsel
- 53 Dragon's pride
- 54 National Rail Passenger Corp.
- 55 Leaf interstices
- 59 Killy's gear
- 60 Chevron stitch
- 63 -tat
- 67 Type of Florida fishing
- 68 Cowboy, at times
- 73 Palate part
- 75 Daisy __ Yokum
- 76 Ocean movement paralleling the wind
- 77 Computer's number system
- 79 Caught twenty winks
- 83 Connections
- 84 Actress Marie Saint
- 85 Riverboat habitué
- 88 Trick
- 89 Move like a showgirl
- 91 Espy

DOWN

- 1 Speak hoarsely
- 2 Mine, in Meudon
- 3 King of Hindu legend
- 4 Colorado Indian
- 5 French astronomer Jean (1620-1682)
- 6 Baby's irritation
- 7 Skilled crafts-person
- 8 Large, edible clam
- 9 Plus
- 10 Articulates
- 11 East Indian cedar
- 12 The Louisville Lip
- 13 Diameter measurement
- 14 Site of a Colorado bicycle race
- 15 Set out in a sloop
- 16 Rural lodging spots
- 22 Letters on a brown delivery truck
- 24 D.C. VIP
- 28 Petty demon
- 30 Iron: prefix
- 32 __ out a living
- 34 Highland hat
- 35 Scratch activator
- 36 Bell of the NBA
- 37 Jack-in-the-pulpit, e.g.
- 38 Red Cross
- 39 "Little Brown __"
- 40 Fall taker
- 42 Amos or Spelling
- 43 Attaches
- 45 Faked out of position
- 47 __ Alamos
- 49 Scrooge's shout
- 51 Jessica of "Escape from Planet Earth"
- 52 Truth, in China
- 55 __ rug
- 56 Matures
- 57 O'Toole, e.g.: abbr.
- 58 Rolled the credits
- 61 "Stand" group
- 62 Earlier, poetically
- 63 Snake oil salesman's customer
- 64 Tel __
- 65 Sandwich filler
- 66 In the fashion of
- 69 Web-footed animal
- 70 Henry __
- 71 Pre-Fall abode
- 72 Take some time off
- 74 Parking lot lights
- 76 Netherlands river
- 78 Exclamation of derision
- 80 Sounds of satisfaction
- 81 Spanish culinary delights
- 82 Neonate who couldn't wait
- 86 Allowance
- 87 Color
- 88 A __ (distantly related)
- 90 Rocker DiFranco
- 92 Midmorning
- 93 "Drat!"
- 94 Turner of "Madame X"
- 96 "Wait __!"
- 98 Officeholders, for short
- 99 "That's All Right, __"
- 100 Nile snakes
- 101 Most outstanding
- 103 Jim Hawkins, e.g.
- 104 Grandstander's problem
- 106 Doctors' gp.
- 107 Seaport in Vietnam

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Gaels look to reclaim Carr-Harris bragging rights

BY COMMUNICATIONS STAFF

The Queen's Gaels and RMC Paladins are set to square off once again in the world's oldest hockey rivalry as the Carr-Harris Challenge Cup will be held at the Rogers K-Rock Centre on Thursday, Feb. 1.

The Gaels will be looking to avenge a 3-2 loss in last year's event. They topped the Paladins 5-2 in their first meeting of this season on Wednesday, Jan. 17.

The Carr-Harris Challenge Cup was initiated in 1986 by the International Hockey Hall of Fame in celebration of the oldest rivalry in hockey, now at 132 years.

The game is named in honour of the Carr-Harris family, which has a long-standing connection with both Kingston universities. Robert Carr-Harris was professor of civil engineering at Royal Military College of Canada in 1879 and afterward a professor of general engineering at Queen's. All of his sons and two of his cousins were cadets at RMC.



UNIVERSITY COMMUNICATIONS

The Queen's Gaels and RMC Paladins meet in the Carr-Harris Challenge Cup on Thursday, Feb. 1 at the Rogers K-Rock Centre.

The Carr-Harris Challenge Cup trophy features the "Lennie" sculpture by Kingston native Joan Belch.

It depicts Lennox Irving, the Queen's player who scored the lone goal in the March 10, 1886 in-

augural game between RMC and Queen's.

