

# the gazette

Queen's University's newspaper of record since 1969 ■ [queensu.ca/gazette](http://queensu.ca/gazette) ■ February 6, 2018



## LEADING THE TALK



Bell Let's Talk Day activities at Queen's University have continued to grow, helping further the conversation on mental health across campus. Students, faculty and staff engaged in events, including the men's and women's basketball games on Friday, Jan. 26, and took to social media to support the cause on Wednesday, Jan. 31. Story on page 3.



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## New faculty profiles: Felicia Magpantay

Queen's has committed to hiring 200 new faculty members over the next five years

Felicia Magpantay is one of 41 new faculty members hired in 2017-18 as part of Principal Daniel Woolf's faculty renewal plans. The plan will see 200 new faculty members hired over the next five years, which will mean approximately 10 net new hires per year.

This profile is the first in a series which will highlight these new faculty members, like Dr. Magpantay, who have recently joined the Queen's community. She sat down with the *Gazette* to talk about her experience so far and her journey to Queen's.

### Tell us a little about yourself and why you decided to get into teaching.

I grew up in the Philippines. Before I came to Canada my only experiences abroad were traveling to Bali and Taipei for the International Physics Olympiad. Meeting so many people from around the world encouraged me to dream about going abroad for my university degree.

I didn't really think it would happen, but I applied to schools in Canada and received an international scholarship to attend Trent University. I majored in math and physics and eventually decided to go to graduate school in applied math. I went to Western for my masters and McGill for my doctorate. I did a one-year post-doc at York, and two years at the University of Michigan. I accepted my first faculty position at the University of Manitoba in 2015, then moved to Queen's in 2017. I really enjoyed being in Winnipeg, but Queen's was overall a better place for me for many reasons including personal reasons.

My father is a retired physics professor in the Philippines. He grew up in a squatter's area, the 11th of 11 children. His parents did



Felicia Magpantay, an assistant Professor in the Department of Mathematics and Statistics, joined Queen's in the summer of 2017, as part of a faculty renewal program initiated by Principal Daniel Woolf.

not complete much schooling, but they always understood the value of education. He was able to go to school on science scholarships and eventually completed his PhD at Purdue University. He went back to serve as a professor in the Philippines in the 1980s.

### Tell us a bit about your research.

My PhD dissertation was on delay differential equations and numerical analysis. While completing my postdocs, I started working on mathematical biology – basically using mathematical tools to study biological problems. My current research looks at how diseases spread in a population. This helps us find ways to explain how control efforts, such as mass vaccination with different types of vaccines, can have different ramifications for the population.

### What is your proudest accomplishment so far?

Getting here! When I became a professor in Manitoba, a friend

wrote an article celebrating my hiring. It is not very common for Filipinos to become professors.

A common joke is that Filipino parents all want their kids to go into something stable, such as nursing. Many Filipinos also come to Canada through the Live-In Caregiver program. Both of those professions are very honorable and provide important services to society. But there are lots of different jobs out there and so, while I was reluctant to be featured as a 'role model' in that article, I recognized the importance of showing people that Filipinos can have a whole variety of careers, including academia.

### Tell us about your teaching style.

In the fall term, I was assigned to teach a calculus class of more than 600 students. That was by far the largest class I had ever taught and it was quite a challenge. I think it will be an asset to learn how to teach such big classes and how to manage that many stu-

dents. I am still learning.

Right now I'm still more comfortable teaching smaller classes where I can use the blackboard, and check in with the students during a lecture to make sure they understand – working at their pace, going through the theorems, and using a lot of examples.

### Anything you do to unwind?

I used to dance salsa and I haven't since moving to Kingston – there was too much to do and it takes me a while to adjust to a new place. I also used to dance tango and ballet recreationally. Hopefully once I am more settled in I can resume that in the future.

### What do you feel most grateful for?

I come from the Philippines, which is still a developing country, and my whole family is still there. I was lucky to be born into a middle-class family who supported me and taught me to value my education early. I am lucky to be here – most people in the Philippines would not have the chance to pursue the path I did.

### Faculty Renewal

Principal Daniel Woolf has identified faculty renewal as a high priority for reinvestment by the university in support of the academic mission. The five-year renewal plan will see 200 new faculty hired, which nearly doubles the hiring pace of the past six years and will result in approximately 10 net new hires per year.

Faculty renewal supports Queen's commitment to diversity and inclusion by giving the university the opportunity to seek proactively representation from equity-seeking groups such as women, people with disabilities, Indigenous Peoples, and visible minorities. It will also build on Queen's current areas of research strength.

# the gazette

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

Michael Fraser

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## Search for next principal set to begin

### BY COMMUNICATIONS STAFF

The search for the next principal of Queen's University is now underway.

In November, Principal and Vice-Chancellor Daniel Woolf announced he will not be seeking a third term. Principal Woolf has been principal since September 2009 and his current term is scheduled to conclude on June 30, 2019.

A Joint Board-Senate Search Committee has now been established to conduct the search

process with the aim of delivering a recommendation regarding a candidate to the Board of Trustees. This committee is made up of nine members of the Board of Trustees and nine members of the Senate, in addition to Chancellor Jim Leech, who will chair the committee.

Most of the committee members were originally elected by their respective bodies to the Joint Board-Senate Committee to Review the Principalship last year. They have now transitioned onto

this new committee, along with two new faculty members who were elected to fill vacant positions by the Senate at its recent meeting.

"The committee will be overseeing a comprehensive national and international search to identify top candidates with the potential to be the next principal of Queen's," says Chancellor Jim Leech. "We will keep the university community up to date on this process as it unfolds over the coming year."

In December, the university issued an RFP to hire an executive search firm to identify potential candidates and facilitate the interview process. The aim will be to carry out the first round of interviews in the spring and the second round in the fall. The committee will then work to recommend a candidate to the Board of Trustees in December. To learn more about the search process and the committee membership, visit the University Secretariat's website ([queensu.ca/secretariat/](http://queensu.ca/secretariat/)).



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# Building the mental health conversation on campus



Queen's students perform a dance routine during a flash mob at the Queen's Centre on Wednesday, Jan. 31, in recognition of Bell Let's Talk Day. Booths were set up to help promote the day's events at the university as well as the mental health resources that are available.

BY PHIL GAUDREAU,  
SENIOR COMMUNICATIONS OFFICER

Mental health affects us all, and Jan. 31 has become Canada's most significant day to reflect on the impact mental health matters can have on all Canadians.

Bell Let's Talk Day was observed on campus on Wednesday with education booths, plenty of social media activity, and a surprise flash mob in the Athletics and Recreation Complex (ARC). This followed the Queen's Gaels hosting special events in support of mental health awareness and Bell Let's Talk during the women and men's home basketball games on Friday, Jan. 26.

"Our hope is our message is clear through all of our Bell Let's Talk Day activities and every day of the year: that support is available for those struggling with mental health challenges, and it is important to reach out for help," says Ann Tierney, Vice Provost and Dean of Student Affairs. "We are pleased to see continued high levels of engagement in Bell's Let's Talk among our student athletes, and the entire campus community. We encourage everyone to continue these meaningful conversations all year round."

Last week, it was announced the Bell Let's Talk campus campaign was expanded to 128 university and college campuses across Canada. Additionally, Heather Stuart, the inaugural Bell Canada Mental Health and Anti-Stigma Chair at Queen's, participated in a television advertising campaign with Bell to spread five tips to help reduce mental health stigma.

On Monday, Bell and The Rossy Family Foundation announced a joint \$1 million donation for the creation of a national standard for post-secondary student mental health to support student success on campuses across Canada. The new standard will establish mental health best practices at Canadian universities, colleges, and institutes to support student mental health and academic success and developed in collaboration with students, staff and faculty. At Queen's, funding from the Rossy Family Foundation supports embedded counsellors and the Q Success first-year student transition program.

On Bell Let's Talk Day, Bell supports mental health initiatives by contributing 5¢ for every applicable text, call, tweet, social media video view, and use of their Facebook frame or Snapchat filter. Visit [Bell.ca/LetsTalk](http://Bell.ca/LetsTalk) to find out more.



Queen's students leave notes of support at one of the booths set up at the Queen's Centre during Bell Let's Talk Day to help provide information for mental health resources.



Athletics and Recreation distributed 600 blue 'Bell Let's Talk' toques to the crowd during the Queen's Gaels basketball games that were hosted at the Athletics and Recreation Centre on Friday, Jan. 26.



One of the many volunteers helps build a balloon wall to act as a backdrop for selfies at one of the information booths set up at the Queen's Centre.

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# An Olympic dream come true

Rick Hunt is headed to Pyeongchang, South Korea, as a referee in long-track speed skating

BY ANDREW CARROLL,  
GAZETTE EDITOR

Rick Hunt's resume as a long-track speed skating referee is impressive. He has officiated at seven World Championships and 11 World Cup events.

That resume, however, is about to get even better as he will soon be officiating at the biggest competition of them all – the Winter Olympics.

