



SEEING 'UNTAPPED POTENTIAL'

Governor of the Bank of Canada Stephen Poloz (Artsci'78) returned to Queen's on Tuesday, March 13 to deliver the Chancellor David Dodge Lecture in Public Finance, where he talked about the Canadian economy's "untapped potential" to be found in young people, women, Indigenous people, Canadians with disabilities and recent immigrants. See Page 5 for more.

READY FOR LAUNCH

NASA astronaut Drew Feustel (PhD'95, DSc'16) is headed back to space on March 21. The Queen's alumnus will be flight engineer for Expedition 55 and take over as commander of the International Space Station for six months on Expedition 56. See Page 3 for more.



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UCARE holds first public meeting

Community members hear about university's progress in promoting diversity and inclusivity on campus

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Dozens of community members gathered in Robert Sutherland Hall Monday, March 5 to learn about Queen's University's progress in promoting diversity and inclusivity on campus, to discuss new initiatives, and to identify priorities for the months ahead.

The University Council on Anti-Racism and Equity (UCARE) meeting included updates on two diversity-related reports, an informational presentation on the Aboriginal Council of Queen's University, and open discussion of the vision and mission for a new centre currently under consideration.

The council received a presentation from Teri Shearer, Deputy Provost (Academic Operations and Inclusion) about progress made in addressing the recommendations of the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) final report, and the Truth and Reconciliation Commission (TRC) task force final report.

Her updates noted some significant success stories and new initiatives within the Queen's community. Of note, Dr. Shearer called attention to the recent Ester Margaret Harrison Estate Gift which will support bursaries for Black, racialized, and first generation students – supports recommended in the PICRDI report. Dr. Shearer's report also noted the support given to, and the success of, Black History Month at Queen's, as well as a recent 'open office hour' discussion event she held in Ban Righ Hall.

On the subject of reconciliation efforts, Dr. Shearer announced that an implementation group was being formed to help ensure that the TRC task force final report recommendations were fulfilled. She also reported on the work that was underway to renovate Four Directions Aboriginal Student



University Council on Anti-Racism and Equity Co-Chairs Stephanie Simpson and Mona Rahman lead the discussion at the UCARE meeting, held at Robert Sutherland Hall on Monday, March 5.

Centre, and efforts by the Faculty of Arts and Science to find other Indigenous student space on campus.

In a verbal update, Dr. Shearer mentioned that the final report from the Undergraduate Orientation Review Working Group was recently delivered to Principal Daniel Woolf. This report, which makes several recommendations aimed at making undergraduate orientation week more inclusive, will be shared publicly with the Queen's community in the near future.

In response to this update, a question was raised around further inclusivity training for orientation leaders as well as staff and faculty. Dr. Shearer, along with Ann Tierney, Vice-Provost and Dean (Student Affairs), mentioned training that is being co-developed by the Equity and Human Rights Offices and Student Af-

fairs. It will be delivered to this year's orientation leaders.

Dr. Shearer also noted that the university has been briefing the Board of Trustees on key diversity metrics related to students, faculty, and staff, and these numbers will inform the creation of the university's next strategic framework.

Lastly, she announced the creation of an Inclusive Community newsletter. This new resource will be used to share stories, and help demonstrate how Queen's is meeting its diversity commitments. The newsletter will also promote related events, and increase communication around diversity and inclusivity on campus.

The bulk of the meeting was spent discussing the proposed Alfie Pierce Centre for Racial Equity and Social Justice, a new centre that was mentioned in the Principal's Implementation Committee on Racism, Diversity, and Inclu-

sion (PICRDI) final report.

Dr. Shearer has been working to identify space for this centre on campus and conduct consultations with the community. A university-owned and currently unoccupied house on Albert Street has been identified as a possible location. The house is currently undergoing a feasibility study to assess how it could best be adapted into the Alfie Pierce Centre.

The discussion was opened to members of the public, and it began with lively discussions about the proposed name and location. The deputy provost noted the Alfie Pierce name is not final and there are still more discussions to come on the centre and its overall vision.

The students present stressed the need for a space for racialized students, and expressed their hope to see progress on the centre in time for the fall.

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EDITOR

Andrew Carroll
613-533-6459, ext. 36459
andrew.carroll@queensu.ca

ASSOCIATE DIRECTOR, NEWS AND PUBLICATIONS

Peter Jeffrey
613-533-600, ext. 77491
pjj@queensu.ca

ADVERTISING COORDINATOR

Peter Gillespie
613-533-6000 ext. 75464
advert@queensu.ca

www.queensu.ca/gazette

QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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Changes to capital project approval policy

BY COMMUNICATIONS STAFF

Changes to the Capital Project Approval Policy and Procedures were approved at the March 2 meeting of the Board of Trustees.

Updates to the policy and procedures include an increase in the threshold for which Board of Trustees approval is required from \$2.5 million to \$5 million. Capital

Projects with a budget between \$2.5 million to \$5 million will now be approved by the Vice-Principal's Operations Committee, thus expediting the approval process. Other updates to the policy and procedures include earlier engagement with senior university leadership for major capital projects, as well as simplified processes and templates. Changes were informed

through consultation with a number of internal stakeholder groups and external experts.

The revised policy improves the governance of major capital projects with early engagement of both internal and external governance bodies," says Donna Janiec, Vice-Principal (Finance & Administration). "The updated procedures also streamline the approval

process and promote robust reporting practices for approved projects."

For more information about the updates to the policy and procedures, check out the University Secretariat website (queensu.ca/secretariat/policies/board-policies) or contact John Witjes, Associate Vice-Principal (Facilities) (witjesj@queensu.ca).



Queen's UNIVERSITY

Alumnus astronaut blasting off

Drew Feustel, Queen's alumnus and NASA astronaut, is headed to the International Space Station on March 21 to assume command



QUEEN'S UNIVERSITY/MAKE HAY MEDIA

Drew Feustel (PhD'95, DSc'16) jokes around as he is interviewed for a video for Queen's University. Dr. Feustel, a NASA astronaut, will be flight engineer for Expedition 55 and then commander of the International Space Station for six months on Expedition 56.



QUEEN'S UNIVERSITY/MAKE HAY MEDIA

As part of his training at the NASA facility in Houston, Dr. Feustel utilizes a virtual reality device to simulate some of the work he will be doing while at the International Space Station.



QUEEN'S UNIVERSITY/MAKE HAY MEDIA

Training crew members put on Dr. Feustel's helmet as he prepares for a training session at the Neutral Buoyancy Laboratory in Houston.

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

Later this week, Drew Feustel (PhD'95, DSc'16) will be out of this world, and travelling up to the International Space Station (ISS).

The Queen's alumnus and astronaut will be flight engineer for Expedition 55 and take over as commander of the ISS for six months on Expedition 56. The mission launches from Kazakhstan on Wednesday, March 21, at 1:44 pm EST and arrives at the ISS on Friday, March 23, at 3:41 pm EST.

Students will get the chance to ask Dr. Feustel questions during a Queen's-hosted Education Downlink event – Ask an Astronaut – on April 6.

An alumni connection through music

Dr. Feustel has another connection with Queen's: Rob Baker (Artsci'86), lead guitarist with The Tragically Hip.

"About 12 years ago, we were touring in the States and had an upcoming gig in Houston, and we got the call from Drew Feustel, asking if we'd be interested in having a tour of NASA's facilities," says Mr. Baker. "It was out of the blue to us, but we grew up in a certain time when the Apollo missions were front and centre in our childhoods, so we were all excited to check it out. We rode the shuttle simulator, got to ask questions and saw them training in this gigantic pool, got a tour of the space arm – it was fantastic, and Drew was amazing with us."

The two bonded over a shared love for music, and have stayed close friends since.

"He's not just a Canadian in space – he'll be the commander of the space station. He's the king of space. It's special, and a great connection for Queen's."

– Rob Baker

"He was in a band with a bunch of astronauts at NASA, playing in the same bar that we were. He said they played the greatest hits of the sixties, seventies, and The Tragically Hip," says Mr. Baker. "I think he gets excited around musicians, but we get pretty excited around an astronaut."

Mr. Baker wished his friend well on the voyage, and couldn't wait to hear about everything he'll get up to on the ISS.

"He's not just a Canadian in space – he'll be the commander of the space station. He's the king of space. It's special, and a great connection for Queen's."

Dr. Feustel's international journey to space

Dr. Feustel and his wife Indira, a speech-language pathologist, both lived in Kingston while he pursued a PhD in Geological Sciences at Queen's in the nineties. Their children, Ari and Aden, were born in Kingston. Mrs. Feustel, a Canadian, has family in Kingston and eastern Ontario. Dr. Feustel attained his Canadian citizenship while in Kingston, and moved to Houston after his PhD to pursue a career in geoscience.

Dr. Feustel dreamed of becoming an astronaut since childhood, and became interested in the newest Canadian astronauts after

watching the Canadian Space Agency's (CSA) astronaut search in 1992. He searched out a connection while in Houston with Chris Hadfield, who encouraged him to realize his dream and became a close friend. Dr. Feustel applied to become an astronaut with NASA in 2000, and was selected on his first try. Expedition 55 will be his third mission to space.

Back on Earth, Dr. Feustel enjoys auto restoration, car and motorcycle racing, guitar, tennis, and water and snow skiing. It's still unknown if he'll bring any of his favourite hobbies with him to the ISS.

The *Gazette* and Queen's Research website will be following Dr. Feustel throughout his mission.

