

'WORDS THAT ARE LASTING'



A new seven-piece art installation in the lobby of the Faculty of Law building is a reminder of the original inhabitants of the land on which Queen's sits. The goal of the installation – Words That Are Lasting by artist Hannah Claus – is to portray the relationship between Indigenous Peoples in Canada and the law. Story on page 3



PROMOTING RESEARCH

All across campus a new campaign is putting the groundbreaking and impactful research being conducted at Queen's University in the spotlight. From a photo exhibit, to building banners, and light post pennants, the wonderful work of Queen's researchers is garnering attention. Story on page 4

Partnership for a greener Queen's

BY COMMUNICATIONS STAFF

Queen's University announced a partnership with Sustainable Kingston's Green Economy Program and the formation of the Queen's Sustainability Working Group, two efforts that will extend the reach of sustainability on campus, during a special event on Monday, Oct. 1.

The event, kicking off Sustainability Week, featured remarks from Donna Janiec, Vice-Principal (Finance and Administration), Matt Benson, Board Chair of Sustainable Kingston, Bryan Paterson, Mayor of Kingston, Sandra den Otter, Associate Vice-Principal (Research), and Warren Mabee, Professor and Head of the Department of Geography and Planning.

"Our university is committed to creating a culture of sustainability, and this commitment is of tremendous importance to me," says Vice-Principal Janiec. "I'm very pleased to announce that Queen's is joining Sustainable Kingston's Green Economy Program. This partnership will provide opportunities for all members to share best practices and learn from the successes and challenges of each other."

The collaboration with Sustainable Kingston, one of seven Green Economy Hubs across Ontario, will allow Queen's to join a supportive network of local organizations that set and achieve sustainability goals on measuring, reducing, and setting targets on carbon footprints.

"We are delighted to have such a pillar in our community joining the Sustainable Kingston network, and we look forward to working together," says Mr. Benson.

Queen's has a rich history of creating local partnerships with the city and other organizations, translating to tangible benefits for students, such as research and job placement opportunities.



Queen's University announced a partnership with Sustainable Kingston's Green Economy Program and the formation of the Queen's Sustainability Working Group on Monday, Oct. 1. From left: Nathan Splinter, Manager, Energy and Sustainability at Queen's; Donna Janiec, Vice-Principal (Finance and Administration); Matt Benson, Board Chair of Sustainable Kingston; and Kristin Mullin, Executive Director of Sustainable Kingston.

"As a city we've set ambitious sustainability goals. The only way we can achieve these goals is by embracing innovative approaches to sustainability and by working together as a community" says Mayor Paterson. "That's why I'm thrilled Queen's is partnering with Sustainable Kingston. This is a perfect example of a strong and strategic partnership that will advance our goals as a community and ensure a vibrant Kingston long into the future."

Other recent sustainability programs over the past year were also highlighted during the signing event, which all contribute to reaching the goals of the Climate Action Plan. Some of the many projects and initiatives include:

- Queen's Hospitality Services has switched from plastic to paper straws for unique restaurant brands, diverting 280,000 straws

each year from landfills.

- Ontario's largest campus electric vehicle charger deployment on a post-secondary campus, including 64 stations across campus.

- Droptbike, a bicycle sharing program to give more convenient access to students across campus and in the downtown core.

- West Campus District Energy Project, a boiler system efficiency project to reduce greenhouse gas emissions by 1,500 MT of CO₂ annually by severing the 2.5 km steam and condensation line between main and west campus and replacing it with localized boiler and hot water heating system.

- Beaty Water Research Centre, an 8,000 square feet laboratory for interdisciplinary research to further understand water governance, sustainability, and protection of water resources.

The Queen's Sustainability

Working Group, also announced during the event, will provide strategic direction and recommendations for the evaluation, planning, development, communication and implementation of initiatives aligned with the university's sustainability goals and the carbon reductions targeted by the Queen's University Climate Action Plan.

"The Queen's Sustainability Working Group includes a cohort of talented and knowledgeable faculty, staff and students will bring their expertise to help shape the future of sustainability at our university. Our first meeting is later this month, and we look forward to working together," says Vice-Principal Janiec. "It is vitally important that we collaborate – both with community partners and internally at Queen's – to continue moving toward our sustainability goals."

Making progress on greenhouse gases

BY COMMUNICATIONS STAFF

Queen's may have grown a lot over the past 10 years, but one thing that hasn't is its campus carbon emissions.

The newly published 2017 Carbon Footprint Report heralds big reductions across campus. The total emissions in 2017 were the lowest reported on Queen's campus since 2008, with a 10-year total reductions rate now up to 30 per cent.

Queen's drove this decrease primarily by enacting energy reduction projects (CAPit projects)

that reduced building level electricity and heating loads. A temperate summer in 2017 also reduced cooling loads.

"Creating a culture of sustainability at Queen's is a key priority across the university," says Donna Janiec, Vice-Principal (Finance and Administration). "The 2017 Carbon Footprint Report illustrates the hard work done so far in keeping our commitment to reducing greenhouse gases."

The Carbon Footprint Report tracks yearly progress on greenhouse gas emissions for the 2020,

2030, and 2040 goals of the Climate Action Plan. The report includes the type of emissions reported on, the method for calculating them, a breakdown of the total 2017 emissions, and a discussion of how and why the numbers have changed from year to year.

The Climate Action Plan aims to reduce greenhouse gas emissions from 2008 levels by 35 per cent by 2020, 70 per cent by 2030 and net zero by 2040. Even with the increasing energy demand created by new buildings and an increasing student and staff popula-

tion, the 30 per cent decrease in carbon emissions since 2008 is a promising sign that Queen's will achieve its 2020 Climate Action Plan goals.

"Over the last four years, the university has invested over \$15 million into energy conservation projects and we are seeing the benefits from those projects reflected in our carbon footprint," says Nathan Splinter, Manager, Energy and Sustainability. "These projects have helped move the university closer to our Climate Action Plan goals."

the gazette

Volume 46, Number 14, 2018

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QUEEN'S UNIVERSITY VICE-PRINCIPAL
(UNIVERSITY RELATIONS)

Michael Fraser

The Gazette is published biweekly during the academic year (September – April) and monthly during the Spring (May – June) by University Communications, Richardson Hall, Queen's University.

Submissions are welcome, and may be emailed to andrew.carroll@queensu.ca. The editor reserves the right to edit or refuse any submission. Views expressed or implied are those of individual contributors or sources quoted and do not necessarily reflect university policy.

SCHEDULE

Issue date: Oct. 23
Ad booking deadline: Oct. 12
Ad artwork deadline: Oct. 16
Noon editorial deadline: Oct. 17

Issue date: Nov. 6
Ad booking deadline: Oct. 21
Ad artwork deadline: Oct. 28
Noon editorial deadline: Oct. 31

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Queen's
UNIVERSITY

Conveying an important message through art

The Faculty of Law unveils a permanent art installation in their lobby, paying tribute to Indigenous Peoples

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Every time students, faculty, staff, and visitors enter the Faculty of Law building, they will be met with a reminder of the original inhabitants of the land on which Queen's sits.

This spring, the faculty launched a competition to commission a piece of Indigenous art to reside in the Gowling WLG Atrium. The goal of this installation was to portray the relationship between Indigenous Peoples in Canada and the law.

"I know that the entire Queen's Law community is thrilled with this beautiful addition to the school's atrium, a moving recognition that Queen's University is situated on the traditional territory of the Anishinaabe and Haudenosaunee peoples, as well as an important tribute to Indigenous legal systems," says Dean Bill Flanagan.

Artist Hannah Claus' proposal, "Words that are lasting," was announced as the winner in May, and she spent the summer preparing the art piece, which includes recreations of seven wampum belts suspended from the lobby ceiling.