Mr. Hunt, who co-ordinates the teaching labs for the Department of Biomedical and Molecular Sciences at Queen's, will soon be heading to Pyeongchang, South Korea, where the XXIII Olympic Winter Games will be hosted Feb. 9-25.

It's the highlight of his career, he says, but when he received the invite back in November, he kept it a secret – even from his wife. He just wanted to be sure, he explains. That same day he had been told that he would be the chief referee for the final World Cup race before the Olympics as well as the World Junior Championships that will follow the Winter Games.

It all seemed a bit much, and there is that friend who is a bit of a prankster.

"I just wanted to make sure it was authentic," he says with a smile.

But, as he soon found out, it was all true.

Now, the magnitude of what lies ahead has sunk in.

"It took a while. It took a couple of weeks for me to realize," he says. "Everybody else was excited for me and I guess I might have been in a mild state of shock. I had so many things going on that it really didn't hit me until two or three weeks afterward, what was going to happen. It's only been since Christmas and refereeing the Canadian Olympic Trials that it has hit me – I'm going to be refereeing where these athletes are going to be competing. And now I am excited."

This delayed reaction also has



Rick Hunt, who co-ordinates the teaching labs for the Department of Biomedical and Molecular Sciences at Queen's, has a long track record of success and reliability as a referee in long track speed skating.

something to do with Mr. Hunt's nature. He's laid back, easy-going, not one to be flustered easily. He's also meticulously organized, pays attention to the fine details and believes that being a professional at all times is of the utmost importance. It all makes for an excellent referee for speed skating. This has been instilled from the very beginning of his career by his mentor Guy Chenard – always run every competition like it is the Olympics.

The role of the referee is similar to that of a tournament convener in many other sports, he explains. Creating schedules and pairings, making sure the races are conducted in a fair and timely manner. He also must handle any complaints from team officials. This sometimes can be heated, but, once again, Mr. Hunt's personality is a perfect fit.

"You can stand there, scream and holler at me all you want. Then it's 'OK you said your piece, I agree with you. There's nothing I can do. That's the way the rules are written but if you can get them changed, I'll help you out with it,'" he says. "I'm not intimidated by anyone and I'm not offended by a passionate coach saying their piece about what they think really happened and their side of things. It's their job to stick up for their skaters."

Mr. Hunt first became involved in speed skating about 25 years ago when one of his sons wanted to see the provincial short-track championships being hosted in Kingston at the time. Both his sons were hooked and he along with them.

As the boys grew, long track became a better fit. He was competing as well and at one event he

offered to help a referee who was working on his own. He found that he enjoyed it more than skating. His career then "evolved" from there, climbing the ladder until, now, he will be officiating at the pinnacle of all sport.

Laid back he may be, but he knows that when he enters the rink and his dream becomes a reality, the moment will have a profound effect.

"When I walk up the stairs onto the infield I guarantee there will be tears in my eyes," he says. "I am a very emotional person that way."

There has also been some extra good news recently as his wife, Audrey Hunt, the Departmental and Financial Administrator for the Department of Emergency Medicine, has been accepted as a volunteer at Canada House at the Pyeongchang Olympics.

## Survey takes close look at benefits plan

BY COMMUNICATIONS STAFF

Just over a year ago Queen's University surveyed its benefit-eligible employees to gain insight into the benefit options they value the most. The employee benefits survey is part of a comprehensive review of the Queen's Employee Benefits Plan, launched in May 2016.

The university's benefits consultant Mercer has analysed the survey results and recently presented them to the Multi-Employee Group Employee Benefits Committee (MEGEBC) at Queen's. The MEGEBC is comprised of participants from university employee groups.

The survey results indicated that there is a high level of satisfaction with the current employee benefit plan and that benefits play a part in an employee's decision to stay with the university. Dental and medical are the most highly valued benefits, with long-term disability coverage also ranked highly by employees. Overall, the response rate for the survey was high and there was good participation across several major employee groups. Possible changes to the current benefit plan design are being explored as part of the review process.

"Given that the university has a single benefits plan for all benefit-eligible employees, striking the right balance in plan design for all employee groups will be important," says Dan Bradshaw, Associate Vice-Principal (Human Resources). "The committee is currently engaged in discussions to determine if any changes can be made to the benefit plan design without adding expense to the plan."

Following the review of the plan, the university will be conducting a formal Request for Proposals for a benefits provider. The MEGEBC will recommend criteria to be used in evaluating proponents who participate in the Request for Proposals (RFP) process. The RFP process will be conducted in accordance with and will be governed by the policies and procedures set out in the university's Procurement Policy and the Broader Public Sector Procurement Directive. The target for posting of an RFP is mid-2018.

More information about the employee benefits review is available on the HR website ([queensu.ca/humanresources](http://queensu.ca/humanresources)). Employees can also send questions about the project to [benefits.project@queensu.ca](mailto:benefits.project@queensu.ca).

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# CANADIAN ATHLETES AT SMITH

In November 2016, Smith School of Business and the Canadian Olympic Committee struck a partnership to provide scholarships for Olympic and Paralympic athletes. Over eight years, some 1,200 athletes will be eligible to enroll in various Smith programs. With the Winter Olympics being hosted Feb. 9-25 in Pyeongchang, South Korea, we're highlighting COC/CPC athletes who have attended Smith.

## Lee Parkhill: Sailing

On the day in November 2016 that Smith School of Business and the Canadian Olympic Committee announced their partnership, Lee Parkhill called his alma mater, the University of Guelph, to get his transcripts. He wanted to apply to Smith right away.

"The timing was perfect," he recalls. Three months earlier, Lee had sailed at the Rio Olympics. Afterward, at 27, he retired and looked forward to whatever came next. "One thing I knew, I wanted to go back to school."

When Lee was nine months old, his parents bought a sailboat. He practically grew up on the water around his hometown of Oakville, sailing most weekdays as a teen and racing on weekends.

Lee, who recently completed an AMBA degree, says that athletes have many of the skills businesses desire: teamwork, a willingness to be coached and an ability to adapt quickly. Oh, and resiliency. Lee



**Lee Parkhill competed at the Rio Olympics in 2016. He recently completed an AMBA degree at Smith.**

knows quite something about that.

Competing in the Olympic trials Laser event in 2011, he became a late favourite to make Team Canada. Then, a false start disqualified him in a key race — all but ending his hope of going to the London Olympics.

Yet Lee was undeterred. Four years later, he won bronze at the Pan Am Games in Toronto, before heading to Rio. "Getting a medal on home soil, putting that past disappointment behind me," he says, "that was a high point for sure."

## Jessica Zelinka: Heptathlon

Jessica Zelinka says she enrolled in Queen's Master of Management Innovation & Entrepreneurship program in part because she finds the team environment similar to athletics.

"The faculty, students and network are my new support team that will enable me to 'go for it' knowing failure is a part of the journey, just like in track, and it's about resilience."

Jessica, 36, aims to launch her own business following a long and impressive track-and-field career. A former Canadian record holder in the heptathlon, Jessica competed at both the 2008 and 2012 Olympics, finishing fifth in the heptathlon in Beijing, and seventh in the heptathlon and sixth in the 100m hurdles in London. She also won gold in the heptathlon at the 2007 Pan Am Games and twice earned silver at the Commonwealth Games.

The heptathlon — seven events, from javelin to hurdles — is described as among the most



**Jessica Zelinka competed in the heptathlon at the Olympics in 2008 and 2012. She is enrolled in the Queen's Master of Management Innovation & Entrepreneurship program.**

gruelling of Olympic events. Physically it's a grind, yes, Jessica says, but mentally and emotionally it's even tougher.

"It's a roller coaster. You might have had a bad hurdle run but you have to put your head down and clear your mind for the next event. You have to be able to compartmentalize, switch roles and leave the bad behind."

Sounds like the skills every great business leader needs, too.

## Jayson Krause: Bobsleigh

If you've ever watched bobsledders hurtling down an icy track, you've probably wondered, Why on earth would someone do that? Believe it or not, four-time Canadian bobsleigh champ Jayson Krause has asked the same question.

"In the pilot seat you're so focused, you don't feel the speed. Then you stand by the track and see how fast other bobsleds are going and you think, 'God, how do I do this?'"

Jayson, who has completed Executive Education at Smith School of Business, didn't intend to be a bobsledder.

He grew up in Okotoks, Alta., and, at 20, playing junior football, heard that bobsleigh training was a superb way to get stronger for the gridiron. Soon he found himself pushing a sled and competing for Canada.

The real trick to bobsleigh, he says, is to relax despite the speed (in excess of 150 km/h) and crushing G-force in the turns. "The natural tendency is to tense up. But when you panic, that's when you get in trouble," he says.

After a stellar eight-year career piloting four-man and two-man teams, Krause retired in 2006. To-



**Jayson Krause, a four-time national champion in bobsleigh, has completed Executive Education at Smith School of Business.**

day, at 41, he's managing director at Kraukman Inc., a Calgary-based coaching and consulting firm that blends high-performance athletics, applied neuroscience and modern management techniques.