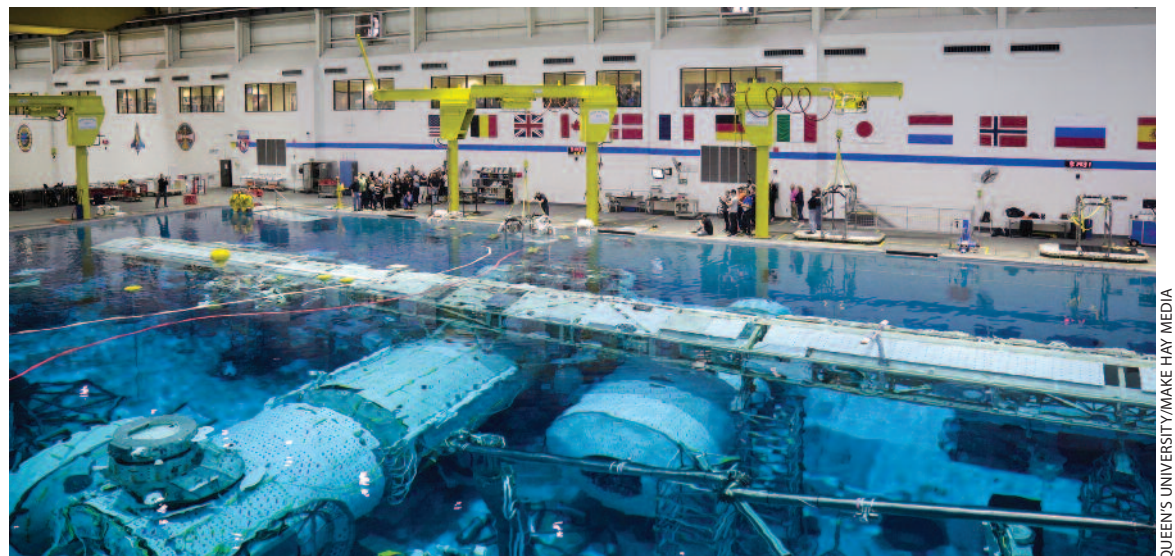
About the mission

At least two spacewalks are planned during the mission. Some of the planned experiments during Expedition 55 include:

- studying thunder and lightning to learn more about the role of severe thunderstorms in Earth's atmosphere and climate,
- studying materials, coatings, and components in the harsh environment of space,
- testing microgravity's impact on bone marrow, and
- simulating gravity aboard the ISS using materials such as fruit flies, flatworms, plants, fish, cells, and protein crystals.

You can find more details about the upcoming mission on the NASA Expedition 55 page (nasa.gov/mission_pages/station/expeditions/expedition55/index.html).

Follow Dr. Feustel on Twitter (@Astro_Feustel) or Instagram (@astro_feustel).



QUEEN'S UNIVERSITY/MAKE HAY MEDIA

The Neutral Buoyancy Laboratory in Houston is a massive facility that simulates the zero-gravity environment of space as astronauts train for their missions.



Lavie Williams, left, is the new Inclusion & Anti-Racism Advisor for the Human Rights Office at Queen's, while Erin Clow takes on a new role as Education and Communication Advisor.

Human Rights Office adds two new positions

Lavie Williams introduced as inaugural Inclusion & Anti-Racism Advisor; Erin Clow takes on a new role as Education and Communication Advisor

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

The Human Rights Office has added two new inclusivity-centred positions designed to help remove barriers and build capacity at Queen's.

In February, Erin Clow (PhD'14) took over the newly-created role of Education and Communication Advisor. Then, in March, Lavie Williams (Artsci'14) was hired as the inaugural Inclusion and Anti-racism Advisor within the Human Rights Office.

"I am pleased to welcome Ms. Williams to the team and congratulate Dr. Clow on her new responsibilities," says Stephanie Simpson (Artsci'95, Ed'97, MEd'11), Executive Director of the Human Rights and Equity Offices and University Advisor on Equity and Human Rights. "Establishing these positions was a recommendation of the Principal's Implementation Commission on Racism, Diversity, and Inclusivity (PICRDI) final report, and these two will play a key role in building the climate that the PICRDI group strived to achieve."

Dr. Clow has worked in the Equity and Human Rights Offices since 2014. This new role

will see her supporting the team in developing and implementing training and communication strategies relating to equity and human rights, expanding on her previous responsibilities as an Equity Advisor.

"I am hopeful that we can continue to create educational and training programs that are accessible, thought provoking, and inspiring for members of the community," she says. "Education and training affords a tremendous opportunity for growth and development, but with that comes responsibility. I am excited to experiment with new learning tools and strategies all in an effort to create relevant, practical, and interesting training and educational programs."

Ms. Williams, meanwhile, will play a role in developing, implementing, and monitoring institutional inclusion and anti-oppression strategies, with a particular focus on anti-racism and its intersections.

She will also act as a central point of contact for individuals and units who wish to access all related anti-oppression and anti-racism initiatives, processes and services at Queen's.

"Overall, I hope to collaborate with and empower our commu-

nity to achieve substantive change," she says. "I am here as a source of support, advice and assistance for individuals impacted by oppression and exclusion, while also seeking to deconstruct the systems that have built and perpetuate oppressive forces like racism."

Both see the important role the community must play in order to build a more inclusive Queen's – through education, continued momentum, and challenging the status quo. Ms. Williams points out there is no "one-size-fits-all" approach to tackling issues of diversity and inclusion, which is why her role will involve spending time with equity-seeking communities and organizations both within Queen's and externally.

"Aptly, the Anti-Racism Directorate of Ontario defines inclusion as 'recognizing, welcoming, and making space for diversity,' she says. "This definition highlights our duty to support the growth and wellbeing of all. It is imperative that the most vulnerable in our society are protected and assisted in reaching full participation so that we are all able to enjoy and benefit from the true diversity our communities and our world has to offer."

Making orientation more inclusive

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

After six months of consultations and discussions, the Undergraduate Orientation Review Working Group (UORWG) has submitted a number of recommendations designed to ensure Undergraduate Orientation Week is more welcoming and inclusive for all members of the Queen's community.

"The university will be working to address these important recommendations over the coming year and a half, and I want to thank the working group for their efforts to make orientation week more inclusive," says Principal and Vice-Chancellor Daniel Woolf. "As an alumnus, I know the importance of both preserving our traditions and updating them to ensure future students are able to fully participate. Our campus is at its best when everyone is engaged, respected, and feels safe – and creating that environment starts with events like undergraduate orientation."

The UORWG was formed in August 2017 in response to the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) final report. The PICRDI report called on the university to make diversity training available to student leaders, and to examine the policy and content of Undergraduate Orientation Week from a diversity and inclusivity lens.

The UORWG, chaired by Deputy Provost (Academic Operations and Inclusion) Teri Shearer, was mandated to examine all aspects of Queen's direct-entry undergraduate student orientation experience, including university orientation and the student society orientation activities. The 20 recommendations in this new report were created by a cross-university working group of stu-

dents, faculty, staff, and alumni, who received input from the community through public consultations.

The recommendations, which have been submitted to the principal, consider not only how student leaders are trained, but also how the university communicates about orientation, ensuring all events are inclusive and aligned with the goals of Undergraduate Orientation Week, and making tools available so students can report incidents of racism, discrimination, or accessibility barriers.

In responding to this report, the university and student societies will also look at how to make Undergraduate Orientation Week more affordable for students, clarify the related oversight and policies, review the content of various orientation chants and cheers, and ensure orientation prepares students to be respectful members of the broader Kingston community.

"We are pleased with the level of engagement and dialogue there has been around the review of Undergraduate Orientation," says Dr. Shearer. "These recommendations are aimed at strengthening the student transition experience by ensuring that it respects and reflects the diversity of the student population, is welcoming and accessible for all students, and fosters, for all members of the incoming class, a sense of belonging at Queen's."

The aim is to have a number of the recommendations completed in time for Fall Undergraduate Orientation 2019. To review the full list of recommendations and the final report, visit the Undergraduate Orientation Review Working Group's webpage (queensu.ca/principal/priorities-and-initiatives/undergraduate-orientation-review-working-group).

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Poloz shows his Queen's colours

Governor of the Bank of Canada returns to his alma mater to deliver the Chancellor David Dodge Lecture in Public Finance

BY COMMUNICATIONS STAFF

Bank of Canada Governor Stephen Poloz (Artsci'78) returned to Queen's on Tuesday, March 13 to deliver the Chancellor David Dodge Lecture in Public Finance at Smith School of Business, in which he said that Canada's economy is filled with "untapped potential" that could spur more growth without triggering high inflation.

A key source of that potential, he said, is five population segments currently under-represented in the workforce: young people, women, Indigenous people, Canadians with disabilities and recent immigrants.

An increase in the employment rate among these groups could easily add half a million people to the workforce, thereby increasing the country's economic output by 1.5 per cent, or \$30 billion per year, he says.

"That's equal to a permanent increase in output of almost \$1,000 per Canadian every year, even before you factor in the possible investment and productivity gains that would come with such an increase in the labour supply," Dr. Poloz says. "Clearly that is a prize worth pursuing."

Government policies that encourage labour force participation have been shown to work, he notes. For instance, two decades ago Quebec expanded parental leave provisions and lowered the cost of child care to encourage more women to enter the job market. The result: today, 87 per cent of prime-age Quebec women work, compared to 83 per cent nationally.

Canada's unemployment rate



Stephen Poloz, Governor of the Bank of Canada, delivered the Chancellor David Dodge Lecture in Public Finance, entitled "Today's Labour Market and the Future of Work" at the BMO Atrium of Smith School of Business on Tuesday, March 13, and later held a media conference in Goodes Hall.



stood at a record low of 5.8 per cent in February, but Statistics Canada data also shows 470,000 unfilled jobs across the country because companies cannot find the right people for them.

"To have companies looking for so many skilled workers is surely a sign of a strong economy," he says. "It shows the need for more targeted education, as well as on-the-job training programs that the employer tailors to

fill a specific need."

