

THE WORLD AROUND US



Now in its 10th year, the Queen's University International Centre Photo Contest provides students the opportunity to share their international experiences with the rest of the community. This year's contest drew submissions from around the world and here at home, from stark images of everyday life to the natural beauty of the world around us. See story and winning photos on Pages 4 and 5.

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Grant bolsters art conservation

Andrew W. Mellon Foundation funding for program increases focus on Indigenous material culture

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

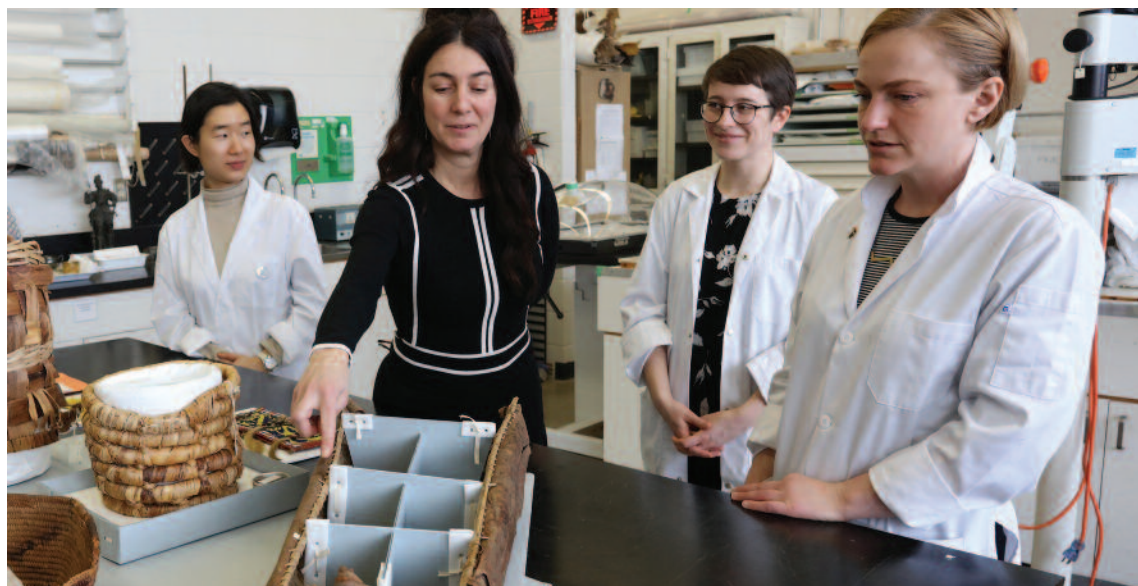
The internationally-recognized Master of Art Conservation program at Queen's has received a grant of \$632,000 over five years from the Andrew W. Mellon Foundation to develop conservation research and online courses with a focus on Indigenous material culture.

Specifically, the new funding will help initiate and implement comprehensive change to the program's curriculum and research activities and will help advance the university's goals of diversity, equity, anti-racism and inclusion.

The Andrew W. Mellon Foundation supports institutions of higher education and culture as they renew and provide access to a heritage of ambitious, path-breaking work. Importantly, this is the first time the United States-based Andrew W. Mellon Foundation has funded a Canadian art conservation project.

"We are very grateful to the Andrew W. Mellon Foundation for their generous support for this project," says Rosaleen Hill, Director of the Art Conservation Program. "We are excited to have this opportunity to engage with the broader community, nationally and internationally, in curriculum diversification. This project will have a significant and lasting impact through the development of online courses and the creation of an international network of colleagues focused on diversity."

Founded in 1974 as Canada's only graduate program in art con-



Amandina Anastassiades, Assistant Professor, Artifact Conservation, works with students restoring a selection of unique woven baskets. The program has received a grant of \$632,000 over five years from the Andrew W. Mellon Foundation.

servation, the Queen's program has established key priorities, including an increased focus on Indigenous material culture and ethics. As graduates from this program go on to care for objects and artworks in public and private collections, this project will have a fundamental influence on how these objects are preserved and accessed in future.

The new five-year project also focuses on developing strengths in research and curriculum on both Indigenous material cultures and modern media and is designed to increase course accessibility through the use of web-based learning. The proposed activities of the project include:

- Symposiums to engage the Canadian and international con-

servation communities, and the broader field of cultural heritage, in an open discussion related to the challenges involved in the development of new curriculum

- Hosting visiting scholars to build local, national and international networks which include Indigenous elders and knowledge keepers, to support curriculum diversification focusing on Indigenous material and modern media

- Web-based courses to maximize access to new curriculum content

- Increasing diversity in the conservation profession through engagement with under-represented groups, coordination with heritage institutions with Indigenous youth programs to provide a pathway to graduate studies in art

conservation

"One of our institutional research strengths, the Art Conservation program is internationally recognized for excellence in scholarship and for the development of graduates who go on to work in the world's leading museums, archives and galleries," says John Fisher, Interim Vice-Principal (Research). "This support from the Andrew W. Mellon Foundation will allow the program to better diversify and support a more inclusive and global approach to preservation, such as exploring new and innovative ways to recognize and incorporate traditional knowledge."

For more information on the program, visit queensu.ca/art/art-conservation.

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QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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PHOTO BY BERNARD CLARK

Statement from Principal Woolf on federal budget

On behalf of Queen's University, I applaud the Government of Canada for its significant investments in fundamental research through Budget 2018, which will revitalize research and scholarship in Canada.

The budget will support the important work of researchers at Queen's through an investment of \$925 million over five years in the tri-council funding agencies. This represents a 25 per cent increase, and is the largest-ever investment in investigator-led research in Canada. Overall, Budget 2018 contains nearly \$4 billion in new investments to support Canadian research including but not limited to the tri-councils. The budget will also support crucial research laboratories and infrastructure through

an investment of \$763 million over five years in the Canada Foundation for Innovation. This will result in permanent funding for the foundation of \$462 million per year by 2023.

Budget 2018 takes crucial steps to advance diversity and inclusivity in Canada's research system. A \$210-million investment over five years for the Canada Research Chairs program will support early-career researchers, help to increase diversity, and increase the number of women who are nominated as chairs. The budget also asks the tri-councils to collaborate to develop programs that will advance equity and diversity in the academy.

These measures complement Queen's own commitment to fostering diversity and inclusivity

through its faculty renewal efforts, and through special programs like Queen's National Scholars, which aim to energize and enhance Queen's research and to ensure our faculty is more representative of the community it serves.

I would also like to express my appreciation to Minister of Science Kirsty Duncan for commissioning Canada's Fundamental Science Review. The panel – which included Queen's Professor Emeritus and Nobel Laureate Art McDonald – heard feedback and concerns from across the sector on the nature of Canada's research landscape.

The measures included in this budget demonstrate clearly that the government has listened to those concerns and has taken action to ensure Canada's place as a

global research leader.

Queen's University plays a critical role in supporting Canada's prosperity by creating a highly-skilled workforce and fostering innovation and discovery. Our researchers are tackling some of the world's most pressing issues – from cancer to climate change – and are helping to improve the quality of life for all Canadians.

I thank Minister Duncan as well as Minister Navdeep Bains and Minister Bill Morneau, along with the government, for recognizing the importance of research to the prosperity of Canada and to the well-being of Canadians. We look forward to working with government in the coming years on ways to further strengthen research in Canada.

– Principal Daniel Woolf



Queen's
UNIVERSITY

New faculty profiles: Kristy Timmons

Kristy Timmons (Education) is one of the 41 new faculty members hired in 2017-18 as part of Principal Daniel Woolf's faculty renewal plans

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

This profile is part of a series highlighting some of the new faculty members who have recently joined the Queen's community as part of Principal Daniel Woolf's faculty renewal plans, which will see 200 new faculty members hired over the next five years – approximately 10 net new faculty hires per year. Kristy Timmons (Education) sat down with the *Gazette* to talk about her experience so far and how she made it to Queen's.

Tell us about yourself and how your first few months at Queen's have been.

My research and teaching are focused in the area of early child development. I completed my undergraduate degree at Ryerson University in Early Childhood Studies. This experience really taught me the importance of having both theoretical knowledge and practical experiences to truly understand child development. Upon graduation, I pursued graduate studies at the Ontario Institute for Studies in Education (OISE), in the Child Study and Education Master's program.

I really enjoyed working as a registered early childhood educator and a certified teacher. These experiences surfaced a lot more questions than answers about the education field. This led me to pursue a PhD in Developmental Psychology and Education at OISE/University of Toronto. While completing my doctoral studies I had the opportunity to teach in higher education at Ryerson University and the University of Toronto.

While I was writing my dissertation, in the final year of my doctoral work, this position in the Faculty of Education at Queen's was posted and it really felt like the perfect fit for me.

I have now been in the position since July 1, 2017 and I feel lucky to be at a university where there is so



Kristy Timmons, Assistant Professor, Faculty of Education, joined Queen's in the summer of 2017, as part of a faculty renewal program initiated by Principal Daniel Woolf.

much support for new faculty. In the Faculty of Education we have a mentorship program and are supported in our transition to Queen's. This mentorship group includes both formal and informal meetings. I was hired with two other new faculty members, Lee Airton and Alana Butler, who I am really fortunate to work with.

Tell us about your research.

My research interests centre on the processes that influence young children's learning, engagement, and self-regulation. Within this focus, I have carried out research with children, families, and pre- and in-services educators.

My doctoral work examined the influence of educator and child expectations on kindergarten children's literacy and self-regulation outcomes.

My current research focuses on two additional studies that were informed by findings from my doctoral work. The first is titled, "What is self-regulation anyway? Examination of the ways in which self-regulation is defined and promoted in early years practice and policy documents in Ontario."