Jayson says he teaches businesspeople how to be better leaders by employing principles simi-

lar to those used by top-level athletes in training: warm-up, exercise and cool-down.

This process, says Jayson "can accelerate our understanding of our performance as business leaders, so we can engage in the daily practice of leadership, which accelerates development and impact."

## Anne Fergusson: Sitting volleyball

Ask Anne Fergusson to explain how sitting volleyball differs from regular volleyball and she'll first point out the obvious: players sit rather than stand. Next, because the net is lower, the ball travels a shorter distance between opposing teams, and so the game is faster.

Growing up in Carleton Place, Anne played all types of sports: basketball, soccer, badminton, track. Then in high school her volleyball coach told her about sitting volleyball. Anne, who was born with no left hand, had never heard of the sport. "I Youtubed it and decided it was the coolest thing ever," she says.

Today, at 22, Anne is on Canada's national team. She was

there in 2015 when the team won bronze at Toronto's Parapan Am Games and she hopes to compete in the upcoming World Championships in the Netherlands.

Last year she graduated from Queen's with a degree in mechanical engineering, then got her Graduate Diploma in Business at Smith.

One thing Anne especially liked about the GDB program was its teamwork approach. That's also her favourite part of volleyball.

"Many of my teammates have faced a lot of adversity in their lives," she says, noting that several have had limbs amputated. "So, for me, the exceptional people I play with is what's special."



**Anne Fergusson, a member of the Canadian national sitting volleyball team, graduated last year from Queen's with a degree in mechanical engineering, then got her Graduate Diploma in Business at Smith.**



## view point

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

# The appeals of diversity, equity, and inclusion

This column is written by Gurjit Sandhu, a Queen's alumna and faculty member in the Department of Surgery at the University of Michigan. In this piece, Dr. Sandhu reflects upon the meanings of diversity, equity, and inclusion. It was first published on the Together We Are blog site ([queensu.ca/connect/equity/](http://queensu.ca/connect/equity/)).

In keeping with the theme of the 2017-2018 Together We Are blog, I am in the midst of looking ahead, only to find myself looking back to my time at Queen's University. The knowledge and understanding I developed about diversity, equity, and inclusion continues to provide me with a multifaceted lens of inquiry for my current position in medical education. Although the context and content of the work may have changed, the foundational principles of equity remain the same.

While at Queen's University, I transitioned through the roles of student, staff and faculty member; contributed to programs and policies; collaborated on training; and contemplated theory. I recognize now that in each of these roles and responsibilities, I was developing an understanding of diversity, equity, and inclusion in different ways depending on how I was positioned. I would then draw on each of these approaches



as needed to make a meaningful connection with Queen's community members to advance our collective commitment to equity.

A colleague recently reminded me of a framework for thinking about separate, yet associated, appeals – those of ethos, pathos, and logos. This framework also helps me organize several approaches that resonate with me when engaging with diversity, equity, and inclusion.

Ethos is an ethical appeal. It embodies an unbiased presentation with a great deal of intentionality in choosing the right vocabulary. Mahzarin Banaji and Anthony Greenwald explore hidden and implicit biases in their book, *Blindspot*. Using the Implicit-Association Test, a method they developed about 20 years ago, they unpack individual responses to better understand how experiences manifest into hidden biases. The focus is on less reflective parts of our minds and the influence this has on decisions we

make about ourselves and other social groups. When I think about hiring practices, employing ethos has a great deal of relevance.

Pathos is an emotional appeal. The audience is persuaded based by an emotional experience and how they are made to feel. The work of the world-class Center for Positive Organization at the University of Michigan disrupts the pervasive story of a fiercely competitive business world. The focus is on appreciative inquiry, collaboration, and success through diversity of partnerships. Central to the purpose of the center is positive culture and positive relationships. When I think about community building and engagement, it is important to include pathos in the approach.

Logos is a logical appeal. The persuasive content is delivered with heavy reliance on facts and supportive statistics. In his book *The Diversity Bonus*, Scott Page makes the mathematical and economic argument for enhancing team diversity. He shows evidence through algorithms, formulas, and net results. The bottom-line: leveraging cognitive diversity results in better outcomes. These measurable outcomes, for example, include higher profit margins, increasing scientific innovation, and more in-depth inquiry in our class-

rooms. When I think about admissions strategies, logos is at the fore.

Looking back and looking ahead at diversity, equity, and inclusion, the lens of ethos, pathos, and logos reminds me that this work is foundational to the strength of communities, institutions, and who we are as individ-

uals. As I think about the Equity Office and the Human Rights Office at Queen's University, I wonder if it is possible to entirely leave a place.

For me, the experiences, relationships, and milestones are indelible and palpable. They have become a part of the landscape of my life.

## flash back



Back in January 1998, large swathes of Quebec, the Maritimes, and eastern Ontario, including Kingston and Queen's University, were hit with more than 100 mm of freezing rain, resulting in one of the largest natural disasters in Canadian history. The damage on campus can be seen in these downed branches and ice-laden trees in front of Summerhill.

QUEEN'S UNIVERSITY ARCHIVES

## 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](mailto:andrew.carroll@queensu.ca)

# Michael Pitfield: From Trudeau to teaching at Smith

A long-time bureaucrat in the federal government and senator, Michael Pitfield played an influential role in the development and introduction of the Queen's Executive Master of Business Administration program at Smith School of Business. Mr. Pitfield died on Oct. 19, 2017. He was 80. The following article was first published by Smith School of Business ([smith.queensu.ca](http://smith.queensu.ca)).

• • •

When Michael Pitfield, once Canada's most powerful bureaucrat, died on Oct. 19 at 80 of Parkinson's disease, obituaries noted his long association with Pierre Trudeau and his behind-the-scenes role in bringing home Canada's Constitution in 1982.

Pitfield's decades-spanning ca-

reer in public service is well documented. He was Clerk of the Privy Council under Prime Minister Pierre Trudeau in the 1970s and early 1980s. He then moved to the senate.

Lesser known is Pitfield's contribution to business education at Smith School of Business.

Pitfield did not attend Smith. He graduated with a law degree from McGill. But he had a hand in launching its groundbreaking Executive MBA program 25 years ago. For a time, he even taught a class.

His involvement begins with Gordon Cassidy, who taught at the school for many years. In the early 1990s, Cassidy envisioned a "virtual university" that would let people get their MBA from anywhere in Canada while still work-

ing full time.

The result, the Queen's EMBA, launched in Ottawa in 1992. A national program followed, becoming the first of its kind in Canada to offer classes by videoconference. TV monitors and cameras were placed in seminar rooms across the country, connected by high-speed phone lines with two-way voice and video.

To nurture the program, Cassidy set up an advisory board of high-profile leaders from business and government. Pitfield, by then a senator, not only sat on the board, he became "a particularly valuable advocate and contributor" to ensure the program's success, according to *Getting Down to Business*, a book chronicling the history of business education at Queen's by professors emeriti

Mervin Daub (Com'66), and Bruce Buchan.

"He didn't just advise. He wanted to get more involved," recalls George Thwaites (Com'78, EMBA'94), who was in the first EMBA graduate class.

One way Pitfield helped was to teach a class at Queen's on government and business relations.

Thwaites says students were immediately in awe of their famous teacher but soon also came to admire his abilities in the classroom.

More than just politics, Pitfield wove everything from Plato and philosophy to history into his teaching.

"He really challenged us and made us think differently," says Thwaites. "I think he had a huge impact on the students."



Michael Pitfield had an influential role in the development and introduction of the Queen's Executive Master of Business Administration program at Smith School of Business.



## Queen's in the news

Highlights of Queen's experts in the media from Jan. 16-30

## NEWSPAPERS

**David Murakami-Wood** (Sociology) says in the Daily Mail (UK) that there may be too much emphasis on privacy as a defence against surveillance capitalism.

**John Holmes** (Geography and Planning) says in the National Post and Financial Post that Canadian producers with an extensive global footprint stand to benefit from the new Trans-Pacific Partnership agreement.

**Carlos Prado** (Philosophy) says in the New York Times that instead of representing postmodernism, Trump embodies a very different phenomenon – Post-Truth.



**John Andrew** (School of Environmental Studies, Smith School of Business) says in the National Post that a legal cannabis store could potentially drive more customer traffic to nearby retailers, boosting interest in the surrounding area. The story also appeared on CTV News Channel, CBC and various Canadian Press publications

**Oyedemi Ayonride** (School of Medicine, Psychiatry) says the use of cannabis below the age of 21 is strongly discouraged, in an op-ed for The Hill-Times.

**Reena Kukreja** (Gender Studies, Global Development Studies) examined the upcoming Reelout queer film festival in the Kingston Whig-Standard.

**Louis Delvoie** (Centre for Inter-

national and Defence Policy) says when looking at the outside world, Palestinians have little to see in the way of encouragement, in his regular op-ed for the Kingston Whig-Standard.