"I spent a fair bit of time tracking down different individuals to



The Faculty of Law unveiled a seven-piece art installation by Aboriginal artist Hannah Claus in its lobby on Thursday, Sept. 30. Clockwise from top left: Principal Daniel Woolf, Dean Bill Flanagan, Brandon Maracle, Shelby Percival, Hannah Claus, David Sharpe.

ensure I had permission to reproduce the wampum belts, so there was some time spent getting in touch with different people," she says. "The wampum belts that I

selected to reproduce vary in function: some relate to governance structure within the Haudenosaunee Confederacy, and others represent nation to nation

agreements between the Haudenosaunee and the Anishinaabe – the two main Indigenous groups who inhabit this area."

Ms. Claus is a visual artist of

English and Kanien'kehá:ka / Mohawk ancestries and a member of the Tyendinaga Mohawks of the Bay of Quinte. She teaches contemporary Indigenous art as a seasonal lecturer at Kiuna, a First Nations post-secondary institution, in Odanak, Que.

She is hopeful the art will both give Indigenous students, faculty, staff, and visitors something that relates to them when they enter the building, and encourage non-Indigenous people to learn more about the populations and cultures who live where they have chosen to study.

"I hope that the installation creates an Indigenous presence as soon as you come into the space," she says, noting that wampum belts are a memory device that belongs to Eastern Indigenous nations' oral cultures. "As the artwork was being installed, a professor from an Indigenous Law course came out onto the stairs to see, and was very excited – he says he intends to bring his class down to the lobby at the start of term going forward."

The installation of this public art piece is an important element of the Faculty of Law's multifaceted response to the Calls to Action of Canada's Truth and Reconciliation Commission.

Indigenous Mentoring Network hub launches at Queen's

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Queen's recently hosted the launch for the local link in a province-wide initiative designed to support and grow the next generation of Indigenous health scholars.

The Indigenous Health Network is a national program funded by the Canadian Institute for Health Research, and supported by a number of host insti-

tutions including Queen's. The launch of the Queen's network hub, IMN-Queen's, brought together students, faculty, staff, and community members for a recent day-long conference to learn, share, and plan.

The conference included a webinar featuring Chantelle Richmond, Canada Research Chair in Indigenous Health and the Environment at Western University. Following Dr. Richmond's remarks, a student panel featuring

four Indigenous Queen's students – two graduate and two undergraduate – spoke on the value of mentorship. Brittany McBeath, an undergraduate student in the Faculty of Health Sciences, called the event thought-provoking.

"It was most valuable to have been able to hear input from Indigenous and non-Indigenous scholars and health professionals about the role they wish IMN-Queen's to play within our local academic community," she says. "It is my hope that the network will serve as the glue that brings Indigenous and allied scholars and professionals from all disciplines together with the common goal of empowering Indigenous ways of knowing and doing through their work. This local network has the potential to create a space of sharing and of support for Indigenous health researchers at Queen's."

The Queen's network hub is currently headed up by a team of three non-Indigenous faculty members, including Heather Castleden, the Canada Research Chair

in Reconciling Relations for Health, Environments, and Communities; Michael Green, the Brian Hennen Chair and Head of the Department of Family Medicine; and Lucie Lévesque, Associate Professor in the School of Kinesiology and Health Studies. Dr. Castleden is quick to point out that this group is merely initiating this network and they plan to take a back seat to Indigenous health scholars once it is established.

"We are all on a lifelong learning journey and need mentors along the way. I was fortunate to have tremendous mentorship from Indigenous scholars and community-based knowledge-holders through CIHR's early networks, and it is our turn to pay it forward," she says.

The day concluded with working group sessions designed to explore the value a mentorship network could have for participants.

Part of establishing this hub involved setting local priorities for the year ahead. Following a survey of participants at the confer-

ence, the team behind the network is working to host networking and speaker events.

One such event takes place Wednesday, Nov. 21 at 3 pm, where mentors and mentees will gather on campus for a networking event. The hub is also planning a 2019 summer institute which will be co-hosted with fellow eastern Ontario university Indigenous Mentoring Network participants. The institute will be themed around "Bridging Indigenous epistemologies and research methodologies" and will provide training for Indigenous communities, as well as Indigenous and non-Indigenous scholars and policy-makers.

Those looking to join the Queen's network hub's mailing list should email IndigenousMentorshipNetwork@queensu.ca.

CIHR's Institute of Indigenous Peoples' Health has funded eight networks across the country. The Office of the Vice-Principal (Research) and the Faculty of Health Sciences have provided funding to the Queen's network hub.

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UNIVERSITY COMMUNICATIONS



Whether it's through the Art of Research photo exhibit, the light post pennants along University Avenue, or the building banners on Stauffer Library and Grant Hall, the innovative and groundbreaking research being done at Queen's is currently in the spotlight across campus.

Beauty of research resonates on campus

BY COMMUNICATIONS STAFF

Every day impactful, cutting-edge research is being conducted at Queen's and the university wants everyone to know about it.

Enter a new multi-faceted campaign on campus aimed at promoting and celebrating the groundbreaking work of the university's researchers.

"Research is core to the foundation of Queen's as an institution, yet much of the work takes place where it isn't easily accessible to the public – in labs, archives, and in the field," says Melinda Knox, Associate Director, Research Profile and Initiatives. "While many of our research promotion initiatives are aimed at external stakeholders, the goal of this campaign is to showcase the breadth and impact of our research to the Queen's and Kingston communities, while at the same time adding a little more beauty to campus."

At the heart of Queen's, building banners celebrating award-winning research don Grant Hall and Stauffer library. Pole pennants have also been installed on the light posts along University Avenue, featuring images from the Art of Research photo contest. Each year the popular photo con-

test provides faculty, students, alumni, and staff the opportunity to showcase their research, scholarly, and artistic work. It also provides many amazing photos.

Together, the new banners cover a wide array of research – from arts and humanities to physics to cancer and health sciences to biodiversity and climate change.

The first image, *Santa Fina*, was taken by Una D'Elia, a faculty member in the Department of Art History and Art Conservation, at Musei Civici in San Gimignano, Italy. The striking image shows a marble bust of a saint by sculptor Pietro Torrigiani.

The second image, *Leaving Home*, features a spheroid of cancer cells embedded in a 3D protein matrix as seen through a microscope. Taken by Eric Lian, a PhD student in the Department of Pathology and Molecular Medicine, individual cells can be seen radiating away on all sides.

The third image, *Razorbill*, was captured by Brody Crosby, a Master's student in the Department of Biology during fieldwork on seabirds in Witless Bay, Nfld. Mistakenly assuming the approaching researchers were its parents, the razorbill chick is captured as it begs for a meal.

The fourth image is a rendition of the universe, and captures the work of researchers elucidating the fundamental building blocks of the universe, shedding light on things we cannot see.

The Art of Research is also being featured in a travelling, pop-up photo exhibit currently being held on the first floor of Stauffer Library. Offering a large selection of photos from the last three years of the contest, the exhibit highlights the diversity of research happening across campus.

The photo exhibit will subsequently be on display in Grant Hall for Homecoming, Oct. 19-21, and then in the Lederman Law Library, Oct. 22-Nov. 5.

The exhibit is also available to campus partners throughout the year for events and display purposes.

For more information on research at Queen's or the Art of Research photo contest, visit the website (queensu.ca/research).

A member of the prestigious U15 Group of Canadian Research Universities, Queen's has a long history of unmistakable discovery and innovation that has shaped our knowledge and helped address some of the world's deepest mysteries and most pressing questions.

United Way committee launches campaign with \$330,177 goal

BY COMMUNICATIONS STAFF

Each year the fundraising campaign for United Way of Kingston, Frontenac Lennox and Addington backs a wide range of services and organizations providing support throughout the community.

Queen's University's campaign officially kicked off on Monday, Oct. 1 with a fundraising goal of \$330,177 – a little tip of the cap to the university's 177th year. The Queen's campaign, the largest workplace campaign for the United Way KFL&A, accounts for close to 10 per cent of the organization's annual budget.