The second is, "Beyond expectation levels: The influence of educator expectations, beliefs, and practices on children's learning outcomes in play-based kindergarten classrooms."

Sell us on taking a class with you.

I am currently teaching four courses in the Consecutive Bachelor of Education Program. I hope to teach a graduate course this fall.

I recently pitched a graduate course on self-regulation and executive functions. Self-regulation has been a research focus in many fields ranging from education to neurobiology to many subfields of psychology. One of the major challenges is that there is no universal definition for self-regulation, and with differing definitions comes varying ways of measuring it.

It is important that teachers are aware of how to support the development of self-regulation. I often talk about co-regulation with students, as self-regulation involves a social component where a parent or teacher can support children in developing skills to be successful at managing their behaviours, impulses, emotions, and thoughts. Think of a group of kindergarten students sitting on the carpet: one student is trying to talk to another student about their birthday party while the teacher is reading a story aloud to the class. The child has to inhibit their desire of talking to their friend about their birthday party in order to comprehend the story. With older students, the distraction could be looking on Facebook or checking a text message. These are really simple examples but are helpful in thinking about the daily interactions that require self-regulation skills.

Children's self-regulatory and attention skills are among the strongest predictors of future academic success. Although educators know the importance of self-regulation development, researchers and teachers alike continue to struggle to understand the complexities of what self-regulation is and how best to support it in a school context. I am hoping to offer a graduate course where we can begin to unpack the complexities of self-regulation and executive functions together.

You are teaching teachers so... what are some of the strategies you use in the classroom?

I apply a lot of strategies I used when I was a teacher to my teaching in higher education. It sounds a bit funny, but when you think about it, I am teaching at the Faculty of Education, many of our graduates will become teachers. I try to model strategies and practices that they will use in their classrooms.

I use various teaching approaches into my weekly class structure. I integrate a lecture component with in-class activities and discussions. I often integrate case studies into my lectures, as I find this allows students to reflect on real practice situations. I promote student involvement in the courses I teach through think, pair, and share interactions and small group discussions. I often encourage students to begin discussing concepts in these smaller groups and then ask for a group leader or a member of the partner team to summarize key points that have been discussed.

This past term, I had the opportunity to teach a Foundations of Psychology course where I had

over 500 students. This was my first time teaching a large lecture-style class and I am continuing to learn what works and does not work in that teaching context.

Given your interest in early years education... what is your favourite kid's book, and why? And what was your favourite subject in school?

Picture a Tree by Barbara Reid. I like to promote inquiry-based learning methods with students. In one of my classes, before reading the story, I asked the students to picture a tree and then to draw what they were picturing. Some drew a family tree, some drew a Christmas tree, and others had personal stories about a tree they had planted in their backyard or a tree they pass by on their daily run.

I emphasize in my literacy and language course how to use story-books as a starting point into an exploration. I think these examples demonstrate the unique ideas and perspectives students bring with them to their teaching and learning.

My favourite subject... language arts or social studies.

Anything you do to unwind?

Since moving to Kingston, I have taken up rock climbing which is something I never tried before. Unwinding for me often involves being active... spinning, weight lifting, and walking my dog. I am looking forward to exploring more of Kingston this summer. I went to Wolfe Island last year but I am hoping to see other islands this year.

What are you most grateful for?

I had an interest in research and teaching in the early years. With this role at Queen's, I have found a path that brings teaching and research together. From early on, I knew I was interested in teaching yet I always had questions I wanted to explore in a research capacity. I am grateful to be in a position where I get to teach in higher education, work in the early years through my research, and continue to explore questions with the hope of improving the education of our youngest learners.

I am also really grateful to have a loving supportive network of family and friends around me who have supported me in accomplishing my goals. They have provided that extra external motivation when my internal motivation was running low.

I am the only teacher in my family, my brother's background is in musical theatre and I remember telling him 'teaching is my stage.'

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QUIC Photo Contest



SHADE OVER A WARM HEART

I visited my friend who lives in Iran and we went on an unforgettable road trip to experience the rich history and beauty the country has to offer. This photo was taken when we stopped in Abyaneh, one of Iran's oldest villages. It is located in a desolate valley, and has maintained its authenticity with its old red clay houses and traditional peoples. Walking around the village was a surreal experience; it was like walking through a ghost town because most of the homes had been deserted and the people who still lived in the village were indoors escaping the harsh midday heat (it was about 42 degrees Celsius at the time). Considering these harsh conditions, it was a precious moment when we came across an old, frail Abyanaki woman sitting in a slither of shade outside her home. The moment she saw us, her face lit up and she greeted us with an affectionate smile, at which point I took this photograph. She then offered us some dried pears that she had prepared, which was such a humbling experience as she had so little and was willing to share with complete strangers. This photo encapsulates my personal experience of Iran: a hostile environment superimposed by people who are warmhearted and a culture that is rich and resilient.

– Ana Sofijanic

WORLD VIEWS

BY COMMUNICATIONS STAFF

A growing number of Queen's students participate in global learning opportunities through Queen's exchanges. At the same time, the number of students coming to Queen's from around the world is increasing every year.

Through the Queen's University International Centre (QUIC) Photo Contest this diverse group of students has the opportunity to share some of their amazing experiences. Now in its 10th year the annual contest continues to draw images from around the world, across Canada, as well as here on campus. Each year, close to 150 students submit their photos to the contest.

This year's winning photo, as selected by a panel of judges, was submitted by Ana Sofijanic, an international graduate student from South Africa (Master's in Civil Engineering), taken during a trip to Iran. The image captures an Abyanaki woman as she escapes the midday sun, sitting in the shade of the old red clay houses that make up the village of Abyaneh.

"I thoroughly enjoy photography because it requires me to be aware of my environment and have an eye for subtle details and beauties that I would usually overlook. I think QUIC has provided a really cool platform for students to share their talents and get a glimpse into each other's worlds through photography," Ms. Sofijanic says. "I'm overjoyed that the judges saw something special in my photo and chose me as the overall winner, especially considering the beautiful photographs that were submitted by other students. I would like to thank the QUIC team for this award, because it has given me confidence and enthusiasm to keep taking photos, and most importantly, share them with others."

The contest features four categories – People and Culture; Landscape and Nature; Home Away From Home; Critical Global Issues.

This year's category winners are:

- People and Culture – Julien Roger – Exchange from ESSEC Business School – People conditioned by their device vs. genuine people

- Landscape and Nature – Emilia Ciobanu – ConEd'18, was on exchange in Grenoble, France – Beetle's Juice

- Home Away From Home – Shirley Wong – Artsci'18, international student – Under the same sky as home

- Critical Global Issues – Sifeng Lu – Exchange from Shanghai University of Finance and Economics – Coca-Cola

"It is a delight to review the amazing student stories and photographs each year," says Hanna Stanbury, Programs Coordinator, QUIC. "Our students have such an incredible international experience and knowledge. QUIC is proud to provide this opportunity for students to share with our community to remind us of the diversity at Queen's."

A special display of the photos is being hosted at the QUIC in the John Deutsch University Centre, starting Wednesday, March 7 at 4:30 pm.

See more submissions online at quic.queensu.ca/about-quic/photo-contest/.



CRITICAL GLOBAL ISSUES WINNER – Sifeng Lu – Exchange from Shanghai University of Finance and Economics – Coca-Cola. Taken in San Miguel, Mexico



LANDSCAPE AND NATURE WINNER – Emilia Ciobanu, ConEd'18 – Beetle's Juice. Taken in Grenoble, France



HOME AWAY FROM HOME – Shirley Wong – Artsci'18, international student – Under the same sky as home. Taken in Kingston



PEOPLE AND CULTURE – Julien Roger, exchange from ESSEC Business School – People conditioned by their device vs. genuine people. Taken in Paris, France.

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

Unveiling Queen's forgotten black history

The following column was first published on the Principal's Blog (queensu.ca/connect/principal/).

I asked Edward Thomas (Sc'06, MASc'12) to write a guest blog about Black History Month at Queen's focusing on the research he's conducted over this past year around one of the most shameful events in our university's history: the expulsion of black medical students in 1918.

I am both fascinated and saddened by what he has uncovered, and hope to work with Edward and others to acknowledge these very troubling events in our history, the legacies of the students we abandoned and make some kind of amends.

Many thanks to Edward for his research and lending his expertise to this post.

– Principal Daniel Woolf

The roots of Black History Month date to the 1920s. The American scholar Carter G. Woodson, PhD., understood how the stories a society tells itself can either expand or

limit its sense of what's possible. He first promoted the February observance to expand his nation's sense of what black life meant to its past, present and future. He positioned the annual commemoration in opposition to historians who ignored black contributions and achievements. But Woodson's Black History Month aspired to more than annual recitations of well-known tales—he wanted to engage everyone's curiosity and remind us how black people have contributed to all stages of our national, local and institutional stories. He wanted people to understand that black history is intertwined with everyone's history.

I learned last year just how deeply black history is woven into Queen's history as I researched the circumstances and consequences

of our university's notorious expulsion of black medical students in 1918.

I entered this work, framing Queen's Black history as a retelling of the financial benevolence of Robert Sutherland in 1878 and Alfie Pierce's decades of minstrelsy ending in 1951. I emerged from this work having discovered something much more expansive — scores of black medical students between 1900 and 1922 who became medical heroes, statesmen, patrons, tycoons, clerics, builders, activists and advocates. In their time, these alumni became historically significant engines of changes affecting us all. I had the honour of presenting 10 of their stories on Feb. 15 at Robert Sutherland Hall (thanks to Queen's African and Caribbean Students Association).