**Lisa Kerr** (Law) discussed the BC Supreme Court finding that Canadian laws governing solitary confinement are unconstitutional in an op-ed for the Globe and Mail.

**Aditi Sen Chowdhury** (History) wrote an op-ed for The Hindu, discussing India's connection with the Count Dracula from the Gothic horror tale of 1897.

**David Gordon** (Geography and Planning) says in the Kingston Whig-Standard that George Muirhead conducted some of the first heritage building inventories in Canada.

**Ruth Wilson** (School of Medicine, Family Medicine) commented about medical students needing more residency opportunities in an op-ed that appeared in the Chronicle Herald and the National Post.



**Julian Barling** (Smith School of Business) says in the Globe and Mail that most research on management is drawn from corporate settings, with very little relevance to the operating room environment in which effective leadership is critical.

**Debra Haak** (Law) had her piece for The Conversation about Canada's legal framework for prostitution published in the National Post.

**Arthur Cockfield** (Law) dis-

cussed Canada's ranking on the Financial Secrecy Index with the Toronto Star. The story also appeared on Windsor.ca.

**Kevin Banks** (Law) commented in The Hill Times on Phoenix-related complaints, saying the amount of grievances will take a while to resolve.

## ONLINE

**Jonathan Lee** (Economics) told Torrent Freak that piracy can boost sales of mid-tier artists, both for physical CDs and digital downloads. For the most popular artists, this effect is reversed.

**Julia Kirkham** (Medicine, Division of Geriatric Medicine, Psychiatry) commented in CBC Online that there is a lot of pressure on nursing homes to reduce the use of antipsychotics and to prevent violence at the same time.

**Colin Leys** (Political Studies) had his op-ed published by Global Research in which he says the collapse of Carillion, the UK's second biggest construction company, highlights the need for reform in outsourcing public infrastructure contracts.

**Lynda Colgan** (Education) wrote a column for The Conversation on teaching young people math at home.



**David Murakami-Wood** (Sociology) told CBC Online that it's already hard enough to get people to read terms of service agreements for

apps or online services, so in planned "smart cities" the digital consent will become even more complicated.

## TELEVISION

**Jamie Summers** and **Robin Val-leau** (Biology) appeared on CTV's Your Morning discussing road salt alternatives.

**Lee Airton** (Education) spoke with Global TV about the acceptance of transgender people.

**Nathalie Ouelette** (Physics, Engineering Physics and Astronomy) told CKWS that an asteroid passing earth on Sunday, Feb. 4 has no chance of hitting the earth.



## RADIO

**Sharry Aiken** (Law) told CBC Radio that many people subject to removal orders in Canada don't leave because they don't have the money to pay for it.

**Neil Bearse** (Smith School of Business) spoke to KKNW-Vancouver radio's Simi Sara Show about Facebook's move to prioritize posts from family and friends over posts from brands and publications.

**Dick Zoutman** (Biomedical and Molecular Sciences, Medicine, Division of Infectious Diseases, Pathology and Molecular Medicine) discussed the fever that can accompany a bout of the flu and

how it should be treated, on CBC Radio.

**Chris Kilford** (Centre for International and Defence Policy) was interviewed on CBC's The Current and said he would like to see Canada return to Afghanistan to train the country's military.

## MAGAZINES

**Veldon Coburn** (Political Studies) says Indigenous survivors of residential schools continue to be denied their truth by the ignorant—but also by those working toward reconciliation, in Maclean's Magazine.

**Mohamed Khimji** (Law) says shareholder engagement is a bit of a polarizing debate, in Canadian Lawyer.

**Peter Hodson** (School of Environmental Studies) says in Chemical and Engineering News that bunker fuel, like that carried by a damaged oil tanker in waters of China, sinks to the seafloor and can affect marine life.

**David Gordon** (Geography and Planning) says in Maclean's Magazine that the development of many mid-sized Canadian cities, like Halifax and Saskatoon, is caught up in a combination of expanding suburbs and declining downtown areas.



## Black History Month looks to the future

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

This year's Black History Month at Queen's is examining the struggles faced and overcome by black people both here at Queen's and throughout the world.

It is also looking at how their collective strength through those

moments has shaped their present and future.

The African and Caribbean Students' Association (ACSA) and the Queen's Black Academic Society (QBAS) are working together and hosted an opening ceremony on Sunday, Feb. 4 at Renaissance Event Venue in downtown Kingston.

QBAS will be holding talks on

diversity and mental wellness within the black community, exploring structural sources of mental wellness obstacles for persons of colour and ways in which the community can work together to eliminate obstacles for individuals seeking resources and help.

They will also be hosting a social mixer, and running a unique campaign within the Queen's community centred on one of its most prominent black alumni, Robert Sutherland.

"His story is carved into the very structures of Queen's University and it lives through the black excellence and resilience of Queen's black students and alumni," says Asha Gordon (ArtsSci'18). "Through a media and tabling campaign called "I Am Robert Sutherland", we hope to show his story is both a narrative of the past and of the present. The faces of the Robert Sutherland legacy are all around us."

ACSA will also be looking at the history of black people within the Queen's context, and highlighting their story of resilience. As one example, they will be hosting Queen's employee and former journalist Edward Thomas (Sc'06, MSc'11) who, on the 100th anniversary of the event, has investigated the expulsion of black medical students in 1918, and what happened to them after Queen's.

"We chose the theme of resilience because black people have gone through so much and have come out stronger than before," says Elorm Vowotor (ArtsSci'18). "Another focus this year is on bringing the community into our celebrations, so everyone – Queen's students and the broader Kingston community – is welcome to join us at our events. We are inclusive and want to welcome everyone to learn more about the history of black

people in Canada."

The group will also host a dance workshop, and an event celebrating African and Caribbean food, with traditional dishes such as Jamaican jerk chicken, West African jollof, and Guayanese pholourie.

Both QBAS and ACSA received grants from the Alma Mater Society and the Deputy Provost (Academic Operations and Inclusion) to help fund this year's activities. The two groups will be regularly providing updates and photos throughout the month through social media.

Planning for Black History Month began last semester, and involves both students and members of the Kingston community. For more information on the launch of Black History Month at Queen's, visit the Kingston Black History Month Facebook page (facebook.com/KingstonBlackHistoryMonth/).

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## An opportunity to build bridges, strengthen ties

As the Queen's National Scholar in Political Philosophy and Critical Prison Studies Lisa Guenther brings international experience to Queen's

BY ANDREW CARROLL,  
GAZETTE EDITOR

Lisa Guenther's academic career has taken her around the world. Now, the Queen's National Scholar program has brought her back home to Canada.

Arriving as a joint appointment in the Department of Philosophy and the Graduate Program in Cultural Studies this winter term, Dr. Guenther is the Queen's National Scholar in Political Philosophy and Critical Prison Studies. Established in 1985, the objective of the QNS program is to attract outstanding early and mid-career professors to Queen's to "enrich teaching and research in newly-developing fields of knowledge as well as traditional disciplines."

Dr. Guenther's research, she explains, is at the intersection of phenomenology, political philosophy, and critical prison studies, with further specializations in feminism and philosophy of race.

Her career path is just as varied – from New Zealand, to the United States, and a brief stop in Australia. Each place, Dr. Guenther says, has had a significant influence on her research.

After completing her PhD from the University of Toronto – having written her dissertation at an isolated cabin in the Yukon – her first academic position took her to New Zealand where she taught for nearly five years at the University of Auckland.

Moving halfway around the world was a massive change, but



**Lisa Guenther, the Queen's National Scholar in Political Philosophy and Critical Prison Studies, is cross-appointed to the Department of Philosophy and the Graduate Program in Cultural Studies.**

it also provided an opportunity to immerse herself in something new, yet familiar. She was intrigued that the Indigenous Maori culture and language is far more integrated into the mainstream than it is in Canada.

"Moving to Aotearoa New Zealand was a huge shift, but it was a really exciting place to live and I am really thankful for that opportunity. It challenged me to think about issues and questions I might not have encountered if I stayed on a more narrow academic track within Canada," she says. "Seeing how Indigenous ways of being and knowing shape the university, the public school system, and national politics there was incredible. It opened my eyes to different forms of settler colo-

nialism and different pathways to decolonization."

At the same time she also made connections with a number of feminist philosophers in Australia, which also influenced her areas of specialization.

While she enjoyed her time at the University of Auckland, Dr. Guenther felt a need to be closer to home and accepted an assistant professorship at Vanderbilt University in Nashville, Tenn. The next decade would be formative years for her career.

Very quickly Dr. Guenther recognized that the communities surrounding her – the university, her neighbourhood, the city of Nashville – were clearly segregated based upon race and class. She began to read and research

about the legacy of slavery and urban space.

In the midst of trying to come to grips with what she was witnessing, political activist and scholar Angela Davis arrived at the Department of Philosophy for a month-long seminar on slavery which Dr. Guenther audited. Davis began the seminar by explaining that the 13th Amendment abolishes slavery except for those duly convicted of committing a crime.