Dr. Poloz is the third Queen's graduate to hold the central bank's top job. Queen's Chancellor Emeritus David Dodge (Arts'65, LLD'02), and Gerald Bouey (Arts'48, LLD'81) also led the bank. Dr. Poloz was appointed to a seven-year term in 2013.

Despite the current economic challenges, Dr. Poloz remained upbeat. He noted that new technologies such as artificial intelli-

gence are creating "new types of jobs and entirely new industries" and will invariably have a positive effect on the economy.

"Throughout history, technological advances have always led to rising productivity and living standards, and they always, always created more jobs than they destroyed," he says.

Dr. Poloz spoke to a packed audience of students, faculty and staff in the BMO Atrium inside

Goodes Hall. To mark the occasion, he wore his Queen's jacket, which, he told the crowd, he got for Christmas in 1974.

Asked later what advice he would give today's students, Dr. Poloz said they should invest in their education and "their own abilities," adding "be adaptable to change and capitalize on it. There's no reason to be discouraged by the technological changes we're now seeing."

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view point

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

Why we invited Jordan Peterson to discuss compelled speech

The following column was first published by the *Globe and Mail*.

BY DANIEL WOOLF, PRINCIPAL AND VICE-CHANCELLOR

Freedom of speech and academic freedom on university campuses have been in the news a great deal. This issue has not escaped Queen's University. Recently, the faculty of law hosted a lecture by Jordan Peterson to discuss compelled speech, currently a very divisive subject within the Ontario law profession. The visit caused tensions on campus, with some individuals taking issue with the decision by one of the faculty members to invite him to speak. I took the position that the lecture should proceed and posted a blog explaining my own categorical support for academic freedom and civilized debate at Queen's. The lecture went ahead, though not without a protest that at times pushed well beyond being respectful and peaceful.



Daniel Woolf

I do not intend to address the protest, nor the particular beliefs and views of Dr. Peterson. Rather, I'd like to argue first, that freedom of speech and the goals of diversity and inclusion are entirely compatible and often mutually strengthening; and second, that

those who challenge giving opponents the right and a platform on which to speak, are conflating two different issues and setting a dangerous precedent.

To my first point, one can promote any worthwhile goal through actions, including protest, while also supporting the aims and welfare of groups promoting a progressive agenda without challenging freedom of speech. The suggestion that by allowing a speaker who allegedly challenges aspects of inclusivity and diversity a platform, we are subverting the university's own agenda is invalid. Both freedom of speech and the achievement of social goals are possible, and challenging one's agenda should be viewed as an opportunity to strengthen and enrich this position, and when needed, change it.

Queen's fully supports an inclusive and diverse campus and curriculum, and we continue to make important progress in pursuing these ideals. Diversity also extends to thought and opinion – it can't simply be "diversity of the sort we happen to agree with today." Universities should be physically safe spaces and diverse and inclusive. But protection from disagreeable ideas isn't safety – it's infantilization, and robs everyone of the opportunity to reflect and grow. Students: We are there to learn with you, to have our assumptions questioned and to question yours. We will not simply reinforce your beliefs and turn

them into unexamined convictions.

However, even were these goals incompatible, I would still advocate for freedom of speech and open debate. They are the very foundation of democracy, even with all its faults and past and present failures of society. We are privileged to live in a country that protects the expression of views (with the exception of hate speech) regardless of ideology or affiliation. It permitted the lecture,

as well as the protest outside it. It also permitted an open letter penned by faculty, students and alumni, criticizing the views I expressed in my blog. While I didn't agree with many of their arguments, I respect the authors for exercising their rights to publish it and thank them for so doing.

For centuries, universities have been nurseries of intellect, shapers of society and more often than not, agents of social progress and economic mobility. The passion and

energy of young people have played an enormous part in that. But passion made brittle by ideology that goes unexamined or unchallenged promotes hatred; it does not fight it. And so, faculty, students, staff and visiting speakers must continue to be allowed to articulate positions that will offend, challenge and even upset. It must be done safely and respectfully. Otherwise, in the long run, we are all the poorer and our fundamental shared values are at risk.



The Queen's University Archives is an amazing resource and the staff share many interesting images of Queen's history through the Twitter account @queensarchives. Recently they have started a new social media campaign called #TeamTuesday featuring photos like this one of the 1977 women's squash team.

QUEEN'S UNIVERSITY ARCHIVES

A compassionate physician, great colleague, and wonderful family man

Aubrey Groll, a long-time member of the Faculty of Medicine at Queen's and gastroenterologist at Kingston General Hospital, died on Thursday, Feb. 22. He was 85.

Born Feb. 20, 1934 in Somerset West, South Africa, Dr. Groll graduated in medicine from the University of Cape Town in 1956.

In 1965, he and his wife Lucille moved to Birmingham, Ala. for a fellowship with Basil Hirschowitz, the inventor of the endoscope. After a fortuitous meeting with Dr. Leslie Valberg at the American Gastroenterology Association in Chicago in 1966, Dr. Groll was offered a job at Queen's University's School of Medicine and at Kingston General Hospital.



Aubrey Groll

On Canada's 100th birthday Aubrey and Lucille immigrated to Canada across the Thousand

Islands Bridge.

In 1988 he was elected president of the Canadian Association of Gastroenterologists (CAG) and received the Distinguished Service Award from CAG in 2000.

A devoted teacher, Dr. Groll was recognized for his outstanding clinical teaching by Queen's medical students who awarded him the WT Connell Award for three successive years and his colleagues presented him the Distinguished Faculty Award in 1996.

Upon his retirement, the School of Medicine established the Groll Prize in Clinical Studies for a student who demonstrates "exemplary interpersonal communication skills with patients."

Dr. Groll was a compassionate physician, always listening care-

fully and showing great empathy, often sharing his emotions with patients and families at difficult times. He was a teacher until the end: when he was admitted to hospital, a student phlebotomist was tasked with putting in an IV. After a few failed attempts to place the needle, the student said to her supervisor "I can't do it." Dr. Groll encouraged her to try one more time. When she successfully inserted the IV he said, "You see? You need to just keep trying."

Away from the university and hospital, Dr. Groll was a devoted member of Beth Israel Congregation where he served as president multiple times. A regular attendee at Saturday services, he took great solace in reciting the

liturgy and singing songs that he once sang with his brothers Cyril and Sidney, growing up in his hometown of Somerset West. He and Lucille travelled the world, venturing to the highlands of Scotland as recently as this past October.

His favorite spot, however, was his beloved cottage on Desert Lake where he rode around the lake in his Boston Whaler, sat on the deck with family and friends, and embarked on various improvement projects.

Above all, Dr. Groll was a devoted husband, father, and grandfather. His characteristic lightness, "horsey-rides," silly songs, and famous malapropisms are the stuff of family lore.

He will be dearly missed.

Queen's in the news

Highlights of Queen's experts in the media from March 2-14

NEWSPAPERS

Meaghan Shoemaker (Political Studies) says in the *Globe and Mail* that increasing the representation of women throughout the ranks, particularly in senior-level positions in all defence and security organizations is required to create meaningful change.

Mark Green (Civil Engineering, Mathematics and Statistics) spoke to the *Ottawa Citizen* about the roof problems for the Science and Technology Museum, saying that while engineers are good at making a roof that will stand up to snow, not all snow loads are the same.

Daniel Woolf (Principal and Vice-Chancellor) had his op-ed about freedom of speech and academic freedom on university campuses published by the *Globe and Mail*.

Jonathan Rose (Political Studies) says in the *New York Times* that the use of civil-rights pioneer Viola Desmond's image



on the \$10 bill marks a re-imagining of Canadian currency and the role it plays in defining the country.

Barrington Walker (History) says in a *New York Times* article on the use of Canadian civil-rights pioneer Viola Desmond's image on the \$10 bill that outside of the Underground Railroad story, most Canadians do not know about Black Canadian history.

Bruce Pardy (Law) says in the *Globe and Mail* and the *Toronto Star* that it's important to distinguish be-

tween the legal concept of free speech, which is a fundamental constitutional right, and academic freedom. The interview also appeared in over 20 outlets.

John S. Andrew (School of Environmental Studies, Smith School of Business) says in *Yukon News* that if people think any use of property is negative, then it probably will be because it's affecting people's perceptions of their own property.

Kimberly Dow (School of Medicine, Pediatrics, Centre for Neuroscience Studies) says in the *Ottawa Citizen* that opioid-dependent mothers are a misunderstood group.

Alistair MacLean (Psychology, Psychiatry) says there is clear evidence of sleep disturbance for as long as a week after the time shifts for daylight savings, in the *Kingston Whig-Standard*.

Craig Walker (Dan School of Drama and Music) says in the *Kingston Whig-Standard* that the new stage production of *Armstrong's War* and its host venue will create an intimate relationship between the audience and the actors.

ONLINE

Lisa Kerr (Law) appeared on the *Canadaland* podcast to discuss conditions and consequences of solitary confinement use in Canadian prisons.



Kate Harkness (Psychology) had her op-ed on autism and depression published in *The Conversation*. She

says there is clear evidence that depression is highly prevalent in both children and adults with autism.

Stephanie Lind (Dan School of Drama and Music) had her op-ed on violence in video games published in *The Conversation*. She says much like a good book or movie provides the framework for a world to give the audience a unique viewpoint, games provide a frame for the imagination, while still remaining firmly fictional. The piece was republished in the *National Post*.

Stefanie von Hlatky (Political Studies, Centre for International and Defence Policy) told



opencanda.org that feminist foreign policy means integrating the mentality of gender equality in not only the programming and policy that Canada deploys abroad, but also the actors that are the country's representatives.