"The continued support of the Queen's community makes us proud to volunteer and to continue to make a difference," says James Lighthart, co-chair of the Queen's United Way Campaign Committee with along with Kellie Hart. "The strength of our community is found in its ability to provide support to those who need our help."

Students, staff and faculty – both active and retired – contribute greatly to the campaign through a number of ways, including special events, such as the Alma Mater Society barbecue, scheduled for Wednesday, Oct. 10 from 11 am to 1 pm at the corner of Union Street and University Avenue.

Last year, more than 58,000 people benefited from United



Way KFL&A-funded programs. "Every dollar donated helps to make a difference in our community," says Tom Harris, Interim Provost and Vice-Principal (Academic) and Executive Sponsor of the committee. "The United Way provides hope, a sense of belonging and dignity. From alleviating hunger and poverty, to providing support to women and children fleeing violence and abuse, the United Way's programs directly, and indirectly, benefit everyone in our community."

Queen's community members can back the United Way through payroll deduction, a one-time gift, credit card, cheque or cash. To make a donation online through the United Way's ePledge system, simply go to queensu.ca/united-way. Please note that if you donated last year and selected the auto-renewal action, no further action is required unless you would like to change your donation.

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'Rediscovering our academic selves'

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

The Centre for Teaching and Learning (CTL) is taking the arrival of a new director as an opportunity to take stock of both where it is and where it needs to go.

In September, Sue Fostaty Young was appointed as director of the Centre for Teaching and Learning. Prior to this, Dr. Fostaty Young was the centre's interim director, programs manager, and educational developer. She has been with the CTL since 2012, and a member of the Queen's community since the 1990s. She is also an internationally recognized researcher.

Dr. Fostaty Young sat down with the *Gazette* to talk about her five-year plan for the centre.

How have the first few weeks in the role of director been for you and the team?

It is going well, and part of the reason it is going well is that I have been doing the job on an interim basis for a year. It is really gratifying to know that I have established enough trust over the last year for me to be asked to do this.

The other reason it is going smoothly is that I think the CTL has the best staff on campus. We get along well, we have differences of opinion that are constructive, and we work well together.

A lot of the changes that I have identified to the provost – the directions we want to take – are a direct result of consultations with the people who work here and the work they are doing. Because of this, it has been an easy transition.

Part of that work is changing your centre's model in response to the changing needs of your clients. Walk us through how those conversations went, and



Sue Fostaty Young was appointed director of the Centre for Teaching and Learning in September. She served as interim director for the past year.

why this is important.

When I took over as interim director, one of the first things I did was ask for an external review of the centre. One hadn't been done in 10 years.

From that review, we received 23 recommendations regarding potential directions and orientations to programming for us to take. That was a really good springboard for us.

We received the report at the end of April, and we had a planning retreat where we determined which of the 23 recommendations were for us, which ones were for the provost and vice-provost (Teaching and Learning), and which ones were most important to enact first.

In collaboration with the centre staff, and input from the vice-provost (teaching and learning) and associate deans, I was able to propose a new direction for the centre.

In recent years, we had become very service oriented and we relied less on our own academic

work to inform our practice. We have always been evidence-based, but in recent years we had been using research from other universities to inform our work. Now, the move will be to generate more Queen's-based evidence and building practice around that. We are re-claiming our academic selves.

The CTL of the next few years will seek a better balance between academics, service, and leadership – which are the three fundamental pillars of educational development practice.

Tell us more about these recommendations.

A lot of the changes started happening last year. To the naked eye, it will seem that we are still offering workshops and doing a lot of the things we have always done. But if you take a hard look at what we are doing, everything is focused around institutional priorities. As examples: we have a workshop series on decolonizing the curriculum, and we have a workshop series on writing across the curriculum.

We also have staff working with the Human Rights and Equity Office on inclusive pedagogies and inclusiveness at Queen's – another high-level priority. While we are still doing consultations and workshops, they are focused more at an institutional and departmental level rather than an individual faculty member level.

How have CTL staff embraced the recommendations? How about clients and the leadership?

The staff are really energized about the changes. These have been a long-time coming. It is full steam ahead.

Right now, the staff roles look pretty much the same as they did before. We are still in the planning phase on some distributed leadership efforts around certain programs and topics.

When we had our retreat in May, I told staff that, come Monday, the CTL will look as much the same as it does now... the change will be evolutionary. We are in a state of transition but, by the end of the next academic year, the centre will look very different.

The provost and vice-provost (Teaching and Learning) are supportive of where we are going.

What will the new CTL look like in light of these changes?

At decentralized universities like Queen's, it is not uncommon for faculties to have their own teaching and learning professionals so they can provide at-the-shoulder, just-in-time teaching development support to their faculty members.

So, two and half years ago, we re-introduced the Queen's Educational Developers' Network (QEDN) – equipping us to collaborate with the embedded teaching and learning-focused staff in the faculties, and helping us to build a

good relationship with those embedded units.

When you pair that network with this new vision, the CTL functions as the hub of an integrated network for teaching support. This allows us to help determine priorities and work with each of the faculties to support the big educational and institutional initiatives.

We have been planting the seeds of this new model for several years. So it may look like we are doing something shiny and new now, but we would not be where we are today without some of those important stepping stones along the way.

When you talk about doing our own research, what research is underway now?

All of our educational developers hold PhDs and are researchers by nature. We are supporting inquiries about the active learning spaces and classroom design, program review, assessment and soon on decolonizing the curriculum, and writing pedagogies.

We are fortunate to have researchers on staff who align with the institutional priorities.

Anything else in the years ahead for the Centre for Teaching and Learning?

We have a lot of fabulous teachers on this campus. One of the things we can improve on from the past few years is to support and make use of the educational leaders we have on campus.

We have internationally and nationally recognized teachers, and we have some who are so busy being great teachers that they don't have the awards they deserve. We are still figuring out how to do it, but we want to find ways to recognize them and help their colleagues learn from them.

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view point

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Adjusting to the challenges of medical school

The following column, written by Anthony J. Sanfilippo, Associate Dean, Undergraduate Medical Education, was first published on the Undergraduate School of Medicine Blog (meds.queensu.ca/ugme-blog/).

Adjusting to a new environment never comes easily. Our bodies will eventually adapt to seasonal climate changes, travelling to different time zones, or high altitude, but it invariably takes some time, and involves a little discomfort



Anthony Sanfilippo

along the way. Adjustments of any kind are easier if anticipated and understood in advance.

Medical school is an adjustment and, unfortunately, not always anticipated by those "taking the plunge."

What's the most difficult adjustment for first year medical students?

Asked that question, most

would point to issues such as workload, engaging initial patient encounters, or perhaps aspects of technical competence involving physical examination or procedures. All important, to be sure, but these challenges are understood in advance, anticipated by our curriculum, and well within the abilities of the young people entering medicine, who are already very accomplished and have engaged the process and been selected with all these issues firmly in mind.

Beyond these anticipated challenges, there are other adjustments that are even more critical to success but much less well-appreciated or even unanticipated by students.

Changing Purpose

Why do we undertake educational programs? For many undergraduate university students, it is to either pursue an area of personal interest, or to achieve prerequisites or qualification for a subsequent program. That's certainly the case for students contemplating entry to medical school. These are certainly worthy goals, but they are personal and intended to promote individual

objectives. In a professional program such as medicine, the goals of learning shift to encompass the interests of other parties, specifically future patients. The approach and motivation for learning must also shift. In the words of an astute former mentor "Medicine is a service industry." Medical school is about preparing young people to provide that service. The learning is facilitated by that goal. In fact, it can't occur without it.

Seeking validation

Students entering medical school have achieved much recognition for their academic and personal accomplishments, the most recent and notable being their success in the admission process. As they undertake their studies together with equally accomplished classmates and in a system that defines success simply as "pass" with very little numerical grading, external kudos and other tangible evidence of success become increasingly rare.