"To this day slavery is not formally abolished for people in prison," Dr. Guenther says. "Learning this changed the direction of my research and my life in many ways. I started thinking and writing about prisons, mass incarceration, solitary confinement, and in particular the effect of extreme isolation on people's capacity to think clearly and to perceive the world around them. This resonated for me as a phenomenologist because it raised questions about the nature of perception, experience and consciousness. Why is it that when we are deprived of a regular experience of sharing a space with other people that we don't just get lonely or bored but we actually, in many cases, lose the capacity to keep track of one's boundaries of one's self?"

As she explored further, Dr. Guenther says she felt she needed to be in contact and accountable to those in prison. As a result she started volunteering in prisons in Nashville and eventually set up and facilitated a discussion group for men on death row. Initially the

focus of the discussion was on philosophy but broadened to collective inquiry on themes such as restorative justice, radical pedagogy, and friendship.

However, once again she was feeling the call to return to Canada and the Queen's National Scholar program provided the opportunity.

At Queen's she is bringing all the experience she has gained outside of Canada and will apply this lens to her homeland.

"On a personal level I have wanted to come back and live in Canada for many years. But also in a philosophical sense and in a political way it's really important to me to grapple with the history that made me who I am," she says. "So seeking to understand the way that colonial power and carceral power work together in Canada is also part of my own process of becoming accountable for my own position within those networks in power."

As a Queen's National Scholar, Dr. Guenther sees an opportunity build bridges and to strengthen the ties that are already established between Queen's, community groups, and community members who are affected by prisons. She also hopes to help strengthen the network of scholars and activists working on these issues.

For more on the Queen's National Scholar program, visit the QNS page on the website of the Office of the Vice-Principal (Research) ([queensu.ca/vpr/prizes-awards-chairs/queens-national-scholars](http://queensu.ca/vpr/prizes-awards-chairs/queens-national-scholars)).

## Shaping the future of Ontario through policy

BY SARAH LINDERS, SENIOR  
COMMUNICATIONS OFFICER

Two standout lectures by experts in the public service kicked off the School of Policy Studies winter 2018 Policy Speaker Series, and there are more to come throughout the winter term.

On Jan. 18, The Honourable Elizabeth Dowdeswell, the Lieutenant Governor of Ontario, delivered the Donald Gow Memorial Lecture.

The Lieutenant Governor reflected on her experience over the past year attending over 100 Canada 150 events, and her participation in the celebrations marking our country's history and growth. She reflected on the call for reconciliation from Indigenous communities and discussed the opportunities and challenges fac-

ing Ontario in the future in an increasingly globalized and complex world.

Steve Orsini, Secretary of the Cabinet, Head of the Ontario Public Service, and Clerk of the Executive Council, spoke Jan. 12 about transforming the Ontario Public Service to adapt to the future. Mr. Orsini focused on the continuing journey of the Ontario public service to become a more client-focused, innovative, efficient, and inclusive organization that is prepared for rapid change.

The Distinguished Lectures and Policy Speaker series will continue to bring eminent academics and public policy experts to Queen's throughout the term. The speakers are:

- Marian Campbell Jarvis, Assistant Secretary to the Cabinet, Social Development Policy

- Kathy Brock, cross-appointed professor, School of Policy Studies and Department of Political Studies
- Keith Banting, Stauffer Dunning Fellow in the School of Policy Studies and Professor Emeritus in the Department of Political Studies,

- Marlene Brant Castellano, Professor Emeritus of Trent University, Native Studies Department

- Natan Obed, President of the Inuit Tapiriit Kanatami and Canada's National Inuit Leader – The Tom Courchene Distinguished Speaker Series

- George Thomson, Senior Director – International of Canada's National Judicial Institute

- Stephen Poloz, Governor of the Bank of Canada – The David Dodge Lecture, presented this year by the Smith School of Business

- Robert Wolfe, Professor Emeritus, School of Policy Studies – The J. Douglas Gibson Lecture

- Shelly Jamieson, Chief Executive Officer of the Canadian Partnership Against Cancer

- Tim McTiernan, visiting scholar in the School of Policy

Studies and former president of the University of Ontario Institute of Technology.

For more information about the winter term lineup, see the Policy Speakers Series website ([queensu.ca/sps/events/policy-speaker-series](http://queensu.ca/sps/events/policy-speaker-series)).

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## Intercultural awareness training sees big jump in participation

BY COMMUNICATIONS STAFF

The number of students who have participated in intercultural training on campus to date for this academic year is already nearly double the 2016-17 total.

A total of 1,520 students, most in student leadership positions, have attended tailored sessions offered by the Queen's University International Centre (QUIC). This includes 152 students who have completed the newly-expanded, five-session Intercultural Awareness Certificate program delivered by staff at QUIC and the Four Directions Aboriginal Student Centre. The certificate has received high satisfaction scores among participants: 4.2 to 4.7 out of 5.

"We are thrilled to see this increased interest in intercultural learning, as well as the high levels of satisfaction with the certificate program," says Jyoti Kotecha, QUIC Director. "Our goal is to provide relevant, engaging content and context that promotes self-reflection and a commitment to integrate and apply what is learned into participants' daily lives and actions."

The certificate and the individual sessions provide opportunities for participants to learn how to:

- Describe the concept of culture and apply this concept to evaluate their own personal cultures;

- Identify various dimensions of culture that will help them effectively engage in an intercultural context;

- Practise various skills that will help them be more effective in intercultural interactions;

- Recognize their own strengths and challenges when interacting with cultural commonality and difference;

- Evaluate their experiences with cultural difference and commonality to continue the development of their intercultural competence;

- Gain greater awareness and understanding of Indigenous culture; and

- Gain greater understanding and empathy for the lived experience of Western colonialism by Indigenous peoples in the Americas.

"Intercultural awareness and education is an important way we can promote inclusivity in our campus community, and promote respectful interactions, and understanding among students, faculty and staff who have diverse identities and backgrounds," says Corinna Fitzgerald, Assistant Dean, Student Life and Learning. "It is great to see so many students develop more skills that will support community-building."

For winter term offerings of the certificate visit the QUIC website ([quic.queensu.ca/](http://quic.queensu.ca/)).



Quinte Mohawk School students program code into tablets, which control these robots as part of an after-school robotics club called Codemakers. The program is one of many organized and supported by the Queen's Engineering Outreach to help introduce engineering to Indigenous youth across Canada.

SUPPLIED PHOTO

## Queen's Engineering recognized for Indigenous outreach

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

A program which has brought class and community workshops, family events, clubs, and camp opportunities to tens of thousands of Indigenous youth across Canada is being recognized with a national education award.

The Queen's Engineering Outreach team from the Faculty of Engineering and Applied Science received the Actua Experience Award – Indigenous Youth in STEM. The award was presented at Actua's annual awards night in Ottawa Thursday, Jan. 18. The Canadian charity focuses on science, technology, engineering, and math (STEM) education among youth.

Engineering Outreach runs multiple programs designed to engage Indigenous youth through Aboriginal Access to Engineering (AAE), which was the primary focus of the award. Workshops in partner First Nation grade schools involve hands-on engineering design projects that complement the Ontario science curriculum, integrate robotics in math and language classes, and explore culturally-linked science topics, as examples.

On campus, AAE has hosted Engineering Week for Aboriginal Youth (EngWAY) since 2012. During EngWAY, Indigenous youth in middle school come to stay on campus and take engineering design courses related to Indigenous community issues. AAE also pro-

**"Over the past five years, we have engaged more than 20,000 Indigenous youth, and we continue to broaden our outreach to Indigenous communities right across Canada."**

– Melanie Howard

vides bursaries to the Queen's Summer Engineering Academy for Indigenous high school students, and works in partnership with the student-directed Science Quest program to bring local Indigenous youth to their day camps. In addition, AAE produces a series of comic books about engineering disciplines, featuring Queen's students and graduates, with curriculum-linked plans to help teachers across Canada use them in class.

Outreach, combined with an Indigenous student success program within the Faculty of Engineering and Applied Science, has resulted in a significant increase of Indigenous students enrolling in Engineering programs at Queen's – from four self-identified students in 2011 to 37 students this academic year.

"Over the past five years, we have engaged more than 20,000 Indigenous youth, and we continue to broaden our outreach to Indigenous communities right across Canada," says Melanie Howard, Director of Outreach and Aboriginal Access with the Faculty of Engineering and Applied

Science. "Through our unique model, we partner with teachers and schools to deliver tailored content which matches with math and science curriculum, while paying attention to Indigenous contributions and cultural linkages whenever possible."

Actua is a network with 35 post-secondary members, including Queen's. In granting an award to the Queen's Engineering Outreach team, the selection committee was impressed by their dedication to the key components in Actua's Indigenous STEM outreach goals. In particular, Aboriginal Access to Engineering's focus on long-term community engagement and high-quality content tied to Indigenous worldviews and STEM delivered by Indigenous instructors and role models were particularly noted.