Puck drop is scheduled for 7:30 pm. Tickets are \$12 and are available at the customer service desk in the ARC. Tickets are also available at the Rogers K-Rock Box of-

face. A Queen's Staff and Faculty/Military Special - \$30 family four-pack - is also available while tickets for Queen's and RMC students are available from Monday, Jan. 22, only at the customer service desk in the ARC.

fit tips

Shovel safely

Shoveling snow can be compared to weight lifting, and in some cases, the aerobic aspect of this activity is similar to a workout on a treadmill!

Shovel safely with these key tips:

- Stand with feet hip width apart for balance
- Hold the shovel close to your body
- Space hands apart to increase leverage
- Bend your knees NOT your back
- Push the snow rather than lift it
- Walk to dump snow, don't throw. If you must throw turn your feet to the direction you are throwing and DO NOT TWIST at the waist!

Not everyone is able to shovel snow, be a snow angel and help your neighbor clear their walkway.



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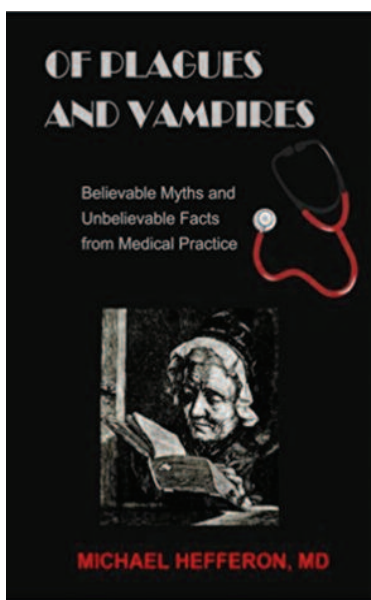
books

Of Plagues and Vampires – Believable myths and unbelievable facts from medical practice By **Michael Hefferon (Pediatrics, Oncology)**

We often hear that myth is more important than reality. Is that why myth continues to play such a significant role in medicine? Do some notions, widely thought to be medical folklore, actually have a scientific basis?

Michael Hefferon explores the interface where some of our traditional notions about health meet evidence-based medicine. Does listening to classical music really make you smarter? Did vampires really exist? Should we all be on a gluten-free diet? Does wearing sunscreen really prevent skin cancer? Does drinking cranberry juice really prevent urinary tract infection?

Dr. Hefferon practices as a pediatrician in Kingston, where he is assistant professor of pediatrics and oncology at Queen's University. This



book contains 33 medical 'myths', which are explored, and referenced for further reading. Pictorial illustrations included.

for the record

COMMITTEES

The University Secretariat is inviting all faculty, staff, and students to put their names forward for membership on Senate committees.

The Senate has five standing committees and also appoints members to a range of other committees at Queen's. Details about all existing vacancies are listed on the vacancies page (queensu.ca/secretariat/senate/committees/committee-vacancies-apply-now).

- Committee terms are usually for two years, with the number of meetings per year depending on the particular committee's area of responsibility.

- Most terms will start Sept. 1, but any exceptions are listed next to the committee name on the vacancies page.

Senate committees discuss issues of broad interest to the academic community and make recommenda-

tions on policy and practice that are essential to the university's operations and evolution. Committee work allows members to directly affect the way Queen's functions as a teaching and research institution, and as a community of scholars, students, and staff.

The application deadline is Feb. 9.

Contact senate@queensu.ca if you have any questions.

APPOINTMENTS

On behalf of the Provost and Vice-Principal (Academic), Dean Kevin Deluzio is pleased to announce the appointment of Keith Pilkey as Head of the Department of Mechanical and Materials Engineering for a five-year term, effective Jan. 1, 2018.

Dr. Pilkey, BSc, MSc (University of Waterloo), and PhD (Carleton University), obtained his PhD in the area of microstructure-property relationships and formability of aluminum

alloy sheet developed for automotive structures. Prior to joining Queen's in 2000, Dr. Pilkey was an assistant professor in the Department of Mechanical and Aerospace Engineering at Carleton University.

Dr. Pilkey has previous leadership experience, serving as the associate and acting head of the Department of Mechanical and Materials Engineering from 2008-14. His dedication to teaching and the support of student activities at Queen's has also been recognized; Dr. Pilkey is a three-time recipient of the Silver Wrench Award and a nominee for the Frank Knox Award.