The individual stories are remarkable. They include Dr. Hugh G. H. Cummins (Premier of Barbados), Dr. Clement Courtney Ligoure (North-End medical hero of the Halifax explosion), Dr. Simeon A. Hayes (co-founding director of C.L. Financial) and many

others. The personal and professional networks of Queen's 1900-1922 black medical alumni intersected many of the leading thinkers of the 20th century. Even more remarkable is that their names remained unacknowledged at Queen's for 100 years.

The research of Queen's early black medical alumni overturns a 100-year-old narrative about the nature of the 1918 expulsions, their immediate consequence and their ultimate meaning to this university's development. The research shows how Queen's was Canada's leading centre for black professional education in 1917. The research demonstrates the alumni's significant roles in shaping history in Canada and around the world. The research expands our consideration of what Queen's could have, but did not, contribute to the 20th century's long march in the direction of social, economic and political progress.

There are troubling implications stemming from this work. The evidentiary rationale for the university's historic turn against

The research of Queen's early black medical alumni overturns a 100-year-old narrative about the nature of the 1918 expulsions, their immediate consequence and their ultimate meaning to this university's development.

black students is troubling. The unsettled matter of our official resolutions against black students is troubling. Our broken relationship with the legacies of the affected black students is troubling. Most troubling is the intervening century during which our community of scholars, myself included, has ignored the contributions and achievements of these black alumni. If one can know a culture by observing the stories it tells about itself, one can know a university's character by the effort it expends to faithfully understand its own history. This year's Black History Month has given us new waypoints to explore and understand Queen's history.



Edward Thomas

Chasing a dream – How do you repay someone for saving your life?

The following column was written by Kyla Tozer, Bachelor of Health Sciences student and organizer of the Neuro Race Weekend. It was first published through the Dean On Campus blog (healthsci.queensu.ca/deans_blog).

The question I kept asking myself – How do you repay someone for saving your life? – slowly began to have an answer. To my surprise, the answer wasn't what I thought it would be. I figured that somewhere along my journey I would hear a



Kyla Tozer

doctor would tell me "this is how you can repay us," but that moment never came. It was such a hard question because the answer was not a tangible thing. I couldn't put a price on repayment because there is no amount of money in the world that can add up to

someone's life. I finally realized that I needed to change my question – How can help the team that saved my life, continue to save other people? – and this has such an amazing answer.

In 2009, I was diagnosed with a meningioma brain tumour. At the time, the life that I was living was no life at all. I had severe headache pain, worsening vision, hand tremors – things no one should be subjected to. When I received the diagnosis, I thought I would be scared, but ironically, it was the moment when I felt the most at ease. I had such faith and confidence in the neurosurgery team that my worries didn't seem to surface. I know I am one of the lucky ones; I went into surgery with little to no life ahead of me, and now, because of them, I am in a place where I can grow as a mother, daughter, sister, student, and best of all – individual.

On May 7, 2017, the Neuro Race Weekend happened here in Kingston. This was my way of saying "thank you" for saving my life. When I think back to this day, my emotions overflow. We all arrived at the event at 5 am (don't worry

future runners, this isn't the start time) to begin the preparation. I looked around at the tired faces of those who got out of bed on a rainy Sunday morning to help me set up. We began to load up the trucks and set up the course, I remember laughing and thinking to myself, "I hope people are happy and have fun today." As I got back to the Norman Rodgers Airport and saw the runners warming up; doctors, nurses, families, and kids were all smiling as they prepared to accomplish something they had been training weeks on end for. It hit me, I did it – I answered my question. "How do you repay someone for saving your life?" You help them save other people.

Throughout the day, I watched all ages of runners cross the finish line; 500 runners ranging from Grade 2/3 students at Centennial Public School to 90+-year olds just wanting to say thank you. There was a special vibe that day that I can't explain – it was that moment when people could come together and it didn't matter if you had a tumour, aneurism, concussion, stroke, spinal surgery, epilepsy, hemorrhage, depression/anxiety,

or you just wanted to support someone. Today was the day that we were all there to support each other. I have always explained the path to recovery as a bridge, and the neurosurgery team builds us a bridge to get over an ocean of problems. But, it takes the first person walking the bridge to help the next person cross without fear.

The day wrapped up flawlessly, with the military Search and Rescue helicopter landing to show their support. Everyone walked away feeling like they accomplished their goal. There is a special thing about Kingston – we are a close community and when we all come together, amazing things can happen. On June 1, Chase a Dream – Neuro Race Weekend donated \$26,533.12 to the neurosurgery department at KHSC. With 63 local sponsors, 500 runners, and a strong community, we made this happen.

There are times in your life when you get to a crossroads and one path seems easy, and the other seems terrifying. More often than not, that terrifying path is the one that leads to the greatest discoveries. After the launch of the 2017

Neuro Race Weekend I decided to change my path. I never excelled in high school and the idea of attending Queen's University was nothing more than a dream in my wildest imagination. But after the surgery and "recovery," I discovered something that many of us brain injury survivors discover. I was the new me. This new life I have been granted had a brighter future, and being accepted into Queen's Health Sciences has been an accomplishment I would not have been able to gain if it wasn't for this new life.

On May 6 we will host the second annual Neuro Race Weekend. We need the support and strength of the Queen's community to come together and support not only the team that saved my life, but the lives of loved ones all around us.

When people think of the Neuro Race Weekend, I want people to think one thing – it's never too late to say thank you. And most importantly, we are and always will be...

Stronger. Together.

Visit facebook.com/Neurohalf/ for details about this year's event.

Queen's in the news

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

NEWSPAPERS

Galen Watts (Cultural Studies) had his op-ed on human rights over religion published in the Winnipeg Free Press.

Yolande Chan (Smith School of Business) was interviewed by the Globe and Mail about the growth of small businesses.



Kathleen Lahey (Law) commented in the Globe and Mail that making the act of paying women less than men for work of equal value illegal would go a long way toward achieving gender equality in the workplace.

Jeffrey Collins (History) reviewed the book 'The Fatal Discord of Luther and Erasmus' for the Wall Street Journal.

Judith Davidson (Psychology) spoke to the Globe and Mail about the pros and cons of six online aids for coping with sleep loss in the move to daylight savings time; discussed the merits of weighted sleeping blankets.

Louis Delvoie (Centre for International and Defence Policy) says in his regular column for the Kingston Whig-Standard that rather than making friends and influencing people, President Trump seems bent on alienating as many people and countries as he possibly can.

Sharry Aiken (Law) says in the

Globe and Mail that no action on the designated countries of origin policy and a "stay the course" approach as asylum seekers have surged across the border raises questions about the Liberal's asylum policy. The comments also appeared in 30 newspapers across Canada.

Veldon Coburn (Political Studies) commented on being banned from Twitter for comments on the Colten Boushie verdict in the Toronto Star and Ottawa Citizen.

Ahmed Mian (Family Medicine) says in the Globe and Mail that influenza is taking a higher-than-usual toll on children in Canada so far this year.

Kathy Brock (Political Studies, School of Policy Studies) says in the National Post that the carbon tax will likely emerge as a key issue in the PC leadership debate; says the Trudeau government is brilliant at messaging and understands the idea of symbols. Her interview appeared in over 20 outlets, including the Financial Post, iPolitics, CP24, and Metro News.

Kenneth Wong (Business) says in the Hamilton Spectator that it's not a coincidence that McDonald's is sprucing up the Happy Meal image now.



Bruce Pardy (Law) discusses the impact ideologies are having on Canadian law in his op-ed on

the social justice revolution, published in the National Post.

ONLINE

Tandy Thomas (Smith School of Business) told Huffington Post that consumers are no longer interested in helping companies that don't share their values.

Nicholas Bala (Law) says now is the time for a major overhaul of the Divorce Act in Law Times.

Antonio Nicasso (Languages, Literature and Culture) told Vice Canada that the constant thwarting of high-profile cases is symptomatic of a deeper malaise within Canada's overall strategy in fighting organized crime.

Roel Vertegaal (School of Computing) says in phys.org and New Atlas that a new technology combining LEGO bricks and drones has the potential to take experiential learning to an entirely new level.



Louise de Lannoy (School of Kinesiology and Health Studies) says in D'Marge that a submaximal fitness test is a pragmatic alternative to maximal fitness tests.

TELEVISION

Kenneth Wong (Smith School of Business) discussed changes to how businesses are doing busi-

ness with Global TV National.

Nick Graham (School of Computing) told CKWS TV that even though virtual reality technology has been around in some form or another for decades, it's still very much in its infancy.

Wendy Craig (Psychology) spoke with CTV National Network News about raising awareness of bullying through Pink Shirt Day.

RADIO

Jonathan Rose (Political Studies) appeared on CBC Ontario Morning talking about a ranked ballot system.

Jacalyn Duffin (History, Philosophy, Education, School of Medicine) discussed the ethics behind paid plasma clinics on CBC's The Sunday Edition.



Rosaleen Hill (Art Conservation) appeared on CBC's All in a Day discusses how a new grant from the Mellon Foundation will help advance the art conservation program at Queen's.

MAGAZINES

Judith Davidson (Psychology) told Reader's Digest that insomnia can be the result of a loss, relationship stress, high stress at work, illness, or pain; the cause may also

involve racing thoughts and worries.

Denise Ernst (Law) says in Canadian Lawyer Magazine that when it comes to actually reporting a claim to the insurance company, it's important to know the difference between a breach, an event, and an incident.