The perception of success must therefore shift from the external to internal as will, eventually, the responsibility for ensuring they remain knowledgeable and technically competent.

The expectation of professional behaviour

Medical education is patient-centred. Students learn early that their interactions with patients must be carried out with high standards of confidentiality, respect and personal behaviour. Although that expectation is easily understood within the patient contact itself, it is perhaps less immediately understood that the same expectations are in play with all their interpersonal and social interactions. The lines between their personal and student lives therefore become blurred. For most, this is a novel experience, and perhaps the first realization of what it means to have engaged a professional role.

Dealing with uncertainty

Students, particularly those from backgrounds in the physical or biologic sciences, have come to expect precision and certainty in their studies. The concept of "right" and "wrong" provides reassuring clarity and promotes the expectation that learning is a finite endeavor, culminating with the discovery of that single, correct response. In the study of medicine, they find a much less dichotomous

world where many clinical issues are nuanced and require interpretation based on many variables. They must develop "approaches" based on "best evidence" always contextualized to the "patient's unique circumstances." For those accustomed to singular solutions, this can be unsettling.

All this can sound quite daunting but, like any life adjustment, will be eased with patience and support. Fortunately, much support is available. The quick "bonding" with classmates allows for the comforting realization that these challenges are not unique or some critical personal shortcoming, but rather ubiquitous features of the early medical school experience. Interactions with upper-class colleagues, both planned and informal, provide further validation. Our Student Affairs programs, mentor groups, observerships and Clinical Skills groups all provide opportunities to discuss transition difficulties.

In the end, the adjustment is not merely about engaging a new educational program, but rather a more clearly defined identity and perspective of one's role in the world.

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

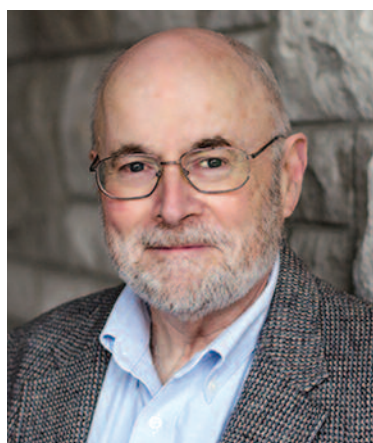
Professor emeritus was always ready to support others

One mark of a great professor is how much he or she gives back to colleagues, students, and others. In that regard, Jeff McGill was simply outstanding.

"Jeff was a mentor to many, he gave back as an editor of academic journals and he had a significant impact in making (Smith School of Business) a leader in analytics," Professor Emeritus Brent Gallupe,, said in remembering his friend and colleague. "We were very fortunate to have him at the school."

A longtime Smith faculty member and Professor Emeritus, Jeff McGill passed away at his home in Kingston on Aug. 10 surrounded by family. He was 68.

McGill joined Smith in 1993 as an assistant professor. His area of research was dynamic pricing and revenue management. Essentially the study of selling the right product to the right people at the right time and the right price, revenue management has in recent years become a popular topic in business. Yet in the 1990s, it was still something new. McGill was an



Jeff McGill

early expert, notably in the area of transportation and airline pricing.

"A lot of people consider him a pioneer in the field," said Yuri Levin, Executive Director of Analytics and Artificial Intelligence at Smith.

In 2013, Levin and McGill led the launch of the Master of Management Analytics program. "Analytics is really starting to brand the school. Without Jeff's support

and influence, the analytics program here would have had a much slower start," Gallupe said.

McGill's work was recognized by his peers many times. Among his awards: the 2008 Research Historical Prize in Revenue Management and Pricing from the Institute for Operations Research and Management Science (INFORMS). In 2013 McGill, Levin and fellow Smith professor Mikhail Nediak were awarded the INFORMS Practice Prize in Revenue Management and Pricing.

McGill's work was also recognized at Smith. In 2008, he received the school's Research Achievement Award.

Despite his accolades, McGill was a modest man. "He did not brag. He was passionate about the profession and the school, and he showed a great deal of respect to his colleagues, particularly younger colleagues," Levin said.

Deputy Provost Teri Shearer remembers McGill for his generosity to others, devotion to friends and for his leadership in management

science at Smith. "He was very community minded and he put the group ahead of himself," Shearer said.

Gallupe recalls his sense of humour, always delivered with "a smile and twinkle in his eyes." Outside work, McGill enjoyed golfing and playing poker with friends. "He was just a good person," Gallupe said.

Jeffrey McGill was born Nov. 1, 1949 in Montreal. After graduating with a BSc in physics from Bishop's University in 1970, he took a job in new product development at Domtar in Montreal. Three years later, he went to work in operations research at CN Rail, while getting his MSc in mathematics from Concordia University.

McGill began teaching in 1979, first at the British Columbia Institute of Technology and the University of British Columbia (where he received his PhD in management science in 1990), then at the University of Denver.

One student McGill made a lasting impression on was Kam

Moud (MSc'04), now managing director with AIG in New York City. The two met during one of the school's information sessions. Moud had just moved to Canada from Sweden and was thinking of returning to school. McGill encouraged him to apply to the Master of Science in Management program, and over the next several years, "he took me under his wing and gave me a lot of guidance," Moud said, adding McGill was as helpful to other students as well.

Upon graduation Moud thought he'd like to one day repay McGill for all his help. He did just that three years ago, creating a scholarship in McGill's name.

Today, the Jeff McGill Graduate Fellowship is awarded to an international student on the basis of academic excellence enrolled in the MSc or PhD management science programs. Said Moud: "In your life there are people whose support makes a real difference to you, and you end up somewhere better for it. For me, Jeff became one of those people."

Queen's in the news

Highlights of Queen's experts in the media from Sept. 20- Oct. 4

NEWSPAPERS

John S. Andrew (Business, Geography and Planning) commented in the National Post on the release of housing data by the Toronto Real Estate Board.

Lisa Carver (Arts and Science) had her column on insurance companies tracking your Fitbit data for The Conversation published in the Hamilton Spectator.



John Muscedere (School of Medicine, Division of General Internal Medicine) says the effects of space travel may be important to understanding what happens to us here on Earth as we age, in an op-ed published by the Winnipeg Free Press.

David Gordon (Geography and Planning) discusses his research into Canada's urban growth in the Calgary Herald; says in the Winnipeg Free Press that over the last decade, Winnipeg added another 84,000 people, which is good, because the region has had growth problems.

Kathryn Brohman (Smith School of Business) spoke to the Globe and Mail saying specializing in "digital transformation" is changing business as usual for generalist MBA programs at business schools.

Elizabeth Goodyear-Grant (Po-

litical Studies) says that when we see a shift in power, the formerly powerful group lashes out. This is why critical actors are so important to hold the course, to inspire others, to keep fighting and to keep speaking out, even when it's challenging to do so, in the Kingston Whig-Standard.

Robert Wolfe (School of Policy Studies) says in the Globe and Mail that the wording of the USMCA clause, which specifically refers to a "free-trade agreement," may have been intentionally crafted to leave the door open for more modest trade pacts with China that don't amount to a full-fledged free-trade deal.

Peter Harrison (Smith School of Business, School of Policy Studies) says the agreement to ban High Arctic fishing is a major step in the right direction. The Canadian Press interview appeared in over 10 outlets across Canada, including the National Post and the Toronto Star.

Jonathan Rose (Political Studies) says that with Trump, it's all about branding. If the new trade deal was simply branded as NAFTA 2, it would appear the president failed to repeal what he called the worst trade agreement in history. The Canadian Press interview appeared in over 40



outlets across the country, including the National Post.

ONLINE

Lisa Carver (Arts and Science) had her op-ed on John Hancock requiring customers to use activity trackers published in The Conversation.

Joseph Bramante (Physics, Engineering Physics and Astronomy) says in phys.org that a new technique could further pin down the nature of dark matter.