Douglas Cook (School of Medicine, Division of Neurosurgery) was interviewed for a TSN article on brain scans and says the technology used to measure the flow of blood through the brain's millions of blood vessels is new and that his methodology for analyzing the data collected is unique.

Kenneth Wong (Smith School of Business) told CBC Online that Mountain Equipment Co-op's decision to stop selling Vista Outdoor products isn't much of a risk for severing ties but is consistent with MEC's brand.

Arthur McDonald (Physics, Engi-

neering Physics and Astronomy) writes that the current Canadian federal government stated that they plan to use evidence-based decision-making and their approach to fundamental science priorities in the 2018 Budget indicate that they are serious about this priority for the Canadian Science Policy Centre.

Elsbeth Murray (Smith School of Business) says AI is being considered for every function within organizations, from operations to marketing, and customer experience, to finance and forecasting in betakit.com.



Rosaleen Hill (Art History and Art Conservation) told CBC Online that a grant from the Andrew W. Mellon Foundation will allow the Art Conservation program to engage with Indigenous knowledge keepers, elders, and other experts both in Canada and abroad.

David Murakami-Wood (Sociology) spoke to *The Intercept* about Amazon's partnership with British police, saying the program serves as a startling reminder of the growing reach that technology companies have into our daily lives, intimate habits, and vulnerable moments.

TELEVISION

Kathy Brock (Political Studies) discussed Doug Ford's Ontario Progressive Conservative Party leadership win and social conservatism with the *Toronto Star* and CKWS TV.

George Smith (Policy Studies)

spoke to CBC News about WestJet's CEO stepping down, saying the reality of labour negotiations is that neither side gets to choose who is representing or leading the other side.

David Skillicorn (School of Computing) spoke to CKWS TV about a recent cyberattack on Family and Children's Services of Lanark, Leeds and Grenville, saying anti-virus and anti-malware software helps, but unfortunately people don't use those tools often enough.

Nicholas Bala (Law) spoke to CTV National Network News about a BC court ruling that says Canada's polygamy laws are constitutional.



RADIO

Daryn Lehoux (Classics) explained spontaneous generation on NPR.

MAGAZINES

Caitlin Miron (Chemistry) was interviewed by *Maclean's Magazine* and says that while her recent research results showed that it appears possible to 'switch off' cancer cells, she's not interested in boiling her research down to slogans just yet.

William Pickett (School of Medicine, Emergency Medicine, Public Health Sciences) says in *Western Producer* that a new study has shown that women in farming deserve a great deal of respect for the work they do.

Smith School of Business launches North America's first graduate business degree in artificial intelligence

BY COMMUNICATIONS STAFF

Smith School of Business has launched a new management business degree in artificial intelligence that will help fill the talent gap for much-needed managers who can apply AI strategies to

business decisions.

Smith's new Master of Management in Artificial Intelligence (MMAI), a first for North America, is focused on the effective management of AI in business. The program is designed specifically for studying the application

of artificial intelligence and machine learning in the context of modern business decision-making.

"AI is being considered for every function within organizations, from operations to marketing and customer experience, to finance and forecasting," says Elsbeth Murray, Associate Dean, MBA and Masters Programs, Smith School of Business. "But the challenge is bridging the power of technology with the needs and context of the organization. That requires a new kind of professional with a balance of science and management expertise. That's why the Master of Management in Artificial Intelligence is so needed today."

The MMAI content will be delivered by Smith faculty and ad-

joined faculty from the Vector Institute for Artificial Intelligence, a hub of outstanding global talent focused on research excellence in deep learning and machine learning.

Based at SmithToronto, Smith's state-of-the-art facility in downtown Toronto, the MMAI will start classes in September 2018, subject to approval by the Ontario Universities Quality Council. A 12-month program that students take while they continue to work, classes are held Tuesday evenings and alternate Saturdays, plus two one-week residential sessions in Kingston.

Smith is known for its innovation and leadership in business education. The school has a strong history of recognizing a market need and quickly developing pro-

grams – from establishing the first undergraduate business degree a century ago to launching the leading and largest Master of Management Analytics (MMA) in 2013.

The MMAI is built on the foundational business and analytics courses of the MMA with the addition of courses in deep learning, natural language processing, AI ethics and policy, reinforcement learning, and an AI capstone project.

"AI will be a core business function for the next generation of business leaders, and we want to graduate business managers who will generate tangible business outcomes from AI," Dr. Murray says.

To learn more about the Smith School of Business visit smith.queensu.ca.

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Recognizing Inuit governance

Natan Obed shares his experiences as president of the Inuit Tapiriit Kanatami

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

Inuit face an uncertain future in the face of climate change, says the leader of Inuit Tapiriit Kanatami (ITK), the organization protecting and advancing the rights and interests of Inuit in Canada.

"We're not just canaries in an arctic coal mine," says Natan Obed, the most recent speaker in the Tom Courchene Distinguished Speaker Series. "We are people with policy positions, and we're here not just to tell our stories of our climate warming, but also to talk about what we need to do for mitigation and adaptation. We work internationally and domestically to ensure we have an arctic to give to our future generations."

Mr. Obed explored the challenges that many Inuit face today, including nutrition and food security, lack of housing, income disparity, youth suicide and health issues.

He also shared his perspective on the role of Inuit people and governance in Canada. He asked his audience to consider Canada's current relationship with Indigenous peoples through the rights-based lens of Inuit self-determination.

"Instead of owning and managing resources, such as a mine in Voisey's Bay – which could have made Nunatsiavut Inuit some of the wealthiest Canadians, with the best school systems in the country, revitalized local language, and high economic development – we receive a percentage of tax revenue through the provincial government, and an impact benefit agreement," says Mr. Obed. "While helpful, these still imagine that Inuit are on the fringes of any



Natan Obed, President of the Inuit Tapiriit Kanatami, shares his knowledge of Inuit democracy and needs of Inuit communities.

natural resource projects or benefit."

As president of the ITK, Mr. Obed represents Inuit Nunangat, made up of four regions of the Inuit; Inuvialuit Settlement Region in the Northwest Territories and Yukon, Nunavut, Nunavik in Northern Quebec, and Nunatsiavut in Labrador. In addition to preserving Inuit rights, culture, and languages, ITK represents the Inuit before the federal and provincial governments.

"It's important to respect Indigenous governance," says Mr. Obed. "We have our own governance model, and we haven't just decided to take on dominant Canadian and Western governance models that we don't necessarily believe in. There is still a long way to go to achieve respect for Indigenous governance. Provinces and territories do not get to decide which Indigenous peoples or representatives are or are not at the table. Indigenous peoples should work together to come to an understanding of how

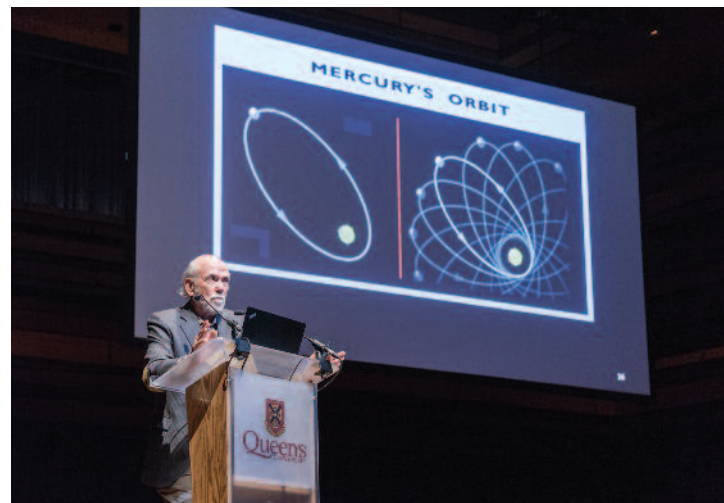
an Indigenous democracy works with a Canadian democracy."

Inuit health is of great concern, says Mr. Obed. "Our life expectancy is a full 10 years less than that of non-Inuit Canadians. In a developed country, we face a tuberculosis rate of 275 times that of other Canadians born in Canada. This isn't something that's just happened – we've had an elevated rate of tuberculosis since the 1950s.

"There are vast gaps between the outcomes of Inuit and non-Inuit in Inuit Nunangat, and they are often driven by policies. The administration of those policies, which are directed towards the improvement of our lives, often don't flow through our organizations. A key development in the quest for self-determination is to ensure that Inuit have control over where these funds go and how they are spent."

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

through the lens



Co-winner of the 2017 Nobel Prize for Physics Barry Barish delivers a talk entitled *Einstein, Black Holes, and Gravitational Waves* at the Isabel Bader Centre for the Performing Arts on Monday, March 5, in the first installment of the George & Maureen Ewan Public Lecture Series. Dr. Barish, professor emeritus of physics at the California Institute of Technology, was recognized by the Nobel Committee for his decisive contributions to the Laser Interferometer Gravitational-wave Observatory (LIGO) and the observation of gravitational waves – disturbances in the fabric of space-time first predicted by Albert Einstein in 1916.

grad studies

THESIS DEFENCES

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.

Thursday, April 5

Leila Mazaheri, Physics, Engineering Physics and Astronomy, 'Self-Organization and Light-Induced Chiral-

ity in Azo-Glass Material'. Supervisor: J.M. Nunzi, 201 Stirling Hall, 9 am.

Thursday, April 5

Ahmed Abdel Razek, Civil Engineering, 'Hydraulic Performance of Geosynthetic Clay Liners in Containment of Brine and Landfill Applications. Supervisor: R.K. Rowe, 212 Ellis Hall, 1:30 pm.