Jennifer Turnidge (School of Kinesiology and Health Studies) says we need to figure out how to re-create whatever makes smaller cities so successful in cultivating elite athletes in an article titled 'A women's hockey juggernaut, brought to you by small cities and towns' in Maclean's Magazine.

Beverley Baines (Law) says in Canadian Bar National Magazine that at no point is it ever relevant to question whether women have a constitutionally protected Charter right to abortion.



Roel Vertegaal (School of Computing) explains in Wired Magazine that flexible phones are built to withstand pressure, are built to curve in your pocket, and are lighter.

Report updates Queen's Pension Plan deficit

BY PETER JEFFREY,
ASSOCIATE DIRECTOR,
NEWS AND PUBLICATIONS

An actuarial valuation on the Queen's Pension Plan (QPP) has been completed as of August 2017 and will be presented for approval to the Pension Committee of the Board of Trustees at their upcoming meeting in March. This report updates the results from the previous report issued in early 2015, as of August 2014. Under provincial regulations, actuarial

valuations must be filed with the provincial pensions regulator every three years.

The valuation examines the financial state of the pension plan on both a "going concern" basis, which assumes the plan continues to operate normally, and a "solvency" basis, which assumes the plan is closing today. As the plan sponsor, the university is required to make special payments into the plan if a deficit exists under either approach.

The 2017 valuation results set

the QPP's going concern deficit at \$32 million, a large decrease from the \$175 million in the 2014 report. Much of this improvement is due to strong investment gains on pension plan assets over the past several years. The solvency deficit remains significant, increasing slightly to \$313 million from \$285 million in 2014.

Under the solvency relief provisions, the university's estimated annual special payments are expected to be \$19 million per year starting in 2018, down slightly from the current \$20.7 million per year. Annual special payments of approximately \$50 million per year would be required if no solvency relief program was in place.

"It's important that Queen's has a viable pension plan for all current and retired employees and Queen's has been taking the necessary steps to ensure that the long term financial sustainability of the plan is being addressed in a responsible manner," says Donna Janiec, Vice-Principal (Finance and Administration). "At the same

time, the university will continue to benefit from partial solvency relief from the province which will allow us to address our ongoing pension obligations while investing in other important university priorities, such as faculty renewal, inclusivity and diversity initiatives, and deferred maintenance."

The university has been building a special reserve fund over the past three years to offset the impact of future solvency deficit payments or to potentially ease the transition to a new university sector jointly sponsored pension plan (JSPP). Contributions to the pension reserve will continue during the 2018-19 fiscal year, with a decision on future years to be made as part of the 2019-20 budget process.

At the same time, Queen's is continuing to work with two other universities, including participating employee groups, and the provincial government on the creation of a multi-employer, jointly sponsored pension plan for the university sector in Ontario. Queen's, the University of

"It's important that Queen's has a viable pension plan for all current and retired employees and Queen's has been taking the necessary steps to ensure that the long term financial sustainability of the plan is being addressed in a responsible manner."

– Donna Janiec, Vice-Principal (Finance and Administration).

Toronto, and the University of Guelph are now looking to finalize the outstanding design and governance elements of the project. All Ontario universities will have the option to join the JSPP once established.

More information about the Queen's Pension Plan is available on the Human Resources website (queensu.ca/humanresources). Anyone with pension-related questions may contact Bob Weisnagel, Director, Pension Services at bob.weisnagel@queensu.ca or ext. 74184.

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Pursuing a dream at the Paralympics

James Sawchuk is headed to Pyeongchang as an athletic therapist for the Canadian men's sledge hockey team

BY ANDREW CARROLL,
GAZETTE EDITOR

For James Sawchuk it has been a hectic few weeks since he found out that he is going to the Pyeongchang Paralympics.

An athletic therapist with Queen's Athletics and Recreation, Mr. Sawchuk will be supporting Canada's sledge hockey team in their pursuit of a gold medal.

While he completed the paperwork in the fall and was added to the team's long list, he only found out on Jan. 17 that he was going to South Korea. The Paralympics are being held March 9-18.

Since then it has been a rush to get everything in order.

"When they phoned I was absolutely surprised because I really felt that when I did the long list stuff, it was probably exactly that, a long shot, especially a month out from the Olympics," says the Mallorytown resident. "So those two weeks of organizing, scheduling and all the things I needed to get into place, it felt overwhelming. Not only looking at the things that need to be done in the two weeks prior to leaving for Pyeongchang but even towards the end of March and having everything sorted out for that."

Fortunately, he has the full support of Athletics and Recreation to



James Sawchuk received a jersey and bronze medal as the athletic therapist for the men's hockey team at the 2017 Winter Universiade in Almaty, Kazakhstan. He is now headed to the Pyeongchang Paralympics with the men's sledge hockey team.

pursue this dream opportunity.

"They were very keen to support this experience," he says.

"The biggest sort of hurdle is that it is playoffs season for several Gaels teams. The question was how are we going to manage all that? So we sat down and came up with a schedule that was going

to let me to go and still have the coverage and support that we have here."

With all the groundwork complete, Mr. Sawchuk then traveled with the team to Buffalo where they faced off with their rivals from the United States in a Paralympics warmup. Finally, the

magnitude of what lay ahead started to sink in.

"I think when it really hit was when the Canadian Paralympic Committee officially announced the team and the staff (after the camp on Sunday, Feb. 11)," he says. "We woke up, had our gear fitting, got the gear that afternoon.

That's when it was 'Wow, okay. This is happening in two weeks. I am hopping on a plane and flying to Korea.'"

At the Paralympics Mr. Sawchuk will be working to make sure the players are in game shape, helping them with any injuries or aches picked up in a physically-demanding sport.

"The whole purpose of me being there is to support the players to allow them to take the last four years of work and preparation and be able to put it all out there and be on the ice and participate to the absolute best of their ability," he says. "Yes, there are obviously things I want to achieve as well but in the end I'm going to Pyeongchang for those players who have been busting it for four years to make sure they live out their Olympic experience."

This won't be Mr. Sawchuk's first international work. At the Winter Universiade in Almaty, Kazakhstan, he was the athletic therapist for the Canadian men's hockey team led by Queen's Gaels head coach Brett Gibson and held the same position for the men's volleyball team at the 2007 Universiade in Bangkok, Thailand.

Paralympic hockey starts on Friday, March 9. Canada is competing in Group A with Italy, Norway and Sweden.

UNIVERSITY COMMUNICATIONS

grad studies

THESIS DEFENCES

Friday, March 9

Mingjie Song, Geography, 'A Framework with Improved Spatial Optimization Algorithms to Support China's "Multi-Plan Integration" Plan-

ning at the County Level'. Supervisor: D. Chen, E314 Mac-Corry Hall, 9:30 am.

Thursday, March 15

Douglas James Nesbitt, History, 'Days of Action: Ontario's Extra-Parliamentary Opposition to the Common

Sense Revolution, 1995-1998'. Supervisor: K.E. Dubinsky, 402B Gordon Hall, 2:30 pm.

Wednesday, March 21

Marla Dobson, Art History, 'The Horse-Drawn Omnibus in Victorian Visual Culture'. Supervisor: J. Helland,

402B Gordon Hall, 1 pm.

Monday, March 26

Kenneth Shawn Newman, Cultural Studies, 'Unsettling Hegemonic Whiteness in Cultural Production: Praxis-Based Approaches in Concert Dance'. Supervisor: M. Walker, 402B

Gordon Hall, 1 pm.

Tuesday, March 27

Carolyn Klaske Mensing, Art History, 'Netherlandish Painting in Portugal: Trade, Reception and Impact Around 1500'. Supervisor: R. Spronk, D120 Mac-Corry Hall, 9:30 am.

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Learning Outcomes Assessment project in new phase

BY PETER JEFFREY,
ASSOCIATE DIRECTOR,
NEWS AND PUBLICATIONS

During their undergraduate years, students are busy mastering their course curriculums. But there is a growing focus across Queen's University on ensuring their critical thinking, creative thinking, and problem solving skills are also being put to the test at every opportunity. These transferable skills are what employers are interested in, and can really help when students get out into the job market.

This is where the ongoing Learning Outcomes Assessment project at Queen's comes in. It's funded by the Higher Education Quality Council of Ontario (HEQCO) and has now entered a new phase with the launch of the Cognitive Assessment Redesign (CAR) initiative.

"This initiative is aimed at taking into account everything we have learned so far about how to measure and embed more cognitive thinking skills into undergraduate courses," says Jill Scott, Vice Provost (Teaching and Learning). "It also provides our faculty with support to increase their capacity to specifically develop and assess transferable higher-order skills."

To get things started, instructors from 25 first- and fourth-year courses expressed interest in re-designing assignments materials



Wanda Beyer, Assessment Facilitator, left, reviews a standardized rubric with Natalie Simper, Assessment Research Project Manager in the Centre for Teaching and Learning.

to support student skill development. The courses from several different faculties each received a \$5,000 grant to fund the modification or improvement of their courses. Each was also paired with an assessment facilitator with expertise in their area to help them align their assessments to a set of standardized rubrics.

A rubric is essentially a tool for teachers that defines and describes what is expected for a specific level of achievement. Queen's has settled on a set of standardized rubrics that articulate four levels of achievement, aimed at the demonstration of skills from first to fourth-year undergraduate education.

"As the research is showing,

one of the best ways to measure a student's ability to apply knowledge or skills as they would in the real world is to embed critical-thinking and problem-solving challenges into their regular course work and then assess it as part of their mark," says Brian Frank, Associate Dean (Teaching and Learning) and co-Principal Investigator along with Dr. Scott. "The important part is ensuring the standardized rubrics are being applied by all instructors in the same way so we can gather reliable data and thereby get a clearer picture of how much our students are typically improving during their undergraduate years at Queen's."