John S. Andrew (School of Environmental Studies, Smith School of Business, School of Graduate Studies) says in an article for The Canadian Press that he expects the Toronto Real Estate Board's decision to share home sales data online will spur the liberalization of data across the country. The story appeared in ctcvnews.ca and various other media outlets across Canada.

Tandy Thomas (Smith School of Business) cautions that consumers don't know what fitness tracking for insurance purposes could look like in the future, in an article by CBC Online.



Antonio Nicaso (Languages, Literatures and Cultures) says there is

violence related to the power vacuum left by the Rizzuto crime family following the Musitano and Iavarone slayings, on CBC Online.

Ryan Mulligan (Civil Engineering) was interviewed by Barrie Today about his coastal and ocean engineering work

Colleen Davison (School of Medicine, Emergency Medicine, Public Health Sciences) **Valerie Michaelson** (School of Religion, School of Medicine, Public Health Sciences) and **Pamela Young** (School of Religion) co-authored a piece for The Conversation about why health education must not be used as a political tool; the piece was republished in the National Post.

Liyang Cheng (Education) says in her piece for The Conversation that policy-makers need better training on how to properly interpret test scores.



Ed Struzik (School of Policy Studies) wrote in Yale Environment 360 about how more frequent wildfires are leaving debris and toxic runoff that are polluting rivers and water supplies.

TELEVISION

Gerald Evans (Biomedical and

Molecular Sciences, Medicine, Division of Infectious Diseases, Pathology and Molecular Medicine) told Global News that Australia has had a very mild flu season – and that in North America the influenza vaccine will likely work very well this year.

David Murakami Wood (Sociology) says on CTV News that the USMCA agreement's digital trade provisions offer no clarity; it could mean everything or it could mean nothing.



RADIO

Sharry Aiken (Law) says on Radio Canada International that when removal orders for illegal migrants come into effect and are not enforced, it undermines the integrity of the system and the confidence in the system.

John-Kurt Plinius (Smith School of Business) appeared on Ontario Morning talking about cannabis legalization.

Korey Pasch (Political Studies) discussed how the public views visits by politicians like President Donald Trump after natural disasters, with CKNW-Vancouver.

Surveying student satisfaction

The university is seeking faculty to participate in a pilot of a new student survey this fall

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Students in dozens of courses could be providing their feedback in a new way this fall.

The university will be piloting new questions for the University Student Assessment of Teaching survey (USAT) this fall to gauge the effectiveness of the proposed questions and eventually decide on a future survey tool. The joint faculty and administration committee which oversees the survey renewal process is seeking faculty to participate in the pilot.

"We know there are many different models for this type of survey, and each has its own benefits and challenges. This pilot will be important in giving us information to plan our next steps," says Jill Scott, Vice-Provost (Teaching and Learning). "These surveys are important, as they help us hear from students about their experience at Queen's and allow faculty to review the feedback to revise their courses. We encourage all



A new digital survey will be piloted at Queen's University this fall to gauge student feedback on their courses.

students to participate in their surveys this fall."

The pilot will include a wide variety of courses, including lec-

ture, lab, tutorial, and seminar from a broad range of disciplines. An exciting feature of the new survey tool will be the inclusion of

both online courses and graduate courses, which will be an opportunity to hear student voices and provide valuable feedback to instructors.

The questions in the new survey, tentatively called Queen's Survey of Student Experience of Teaching (QSSET), are divided into four categories: one section about the student's experience, another about the instructor, a third section about the course itself, and a final category about course infrastructure.

"Revising student surveys of teaching is enormously complex, but extremely important, as the environment for teaching and learning changes at a rapid pace," says John Pierce, Co-Chair of the Teaching Assessment Implementation Committee. "This process has included many different individuals and groups since 2016, and the level of commitment to improving teaching evaluation at Queen's has been impressive."

Changes to the survey are being overseen by a six-person sub-

committee of the Joint Committee to Administer the Agreement (JCAA). This subcommittee is comprised of representatives of the faculty association and administration along with an undergraduate and graduate student.

Once the pilot survey process is complete, the results will be analyzed and university-wide consultations will be held to examine the evaluation process went and measure the effectiveness of the questions.

Faculty in tenured and continuing appointments who wish to participate in the pilot project should complete the JCAA's survey.

To learn more about teaching assessment at Queen's, visit the Office of the University Registrar website (queensu.ca/registrar/faculty-staff/USAT) or read Appendix E and Article 29 of the most recent Queen's University Faculty Association Collective Agreement.

Questions about the pilot or the process should be directed to QSSET@queensu.ca.



SUPPLIED PHOTOS

Yinka Adegbusi and Asha Gordon are the co-chairs of the Queen's Black Alumni Chapter (QBAC). The group is hosting a kickoff event featuring a panel discussion on Oct. 20 in Kingston during Homecoming.

Alumni chapter connects Queen's Black alumni

BY COMMUNICATIONS STAFF

When Yinka Adegbusi (Artsci'13) moved to Toronto after graduation, she was surprised by the number of black Queen's alumni she was running into.

When she was a student, she joined groups like the Queen's Black Academic Society, but says she did not see a lot of people of colour on campus, nor was she aware of some of the black alumni from Queen's who had gone on to successful careers.

"I was amazed when meeting these people. I thought, 'You all went to Queen's? Where were you when I was there?'" says Ms. Adegbusi, who now works for the Ontario Ministry of Education as a data scientist. "This has always been an issue. Current (Black) students don't see themselves at Queen's."

So she was enthusiastically on board when Asha Gordon (Artsci'18) approached her to help create a program to encourage Queen's Black alumni to come together, network, and support each other.

Queen's Black Alumni Chapter (QBAC), created by the chapter's leadership team and co-chaired by Ms. Adegbusi and Ms. Gordon, is launching a kickoff event scheduled for Oct. 20 in Kingston during Homecoming. It will give alumni a chance to network and mingle.

There will be a panel discus-

sion featuring four guest speakers who are making a tremendous impact in their communities: Hazel Claxton (Comm'83), retired Morneau Shepell EVP and chief human resources officer; Beau Sackey (MBA'12), managing partner of Biltstone Consulting; Curtis Carmichael (PHE'16), founder of Ride for Promise; and Jeanelle Dundas (ArtSci'13), a lawyer with Blake, Cassels & Graydon LLP.

During the event, the chapter's flagship initiative, the QBAC Mentorship Program, will also be launched.

"Race has been an obstacle for many people of colour," says Ms. Gordon, who received the Agnes Benidickson Tricolour Award earlier this year. "What we can do is turn the story around and make being Black an asset and an advantage. There is a lot of work at Queen's right now in terms of diversity and inclusion, and we want to help on the alumni end."

Queen's administration has been trying to develop a more inclusive campus. The Principal's Implementation Committee on Racism, Diversity, and Inclusion's report was released in 2017 and outlined many initiatives. The university also earmarked \$3 million to support existing programs and launch new initiatives related to equity on campus.

Ms. Adegbusi feels there is a need for a Black alumni chapter because she knows some people

who prefer mentors from the same cultural background who have faced similar challenges.

"I know a few people who tried alumni networking events and felt they could not connect because the mentor did not have the same experiences," says Ms. Adegbusi.

The chapter is seeking alumni who are successful in their fields to share their experiences and give career advice to younger graduates. It is currently accepting online applications for both mentors and mentees.

Ms. Gordon feels focusing on networking and mentorship will help make QBAC a long-term success.

"In five or 10 years, I'd like people to be able to look at the Queen's Black Alumni Chapter, see the current members, and be able to pick up the phone or send an email to someone and get the help they need," says Ms. Gordon. "We never know where things will take (QBAC), but I am looking forward to building something special."

QBAC is not only for alumni. The organizers are also encouraging black students and faculty members to take part.

Visit the Queen's Alumni website for more details about the Homecoming launch event on Oct. 20. For alumni who can't attend Homecoming but want to learn more, please visit the QBAC Facebook and LinkedIn pages.