"Congratulations to the Queen's Engineering Outreach team on all their efforts, which have culminated in this meaningful award," says Kevin Deluzio, Dean, Faculty of Engineering and Applied Science. "This unique program, which is predominantly run by Indigenous professionals employed by Queen's, has successfully encouraged many Indigenous youth to stay in school and pursue post-secondary studies in the STEM fields. Thank you to Actua for this recognition of our important efforts to diversify the STEM field."

To learn more about the Aboriginal Access to Engineering program, visit [aboriginalaccess.ca](http://aboriginalaccess.ca).

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## Putting an international spotlight on undergraduate research

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

Undergraduate students across Queen's who receive top marks on their research papers are now invited to submit them to the Undergraduate Awards 2018 program, a prestigious international competition.

The awards, presented each year at the Undergraduate Awards Global Summit in Dublin, Ireland, celebrate undergraduate research from students across all disciplines and around the world. Global winners from each category receive a medal at the ceremony, and the top 10 per cent of applicants in each category receive the designation of highly commended entrant. Last year, the program received nearly 6,500 submissions from 299 institutions in 47 countries.

Students can submit up to three research papers, each A grade or equivalent. There are 25 categories, ranging from art history to engineering to life sciences. Each category has different criteria for submission, depending on the nature of the discipline.

Global and highly commended winners will be eligible to spend four days in Dublin for the Global Summit, providing opportunities to meet renowned researchers from around the world, present findings in "three minute thesis" presentations, and explore the historic city of Dublin. Global winner research papers will be published in the Undergraduate Journal to display the high level of undergraduate research being produced.

Eden Gelgoot (Artsci'17) was the global winner for the 2017 Art



Attending the Undergraduate Awards in Dublin, Ireland, from Queen's University were, from left, Richard Ascough, Associate Dean (Teaching and Learning) at the Faculty of Arts and Science, global winner Eden Gelgoot and highly-commended entrant Sari Ohsada.

History and Theory category. Her essay focused on the role of the UNESCO World Heritage List in the commemoration of the Second World War, based on her final term paper for the course Conservation Principles: Cultural Heritage Preservation.

"I am very grateful for the recognition I received from the Undergraduate Awards," says Ms. Gelgoot. "It has provided me with the opportunity to present research that I am passionate about to an international audience, to publish my work, to travel to Dublin, to learn about the work being done globally in diverse areas of research, and to build an international network of friends. I would highly recommend that undergraduate students at Queen's consider submitting their work. The work has already been done and the submission process is simple, so why not take a chance at having your work recognized and winning an opportunity of a lifetime?"

Sari Ohsada (Artsci'19) was one of the highly commended entrants with her submission for the 2017 Social Sciences: Anthropology & Cultural Studies category. Her essay explored how to facilitate smoother adaption and resettlement for Syrian refugees who escaped a combination of drought in 2006 and civil war starting in 2011. She originally wrote the essay for the course Cross-cultural Research Methods.

"Being part of the Undergradu-

ate Awards Global Summit 2017 in Dublin was one of the most enriching experiences of my life. Meeting 130 undergraduate students from across the world reminded me that there are numerous disciplines and different approaches to conducting well-thought research," says Ms. Ohsada. "At the same time, I was also amazed by the interdisciplinary nature of our research topics, as they often linked with each other and related to more than one category."

Other highly commended entrants from Queen's last year included:

- Caela Fenton in the Literature category for her essay on oral tradition in Visions of an Inuk by Anthony Apakark Thrasher
- Vinyas Harish in the Social Sciences: Sociology & Social Policy category for his essay on social issues with the implementation of telemedicine

- Evelyn Ekoko-Kay in the Literature category for her two essays, one on the concepts of diasporic identity, multicultural policy, and Indigenous erasure in *What We All Long For* by Dionne Brand and the other on gender and exile in old English elegies.

To learn more about the Undergraduate Awards and how to submit your undergraduate work, visit [undergraduateawards.com](http://undergraduateawards.com). Submissions close by June 12, 2018. Graduates of 2017 or students who will graduate in 2018 or 2019 are encouraged to apply.

## New student impact award recognizes commitments to equity and diversity

BY COMMUNICATIONS STAFF

The Division of Student Affairs has established a new Equity, Diversity and Inclusion Impact Award.

The award builds on the division's annual student recognition program, that includes the Peer Leadership and Brian Yealland Community Leadership Awards. Nominations for all awards are open; the deadline is Sunday, Feb. 11.

"We are delighted to expand our recognition program to honour student contributions to a more inclusive campus," says Vice-Provost and Dean of Student Affairs Ann Tierney. "We know there are many undergraduate and graduate students who are working to strengthen our community, and we are excited to showcase their initiative and accomplishments, as part of our annual leadership program."

Recipients of the Equity, Diversity, Inclusion Impact Award can be individuals or groups who will have demonstrated involvement in, and a commitment to, social justice causes that impact the Queen's community on a broad or small scale; their contributions will reflect efforts to furthering an understanding of the interplay and intersections among different identities on campus.

Named in honour of Brian Yealland, Queen's chaplain for 32 years, the Brian Yealland Community Leadership Award is presented annually to Queen's students (individuals or groups) who make a significant contribution to society by working with and encouraging youth who are experiencing social, behavioral, economic or other challenges by helping them realize their worth as individuals and their potential to achieve.

The Peer Leadership Award is presented annually to Queen's students (individuals or groups) who, through their commitment, skill, dedication, and interest in helping others, have exemplified excellence in peer-to-peer assistance and outreach.

The awards will be presented at a Student Leadership reception on March 21, where all students who are involved in peer leadership across the Division of Student Affairs are celebrated.

Recruitment is underway in the division's Peer Programs for 2018-19.

There are multiple positions in mentoring, health education, learning strategies, international experience, career coaching and more. Recruitment and information events are taking place the week of Feb. 5.

Learn more at [queensu.ca/peerprograms](http://queensu.ca/peerprograms).

## grad studies

### THESIS DEFENCES

#### 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 & Com-

puter 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.

#### Thursday, Feb. 22

Barath Ram Jayasankar, Chemical Engineering, 'Multistep Kinetic Mod-

els for Oxygen Reduction Reaction and Pt Dissolution in Polymer Electrolyte Membrane Fuel Cell'. Supervisors: K. Karan, B.A. Peppley, 312 Dupuis Hall, 9:30 am.

#### Wednesday, Feb. 28

Ian Alexander Matheson, Education, 'Unpacking Reading Comprehension by Text Type: An Examination of Reading Strategy Use and Cognitive Functioning in Poor and Typically-Achieving Comprehenders'. Supervisor: D. Berg, B245b McArthur Hall, 1 pm.



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## Queen's supported startup goes international

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Welding is an important manufacturing process across many sectors of today's global economy – from automotive, to aerospace, medical, and consumer goods. When working on products like cars or pacemakers, where lives could be on the line, it's important that every component is built as intended. This can be a challenge when spending an extra second per part makes a difference to the bottom line.

Enter Paul Webster (Sc'06, PhD'13) and Roger Bowes (Sc'92). In 2012, the pair worked with Queen's to found Laser Depth Dynamics (LDD) and commercialize a technology Dr. Webster co-developed with associate professor James Fraser, who teaches physics. The technology, called in-line coherent imaging (ICI), allows for direct measurement of weld penetration depth for laser welding. This is done using a near-infrared measurement beam to en-



The Laser Depth Dynamics team, including chief technical officer and co-founder Paul Webster (Sc'06, PhD'13), third from the left in the front row.

sure high quality in real-time.

"The story of our company is one of bringing the right elements together to create success," says Dr. Webster, LDD's chief technology officer and co-founder. "We combined the support of a leading university with strong industry connections and the right intellectual property policies and technical transfer capabilities to create an impactful product which reduces waste for companies and improves product quality for consumers."

Recently, the Kingston-based company was purchased by IPG Photonics Corporation, the world leader in high-performance fibre lasers and amplifiers. The company aims to incorporate LDD's technology into its laser welding solutions to drive adoption of this advanced technology throughout manufacturing of metal parts. Becoming part of a bigger, international organization will mean even more global exposure for LDD's products.

"LDD's weld monitoring sys-

tems and accessories significantly enhance IPG's portfolio of industry-leading beam delivery products and laser welding solutions," said Felix Stukalin, IPG's senior vice president of North American operations. "LDD's ability to monitor weld quality in real time and ensure process consistency is increasingly important within automated production environments."

Laser Depth Dynamics was initially formed with support from Dr. Webster's thesis supervisor, Dr. Fraser; the Department of Physics, Engineering Physics and Astronomy; and PARTEQ Innovations, the university's technology transfer organization that is now part of the Queen's Office of Partnerships and Innovation. IPG Photonics was also involved from the early days, supplying equipment for the research and in helping LDD find early market potential.

John Fisher, Interim Vice-Principal (Research) says success stories like Laser Depth Dynamics demonstrate the value of the research that is conducted at Queen's.