Friday, April 6

Robyn Ruth Saaltink, Sociology, 'Passports to Adulthood, Strong Families and Good Mothers: A Critical Examination of Developmental Disability Discourse in Ontario Between 2008-2014'. Supervisor: A.J. Burfoot, D120 Mac-Corry Hall, 1 pm.

Thursday, April 12

Md Abu Affan, Chemistry, 'Cat-

alytic Formylation of Amines With CO₂ and H₂ Using Complexes of Abundant Metals'. Supervisor: P.G. Jessop, 515 Chernoff Hall, 1:30 pm.

Monday, April 16

Ian Alexander Gilchrist, Rehabilitation Science, 'Characterization of the Multidirectional Strength of the Neck and of the Neuromuscular Coordination of the Superficial Neck Muscles'. Supervisor: L. Pelland, 008 Louise D. Acton Bldg., 9 am.

Tuesday, April 17

Francois Seguin, Mathematics & Statistics, 'The Two-Variable Artin Conjecture and Elliptic Analogues'. Supervisor: M.R. Murty, 521 Jeffrey Hall, 9:30 am.



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through the lens



An expert mixture of sound, performance, and water artistry was brought to the stage at the Isabel Bader Centre for the Performing Arts stage during the March International at Home concert. Soundstreams Canada presented *Water Passion After St. Matthew*, a dramatic reimagining of Bach's *St. Matthew's Passion* composed by Tan Dun, a renowned Chinese composer and conductor. The four-part yearly concert series is a collaboration between the Office of the Associate Vice-Principal (International) and the Isabel.



Standardized patients are actors trained to portray the historical, emotional, and physical characteristics of a real person for educational purposes. The Queen's-based Standardized Patient program is extending beyond campus, bringing its services to the Kingston community.

Standardized Patient program extending beyond campus

Queen's-based program uses actors to enhance training in the community

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

The Kingston community will soon benefit from an expanded Queen's University Standardized Patient and Objective Standardized Clinical Examination (SP&OSCE) program – a unique educational experience that uses actors to enhance training.

A standardized patient is an actor who is trained to portray the historical, emotional, and physical characteristics of a real person for educational purposes. This is done through simulated interviews and examinations. Standardized patients are also trained to provide feedback so students can gain insight into their strengths as well as areas requiring improvement.

Started in 1992, the SP&OSCE Program has recruited and deployed more than 100 standardized patients in clinical skills, training and examinations for Faculty of Health Science students. Actors can take part in a variety of scenarios ranging from routine to emergent situations.

"For the past 25 years, Queen's has run a successful

"For the past 25 years, Queen's has run a successful standardized patient program catering to the Faculty of Health Sciences. Now we want to offer our services outside of the university to provide realistic, hands-on training to other departments, teams and organizations. We can provide a valuable service to the Kingston area with our standardized patients."

– Rebecca Snowdon, Community Outreach Coordinator

standardized patient program catering to the Faculty of Health Sciences," says Rebecca Snowdon, Community Outreach Coordinator. "Now we want to offer our services outside of the university to provide realistic, hands-on training to other departments, teams and organizations. We can provide a valuable service to the Kingston area with our standardized patients."

Simulated learning provides a safe, yet realistic environment in which professionals from all fields can practice their skills. As

the SP&OSCE program expands to the broader community, companies and organizations can hire actors to work in faculty development, dispute resolution, business, law enforcement, customer service, pharmacy, and physiotherapy.

"Standardized patients can be used in a wide range of applications outside of medicine. Over the past year we've been receiving an influx of bookings and requests from organization outside the university, it seemed a natural time to expand. We're excited to share the benefits of simulated learning," says Kate Slagle, the SP & OSCE Program Manager.

The launch is set to begin this month with an open house at the Queen's School of Medicine Clinical Teaching Centre on Monday, March 26 from 1 to 4 pm. At the open house visitors will learn more about what the program has to offer, take a tour of the facility, and hear testimonials from those who have benefited from the program.

For more information visit the website at meds.queensu.ca/academics/spprogram/standardized-patient.

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Fireflies light the way in cancer research

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

Queen's University researcher Xiaolong Yang and his research team have developed a light emission-based biosensor that uses firefly luciferase (the enzyme that allows fireflies to light up) to monitor cancer cell activity and help find new ways to fight the spread of cancer.

Research has previously shown that changes in Hippo signaling proteins may be responsible for cancer development but there is currently no system to quantify how these proteins change in cancers. This breakthrough discovery could improve cancer diagnosis and treatment.

"Our labs have recently shown that aberrant changes in a group of proteins called the Hippo signaling pathway may be involved in cancer development," says Dr. Yang. "In this study, by using the luciferase enzyme extracted from fireflies as a reporter, we have created a new biosensor tool that allows researchers to measure the activity of the Hippo signaling pathway protein in cancers in



PHOTO BY TERRY PRIEST/FRELYX.COM

Queen's researcher Xiaolong Yang and his research team have developed a light emission-based biosensor that uses the enzyme that allows fireflies to light up to monitor cancer cell activity and help find new ways to fight the spread of cancer.

real-time."

Dr. Yang adds that studies show that the Hippo signaling proteins are critical for cancer angiogenesis, a process by which tumours make blood vessels during

their growth and spread.

"Almost all people have family members or friends who are diagnosed with or die of cancer," says Dr. Yang. "Our new tool allows us to detect cancerous cells' behavior

in a new way and will help future development of therapeutic drugs for preventing the most devastating and drug-resistant cancers from growing or spreading."

More than 90 per cent of cancer

deaths are due to spreading of cancer cells to other organs of the body (metastasis) at late stages of cancer progression. Unfortunately, there is currently no cure for treating metastatic cancers. Dr. Yang's novel research findings provide new evidence that targeting the Hippo signaling protein is very effective in cutting the nutrient supply of cancer cells through inhibiting blood vessel formation. This discovery may provide new hope for treating metastatic cancer patients for successful cancer treatment in the future.

Moreover, since defects in angiogenesis also play important roles in many other diseases such as age-related macular degeneration, cardiovascular disease, and diabetes, the new discovery may also provide a new way of fighting these diseases that affect the lives of millions of people around the world.

Working with Dr. Yang on the research were PhD candidates Taha Azad, Helena J. Janse van Rensburg, and Ben Yeung, and research associate Yawei Hao. The research was published in *Nature Communications*.

Researchers receive funding for novel, patient-oriented cancer treatments

BY DAVE RIDEOUT,
COMMUNICATIONS OFFICER

Three Queen's University scholars have been named as recipients of Collaborative Health Research Projects (CHRP) grants – a funding program created by the Canadian Institutes of Health Research (CIHR) and the Natural Sciences and Engineering Research Council (NSERC) to support stronger working partnerships among health care, engineering, and natural science researchers.

John Allingham, Associate Professor of Biomedical Molecular Sciences and Canada Research Chair in Structural Biology, John Schreiner, Adjunct Professor of Oncology, and Gabor Fichtinger, Professor in the Queen's School of Computing and Cancer Care Ontario Research Chair, will all receive funding to support multi-disciplinary cancer research projects.

"It is wonderful to see innovative, patient-oriented researchers at Queen's recognized with grants that will help advance patient-oriented research through their work," says John Fisher, Vice-Principal (Research). "On behalf of the university, I want to congratulate Drs. Allingham, Schreiner, and Fichtinger on their

new funding, which speaks to the impact of integrated and collaborative approaches on scientific discovery and future therapies."

Dr. Allingham, together with co-investigators P. Andrew Evans (Chemistry) and Andrew Craig (Queen's Cancer Research Institute), will receive \$497,500 over three years to fund the development and pre-clinical testing of new cancer fighting drugs inspired by natural products that disrupt a key protein required for cancer cells to spread. The spread of cancer cells within the body is the cause of 90 per cent of cancer-related deaths, and new therapies targeting this step will greatly improve survival rates for cancer patients.

Dr. Schreiner will receive \$157,870 over three years to analyze and improve upon current radiation treatments for tumours by evaluating the effectiveness and shortcomings of the current methods to measure dose when the therapy uses a radiation source moving within the tumour, and by creating software that can measure and assess the delivery of the treatment designed for each patient. He and his colleagues aim to be the first team to develop practical patient-specific dose delivery validation for this class of radiation treatments.

Dr. Fichtinger will receive \$194,419 over three years for his work to improve the surgical outcome for breast cancer patients who undergo breast-conservation procedures. These operations involve efforts to remove early-stage cancer cells while preserving healthy parts of the breast. Occasionally some cancerous cells are missed and remain in the body, meaning patients often have to undergo repeat surgeries – increasing their risk of complications, psychological distress, and increased costs, treatment disruptions. Dr. Fichtinger's team, including primary collaborators Jay Engel (Surgery) and John Rudan (Surgery), will develop a real-time electromagnetic navigation system capable of better detecting remaining cancer cells in effort to improve the procedure's success rate, and eliminate the need for recurring surgical interventions.

As part of Queen's University's affiliation with Kingston Health Sciences Centre and the Cancer Centre of Southeastern Ontario, the CHRP funding will play a key role in improving care and health outcomes for patients in the future.

The grants are part of \$19.8 million in CHRP funding being awarded to researchers across

Canada. The funding supports multi-disciplinary studies designed to discover and innovate in ways that will have a profound impact on Canadians' health and

environment, the economy, and communities.

For more information on the CHRP grants, visit the website (cihr-irsc.gc.ca).

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Why violence in video games isn't really a problem

Research shows that gamers are well-aware of the artificiality of the fictional video game world.

This article was originally published on *The Conversation*. Read the original article, with video clips, at theconversation.ca.



BY STEPHANIE LIND, DAN SCHOOL OF DRAMA AND MUSIC

Recently in my music of video games course at Queen's University, we examined first-person shooter (FPS) games. As might be expected, the discussion turned to the subject of violence in video games, but also about what it really means to be "immersed."