Celebration marks 25 years of BISC

BY SARAH LINDERS, SENIOR COMMUNICATIONS OFFICER

As the Bader International Study Centre (BISC) prepares to celebrate 25 years of operations, its mixture of history and community is the perfect backdrop for a reunion.

The BISC, located in East Sussex, England, is home to students, staff, faculty, and over 575 years of history. The Castle was bankrolled by King Henry VIII in 1441 and eventually fell into neglect during the 1700s, until its restoration in the early 1900s. Alfred and Isabel Bader donated The Castle to Queen's in 1993 as the International Study Centre. The ISC was renamed the Bader International Study Centre in 2009 in celebration of Alfred's 85th birthday, as a mark of the university's deep appreciation for his extraordinary generosity to Queen's.

The BISC has also been the backdrop to major literary adaptations, including the 1990s *Chronicles of Narnia* films and a wizardly retreat in 2017 and 2018.

"The Castle has become a staple of the Queen's student experience, as both the oldest and newest part of Queen's," says Hugh Horton, Vice-Provost of the BISC. "Thanks to our first-year program, opportunities for upper-year students, small class sizes, and the many treasures that The

Castle and grounds have to offer, we deliver a learning experience like no other. That's worth celebrating."

Students returned to the BISC this September for the Fall term. The Castle has recently expanded its innovation, inclusion and mental health resources for students, and plans to expand its science education facilities in 2019.

The 25th reunion will take place on the 2019 Canada Day weekend at The Castle. Alumni of The Castle will reunite for a week-end full of activities, including a night at the Headless Drummer, a garden party, tours of the improvements to The Castle, mini-lectures from their favourite professors, and many opportunities to catch up after years, for some even decades, apart.

"We want to bring alumni of The Castle together to celebrate and to commemorate the impact that the donation of the BISC has had on so many lives and on Queen's international programs," says Elizabeth Gorman, Associate Director, Alumni and Student Engagement. "The Castle is a very special part of Queen's, and we aim to give alumni, faculty, staff, students, and the local East Sussex community a fun and educational weekend together."

To count yourself in for the upcoming weekend, check out the 25th anniversary Facebook page.



The Bader International Study Centre (BISC) will be celebrating 25 years of operations in 2019.

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Honouring Canada's courageous women

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

They come from coast to coast, from a wide variety of fields and disciplines, and from nearly every decade of our country's more than 150-year history.

They are the Women of Impact in Canada, part of a new initiative unveiled by the Ministry of Status of Women as part of Women's History Month. Minister Maryam Monsef visited Queen's on Tuesday, Oct. 2 to unveil an online gallery which includes photos, stories, and quotes from prominent Canadian women. The gallery inspired the theme for this year's Women's History Month, which is "Make an impact".

"Whether reaching for success in fields as diverse as STEM, the arts, and politics, or paving the way for others as trailblazers and human rights defenders, all the women that we celebrate in the Women of Impact in Canada gallery have something in common: courage," says Minister Monsef. "Their accomplishments are an inspiration and their stories

are a call to action, reminding each of us of the potential we have to make an impact and change the world."

Minister Monsef also encouraged the dozens present to go online to the Status of Women website (swc-cfc.gc.ca/commemoration/woi-fic/index-en.html) to view the gallery, and consider submitting a name for consideration. She noted the gallery will continue to evolve, and hopefully serve as a valuable resource to educators.

The ministry partnered with Queen's Female Leadership in Politics (QFLIP) student group to host the launch announcement and panel discussion at the Agnes Etherington Art Centre. Queen's has connections to 17 of the featured women of impact, including a number of honorary degree recipients.

Later this month, the federal government will recognize International Day of the Girl on Oct. 11, and Persons Day on Oct. 18 – which marks the day when women were included in the legal definition of "persons."



Maryam Monsef, Minister of Status of Women, asks students at the Agnes Etherington Art Centre what they would tell their younger selves, during her visit to Queen's on Tuesday, Oct. 2 to unveil an online gallery which includes photos, stories, and quotes from prominent Canadian women.

UNIVERSITY COMMUNICATIONS

Putting a focus on thriving in the workplace

BY ANDREW CARROLL, GAZETTE EDITOR

In his new role as Acting Associate Vice-Principal (Human Resources), Steve Millan is well aware of how important it is to find a work-life balance.

Central to everyone's well-being, he points out, is being aware of our own mental, physical and social health, as well as that for the others around us, including colleagues, students, and our families.

Making time for himself in his daily schedule, including exercise, has helped Millan over his 20 years at Queen's University, and with the increasing responsibilities over that time, it has become

all the more important. At work, Millan starts off his day by creating a list of things he needs to get accomplished, even if it's a minor task. When complete, he crosses each off. He finds that this helps ease some of the stress or anxiety that can build up throughout the day.

He also tries to stay active and get up from his desk when he can.

"When I have meetings I try to meet people in their offices so that I can get away from my desk, walk around and get the blood flowing. I try to go to people rather than just emailing or phoning them," he says, adding that he also takes the stairs whenever possible. "One of the things that helps me as well is I like to be in

buildings where the students are because the students just create this positive energy that I feed off."

Away from work Millan keeps active.

Along with boating around the Thousand Islands area during the summer and playing hockey during the winter, Millan makes sure he goes to the gym three to four times a week.

"I enjoy physical activity. In my new role I found that I was slipping a bit in terms of my routine and I realized that was not a healthy thing for me so I now make sure that I get my physical activity in," he says, adding that when he's playing hockey he's able to just focus on the game. "Hockey really does help me unwind and there's also a social component which is equally as important as the physical component and that is really key to my well-being."

To help the rest of the Queen's community get into a healthy lifestyle and mindset, Human Resources offers Thrive Week each year, which features a full schedule of wellness activities that help remind staff, faculty, and students about the importance of self-care and building positive mental health.



Steve Millan, Acting Associate Vice-Principal (Human Resources), thrives by staying active whether at the workplace or at home.

UNIVERSITY COMMUNICATIONS

The goal of this initiative is to increase education and communication on the topic of positive mental health and what it means to the Queen's community.

In the short time he's been in his position, Millan has come to realize just how important an event like Thrive is for a diverse community like Queen's at all levels – students, staff, and faculty.

"For me Thrive is a reminder that we can't forget about mental health," he says. "That's key and it's very important for us to think about that as individuals but also

to remember about the mental health of colleagues and students. It's being self-aware but also aware of how it might impact others."

This year, Thrive Week kicks off on Monday, Nov. 5, and events are being hosted throughout the week including yoga, a colouring workshop and two special guided 'Haunted Walks,' that include Queen's campus.

To learn more about Thrive, and to see the schedule of events visit the Thrive website (queensu.ca/thrive/).

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Opening up the Nuremberg Chronicle

BY COMMUNICATIONS STAFF

A new course featuring one of Queen's University Library's newest acquisitions – a hand-coloured 1493 edition of the *Nuremberg Chronicle* that is now part of the Schulich-Woolf Rare Book Collection – is opening its doors for an upcoming class.

Members of the Queen's and Kingston communities are invited to join professors Sharday Mosurinjohn and Richard Ascough (Queen's School of Religion) and their students for a lecture in Religion and Art (RELS 345) on Wednesday, Oct. 10 at 11:30 am at the W.D. Jordan Rare Books and Special Collections in Douglas Library.

The event, and the *Nuremberg Chronicle*, will be introduced by Principal Daniel Woolf.

In their remarks, Dr. Ascough and Dr. Mosurinjohn explore multiple facets of the *Nuremberg Chronicle*, known as one of the most important and extensively illustrated books of the 15th century.



For 15th century readers it was a chronicon – a history – made of text and image. As an artefact, the book embodies an important story, one of both the fracturing of Europe along socio-political and religious lines and its expansion through trade and exploration – aspects of the globalization we see today.