As part of this rollout, teaching

assistants working with participating instructors are also being specially trained to score assignments that align with the standardized rubrics. This will ensure they are all marking consistently across a course that has quite a few students and quite a few teaching assistants.

"For students, this new way of designing authentic assignments or assessments has a lot of benefits. When they receive the rubrics up front it helps them figure out what they need to demonstrate to receive top marks on the assignment. They can also then compare their eventual mark to the rubric to see where they can improve," says Natalie Simper, Assessment Research Project Manager in the Centre for Teaching and Learning.

"Instructors are reporting students are appreciating the clearer direction the rubrics provide and have fewer questions both during and after their assignments."

Along with this authentic assignment work, a selection of students in first and fourth year are also writing a standardized test this year. The ETS HEIghten assessment also aims to measure the students' ability to both analyze and synthesize complex information.

"So far about 1,500 students have written the test this year. We have developed methods to effectively compare the first and fourth-year groups' test results so

we can quantify the difference. These results support the validity of rubric evaluation of the authentic assignments," says Ms. Simper.

Queen's is one of seven universities and colleges in the Learning Outcomes Assessment Consortium created by HEQCO in December 2012. The organization will soon publish the results from the first phase of the Learning Outcomes Assessment project completed last year at Queen's. As for next steps, the program has received the green light for the 2018-19 academic year to ensure the initiative can continue to grow.

"Overall, our aim in this phase is to create a hub or network of instructors and facilitators who are able to share their expertise in cognitive assessment redesign with their colleagues. This way the work will begin to spread organically for the benefit of students and instructors alike," says Dr. Scott. "Most people at Queen's have likely never been part of a project like this before and it can change how you think about your role or practice as a teacher. It is a different way to think about assessment but it's quite invigorating to apply fresh techniques and new knowledge to the educational work we all believe in."

For more information on the CAR initiative or the overall project, visit the Learning Outcomes Project webpage or contact natalie.simper@queensu.ca.

Stepping up cybersecurity through new online course

BY PETER JEFFREY,
ASSOCIATE DIRECTOR,
NEWS AND PUBLICATIONS

Through the ever-expanding internet, people at Queen's can connect with peers around the world and find information to help with their research and other professional endeavours. But along with all this opportunity, comes exposure to some serious risks.

Universities have become tar-

gets for cyberattacks as they own vast amounts of valuable research and financial information. Universities are also often vulnerable as they are designed for collaboration and have a high volume of employees who bring their own devices to work.

Most of these attacks are launched by organized crime, state or nations, hacktivists, or insiders. Over the last few years, Queen's and several large Canadian uni-

versities have fallen victim to damaging cyberattacks, including the University of Alberta, Carleton University, and the University of Calgary, which paid \$20,000 in a ransomware attack that hijacked some of their computers.

It's why stepping up cybersecurity is an important priority at Queen's. The university's information technology system underpins all of our academic and research activities, and is crucial to our financial sustainability. To safeguard it, Queen's has been implementing a number of new cybersecurity measures behind the scenes recently, and next up is the launch of a new online course.

The Cybersecurity Awareness Course is now available for all full-time or term employees who have a continuing relationship with the university. The course takes about 45 minutes to complete and features modules on phishing, ransomware, and mobile security.

"Everyone at the university has a role to play in preventing cyberattacks and this course will give faculty and staff the latest information to help them protect their devices and all of their professional, research, and personal data from being hijacked, stolen, or even destroyed," says Jennifer Doyle, Chief Information Officer. "As we've seen in other cyberattacks in Canada and the U.S., a cyberattack can cause significant financial and operational damage."

To promote the course, members of the cybersecurity awareness project are now beginning to meet with faculties and departments across campus to talk about who should take the course in their area. Everyone identified will then receive an email invitation with a link to the course webpage.

"Each area of Queen's is unique, and this customized approach will allow us to work closely with large and small teams across campus to answer people's

questions and encourage them to participate," says Denise Ernst, Information Security Officer. "Our goal is to reach an 80 per cent participation rate by the end of 2018."

A few weeks after completing the course, users can expect to be part of an interesting follow-up exercise. They will be sent spoofed emails to see if they can avoid being "phished." If all goes well, they will identify the email as phony and report it to abuse@queensu.ca.

"The phishing exercise is a safe and timely way for us to measure the effectiveness of the awareness course and to reinforce the course material by reminding people of what they learned," says Ms. Ernst.

Meetings with different areas are now being scheduled but the course is already available online for anyone who would like to log in and take it now. It can be accessed at queensu.ca/its/securitycourse.

An advertisement for Randy Zarichny, a real estate broker. It features a photo of Randy on the left and text on the right. The text lists his achievements: Queen's Commerce '89, Queen's Football Hall of Fame, 23 Years Award Winning Experience, Top 4% in Canada, and Instructor Ontario Real Estate College. It also includes the Royal LePage logo and contact information: Broker, 613-532-1789, zarichny@kingston.net, randyzarichny.ca, and a list of addresses and phone numbers for ProAlliance Realty Brokerage in Kingston.

Six students inducted into Tricolour Society

BY COMMUNICATIONS STAFF

Six students – Hana Chaudhury (Com'18), Emilio Frometa (MIR'18), Max Garcia (Cmp'17), Asha Gordon (Artsci'18), Adam Grotsky (Artsci'16, Law'19), and Alexandra Palmeri (NSc'18) – have been named recipients of the Agnes Benidickson Tricolour Award, one of the highest honours a student can receive from the university.

“These are the best of the best that we have at Queen’s,” says Rector Cam Yung (Artsci'17), whose office is in charge of selecting which students are inducted into the Tricolour Society. “These are people who help others in need of support and have recognized gaps that have impacted students and the Kingston community. They have stepped up when others were at low points and worked their butts off to support and advocate for others.”

Students are selected for their distinguished service to the university in non-athletic, extra-curricular activities, with the three tenets being service, leadership, character.

This year’s recipients:

Hana Chaudhury has a long list of activities and roles advocating for students, in particular for women and racialized students on campus, including serving on the Principal’s Implementation Committee on Racism, Diversity and Inclusion, Queen’s Female Leadership in Politics and Queen’s International Affairs Association.

Emilio Frometa is the offensive captain of the Queen’s foot-



This year’s recipients of the Agnes Benidickson Tricolour Award are, clockwise from top left: Hana Chaudhury (Com'18), Emilio Frometa (MIR'18), Max Garcia (Cmp'17), Asha Gordon (Artsci'18), Adam Grotsky (Artsci'16, Law'19), and Alexandra Palmeri (NSc'18).

ball team and the founder of the Autism Mentorship Program, an organization that pairs varsity athletes with children who have Autism Spectrum Disorder (ASD).

Max Garcia has spent much of his time at Queen’s helping students making the transition from high school and then to life after Queen’s, whether that is being a residence don or serving as president of the Queen’s Student Alumni Association. He advo-

cated for classmates as president of the Computing Students’ Association and successfully lobbied the School of Computing to hire another professor.

Asha Gordon has been an integral part of race and ethnic inclusion at Queen’s through her work with clubs such as Queen’s Black Academic Society and Levana Gender Advocacy Centre. She worked with colleagues, students and alumni to co-found the

Queen’s Black Alumni Chapter.

Adam Grotsky is the former president of Arts and Science Undergraduate Society (ASUS) and current president of Society of Graduate and Professional Students (SGPS) who implemented several crucial programs, most notably the Arts and Science Internship Program, which provides students with invaluable work experience to complement their in-classroom learning.

Alexandra Palmeri has had a positive impact on her faculty during her three years as Nursing Science Society president. Among her many accomplishments were supporting students through the academic appeals process, advocating for curriculum changes, revitalizing two workplaces for students, and co-founding Threads of Inquiry – a clothing company that raises funds for undergraduate nursing student research.

“I want to thank all the recipients for their service. That is the purpose of the Tricolour Society – to say thank you,” says Mr. Yung.

The Tricolour Award has a long history at Queen’s. It was first handed out in 1940, and one of those original recipients was John Matheson (Arts'40, DSA'77, LLD'84) who went on to serve in Ottawa as a Member of Parliament. In 1967, he helped create Canada’s highest civilian honour, the Order of Canada, which he said he based on the Tricolour Society. He is also considered the father of the Canadian flag for leading the committee that helped select the red maple leaf as our flag in the 1960s.

Other notable past Tricolour Award past recipients include: Dragons’ Den TV star Michele Romanow (Sc'07, MBA'08); author and Globe and Mail columnist Jeffrey Simpson (Arts'71, LLD'05); and former Bank of Canada Governor and Queen’s Chancellor Emeritus David Dodge (Arts'65, LLD'02).

This year’s recipients will be honoured at a ceremony on April 7 at Grant Hall.

Celebrating a ‘strong research culture’

BY COMMUNICATIONS STAFF

The Faculty of Education recognized the achievements of faculty members over the past year on Thursday, Feb. 22 as it hosted its Celebration of Scholarly Activity.

At the second annual event, hosted by Ted Christou, Interim Associate Dean, Graduate Studies and Research, four faculty members were recognized for their work and shared their experiences, including research, navigating the grants process, publishing, and networking with colleagues.

“Our Faculty of Education has a strong research culture. Our faculty members are involved in diverse projects involving educational stakeholders at local, national, and international levels,” Dr. Christou says. “Celebrating research excellence allows us to pause and highlight the meaning-

ful work that we engage in regularly.”