My students pointed out that immersion involves both emotional and imaginative components, but they also said an important part of immersion for them was that it generated a sense of "escapism and freedom from reality."

Opponents to violence in video games believe players are more violent than non-players. They believe that because players replicate violent actions in a game they will do so in real life. For example, the U.S. governor of Kentucky, Matt Bevin, said this:

"I'm a big believer in the First Amendment and right to free speech, but there are certain things that are so graphic as it relates to violence... There is zero upside to any of this being in the public domain, let alone in the minds and hands and homes of our young people... (These games) celebrate the slaughtering of people. There are games that literally replicate and give people the ability to score points for doing the very same thing that these students are doing inside of schools, where you get extra points for finishing someone off who's lying there begging for their life."

While many of these games could be seen as being in poor taste, studies on whether violent games cause real-life violence have had mixed results at best.

What is the immersive fallacy?

How can video games be confused for reality when its players view them as escapism and freedom from reality? In their book *Rules of Play*, scholars Katie Salen



In the first-person shooter game *Battlefield 1*, set during the First World War, player action and interaction shifts from driving a tank to releasing a messenger pigeon and navigating it to safety.

Tekinbaş and Eric Zimmerman argue that there are significant flaws in our understanding of video games and what exactly constitutes immersion.

The idea video game players can reach a state where they forget they are playing a game is a common misconception. Salen and Zimmerman call this the "immersive fallacy." That is, the idea that players believe their gaming "reality is so complete... that the player truly believes that he or she is part of an imaginary world" is false.

Instead Salen and Zimmerman say players are "well-aware of the artificiality of the play situation." In fact, this artificiality is one of the things that makes games so entertaining.

Let's take an example.

In one particular scene from *Battlefield 1* (2016), a first-person shooter is set during the First World War and player action and interaction shifts between several roles. Players start by driving a tank and firing at enemies, but when the tank gets stuck in mud an enemy attack at close quarters quickly follows.

Ominous, indistinct music begins as the player is trapped in the tank, but the sounds of gunshots overwhelm the action. Soon, however, the character is deafened by a gunshot. Ambient noise of weapon fire is silenced to reveal underlying music featuring trumpet and trombone flares, giving it a militaristic feel.

The player releases a messenger pigeon, and a shift of character occurs. Keenly aware of this shift because the style of gameplay completely changes, the player's role is now to fly the pigeon to its destination, seeing the world literally from a bird's-eye view.

The style of the music also shifts significantly, morphing from a claustrophobic, dark atmosphere (in the tank) with percussive gun hammering and low-register brass and strings to a calm, serene piano melody for the bird flight.

The bird is oblivious to anything but its destination. The clear, simple harmonies of the music during flight suggest it is revelling in its freedom. Once again, the atmosphere is in stark contrast to the men trapped below. When the bird lands, the music returns to its previous ominous brass swells and more chaotic rhythm.

Battlefield 1 is often called an immersive game by its players, but an understanding of immersion that relies on players believing that the game is reality would imply that players identify as First World War-era soldiers. In such a situation, the shift to a bird's eye view would be jarring and would break the gamer's sense of immersion.

My students observed the dramatic shift of music immediately upon becoming the bird, an observation also made by players online. This musical contrast — the softer, more tonal music and the

shift to a brighter sky — heightens the sense of peace during flight. The contrast with the dark tank environment further reinforces the sense of otherness that being the bird entails.

Salen and Zimmerman explain that "players always know that they are playing," and are therefore free to move among the different roles. Players embrace this flexibility and can come in and out "of moments of immersion, breaking the player and character frames."

In other words, players are completely aware that they're playing within a fictional world, and that this fiction can provide experiences and viewpoints not possible in real life. The shift of viewpoint and complete unexpectedness of playing as a bird in the middle of a wargame is a flexibility that makes the pigeon scene extremely effective, creating the dramatic contrasts that boost our emotional response to this part of the game.

Players know their games are not reality

It's not surprising the general public is confused about immersion. Even gamers don't really have a consistent understanding of what "immersion" means, partly because they use the word in two different ways.

Anecdotally, gamers often use the term to refer to the depth and level of detail of the game world,

Salen and Zimmerman explain that "players always know that they are playing," and are therefore free to move among the different roles. Players embrace this flexibility and can come in and out "of moments of immersion, breaking the player and character frames."

but colloquially it's also used to refer to how addicting a game is. This ambiguity is also brought up in a 2008 study in the *International Journal of Human-Computer Studies* that examines how exactly to measure immersion.

Players might describe how they were "totally immersed" in a rousing game of *Tetris*, but this hardly means they believe they exist in a universe where four-unit blocks might crush them at any point while accompanied by a Russian folk song, for example.

Gamers talk about *Skyrim* as having an immersive game world, with its own politics, religions and even literature (reading the books you find in *Skyrim* is surprisingly entertaining). But part of the appeal of *Skyrim* are the unique features of that game world: The ability to cast spells, treasure hunt and play as non-human races.

The players' questing is made easier by the text menus that they regularly access to complete most actions in the game. The constant visual presence of the menus on the screen is a clear and regular reminder that this definitely isn't reality.

As my students and I have been exploring the interaction of game plot, visuals and music over the last few weeks, I've become increasingly convinced that it's actually the escape from reality that creates effective gameplay. And as Salen and Zimmerman argue: "The many-layered state of mind that occurs during play is something to be celebrated, not repressed...."

Much like a good book or movie provides the framework for a world to give the audience a unique viewpoint, games provide a frame for the imagination, while still remaining firmly fictional.

Dr. Lind is an associate professor at the Dan School of Drama and Music. Her research interests include transformational theory, contemporary Canadian art music, video game music analysis, and music theory pedagogy.

Charging stations boost sustainability campaign

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

An expansive installation of electric vehicle charging stations will be available for students, staff, and faculty on Queen's campus and at the Isabel Bader Centre for the Performing Arts this summer to support sustainable transportation.

Once complete, there will be 64 Electric Vehicle (EV) charging stations in total on campus. The current project will provide 62 EV charging stations and was developed and funded via the Tesla Destination Charging Program.

There are two existing charging stations in front of the School of Kinesiology and Health Studies building that were made possible by funding through philanthropic donations by Fraser Horn (Sc'89) and Hospitality Services on behalf of Coca-Cola. The 62 new EV charging stations will be deployed across seven locations on main campus and the Isabel and will have charging options available for all makes and models of vehicles. Currently, using the new charging stations will not cost per-



SUPPLIED PHOTO

More than 60 new electric vehicle charging stations will be deployed across campus. This deployment builds on the two existing electric vehicle charging stations located in front of the School of Kinesiology and Health Studies.

mit holders an additional fee.

"Greenhouse gas reduction is a priority for Queen's, and providing electric vehicle charging stations across campus will help pave the way for more sustainable transportation options within our community. We are grateful to the Tesla Destination Charging Program which has enabled this project to support sustainability at Queen's," says Donna Janiec, Vice-Principal (Finance and Administration).

The installation of the charging stations at both surface-level and underground parking spots will begin at the end of February and take roughly four months.

"With this infrastructure in place, Queen's can accommodate electric vehicles on campus by providing drivers with the chance to charge their vehicles at work or

when visiting," says Donna Stover, Parking Manager with Physical Plant Services.

Charging stations in the parking garages are available to underground parking pass holders, and surface charging stations will be available to permit and day pass holders. Email to parking permit holders will provide more detail and updates on the project, and additional signage will be posted at charging station locations to indicate the type of vehicles that can use the parking spots.

You can find the locations of installed charging stations on the Queen's Sustainability Map and keep up with the electric vehicle charging station initiative and other sustainable transportation methods on the Queen's Sustainability portal (queensu.ca/sustainability).

Investing in innovative ideas

BY COMMUNICATIONS STAFF

The City of Kingston will be investing in projects to potentially make it easier to get around town, and make it easier to find out what's going on.

On Friday March 2, the winners of the first Mayor's Innovation Challenge were announced. The competition was designed to garner innovative ideas which could address local challenges. Post-secondary students from across Kingston were invited to submit proposals and pitch before a panel of judges for the chance to win support for their ideas.

"We saw wonderfully creative and innovative ideas come forward through this inaugural Mayor's Innovation Challenge and I am looking forward to seeing the winning ideas come to life through the internships awarded," says Mayor Bryan Patterson (MA'01, PhD'07). "We have so much talent in our community and I am proud this challenge has allowed us to showcase and harness this talent to address challenges we face while supporting and launching the careers of youth in Kingston."

A team of four Master of Planning students took away the top prize through their proposal for a pilot project to develop a multi-seasonal cycling network. The student team, including Anna Geladi,

Nick Kuhl, Mac Fitzgerald and Gurraj Ahluwalia, will receive internships with the City, a \$10,000 budget and support from City staff to help implement their project.

Two proposals, each focused on enhancing local attractions and learning opportunities for youth through event applications, tied to win the Queen's Innovation Centre Summer Initiative (QICSI) internship sponsored by the Dunin-Deshpande Queen's Innovation Centre (DDQIC). During the pitches, it became clear that there were strong synergies and complementary strengths between the two groups, and the judging panel encouraged them to merge and join the QICSI program as a team of four.

These teams, consisting of Queen's students Skyler McArthur-O'Blenes (Artsci'19) and William Medeiros (Sc'18) and St. Lawrence College students Mark Mathieu and Brandon Crausen, will receive \$7,000 stipends per team member for the summer and \$4,000 in seed capital for their ideas.

The Mayor's Innovation Challenge was made possible through partnership and collaboration with Bell Canada, Queen's Centre for Advanced Computing, the Dunin-Deshpande Queen's Innovation Centre, the Queen's Centre for Social Impact, Royal Military College, and St. Lawrence College.