Yet another story is that of the book itself, which has been around the world and in the hands of many owners and readers in its 500-year lifetime. The Queen's copy is a stunningly beautiful volume in Latin printed by Anton Koberger on July 12, 1493 and hand-coloured in 1521 by its one-time owner Johann

Kruyshaar of Lippstadt (1484-1555), better known as Joannes Cincinnius, a Westphalian humanist, author and scholar of considerable significance. It is a large first edition folio containing 1,809 woodcuts, ranging in size from small medallion portraits to large double-page maps. Joannes Cincinnius' marginal notes are found intermittently throughout the text.

While there are more than 1,240 extant copies of the *Nuremberg Chronicle* in Latin and 1,580 of it in German, not all are hand-coloured and of those many are not signed or dated. Joannes Cincinnius' signature and annotations make this copy unique.

Now, residing in a collection that is part of a vast network of galleries, libraries, archives, and museums, this book is not only treasured and protected but available for study as artefact, literature, and visual art. Indeed, the images of European cities, maps, portraits, and other illustrations, plus the graphic designs and

printing, have made this book famous.

"We're delighted that our students have access to this inspiring book, and that we're able to draw upon it in our course to connect ideas across disciplines and cultures," says Dr. Mosurinjohn.

The *Nuremberg Chronicle* was acquired thanks to a generous donation from renowned philanthropist Seymour Schulich. It is one of the recent additions to the Schulich-Woolf Rare Book Collection established by Mr. Schulich and Principal Daniel Woolf in 2016. The Schulich-Woolf Rare Book Collection combines more than 400 volumes from their personal collections. Mr. Schulich has also provided funds to enable additional acquisitions and exhibits, on site and online, with a goal of building and sharing one of Canada's finest English rare book collections.

Learn more about the *Nuremberg Chronicle* at the Schulich-Woolf Rare Book Collection website schulichwoolf.omeka.net.



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We all put too much emphasis on test scores

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



BY LIYING CHENG, FACULTY OF EDUCATION

We live in testing times. We also live in a time of globalization, immigration and the internationalization of schools and universities around the world. Our current obsession with school accountability and student learning outcomes has resulted in the increased use and abuse of test scores — in particular language test scores.

Language test scores are now an admission ticket for post-secondary education and for skilled immigrants trying to gain entry into new countries. Test scores serve as the key to learning opportunities and professional success, impacting millions of lives. They also play a crucial role in political, social and educational policies.

Despite the considerable consequences of language testing, what exactly do test scores indicate? What can we tell about someone and their achievement or professional capability from a single test score? What are the implications when bureaucrats and education officials misinterpret test scores when making policy decisions on immigration or attracting more international students?

In my role as director of the Assessment and Evaluation Group in the Faculty of Education at Queen's University, I've been involved in research on how students are tested for language proficiency and the consequences of such testing.

Second language is essential

It's an important topic because evidence shows that an ability to speak a second language can determine so many things about an



PHOTO BY BEN MULLINS/UNSPASH

Language tests are an important factor in determining whether international students are admitted to universities

immigrant's future, including economic success, social integration and their overall ability to contribute to society. My research looks at the prevalence and impact of language testing. A key issue is how test scores are used or misused by policy makers.

We should not be using a single test score to make decisions that can have a huge impact on someone's life. However, governments and organizations tend to do this because it is cheaper and they believe it offers a more clean-cut case on immigration, university entrance and professional certification.

According to the latest census data, Canada has more than 7.5 million foreign-born individuals who arrived as immigrants. That represents about 22 per cent of the population.

All skilled workers and professionals who wish to immigrate to Canada need to demonstrate their English or French language ability

via a language test, no matter where in the world they come from. The results of their test scores determine whether they are permitted to settle and to practise as recertified professionals in Canada.

Increase in international students

There has been a rapid increase in the number of international students who wish to study at Canadian universities. The latest federal government data shows Canada had roughly 500,000 international students at the end of 2017. Canada's international student population has nearly tripled over the past decade and now ranks fourth behind the United States, the United Kingdom and China. Canada retains many of these international students as skilled workers through Express Entry.

All international students are required to take a language test as part of the application process and

their scores must meet the entrance requirements for Canadian universities.

It's natural to assume anyone taking those tests would be nervous, anxious or even frustrated. That is what we call high-stakes testing, which affects the lives of millions of people, all over the world, every day.

An incomplete picture

For example, when the stakes are high, research suggests that test-takers' motivation and anxiety are significant factors associated with their test performance. Judging someone's test score without taking those factors into account presents an incomplete picture of the person taking the test.

Successfully evaluating someone's English- or French-language abilities through various language tests has a direct impact on millions of lives of people who come to Canada to study and settle.

Education and government decision-makers should not rely

"We should not be using a single test score to make decisions that can have a huge impact on someone's life. However, governments and organizations tend to do this because it is cheaper and they believe it offers a more clean-cut case on immigration, university entrance and professional certification."

solely on test scores when making decisions about admitting people to schools or the country. That's why test validation — ensuring accurate uses and interpretations of the test scores — has become so important and has grown into a major field of research.

Our research at Queen's is intended to raise public awareness of the intended and unintended consequences of how test scores are used and to make the case that policy-makers need better training on how to properly interpret scores.

Liyang Cheng is professor and director of the Assessment and Evaluation Group (AEG) at the Faculty of Education, Queen's University. Her primary research interests are the impact of large-scale testing on instruction, the relationships between assessment and instruction, and the academic and professional acculturation of international and new immigrant students, workers, and professionals to Canada.

The Conversation, which provides news and views from the academic and research community. Queen's University is a founding partner. Queen's researchers, faculty, and students are regular contributors.

The Conversation is seeking new academic contributors. Researchers wishing to write articles should contact Melinda Knox, Associate Director, Research Profile and Initiatives, at knoxm@queensu.ca.

grad studies

THESIS DEFENCES Friday, Oct. 12

Christine Elizabeth Lambert, Psychology, 'Childhood Parental Invalidation and Young Adult Non-Suicidal Self-Injury'. Supervisor: R.R. Holden, 228 Humphrey Hall, 10 am.

Thursday, Oct. 18

Helena Catherine Maria Schroeder, Art History, 'Heretics and Martyrs: Picturing Early Anabaptism in Visual Culture of the Dutch Re-

public'. Supervisor: S. Dickey, 320 Ontario Hall, 9 am.

Friday, Oct. 19

Christian Scott Eric McCartney, Biochemistry, 'Novel Reagents for the Determination of Calpain Activity In Vitro and In Vivo'. Supervisor: P.L. Davies, 660 Botterell Hall, 9 am.

Friday, Oct. 19

Christine Grossutti, Geography, 'Walking Towards Respect: Historical Geographies of Nature and Possibility

in UNESCO's Frontenac Arch Biosphere Reserve'. Supervisor: L.J. Cameron, E314 Mac-Corry Hall, 10:30 am.

Tuesday, Oct. 23

Meghan Laws, Political Studies, 'Sticky Words; And Twisted Tongues: Rhetoric, Symbols and Regime Resilience in Post-Genocide Rwanda'. Supervisor: J.F. McGarry, C326 Mac-Corry Hall, 2 pm.



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Top: After speaking at the major admission awards reception Michael Pearce and Kayla Simmons, both fourth-year students at Queen's, were congratulated by Vice-Provost and Dean of Student Affairs Ann Tierney, Chancellor Jim Leech, and Provost and Vice-Principal (Academic) Tom Harris. **Bottom left:** Vice-Provost and Dean of Student Affairs Ann Tierney welcomes students to Wallace Hall. **Bottom right:** Provost Harris speaks with a group of students.

Opening up new pathways to Queen's

BY COMMUNICATIONS STAFF

Queen's is welcoming more than 190 new, self-identified first-generation students this fall, including seven through a new admission policy that is part of enhanced efforts to promote access to the university among under-represented populations.