Those recognized were:

Rosa Bruno-Jofre: Authored two books – *Catholic Education in the Wake of Vatican II* with a SSHRC Connection Grant and *Vatican II and Beyond: The Changing Mission and Identity of Canadian Women Religious*; received a SSHRC Connection Grant to organize a symposium on educationalization of social and moral problems at the Pontificia Universidad Católica de Chile, Santiago in August 2017; and received an award as one of TD Bank’s 10 most influential Hispanic Canadians.

Chris DeLuca: Received the American Educational Research Association (AERA) Outstanding Paper Award in Classroom Assessment for a paper entitled “Changing approaches to classroom assessment: An empirical study across teacher career

stages”; received a SSHRC Partnership Development Grant for a project titled “Preparing Teachers for the Age of Accountability: An International Partnership for Enhancing Teacher Education in Assessment”; and received a SSHRC Insight Development Grant for a project titled “Building Creative Capacity through Assessment for Learning in the Arts”.

Ben Kutsyuruba: Co-editor of the book *The Bliss and Blisters of Early Career Teaching: A Pan-Canadian Perspective*.

Tom Russell: Recognized by the International Study Association on Teachers and Teaching for “significant and exemplary contributions through research, teaching, and professional service in the international field of teaching and teacher education, and continued an international collaboration speaking to universities and organizations in Chile.

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Plant-based menu keeps growing

BY DAVE RIDEOUT,
COMMUNICATIONS OFFICER

The creator of the first 100 per cent plant-based dining hall in North America recently visited Queen's University to train campus chefs how to create delicious, cost-effective and sustainable meat-, egg-, and dairy-free meals for students.

Wanda White, Executive Chef with the Humane Society of the United States and former Executive Operations Chef at the University of North Texas, is delivering a two-day, hands-on tutorial to Queen's Hospitality Services/Sedexo culinary staff to help them meet the growing demand for plant-based diets.

"We're very excited that Chef Wanda White and her Food Forward Culinary Experience is here on campus to share tips and techniques for preparing plant-based meals," says Colin Johnson, Queen's University Campus Executive Chef. "This is the second-ever workshop of its kind that she has held in Canada, so we're proud to be part of the leading edge effort to promote and provide healthy vegetarian and vegan dietary options."

Queen's joins the ranks of Dartmouth, Harvard, the University of British Columbia, and many other North American schools in hosting a Food Forward event – a joint effort between post-secondary institutions, the U.S. and Canadian Humane

Societies, and Chef White.

"Equipping our culinary staff with an arsenal of plant-based recipes adds depth and quality to the array of meal options we provide," says Jessica Bertrand, Registered Dietitian and Wellness Manager at Queen's. "There are a number of health benefits associated with including more plant based products into our diet. Research has shown a well-balanced plant-based diet can lower the rates of obesity, diabetes, heart disease, blood pressure and cholesterol. However, following a completely plant-based diet is not easy to do overnight. Instead, try introducing one meatless meal a week to start."

According to the Humane Society International/Canada, between 2 and 6 per cent of Canadians are vegetarian or vegan, but everyone can benefit from some plant-based eating.

Chef White worked together with Chef Johnson and the Queen's culinary staff to practice preparing a wide array of new plant-based dishes over the course of the two-day event, including ideas for every meal, from breakfast to dinner – and even dessert.

Following the training, the recipes learned by the Queen's culinary staff will aid the campus in providing more vegetarian and vegan options to students. There is a plan to increase vegan offerings by five per cent at Queen's dining halls and retail locations in time for fall 2018.



SUPPLIED PHOTO

Soprano Susan Gouthro (Mus'99) will be artist-in-residence at the Dan School of Drama and Music from March 5 to 10 and will perform at The Isabel on March 9.

Soprano returns to Queen's as artist-in-residence

Susan Gouthro (Mus'99) will also perform at The Isabel on March 9

BY ANDREW CARROLL,
GAZETTE EDITOR

When Canadian soprano Susan Gouthro arrives at the Dan School of Drama and Music as the artist-in-residence from March 5 to 10, it will also be a homecoming for the Queen's University alumna.

After graduating in 1999 with a Bachelor of Music, Ms. Gouthro then completed her formal training with a Master's of Music from Western University. Her training then led her to Europe and she took up a permanent soloist position with the Kiel Opera House from 2002-2014, performing roles including Mimi in Puccini's *La Bohème*, Violetta in Verdi's *La Traviata*, Marguerite in Gounod's *Faust*, Donna Anna in Mozart's *Don Giovanni*, and Rosalinde in Johann Strauss' *Die Fledermaus*.

During her Queen's residency, Ms. Gouthro will visit several classes, lead a vocal master class and will be available for consultation with students or faculty. The residency will culminate with a public recital with Queen's alumna and pianist Allison Gagnon, at the Isabel Bader Centre on Friday, March 9 at 7:30 pm. The program includes works by Poulenc, Wolf, Burge, Harbison

and Yeston.

She is certain that returning to Queen's, and her hometown Kingston, will be special.

"I haven't had much contact at all with the university since I left. I had been toying with the idea of doing a concert in Kingston or at Queen's for years but it just hadn't come to fruition since I was always working in Germany," she says. "I've never really sung professionally in my own country, let alone hometown. Therefore, despite singing professionally for 15 years, many of my friends and family have not had the opportunity to see me perform live. So, doing this concert at Queen's enables me not only to perform for the university and music community, but also for some dear friends and family members."

Dr. Gagnon has led an outstanding career both as a pianist and an educator. She currently directs the Collaborative Piano Program at the University of North Carolina School of the Arts, and appears in recital with both instrumental and vocal colleagues. Before joining the UNCSA faculty in 1998, she taught at Queen's and was staff pianist at McGill University.

Recently, Gouthro moved to

Harrisonburg, Va., where she is pursuing a Doctorate of Musical Arts in Voice Performance, Pedagogy and Literature at James Madison University.

However, Queen's will always be a special place for her, thanks to the friendships she developed as well as finding her love of music even though she started off in English studies.

"My time as a student at Queen's is very full of fond memories," she says. "I remember vividly switching into the School of Music and just being amazed at how I was learning something new each day that I had never heard of before. You see I fell into music and did not have a background of musical training. Starting at 21 is late indeed – but it worked. I was fascinated with the idea of performing and so drawn to it. I am so grateful to have found the opportunity to have that nurtured at Queen's."

Concert information and tickets are available at The Isabel website (queensu.ca/theisabel).

Susan Gouthro's residency is supported by the George Taylor Richardson Memorial Fund and the Faculty of Arts and Science Visiting Scholar program.



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A long-distance family medicine residency

Queen's family medicine residents participate in unique Falkland Islands rotation

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

One of the strengths of Queen's Family Medicine residents is their ability to work almost anywhere. As a part of their two-year residency, these family doctors spend six months of training in a community setting, and at least two of those months are spent in a rural setting.

So, when a remote British overseas territory off the coast of South America found itself in need of medical professionals, a Queen's alumnus knew exactly where the Falkland Islands' government could find help.

"Thanks to a connection made by Andrew Pipe (Meds'74) of the Ottawa Heart Institute, Queen's Family Medicine residents have been taking on placements in the Falkland Islands in recent years as part of a strategy to help the territory meet their need for well-trained family doctors," says Geoffrey Hodgetts, Enhanced Skills Program Director, Rural Skills Program Coordinator and Kingston Residency Site Director in the School of Medicine.

While the Falklands previously relied on British and foreign-trained physicians, it has been more difficult to attract doctors with the necessary skills to work in a remote setting such as the small island nation, located to the east of South America's Patagonia coast. Additionally, providing medical care to the population – which is divided up across several islands – requires medical experts who can work in the field with limited equipment.



Katherine Soucie, a second-year post-graduate family medicine resident (PGY2), assesses patient Norma Edwards in clinic at the King Edward VII Memorial Hospital in Stanley, Falkland Islands.

Since forming the agreement, approximately six Queen's family medicine residents per year have headed to the Falkland Islands with one or two residents making the trip at a time. During their rotations, residents work under the direction of the Falkland Islands' Chief Medical Officer, Rebecca Edwards, and her delegates.

"We are privileged to work with these skilled, knowledgeable, and experienced young doctors," says Dr. Edwards. "I am always extremely impressed with the ability of these residents to travel across the globe, to a new country

and unknown hospital where medical practices might be unfamiliar, and be able to just get on with the job at hand. The residents seem unfazed by the changes, meeting each new challenge with focus and dedication and asking appropriate questions when needed."

This rotation gives residents an opportunity to experience the Falkland Islands, and assess their interest in the territory's available enhanced training scholarship. The scholarship offers a post-graduate third-year training position provided the resident stays

for a one-year return of service. Most importantly, it helps the territory potentially recruit physicians to help meet their needs longer term.

Belle Song (Meds'15), a Queen's family medicine graduate, is the first to take advantage of the Falkland Islands' training scholarship. Dr. Song is currently completing her enhanced rural skills training. When she completes her training later this year, she will work at the King Edward VII Memorial Hospital in the Falkland Islands.

She is already familiar with this setting, as Dr. Song was one of

"From the moment I arrived, I felt that I was a part of the Falklands community. Some of the nurses, pharmacists, radiation techs, and physiotherapists have become close personal friends, and even residents of the island were incredibly welcoming."

– Belle Song (Meds'15)

the earliest Queen's family medicine residents to complete a two-month rotation in the Falkland Islands in 2016.

"From the moment I arrived, I felt that I was a part of the Falklands community. Some of the nurses, pharmacists, radiation techs, and physiotherapists have become close personal friends, and even residents of the island were incredibly welcoming," she says. "I am certain that this year in the Falklands will help me become a stronger and more confident rural generalist, developing skills that will be useful when I come back to Canada. I've always believed that you can't learn and grow without pushing yourself outside your comfort zone."