Province supports Queen's researchers

BY DAVE RIDEOUT, COMMUNICATIONS OFFICER

A total of 17 Queen's researchers are receiving a combined \$2,942,914 in funding from the Government of Ontario through the Ontario Research Fund – Research Infrastructure programs and Early Researcher Awards – efforts designed to bolster the capacity of research teams and laboratories.

"Today's funding announcement speaks not only to the ongoing research excellence demonstrated by our faculty, but also to the future potential their work holds in addressing exciting challenges in Ontario," says John Fisher, Vice-Principal (Research), Queen's University. "On behalf of the university, I would like to thank the Government of Ontario for continuing to support the growth of research capacity and innovation at Queen's, and at institutions across the province."

Three of the winning faculty

members received Early Researcher Awards, providing up to \$140,000 to support the creation and operation of new research teams. This funding is used to hire personnel to assist in research experiments, including undergraduate and graduate students.

Additionally, 14 researchers were awarded support through the ORF Small Infrastructure Fund which helps cover the cost of acquiring or renewing research equipment, specimens, computer software, and other operational technology for laboratories.

ORF - Early Researcher Award recipients:

- Frances Bonier (Biology) – \$140,000
- Carlos Escobedo (Chemical Engineering) – \$140,000
- Madhuri Koti (Biomedical and Molecular Sciences) – \$140,000

ORF - Small Infrastructure Fund recipients:

- Janet Dancey (Canadian Cancer Trials Group) – \$197,065
- Claire Davies (Mechanical

and Materials Engineering) – \$125,000

- Peter Davies (Biochemistry) – \$100,192
- Amer Johri (Biomedical and Molecular Sciences) – \$120,000
- Lysa Lomax (Medicine) – \$139,914
- Susan Lord (Film and Media) – \$400,000
- Jacqueline Monaghan (Biology) – \$125,641
- Lois Mulligan (Queen's Cancer Research Institute) – \$124,040
- Diane Orihel (Biology/School of Environmental Studies) – \$167,602
- Michael Rainbow (Mechanical and Materials Engineering) – \$400,000
- David Rival (Mechanical and Materials Engineering) – \$76,520
- R. Kerry Rowe (Civil Engineering) – \$316,000
- Graeme Smith (Obstetrics and Gynecology) – \$63,540
- Zhongwen Yao (Mechanical and Materials Engineering) – \$167,400



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events calendar

Wednesday, March 21, 4:15-5:30 pm Panic Attacks: Rethink the Fear

Learn about the norms and what to expect during a panic attack, while also thinking through your own personal experiences. Develop an understanding of the symptoms and emotions related to the cause of your panic and how to manage it early with the potential of preventing an attack. You will have the chance to map out your own cycle, reflect on personal factors and ask questions. LaSalle Building

Wednesday, March 21, 4:30-6 pm Student Recognition Event

The Division of Student Affairs Student Recognition event celebrates the contributions and accomplishments of students across our division including: Student Colleagues - students who, in a specific role, have contributed to the operational success of one or more Student Affairs units - this includes work study students, interns, project leads, etc.; Students who have taken on leadership roles in our units - mentors, peer leaders, etc.; and Award Recipients - students who have received a Student Award (Peer Leadership, Brian Yealland & Equity, Diversity, Inclusion Impact Award) Agnes Etherington Art Centre Atrium

Wednesday, March 21, 4:45-9 pm Graduate Student Design Thinking Workshop - Queen's Innovation Centre

This collaborative workshop with graduate students from various disciplines across Queen's will introduce the Design Thinking approach, and will provide an opportunity to apply this approach to develop possible solutions to improve the sustainability behaviour of a commu-

nity. Ellis Hall, Rm. 319

Thursday, March 22, 12:15-1 pm Free Thursday Tour at the Agnes

These free, lunch-hour exhibition tours are available on a drop-in basis; make them a monthly ritual The tour topic is: Log Cabin: A Canadian Quilt. Agnes Etherington Art Centre

Monday, March 26, 1-4 pm Standardized Patient & OSCE Program Open House

The Standardized Patient & OSCE Program at Queen's is hosting an open house and invites faculty and staff to attend as well as members of the Kingston community. At the open house you can learn more about what the program has to offer, take a tour of our facility inside the Clinical Teaching Centre and hear testimonials from current standardized patients, students, and faculty who participate in and utilize the program. School of Medicine/Abramsky House, Rm. 117

Tuesday, March 27, 5-6 pm Stress Management

Manage stress before stress manages 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, no sign up required. LaSalle Building

Wednesday, March 28, 5:30-8 pm The Trump Effect: A New Era in Canadian-American Relations

Kim Nossal, (Political Studies) is an expert in Canada-U.S. relations

and will present on the impacts the Trump presidency has had since the American election more than a year ago and what to expect going forward. The presentation will be followed by a Q&A session and an opportunity for alumni and friends in attendance to network. Registration cost includes fingers foods and one drink ticket. Four Points by Sheraton - Old Stones Bar and Grill

Thursday, March 29, 12:15-2 pm ArtMatters

An informal, in-gallery talk about John Smith and the appeal of the mezzotint in 18th-century England.

Join Andrea Morgan, curator of "He First Brought It to Perfection," for an informal, in-gallery talk about John Smith and the appeal of the mezzotint in 18th-century England. Particular emphasis will be given to the fascinating back-and-forth between Smith and the notable portraitist, Sir Godfrey Kneller (1646-1723), as exemplified in a rare mezzotint portrait. Agnes Etherington Art Centre

Wednesdays, Noon-12:30 pm Meditation at the Ban Righ Centre with Jacqueline Davies

Join Dr. Jacqueline Davies for a guided meditation, Wednesdays at

lunch time, in the Ban Righ Centre. Open to everyone.

Wednesdays Noon-1 pm Soulful Singing

Free your voice and share your song with this inclusive and uplifting meditative practice. Soulful Singing is an active meditative practice that promotes joy, mindfulness, creativity and community. Facilitated by Wendy Luella Perkins, singer songwriter and minister with the Office of the Interfaith Chaplain at Queen's. All are welcome to this free weekly event; open to students, staff, faculty and friends of Queen's.

- ACROSS**
- 1 Huge flop
 - 5 Roe producer
 - 9 Proof word
 - 13 PC alternatives
 - 17 Benjaminite of the Bible
 - 18 Atmosphere: prefix
 - 19 Mother of Helen of Troy
 - 20 Flattened circle
 - 21 Claudius's successor
 - 22 Arbor supports
 - 24 Type of wire
 - 25 Applied Armor All
 - 27 Bull's-eye pooch of "Our Gang"
 - 28 Presided over
 - 30 Kanye, to North
 - 31 Jockey Willie
 - 33 Navigate
 - 36 Goalie's protected spot
 - 37 British gun
 - 38 Fawn's mother
 - 41 Ali Khamenei's country
 - 42 Billie ___ King
 - 43 Secluded valleys
 - 44 Peyton Place's main street
 - 45 ___ publica
 - 46 Give the impression
 - 47 Finer than fine, to a collector
 - 48 "Volsunga Saga" king
 - 49 Haciendas
 - 51 Sultry singer Horne
 - 52 Kilt feature
 - 53 Word in a lover's vow
 - 54 Abscam, for one
 - 56 Bridge support
 - 57 Emir's dears
 - 59 "There But for Fortune" singer
 - 60 Bay fed by the River Erne
 - 63 Landers and Jillian
 - 64 Mexican sauce
 - 65 Big House tenants
 - 66 Guidonian note
 - 67 Road map abbr.
 - 68 "___ Lottery"
 - 69 Window piece
 - 70 Freeze start
 - 71 Word in MPH
 - 72 Dutch town
 - 73 Bedouin lodging
 - 74 Script studier
 - 75 Zealots
 - 77 Feedback start
 - 78 Request another decision
 - 81 Prohibition crime-fighter
 - 82 Frank
 - 86 Credit
 - 87 Ells, e.g.
 - 90 Silent star Novello
 - 91 Came down to earth
 - 92 "___ Angel"
 - 93 Purplish black
 - 94 Weed in the Bible
 - 95 Signals the auctioneer
 - 96 Birthplace of Joyce and Yeats
 - 97 Mrs. Dick Tracy
 - 98 Beatrice d'___
- DOWN**
- 1 Like a clothes-hanger jimmy
 - 2 Superior: Ger.
 - 3 Just
 - 4 ___ one's horizons
 - 5 Filled completely
 - 6 Bovine band
 - 7 TV's "You ___ There"
 - 8 Dan Marino, once
 - 9 Upper crust
 - 10 Bearing a likeness to
 - 11 Fruity thirst quencher
 - 12 Capital of Uzbekistan
 - 13 Adapted for grinding, as teeth
 - 14 Enthusiastic
 - 15 Stalagmite's locale
 - 16 Hibernian conveyance
 - 23 Panetta or Spinks
 - 26 Paver's stuff
 - 29 Twilights, poetically
 - 31 Imitation
 - 32 Forum
 - 33 Term for addressing royalty
 - 34 ___ bien
 - 35 New England resident
 - 36 Bishops' domains
 - 38 Laundry need
 - 39 Spanish jar
 - 40 Spout
 - 42 Heckle
 - 43 James Cagney film
 - 46 Restrain
 - 48 Protected, at sea
 - 50 Class of birds
 - 51 Model Hurley
 - 52 Connects, as culpability
 - 54 Mythical fire dweller
 - 55 One ready to drive, in golf
 - 56 Part of a Southern meal
 - 57 Dulcimer's kin
 - 58 Throw in a chip
 - 59 Cattle stoppers
 - 60 "It ___ Come Easy"
 - 61 Member of the sax section
 - 62 Hideout
 - 64 Tone down
 - 65 Vegetable containers
 - 68 "Que ___" (Doris Day hit)
 - 69 Hang in there
 - 70 Monkshood
 - 73 Screen, for one
 - 74 Telecast
 - 75 Coppers
 - 76 "Komm, Gib Mir ___ Hand" (Beatle recording)
 - 77 Expedition starting points
 - 78 Hale of "Gilligan's Island"
 - 79 Ralph Lauren's line
 - 80 Satisfied a blackmailer
 - 82 Slaughter of baseball
 - 83 Gabor and Marie Saint
 - 84 Match by type
 - 85 Koala's perch
 - 88 Opus ___ ("The Da Vinci Code" villains)
 - 89 Roberto's "rah"

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OUA silver for women's hockey, men's volleyball

BY COMMUNICATIONS STAFF

WOMENS HOCKEY

The No. 5 Queen's Gaels fell 3-0 to the No. 7 Western Mustangs who claimed their second McCaw Cup title in program history Saturday, March 10 at the Memorial Centre.