In making this announcement Dean Deluzio would like to thank the members of the Selection Committee and to express his sincere gratitude to Christopher Mechefske for his leadership as acting head of the Department of Mechanical and Materials Engineering since July 2017.

human resources

Job postings

Full details regarding job postings – as well as the application process – can be found at queensu.ca/humanresources/careers.

Competition Number: J1117-1026
Position Title: Director, Faculty Relations

Department: Faculty Relations
Grade: 12

Job Type: Permanent (Continuing)
Closing Date: Feb. 4

Competition Number: J1217-0511
Position Title: Electrician
Department: Physical Plant - Area 3
Salary: \$34.24/Hour

Job Type: Permanent (Continuing)
Closing Date: Jan. 28

Competition Number: J0118-0075
Position Title: Business Manager
Department: University Secretariat and Legal Counsel
Grade: 9

Job Type: Permanent (Continuing)
Closing Date: Feb. 4

Competition Number: J0118-0470
Position Title: Executive Director, Housing and Ancillary Services

Department: Housing and Ancillary Services

Grade: 12

Job Type: Permanent (Continuing)
Closing Date: Feb. 2

Competition Number: J0118-0440
Position Title: Director of Advancement, Athletics & Recreation
Department: ADV Development
Grade: 11

Job Type: Permanent (Continuing)
Closing Date: Feb. 4

Competition Number: J1217-0513
Position Title: Carpenter
Department: Physical Plant - Area 3
Salary: \$34.24/Hour
Job Type: Permanent (Continuing)
Closing Date: Jan. 29

Successful Candidates

Job Title: Research Assistant
Department: School of Rehabilitation Therapy
Competition: J0617-0414
Successful Candidate: Raminder Kaur

Job Title: Project Manager, SEAMO (USW Local 2010)

Department: Faculty of Health Sciences

Competition: 2017-143

Successful Candidate: Giselle Valarezo

Job Title: Executive Director, Marketing and Communications
Department: Smith School of Business
Competition: 2017-144

Successful Candidate: Nancy Evans

Job Title: Director, Master of International Business
Department: Smith School of Business
Competition: J0717-0272

Successful Candidate: Kerri Regan

Job Title: Lab Coordinator, Adolescent Dynamcis Lab
Department: Psychology
Competition: J0617-0797

Successful Candidate: Kenzie Bender

Job Title: Coordinator, Recruitment and Orientation

Department: Family Medicine

Competition: J0617-0056

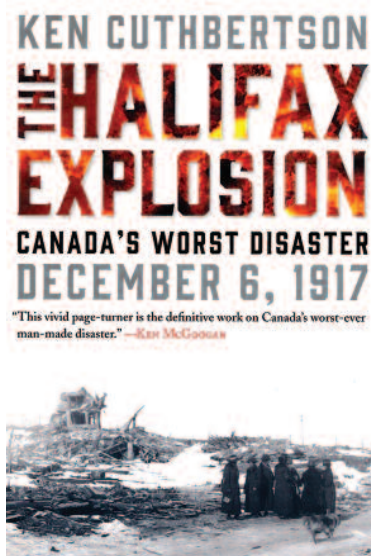
Successful Candidate: Kim Wallace

The Halifax Explosion: Canada's Worst Disaster, December 6, 1917 by **Ken Cuthbertson (Arts'74, Law'83)**

On Dec. 6, 1917, the rusting French munitions ship Mont Blanc and the Norwegian war-relief vessel Imo collided in the harbour at Halifax, Nova Scotia. That accident sparked a fire and an apocalyptic explosion that was the largest man-made blast prior to the 1945 dropping of the atomic bomb on Hiroshima. The explosion devastated half the city, killed more than 2,000 people, injured 9,000 others, and destroyed hundreds of homes and businesses.

In this book, which includes maps created by Queen's graphic designer Larry Harris and 50 archival photos, some of which are published for the first time – Cuthbertson delves into the histories of the ships that collided, the key figures involved, and the confluence of circumstances that led to what stand as Canada's worst-ever disaster.

The Halifax Explosion answers questions that have lingered for a century: Was the explosion a disaster



triggered by human error? Was it caused by the negligence of the ships' pilots or captains? Was it the result of shortcomings in harbour practices and protocols? Or was the blast – as many people at the time insisted – an act of sabotage by wartime German agents?

PUZZLE SOLUTIONS

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