While rural medical training is an expectation among Canadian family medicine post-graduate medical programs, Queen's Department of Family Medicine has had a long tradition of preparing family physicians for practice in various rural and remote settings.

To learn more about the Falkland Islands scholarship for Family Medicine residents, visit familymedicine.queensu.ca.

Queen's Engineering Outreach team teaching digital skills

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Local youth and schools will continue to benefit from technology workshops offered through Queen's thanks to a recent federal government funding announcement.

Actua, a Canadian charity focused on science, technology, engineering, and math (STEM) education among youth, received the largest amount of funding under CanCode, an initiative of the Canadian Ministry of Innovation, Science, and Economic Development. As a member of the Actua network, Queen's Engineering Outreach will receive \$230,000 over the next 18 months.

On hand to celebrate the funding announcement were representatives from Actua, and Kingston and the Islands MP Mark Gerretsen.

"CanCode is our government's down payment on Canada's future. This program will help ensure more young Canadians, of all backgrounds, have the right skills for the jobs of the future. Coding and digital literacy will be the bedrock of future jobs and further study in high-demand STEM fields," says Mr. Gerretsen.

The funds will be used to provide free workshops to elementary school students to help them build their digital skills, and expose them to technologies such

as coding and robotics. The workshops are offered multiple times per week across the greater Kingston area, and the funding will support programming through to the summer of 2019.

"On behalf of Queen's, we thank Actua and the federal government for this funding, which will benefit thousands of students in our area," says Scott Compeau, Outreach Lead with the Faculty of Engineering and Applied Science.

"This funding will allow us to continue to partner not only with local schools but also with First Nations communities to engage students in science, technology, engineering, and math-related learning activities," says Melanie

Howard, Director of Aboriginal Access to Engineering.

The Queen's Engineering Outreach team recently won the "Experience Award: Indigenous

Youth in STEM" from Actua. For more information on the Aboriginal Access to Engineering program at Queen's, visit aboriginalaccess.ca.

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events calendar

Wednesday, March 7 First Class Day

First Class Day celebrates the anniversary of the first class of students being admitted to Queen's on March 7, 1842. This took place during the first Senate meeting on the same date and involved the students (approximately 15) who wanted to begin their studies standing before the Senate, which consisted of the principal and two professors, for examination. All but one were admitted and formed the first class of Queen's students.

Wednesday, March 7, Noon-1 pm Sexual & Gender Diversity Guest Speaker Lee Airton

Lee Airton, Assistant Professor of Gender and Sexuality Studies in Education will present "The De/Politicization of Pronouns: Implications of the No Big Deal Campaign for Transgender Activism." Room 4, Macdonald Hall

Wednesday, March 7, 4:30-6 pm International Photo Contest Exhibit Open House

Drop in to view the amazing contributions showcasing student talent and connect with the photographers' experiences and stories from all over the world. Refreshments and display of student photos and stories. John Deutsch University Centre - QUIC.

Friday, March 9, 11:30 am-2 pm Cha Gheill Luncheon with RockMass Technologies

Join us for the return of the Kingston Cha Gheill Luncheons with a talk on the impacts of innovation at Queen's. Enjoy a firsthand perspective from student participants in the Queen's Innovation Centre Sum-

mer Initiative, featuring Shelby Yee (Sc'16) and Matt Gubasta (Artsci'17). Our speakers are past participants in the Dunin-Deshpande Queen's Innovation Centre's Summer Initiative, where they became co-founders of RockMass Technologies along with fellow students Stuart Bourne (Sc'17) and Matas Sriubiskis (Artsci'18) and won the program's 2016 Venture Pitch Competition. Registration cost includes reception (cash bar available), three course lunch, and speaking event. Donald Gordon Centre, Conference Room B

Saturday, March 10 Social Innovation Bootcamp - The Gender Revolution

"The Gender Revolution: Insights for Leadership, Business and the Economy" Today, the general consensus is that gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. This year's Bootcamp will consist of a dynamic mix of guest speakers and hands-on teamwork. You will work in teams to develop solutions to three key challenges faced by Parker P. Consulting, a for-profit consultation arm of White Ribbon, plus pitch these solutions for consideration by our judges and Parker P. Consulting representatives. Best solutions will earn recognition awards. Goodes Hall.

Tuesday, March 13, 10:30-11:15 am Lecture with Governor of the Bank of Canada, Stephen S. Poloz 'Today's Labour Market and the Future of Work'

Stephen S. Poloz is Governor of the Bank of Canada. He received his economics degree from Queen's University in 1978. Governor Poloz

spent 14 years at the Bank early in his career before moving to the private sector. He spent four years at BCA Research as managing editor of its flagship publication, The International Bank Credit Analyst. Mr Poloz joined Export Development Canada, the country's trade finance corporation in 1999 as Vice-President and Chief Economist. He spent two years as Senior Vice-President, Financing, with responsibility for all of EDC's lending programs. He became EDC's President and CEO in 2011, a position he held until he returned to the Bank of Canada as Governor. Goodes Hall, BMO Atrium. This is a free event,

and it is open to the public.

Wednesday, March 14, Noon-1 pm QUIC International Community Lunch

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

Wednesday, March 14, 5-7 pm PhD-Community Initiative Capstone Event

Join us in celebrating the success of the 2017/18 PhD-Community Initiative at the Isabel Bader Centre for

the Performing Arts. Launched last year as a new theme in our Expanding Horizons program - Setting Ideas in Motion - this initiative has brought together PhD students from a variety of research fields into interdisciplinary teams to assist organizations in the Kingston community. Our students have demonstrated talent, energy and enthusiasm to create positive change by applying the skills and knowledge gained in graduate studies to addressing challenges beyond the academic arena. Reception to follow the presentations. Email sgscomms@queensu.ca for dietary restrictions.

ACROSS

- 1 Unser and Franken
- 4 Town west of Des Moines
- 8 Do a fall farm job
- 12 "Werewolves of London" locale
- 16 Aberdeen native
- 17 Guinea pig
- 18 Satanic
- 19 Moby Dick's pursuer
- 20 Part of TAE
- 21 1971 Dyan Cannon film
- 24 1978 De Niro/Streep film, with "The"
- 26 Environmental science
- 27 Field of study
- 28 Demoted
- 31 "A thousand times no!" e.g.
- 33 Ms. Anderson et al.
- 34 Clinched
- 39 Nobelist chemist Kurt
- 40 Uprisings
- 42 Chauffeured
- 43 Sound of a large fire
- 44 French-door unit
- 45 "Rah" recipients
- 47 Bakery mainstay
- 48 Light metal
- 49 Gives a houseplant a new home
- 51 "Poor man's oysters"
- 53 "Pleasure's ..." (Dryden)
- 55 Rouses
- 58 Litigant
- 59 Actress Ross et al.
- 62 Looter, perhaps
- 64 Mineo of "Giant"
- 67 Kindergarten chant
- 68 Total amounts
- 71 Dressed
- 72 Peel
- 73 Addiction-kicking prog.
- 75 Had bad table manners
- 77 1492 vessel
- 78 "The Mysterious Affair at ..." (Christie)

DOWN

- 3 More like Van Gogh's night
- 4 Existing in fact
- 5 German author Felix
- 6 Newt
- 7 He tours with his Large Band
- 8 Gun a motor
- 9 She raised Cain
- 10 One with a goal
- 11 Loci
- 12 Satirist Mort
- 13 "Winesburg, ..." Dangle
- 14 Dangle
- 15 What rebels refuse to do
- 16 Blue
- 22 Maine university town
- 23 Ciphered
- 25 Learn (of)
- 29 Chamberlain of "Conan the Destroyer"
- 30 Toward the rising sun, in Cancun
- 31 Move rapidly
- 32 Morlock's prey
- 33 Woven fabrics
- 35 Originated
- 80 Nasal passage
- 81 Remained unsettled
- 82 Egg white
- 84 Lively dance
- 85 Hooper Powell
- 89 Providing with nourishment
- 94 1963 Kirk Douglas comedy
- 97 Norma and others
- 98 Refrain syllables
- 99 Tulip chair designer Saarrinen
- 100 Field mouse
- 101 She was, to Caesar
- 102 Missile holder
- 103 Peace Garden State: abbr.
- 104 'acte
- 105 It is: Lat.

- 36 1979 Goldie Hawn film
- 37 Daring Knievel
- 38 Bears' lairs
- 40 Emulate Jay-Z
- 41 Darren Stevens's frustrated shout
- 44 Arthur and Sean of film
- 46 Reflected
- 49 Diamond (country band)
- 50 KBE title
- 52 On: Fr.
- 54 Agave
- 56 1993 Albert Finney film
- 57 Boot bottoms
- 59 Hershey's competitor
- 60 Help the bad guys
- 61 rosa
- 63 Playwright Mosel
- 65 Goldie and Ruth's '60s costar
- 66 Gas additive, once
- 69 Sidewalk
- 70 Close loudly, as a door
- 72 Loblolly, for one
- 74 Bingo
- 76 Early Clapton supergroup
- 77 Striking end of a hammer
- 79 Untidy one
- 81 Big fish, to little fish
- 83 "A ___ Apart" (Kathleen Turner film)
- 85 Newts
- 86 Petty of "A League of Their Own"
- 87 Of a particular period
- 88 ___-ran
- 90 Part of, as a plot
- 91 Go goeey
- 92 Straight up
- 93 Astronomer's clock-setting inits.
- 95 "___ pro nobis"
- 96 Korean soldier

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Sudoku and Crossword solutions on Page 15

Priamo receives OUA's Joy Bellingher Award

BY COMMUNICATIONS STAFF

Throughout her five years with the Queen's Gaels women's basketball team Andrea Priamo has been a standout who has made a difference beyond the playing surface.