Both advance to the U Sports national championship in London.

Gaels goalie Stephanie Pascal and her Mustangs counterpart Carmen Lassis stood tall in net in the early going before Western opened the scoring on a first-period power play through Megan Taylor.

The Gaels had their opportunities as well but were unable to solve Lasis. Then, with just 22 seconds left in the second period the Mustangs made it 2-0 on a goal by Alyssa Chiarello.

The Gaels had another early power play in the third period but came away with nothing to show for it. Just after the advantage ended, the Gaels appeared to have scored after a Mustangs



The Queen's Gaels women's hockey team salutes their fans at the Memorial Centre following the McCaw Cup final on Saturday, March 10. The Gaels fell 3-0 to the No. 7 Western Mustangs.

player deflected the puck into her own net but it was called off by the officials.

The Gaels pulled Pascal on multiple occasions, first with an abbreviated power play and then with just a few minutes remaining and Western's Amanda Pereira iced the win with an empty-net goal.

PHOTO BY JASON SCOURSE

MEN'S VOLLEYBALL

The Queen's Gaels fell in straight sets to the McMaster Marauders in the Forsyth Cup OUA championship in Hamilton on Saturday, March 10, 25-17, 25-15, 25-21.

The Gaels and Marauders both advance to the U Sports national championship hosted by McMaster.

After Queen's took the first point in the match, the Marauders thundered back as they took the next six with two aces from Matt Passalent aiding the cause.

The Gaels grabbed a 13-12 but were unable to maintain the momentum.

The second set was a different story as the Marauders set the pace for an early lead and took the set easily.

In the third set the Gaels battled hard for a 16-11 lead. However, following a timeout McMaster grabbed control and finished off the set and match 25-21.

Markus Trence led the Gaels with 13 kills and an ace. Zane Grossinger had 21 assists.

The Gaels face the Alberta Golden Bears in the U Sports quarterfinal on Friday, March 16.

On Friday, the Gaels beat the Rams 25-20, 25-18, 17-25, 19-25, 15-9 to reach the final. Queen's was led by Zac Hutcheson with 20 kills while Jack Peckham added 15 and Trence had 12. Grossinger finished with 56 assists.

fit tips

Get moving

Life seems to tempt us to sit more and move less. Fortunately, there are plenty of options to foster physical activity and exercise habits, whether you are working in an office setting or have fallen victim to a sedentary way of life. Here are some tips to get active:

- *Create a standing workstation:* Talk to your manager about getting an adjustable standing workstation or make it yourself with a box and/or some books.
- *Phone time = walk time:* Every time your phone rings, get up and walk around in your office.
- *Meeting time = standing time/walking time:* Movement increases productivity, which may help convince your colleagues and supervisors to conduct meetings while standing or walking.
- *30-minutes challenge:* Set an alarm to alert you every 30 minutes. As soon as the alarm goes off, complete two minutes of physical activity.



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books

Becoming Digital: Toward a Post-Internet Society By **Vincent Mosco**, Professor Emeritus (Sociology)

Becoming Digital examines the transition from the online world we have known to the Next Internet, which is emerging from the convergence of Cloud Computing, Big Data Analytics, and the Internet of Things. The Cloud stores and processes information in data centers; Big Data Analytics provide the tools to analyse and use it; and the Internet of Things connects sensor-equipped devices everywhere to communication networks that span the globe. These technologies make possible a post-Internet society filled with homes that think, machines that make decisions, drones that deliver packages or bombs, and robots that work for us, play with us, and take our jobs. The Next Internet promises a world where computers are everywhere, even inside our bodies, “coming alive” to make possible the unification of people and machines in what some call the Singularity.

This timely book explores this potential as both a reality on the horizon and a myth that inspires a new religion of technology. It takes up the coming threats to a democratic, decentralized, and universal Internet



and the potential to deepen the problems of commercial saturation, concentrated economic power, cyber-warfare, the erosion of privacy, and environmental degradation. On the other hand, it also shows how the Next Internet can help expand democracy, empowering people worldwide, providing for more of life's necessities, and advancing social equality. But none of this will happen without concerted political and policy action. *Becoming Digital* points the way forward.

for the record

COMMITTEES Headship Review Committee appointed for the Department of Pediatrics

Robert Connelly's first term as head of the Department of Pediatrics will end on June 30, 2018 and Dr. Connelly has indicated that he is willing to be considered for reappointment. In accordance with the Modified Reappointment Process for Heads of Clinical Departments, a Joint Committee has been established to provide advice to Provost and Vice-Principal (Academic) Benoit-Antoine Bacon and Chief Executive Officers of Kingston Health Sciences Centre David Pichora on the reappointment of Dr. Connelly and the present state and future prospects of the department.

The membership of the Committee includes:

- Dr. Christopher Simpson, Co-Chair, Acting Dean, Faculty of Health Sciences
- Dr. Michael Fitzpatrick, Co-Chair, Chief of Staff, Vice President of Medical Affairs, Kingston Health Sciences Centre
- Dr. Amy Acker, Assistant Professor, Department of Pediatrics
- Ms. Silvie Crawford, Executive Vice President and Chief Nursing Ex-

ecutive, Kingston Health Sciences Centre

• Dr. Gaeme Smith, Professor and Head, Department of Obstetrics and Gynecology

• Dr. Yi Ning Strube, Assistant Professor, Department of Ophthalmology

• Ms. Christine Irving (Secretary) Senior Staffing Officer, Faculty of Health Sciences

Faculty, staff, students, residents, members of the teaching hospitals and other members of the university and health sciences communities are invited to submit comments on the present state and future prospects of the Department of Pediatrics and the degree of support for the reappointment of Dr. Connelly as head. Submissions are to be sent by March 27, to us as co-chairs either in writing c/o Christine Irving, Senior Staffing Officer, or electronically to christine.irving@queensu.ca. Responses will remain confidential and will be shared only with the members of the Review Committee; anonymous submissions will not be considered.

AWARDS 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.

human resources

Job postings

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

■ **Competition Number:** J0218-0179
Position Title: Security Operations Specialist

Department: ITS Infrastructure Services
Salary: \$58,454/Year
Grade: 8

Job Type: Permanent (Continuing)
Closing Date: March 26

■ **Competition Number:** J0218-0042
Position Title: Communications Coordinator
Department: Agnes Etherington Art Centre
Salary: \$51,545/Year

Grade: 7

Job Type: Permanent (Continuing)
Closing Date: March 25

■ **Competition Number:** J0318-0182
Position Title: Executive Director, Finance and Operations
Department: Dean's Office – Faculty of Arts and Science

Grade: 13
Job Type: Permanent (Continuing)
Closing Date: March 28

■ **Competition Number:** J0218-1114
Position Title: Supervisor, Custodial Services

Department: Area Nine - Custodial
Salary: \$45,458/Year
Grade: 6
Job Type: Permanent (Continuing)
Shift: 7.5 Night Mon-Fri
Closing Date: March 26

Competition Number: J0318-0070
Position Title: Financial Coordinator
Department: International Centre for the Advancement of Community Based Rehabilitation (ICACBR)
Salary: \$51,545-\$64,432/Year
Grade: 7
Job Type: Permanent (Continuing)
Closing Date: March 26

Successful Candidates

■ **Job Title:** Personal Counsellor
Department: Faculty of Arts and Science
Competition: J1017-1119
Successful Candidate: Allison LaVigne

■ **Job Title:** Administrative Assistant
Department: Civil Engineering
Competition: J1217-0295
Successful Candidate: Susan Palo

Job Title: Student Awards Officer, Admission Awards Program
Department: University Registrar
Competition: J1117-1002
Successful Candidate: Shelly West (University Registrar)

■ **Job Title:** Program Associate
Department: Faculty of Engineering and Applied Sciences
Competition: J0717-0766
Successful Candidate: Stacey Zhao

■ **Job Title:** Electrical Engineer
Department: Physical Plant Services
Competition: J1017-0373
Successful Candidate: Mathias Ng

■ **Job Title:** Awards Officer
Department: School of Graduate Studies
Competition: J0917-0847
Successful Candidate: Erfanieh Aghdasi (School of Graduate Studies)

Job Title: Divisional Secretary and Program Assistant
Department: Department of Medicine - Respiriology
Competition: J0817-0336
Successful Candidate: Mandi Coulter

■ **Job Title:** Assistant Coach, Football - Defensive Coordinator
Department: Athletics and Recreation
Competition: J0817-0004
Successful Candidate: Ryan Bechmanis

■ **Job Title:** Academic Skills Support Coordinator
Department: Student Academic Success Services
Competition: J1217-0531
Successful Candidate: Alyssa Foerster

PUZZLE SOLUTIONS

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