"This is an example of a research idea, identified and advanced by a student and professor, funded by research grants, and, with support from the university's technology transfer team, was patented, spun-off as a business, and was successfully commercialized," says Dr. Fisher. "This story showcases the innovation ecosystem at work here at Queen's, the important role our Office of Partnerships and Innovation plays in fostering economic growth, and how critical the support of the Ontario government is for our innovation programs. We congratulate the Laser Depth Dynamics team on this exciting news as they become part of a global leader in its field."

With the purchase, Laser Depth Dynamics will become IPG Photonics (Canada), and will remain in its existing Kingston office location on Railway Street. About half of its employees are Queen's graduates, and Dr. Webster suggests they may add more Queen's talent in the future.



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## events calendar

### Wednesday, February 7, 1:30-3 pm Aboriginal Cultural Awareness in the Classroom

The intent of this workshop is to remove the power indifference from interactions with Aboriginal people and encouraging individuals to self-reflect and work towards building empathetic and collaborative relationships. This is done through interactive activities, while engaging participants to reframe their thinking and relearn the real truths and history of Aboriginal people in Canada. Mackintosh-Corry Hall, F200

### Thursday, Feb. 8, 3-6 pm Storying Resilience

Four Directions Aboriginal Student 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 Kingston area. Feb. 8 session is artmaking with Onagottay. Agnes Etherington Art Centre

### Friday, Feb. 9, 11:30 am-1 pm Dr. Victor S. Batista present the Harrison-MacRae Lecture

Converting Water into Fuel: Natural and Artificial Photosynthesis - The development of cheap, robust, and efficient photocatalytic cells for water oxidation would allow the sustainable production of fuel from renewable resources. Chernoff Hall, Rm. 117

### Friday, Feb. 9, Noon-1 pm Policy Speaker Series: Kathy Brock - Medically Assisted Dying in the Canadian Federation: For Good but for Ill?

Kathy Brock, Professor School of

Policy Studies and Department of Political Studies, is the next speaker in the winter term series. Robert Sutherland Hall, Rm. 202

### Saturday, Feb. 10, 7-10 pm Cézanne's Closet

Works of art, juried from donations by students, graduates, professors, and community artists are exhibited at this formal event held annually. As ticket holders enjoy hors d'oeuvres, refreshments and entertainment, ticket numbers are drawn in random order. When a number is called, the person with the matching ticket has 2 minutes to claim their favourite piece from the wall. This makes for an intense if not exhilarating evening, as participants keep an eye on which of their favourite pieces have yet to be taken. Tickets: \$150. Cost includes ticket for two and one piece of artwork. Union Gallery, Stauffer Library

### Monday, Feb. 12, 12:30-1:30 pm Code Red: Health, Wealth and Social Determinants

Steve Buist, investigations editor at The Hamilton Spectator and creator of the highly-acclaimed and national award-winning Code Red series on health outcomes, will share his groundbreaking analysis of how the social determinants of health have been directly measured in Hamilton, Ontario. The shocking results - from staggering differences in birth weights to life expectancy and cancer mortality rates - expose inequities pervasive in neighbourhoods across Canada. Biosciences Complex, Rm. 1102

### Tuesday, Feb. 13, 10-11 am Building and integrating open educational resources to support

### your teaching and learning

The ability to reuse, revise, remix and redistribute learning materials in a highly flexible and customizable way, has a number of tangible benefits for both students and instructors, including greater flexibility to tailor resources to specific learning outcomes as well as reduced costs for students. To attend and for more information, email: open.education@queensu.ca. Stauffer Library, Seminar Room 121

### Tuesday, Feb. 13, 5-6 pm Stress Management

Manage stress before stress man-

ages you! Using a highly effective cognitive behavioural approach, learn how to identify, reduce, and cope with stress. In this support and skills based group, we will explore sources of stress and its impact, and share tools and techniques that you can start using now, to manage stresses both big and small. Participants are welcome to drop in as they wish, no sign up required. LaSalle Building, Second Floor

### Wednesday, Feb. 14, Noon-1 pm Centre for International & Defence Policy Series: Leah Sarson 'Who's in Charge - Indigenous Global

### Politics/Canada's Arctic Policy'

Leah Sarson's, Post Doctoral Fellow, Dartmouth College, research explores the contested relationship between state and Indigenous substate governments, with a specific focus on the global mining industry. Using a database of the international connections of Indigenous communities in Canada, these community profiles reveal how Indigenous governments strategically engage with the resource extraction sector to realize their political objectives. Robert Sutherland Hall, Rm. 554

### ACROSS

- 1 Hence
- 5 "On the \_\_\_ to El Dorado" (Disney film)
- 9 Enfold
- 13 Smelter's debris
- 17 Thin tuft
- 18 "The Dark at the Top of the Stairs" author
- 19 Pink table wine
- 20 Upscale field hockey
- 21 22+, in blackjack
- 22 2011 remake of an '80s musical hit
- 24 Capital of Italia
- 25 Pearl White work
- 27 "\_\_\_ Nothing Like the Real Thing"
- 28 Original
- 30 Compass pt.
- 31 Confess, slangily
- 32 Tie up the phone lines
- 33 Not close-fitting
- 36 "The Incredible \_\_\_"

- 37 Sit-ins, e.g.
- 41 Spanish rivers
- 42 Treasurers' collections
- 43 Novelist Bellow
- 44 Foldaway furniture
- 45 Marital vow
- 46 Cancer and Leo's month
- 47 Less desirable
- 48 Walt Kelly's possum
- 49 Crisp, lustrous fabric
- 51 Realty sign
- 52 Hang low
- 53 Drama
- 54 Club fee
- 55 Crustacean
- 56 Screenwriter Sorkin
- 58 Watergate prosecutor Archibald et al.
- 59 Poet Omar
- 62 Emulate Topsy?
- 63 "State Fair" star of 1962
- 64 Catch
- 65 Protein synthesizer
- 66 Latin pronoun
- 67 Shiraz's land
- 68 Like Rutgers College, since

### 1970

- 69 What some crafts people throw
- 70 Sport for a weekend jock
- 73 Wet blanket
- 74 Lip lubricant
- 75 Hawaiian plantation town
- 76 Desire
- 77 Type of patch
- 78 Danny of "It's Always Sunny in Philadelphia"
- 81 Convention platform
- 82 Specially priced
- 86 Baker's need
- 87 Model's asset
- 91 Kind of door
- 92 Former Rocket Yao
- 93 Push
- 94 Author Jorge \_\_\_ Borges
- 95 Freud's article
- 96 Yale students
- 97 Barely squeezed by

### DOWN

- 1 The terrible \_\_\_
- 2 Busy place
- 3 Computer hacker
- 4 Leaps
- 5 AK-47, e.g.
- 6 Lennon's Dakota roommate
- 7 In the past
- 8 Reporter's concerns
- 9 Ill-treat
- 10 Take \_\_\_ (become established)
- 11 Nincompoop
- 12 Door security feature
- 13 Coke alternative
- 14 Weaving machine
- 15 "Summer and Smoke" heroine
- 16 Beckham's target

- 23 Chain section
- 26 No matter which
- 29 Turn informer
- 31 Chop \_\_\_
- 32 Last piece of the piece of pie
- 33 Londoner, for short
- 34 Elton John-Tim Rice musical
- 35 Surefire
- 36 Hip-swinging dance
- 37 KP tool
- 38 Creation of Iwao Takamoto
- 39 Benin's neighbor
- 40 Halt
- 42 Import tax
- 43 "Diamonds on the \_\_\_ of Her Shoes"
- 46 Actress Stapleton
- 47 Interlaced
- 48 Polite fop's word
- 50 Continuity
- 51 Blowfish hazard
- 52 Bummer
- 54 Sea skeleton
- 55 Sudan's western neighbor

- 56 Generations
- 57 Southern constellation
- 58 Don Corleone's son-in-law
- 59 Gardener's sore spot
- 60 Tiny toilers
- 61 Large quantity
- 63 Conversation
- 64 Winnow
- 68 Give comfort
- 69 Building mixture
- 71 Possessions
- 72 Brace and \_\_\_
- 73 Security
- 74 Milit. bigwig
- 76 Fished in boots
- 77 Old West group
- 78 Rotunda topper
- 79 Devilish
- 80 "\_\_\_, vidi, vici"
- 81 Venetian jurist
- 83 Domingo offering
- 84 Director Fritz
- 85 Fencing piece
- 88 Whence came Mindy's beau
- 89 Order to a muddy dog
- 90 Young fox

	6		5	1															

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

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
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92															
96															

Sudoku and Crossword solutions on Page 15



## Queen's to host 2021 U SPORTS women's basketball finals

BY COMMUNICATIONS STAFF

The best university women's basketball players in the country will be coming to Queen's in 2021, as the university has been named the host of the U SPORTS Women's Basketball National Championship.

"Hosting a national championship of this calibre is a wonderful opportunity to showcase Queen's, our athletics program, and our outstanding student-athletes," says Leslie Dal Cin, Executive Director, Queen's Athletics & Recreation. "We look forward to welcoming teams from across the country to compete in what promises to be an exciting tournament."