On Monday, Feb. 27, Ontario University Athletics (OUA) announced that she is this year's Joy Bellingher Award winner. The award recognizes a student-athlete who excels in academics, athletics, and community service.

Priamo has gone above and beyond to make a difference both within and outside the sport. Organizing and participating in everything from Ride to Conquer Cancer and Shoot for the Cure to Cuts for Cancer and Run for the Cure, Priamo consistently looks to raise funds, awareness, and encouragement for others. The 2016-17 OUA Second-Team All-Star has also spent many years with the Queen's Athletics Varsity Leadership Council (VLC) including this year as co-president. With the



UNIVERSITY COMMUNICATIONS

For her hard work on the court and in the Queen's and Kingston communities, Gaels basketball player Andrea Priamo received the Joy Bellingher Award from Ontario University Athletics (OUA).

VLC she has helped to promote a positive image of Queen's athletics and build relationships with the university and larger Kingston

community through volunteering and programming.

Meanwhile, teammate Veronika Lavergne was also rec-

ognized as an OUA Second-Team All-Star, averaging 13.5 points, 6.8 rebounds, and 2.1 blocks per game this season.

fit tips

Rest essential to your health

Are you getting enough sleep, giving yourself a chance to rest? Here are three things to consider to improve your wellbeing:

Sleep: Adults need seven to eight hours of sleep per night. Go to bed and get up at the same time every day and remove all electronics from the bedroom.

Physical Activity: To sleep better try getting regular physical activity. Canadian Physical Activity Guidelines recommends getting at least 150 minutes of moderate to vigorous aerobic physical activity per week.

Daily Rest: Research shows that there are significant benefits to including moments of rest into your day. Try taking a few minutes in a quiet space and practice deep breathing or spend time in nature.

Rest is critical for your wellbeing. Take care of yourself.



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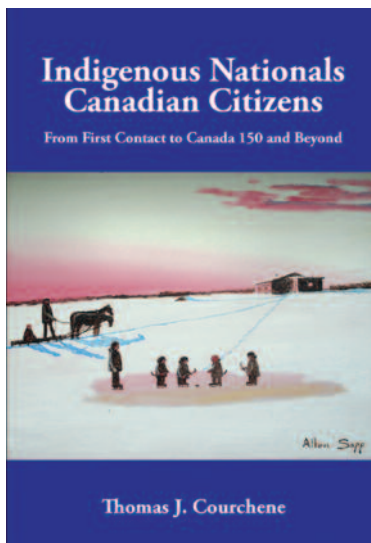
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books

Indigenous Nationals, Canadian Citizens: From First Contact to Canada 150 and Beyond By **Thomas J. Courchene**, Professor Emeritus in the School of Policy Studies and an adjunct professor in the Department of Economics.

Indigenous Nationals, Canadian Citizens offers a new paradigm for the relationship of Indigenous peoples with the settler societies in Canada. Thomas Courchene argues this model should be preferred to Canadian nationals, Canadian citizens (the traditional Assembly of First Nations vision) as well as to Indigenous nationals, Indigenous citizens (the Trudeau-Chretien White Paper proposal).

Courchene begins with a detailed policy history from first contact to the 150th anniversary of Confederation, followed by chapters on the Truth and Reconciliation Commission and recent dramatic and empowering Supreme Court decisions. The two penultimate chapters detail the manner in which this Indigenous nationals/Canadian citizens model has been successfully applied to the Yukon First Nations as well as to the four Inuit Land Claims Agreements. The final substantive chapter applies this model hypothetically to the en-



tirety of the more than 70 First Nations in Saskatchewan. Referred to as the Commonwealth of Sovereign Indigenous Nations (CSIN), the model would embrace provincial-type powers within, and closely coordinated with, the province of Saskatchewan. Among other features, CSIN would embody the requisite degree of self-government and scale economies essential for the Saskatchewan-based First Nations to successfully make the transition to Indigenous nationals and Canadian citizens.

for the record

Award for Excellence in Graduate Student Supervision

The School of Graduate Studies invites nominations for consideration for the 2018 Award for Excellence in Graduate Student Supervision. The purpose of this award is to recognize outstanding supervisors who demonstrate excellence in advising, monitoring and mentoring their graduate students. Two awards will be made: one in the Social Sciences and Humanities, and one in Life Sciences, Natural Sciences and Engineering. The guidelines, nomination form, and tips for preparing nomination packages is available through the online version of For The Record at queensu.ca/gazette/. Nomination packages should be submitted to the Dean, School of Graduate Studies, Gordon Hall 425, by 4 pm on Friday, May 25.

Undergraduate Student Summer Research Fellowships applications

The Undergraduate Student Summer Research Fellowships (USSRF) provides an opportunity for any continuing undergraduate students at Queen's to develop their research skills under the guidance of a faculty researcher. Over the course of the summer, students will develop a research project in social sciences, hu-

manities, or creative arts. Students may consider projects in disciplines outside of their focus study areas, as well as those directly connected to their prime area of study. Up to 19 fellowships are available on campus and up to two of the 2018 fellowships will be offered to students whose projects take place at the Bader International Study Centre (BISC) at Herstmonceux Castle, East Sussex, England.

The application deadline for the 2018 summer program is March 9.

Survey seeks student voices on sexual violence

Full-time post-secondary students at all Ontario universities, colleges and private career colleges will have an opportunity to have their say on the topic of sexual violence, as the Ontario Ministry of Advanced Education and Skills Development (MAESD) launches a province-wide survey called Student Voices on Sexual Violence. Between Feb. 26 and March 26, all full-time students in Ontario will receive an email with a link to the confidential and anonymous survey. The survey will be the largest survey on sexual violence ever conducted in Ontario to date.

Conducted by CCI Research on

behalf of the MAESD, the voluntary survey will explore students' existing knowledge of sexual violence supports, services and reporting procedures, as well as perceptions of consent, experiences of sexual violence, satisfaction with institutional responses to sexual violence, and bystander behaviour.

CCI Research will email the survey link to all eligible students once it is available. The survey will be completely confidential and voluntary, and it will not be mandatory to answer all of the questions. Respondents who answer 65 per cent or more of the questions will receive a five-dollar electronic gift certificate for their participation. All identifying information students provide to receive this incentive will be stored separately from survey responses to protect student privacy.

Staff at Queen's are working closely with the Alma Mater Society and the Society of Graduate and Professional Students to reach out to students, to raise awareness and encourage participation. The MAESD plans to release an aggregated and anonymized report once the analysis is complete. The report will help inform policy as well as campus services offered to prevent and respond to sexual violence.

human resources

Job postings

Full details regarding job postings can be found at queensu.ca/humanresources/careers.

- **Competition Number:** J0218-0182
Position: Recruitment Coordinator
Department: Faculty of Health Sciences
Salary: \$51,545
Grade: 7
Job Type: Permanent (Continuing)
Closing Date: March 13
- **Competition Number:** J0218-0492
Position: Casual Security Practitioners
Department: Security
Pay: \$16.75/Hour
Hours per Week: 14
Length of term: 16 months

- **Shift:** Evenings and Nights
Closing Date: March 11
- **Competition Number:** J0118-0935
Position: Business Development Manager
Department: Canadian Particle Astrophysics Research Centre (CPARC)
Grade: 10
Job Type: Permanent (Continuing)
Closing Date: March 18
- **Competition Number:** J0118-0938
Position Title: CPARC Communications Officer
Department: Canadian Particle Astrophysics Research Centre (CPARC)
Salary: \$62,145
Grade: 9
Job Type: Permanent (Continuing)
Closing Date: March 9, 2018

Successful Candidates

- **Job Title:** Program Assistant (USW Local 2010)
Department: Cardiac, Circulatory and Respiratory Research Program, DBMS
Competition: J0617-1104
Successful Candidate: Ashleigh Schwehr (Smith School of Business)
- **Job Title:** Academic Initiatives Coordinator
Department: Residences
Competition: J0717-0432
Successful Candidate: Olivia Winder
- **Job Title:** Wardrobe Coordinator
Department: Dan School of Drama and Music
Competition: J0817-0301
Successful Candidate: Marianna Thomlison

- **Job Title:** Audit Group - Team Leader
Department: Canadian Cancer Trials Group
Competition: J0717-0273
Successful Candidate: Scott Wilkes (Canadian Cancer Trials Group)
- **Job Title:** Web Project Coordinator (USW Local 2010)
Department: Faculty of Law
Competition: J0717-0829
Successful Candidate: Matthew Fair
- **Job Title:** Receptionist (USW Local 2010)
Department: Financial Services
Competition: J0717-0806
Successful Candidate: Frana Badour (Office of Advancement)
- **Job Title:** Security Operation Specialist (USW Local 2010)
Department: Information Technology Services

- **Competition:** 2017-225
Successful Candidate: Dan Boers (Information Technology Services)
- **Job Title:** Payroll Administrator
Department: Financial Services
Competition: J0617-0586
Successful Candidate: Erica Moorhead
- **Job Title:** Construction Project Coordinator (USW Local 2010)
Department: Physical Plant Services
Competition: J0617-0822
Successful Candidate: Pierre Bartkowiak and Abhishek Sharma
- **Job Title:** Research Associate/Cytometry and Imaging Specialist
Department: Medicine
Competition: J0617-0684
Successful Candidate: Patricia Lima

PUZZLE SOLUTIONS

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- Girls Club
- Glee Club & Sports Camp
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