The championship will be held from Thursday, March 11 to Sunday, March 14, 2021. The Queen's women's basketball team will earn automatic entry into the tournament as hosts, though they are perennially among the best teams in the country, finishing fourth at the 2017 tournament hosted by the University of Victoria.



Queen's University has been awarded the right to host the 2021 U SPORTS Women's Basketball National Championship.

"For our players in first and second year, this is an opportunity to play at a national championship, which is a highlight for

our student-athletes," says Gaels head coach Dave Wilson. "From a team standpoint, this will certainly be a motivating factor, and

will undoubtedly be beneficial for our recruiting over the next two years."

Queen's is no stranger to hosting national championships. The university was home to the men's volleyball championship in 2012, the women's rugby championship in 2015, and most recently, the women's hockey championship in 2017.

The event, which features a partnership with Tourism Kingston, will also bring many visitors to the city, including family members, friends, and fans of the visiting teams. There will also be opportunities for local basketball players and coaches to learn from some of the best basketball minds in the country.

U SPORTS also announced that Ryerson University will host the 2019 tournament in Toronto, while Carleton University and the University of Ottawa will share hosting duties for the 2020 tournament in Ottawa.

For more information, visit the U SPORTS website (usports.ca).

## fit tips

### Healthy balance

Time is tight, there's work deadlines, family obligations, big goals, bigger dreams. Going for it all without the help of a healthy body comes at a cost; your health, your time and the quality of how you live it. Here are a few suggestions to help find balance:

- Think health first. When you change the way you look at things, the things you look at change.
- Be a mindful eater. Eat breakfast, eat out less and fill your lunch with nutritious alternatives.
- Socialize less around food and drink and more around activity or activity inspiring events.
- Take advantage of the knowledge around you, get a workout plan from a personal trainer or attend lunch & learn sessions.
- Start today! Why put off tomorrow what you can do today. Start small, roll with it, add on and before you know it, you will be feeling healthier, happier, fitting it all in.

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- Boys Basketball Camp (ages 9 - 13)
- Travel Our City (ages 10 - 14)



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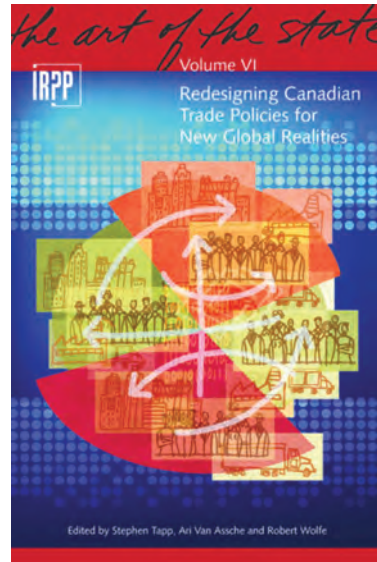


## books

*Redesigning Canadian Trade Policies for New Global Realities* – Edited by Stephen Tapp, Ari Van Assche and Robert Wolfe (School of Policy Studies)

In *Redesigning Canadian Trade Policies for New Global Realities*, leading academics, government researchers, and stakeholders from Canada and abroad analyze how changes in global commerce, technology, and shifting economic and geopolitical power affect Canada, and what this means for policy.

In recent decades, global commerce has changed dramatically. Production processes have fragmented across borders and international trade is about much more than trading final goods; increasingly it requires incorporating imports, performing intermediate tasks and services, exchanging know-how, as well as the use of foreign investment and foreign affiliate sales. The global policy context is also evolving with the rise of emerging economies and the proliferation of regional trade deals. Twenty-first century trade negotiations are quite complex, covering numerous policy areas and involving several federal government departments and levels of government. Taken together, these developments represent new realities for Canadian governments,



businesses, workers, and citizens.

Applying new perspectives from frontier research on global value chains and firm-level trade theory, this volume presents new empirical evidence and explores its policy implications for trade negotiations, foreign investment, services, regulation, digital trade, and innovation. By comprehensively reimagining the role of contemporary trade policies, *Redesigning Canadian Trade Policies for New Global Realities*, is essential reading for anyone trying to navigate the new global trade context.

## for the record

### ELECTIONS

#### **Elections being held for Senate, Board positions**

An online election is currently being conducted for one faculty/librarian/archivist position on the Senate and one staff position on the Board of Trustees.

Both positions are three-year terms commencing June 1, 2018

Emails went out Monday, Jan. 29 at 10 am to all faculty and staff at Queen's for their respective election, with details and instructions on how to vote.

Polls will close on Feb. 12 at 9 am.

If you have questions or concerns, contact the Office of the University Secretariat and Legal Counsel at (613) 533-6095 or email [univsec@queensu.ca](mailto:univsec@queensu.ca). Information about the nomination and election process is available online at the University Secretariat website [queensu.ca/secretariat/elections](http://queensu.ca/secretariat/elections).

### COMMITTEES

#### **Senate committee vacancies posted**

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](http://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 recommendations 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](mailto:senate@queensu.ca) if you have any questions

### APPOINTMENTS

#### **Robert Siemens reappointed as head of the Department of Urology**

Acting Dean of the Faculty of Health Sciences Christopher Simpson is pleased to announce that Benoit-Antoine Bacon, Provost and Vice-Principal (Academic), has reappointed D. Robert Siemens as head

of the Department of Urology, beginning Jan. 1, 2018. Dr. Siemens will hold the appointment until June 30, 2022.

Dr. Siemens graduated from Queen's University in 1988 with his Bachelor of Science, where he also earned his Doctor of Medicine in 1992. He went on to complete his residency in urology in 1997. In 2000, he finished his fellowship in urologic oncology at the University of Iowa.

Dr. Siemens first joined the Faculty of Health Sciences at Queen's in 2000 as an assistant professor in urology. He was promoted to associate professor in 2006, and then professor in 2011. He currently holds cross-appointments in the Department of Oncology and the Department of Biomedical and Molecular Sciences. Dr. Siemens was first appointed as head of the Department in Urology in 2012. In 2013, he was named director of the Centre for Applied Urological Research.

He has published over 150 peer-reviewed original manuscripts and book chapters. He has served on the executive board of many research societies and national as well as international specialty associations. He is currently starting his second term as Editor-in-chief of the Canadian Urological Association Journal.

## 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:** J1117-0516  
**Position Title:** Senior Staffing Officer  
**Department:** Dean's Office - Arts & Science  
**Salary:** \$62,145/Year  
**Grade:** 9  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Feb. 11

- **Competition Number:** J0617-1075  
**Position Title:** Cancer Research Study Coordinator

- **Department:** Canadian Cancer Trials Group  
**Salary:** \$58,454/Year  
**Grade:** 8  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Feb. 11

- **Competition Number:** J0617-0740  
**Position Title:** Senior Internal Auditor  
**Department:** Audit Services  
**Salary:** \$62,145- \$73,496/Year  
**Grade:** 9  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Feb. 19

- **Competition Number:** J1217-0314  
**Position Title:** Coordinator, Office of Indigenous Initiatives  
**Department:** Office of Indigenous

- **Initiatives**  
**Salary:** \$58,454/Year  
**Grade:** 8  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Feb. 15
- **Competition Number:** J1117-1026  
**Position Title:** Director, Faculty Relations  
**Department:** Faculty Relations  
**Grade:** 12  
**Job Type:** Permanent (Continuing)  
**Closing Date:** Feb. 11

### Successful Candidates

- **Job Title:** Undergraduate Program Assistant  
**Department:** Department of Biomedical & Molecular Science  
**Competition:** J0617-0638

- **Successful Candidate:** Katie Flindall  
**Job Title:** Internal Controls Manager  
**Department:** Audit Services  
**Competition:** 2017-055  
**Successful Candidate:** Sanjiv Sandhu
- **Job Title:** Senior Staffing Officer  
**Department:** Faculty of Health Sciences  
**Competition:** J0617-0938  
**Successful Candidate:** Katie Roberts (Human Resources)
- **Job Title:** Instructional Design Multi-media Support Analyst (USW Local 2010)  
**Department:** Faculty of Arts & Science - Continuing & Distance Studies  
**Competition:** J0717-0079

- **Successful Candidate:** Martin Tan (Continuing & Distance Studies)
- **Job Title:** Senior Research & Planning Analyst (USW Local 2010)  
**Department:** Arts & Science Faculty Office  
**Competition:** J0617-0048  
**Successful Candidate:** Lydia Scholle-Cotton (ADV Gift Planning)
- **Job Title:** Instructional Designer, Online Learning (USW Local 2010)  
**Department:** Faculty of Engineering and Applied Science  
**Competition:** J0717-0427  
**Successful Candidate:** Simon Bailey (Faculty of Engineering and Applied Science)

### PUZZLE SOLUTIONS

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

T	H	S	R	O	A	D	W	R	A	P	S	L	A	G	
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