The policy provides an additional and alternative pathway to Queen's for applicants who are first in their family to attend a post-secondary institution and who have been involved in community-based programs that help youth in low-income communities graduate from secondary school and prepare for the transition to university.

An admission award is available to students through the new policy, modelled on the university's Indigenous Admission Policy, which has resulted in a 100 per cent increase in acceptances since 2011.

"We are excited to welcome first-generation students at Queen's this fall under the new policy," says Ann Tierney, Vice-Provost and Dean of Student Affairs. "We are committed to continuing to work with schools, youth and their families and community organizations to build awareness about opportunities and options for higher education, including at Queen's, and help address barriers that may prevent them from attending university."

The new policy builds on longstanding outreach initiatives, and Queen's now has a dedicated recruiter based in the GTA who is part of a team that provides outreach to students from diverse backgrounds and community organizations that support youth from populations that are under-represented on campus.

Prospective students can apply to Queen's through the policy if they have been involved in Pathways to Education, The Boys and Girls Club's Raising the Grade program, and youth who are Ex-

tended Society Care students (formerly called Crown Wards). For 2019-20, eligibility has been expanded to youth involved in the Lifelong Leadership Institute's Leadership By Design program; additional partnerships are expected in future years.

The university has significant connections with Kingston and GTA-based chapters of Pathways, which is an organization that aims to break the cycle of poverty through education. Since 2011, Queen's has provided 24 Pathways graduates who demonstrate academic achievement and financial need with a \$10,000 award over their four years of study, including 10 current students. Additionally, Pathways graduates may have accessed other bursaries and awards established through the generosity of donors to the university.

Queen's connects with students starting in Grade 9 through regular visits, and offers ongoing support through the application and admissions process, bringing prospective applicants and their families to campus for Fall Preview and March Break Open House, providing customized campus tours, and then covering their costs to attend Queen's Summer Orientation to Academics and Resources (SOAR) to help them prepare for the transition to university.

"The goal is to get more of these academically-eligible youth to see Queen's as an option, and motivate them to apply," says Ryan Snowdon, Senior Admission Coordinator. "It is very gratifying to see a Grade 9 student's face light up at the prospect of attending Queen's, and then welcoming them to campus a few years later."

This year, total applicants from Pathways students increased by 31 per cent and enrolment by 71 per cent.

For more information, visit the Undergraduate Admissions website (queensu.ca/admission/pathways-and-policies/first-generation).

A warm welcome to university

Major admission award recipients get advice as they embark on their academic journey

BY COMMUNICATIONS STAFF

A special group of Queen's students was recognized during the annual Major Admission Awards reception Thursday, Sept. 20 in Wallace Hall.

Speaking at the event were Kayla Simmons, a fourth-year nursing student and Chernoff Family Award recipient from MacDougall, Ont., and Michael Pearce, a fourth-year engineering student and Chancellor's Scholarship recipient from Red Deer, Alta.

Both offered advice for the new arrivals and talked about contributing to the Queen's and Kingston communities.

During her time at Queen's Simmons has been active in a range of groups and activities including peer learning, orientation planning, and competing with the Queen's Gaels sailing team. She encouraged those gathered to expand their horizons and to be confident in testing their limits.

"Find the things that you love, the things that make you say yes, and remember that you are capable of so much more than you will ever realize until you take that leap," she says.

Pearce, a member of the Queen's Gaels men's volleyball team, has contributed as a teaching assistant, a scholarship buddy, and as a volunteer coach for a local youth volleyball team.

He looked back on his personal experiences to offer advice, calling on the new arrivals to "do what inspires you, be relentless in the pursuit of your goals."

The message is one that has resonated with many of the students at Wallace Hall.

"Major Admission Award recipients demonstrate outstanding leadership abilities, creativity, initiative, and academic excellence and are engaged in their communities," says Ann Tierney, Vice-Provost and Dean of Student Affairs, the emcee for the event.

"Year after year we see a high

level of engagement and academic success that continues throughout their time at Queen's and we are proud to recognize their accomplishments."

Currently, there are 265 entering and in-course major admission award recipients at Queen's from across Canada.

The selection process is rigorous, with more than 200 faculty, including members of the Retirees Association at Queen's, volunteering to evaluate the more than 1,200 submissions each year.

The awards are supported by numerous donors. Many donors want to give back this way because they, too, received some form of support, recognition and encouragement when they were students. Their generosity has a significant impact within the Queen's community and the recipients of their awards.

Visit the Student Awards website (queensu.ca/studentawards) for information about the Major Admission Awards program.

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Queen's athletes raise over \$39,000 in CIBC Run for the Cure

BY COMMUNICATIONS STAFF

Queen's Gaels athletes donned pink as they participated in the 27th annual CIBC Run for the Cure on Sunday, Sept. 30.

This year, Queen's Athletics raised more than \$39,000 which had much to do with the charitable contributions from the men's rugby team.

Queen's varsity athletes raised \$8,788.40, but as of Monday, Oct. 1 the men's rugby team stands victorious as the top fundraising team in Kingston for yet another year.

They raised a whopping \$30,437.62 surpassing their total from 2017 by more than \$6,000.

The money that Queen's athletes raised will be invested into breast cancer research, prevention, diagnosis and treatment and care through the Canadian Cancer Society. The fund will also go towards funding a breast cancer patient support network that works to improve support needed for those affected by the disease.



Queen's varsity athletes, led by the men's rugby team, raised more than \$39,000 for cancer research through the CIBC Run for the Cure on Sunday, Sept. 30.

The annual tradition began in 1997 when the Canadian Cancer Society and CIBC partnered with communities around Canada in order to raise money for breast cancer research. Since 1992, the event has raised over \$430 million and has expanded to 56 different

communities around the country. It's not too late to make a donation and support the Canadian Cancer Society.

To support the Queen's varsity athletes' total or the men's rugby total visit cibcrunfortheure.supportcbcf.com, and locate the teams

through the search tool.

GAELS THINK PINK THIS OCTOBER

The Queen's Athletics community will be showing their support once again for breast cancer awareness month as they hold

three Think Pink events

– Oct. 20: Queen's football vs Ottawa 1 pm at Richardson Stadium

– Oct. 20: Men's rugby vs McMaster 3 pm at Nixon Field

– Oct. 20: Men's hockey vs Brock 7:30 pm at Kingston Memorial Centre

• Queen's Athletics and Recreation is excited to partner with the AMS ReUnion Street Festival and the Canadian Cancer Society for this Think Pink Day.

• Grab your pink ribbon when you arrive and check out the Think Pink tent with exclusive Queen's Think Pink gear with all proceeds going to the Canadian Cancer Society and breast cancer research projects.

• Other events that day supporting the cause include Men's Rugby and Men's Hockey.

• This will be the final regular season home game for our graduating football student-athletes. Student-athletes and their families will be recognized.

SUPPLIED PHOTO



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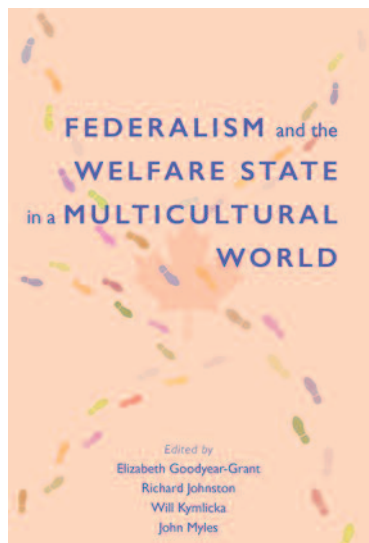
Federalism and the Welfare State in a Multicultural World

Edited by **Elizabeth Goodyear-Grant (Political Studies)**, Richard Johnston, **Will Kymlicka (Philosophy)**, and John Myles

Until the 1990s social policy played an integrative role in Canada, providing a counter-narrative to claims that federalism and diversity undermine the potential of social policy. Today, however, the Canadian model is under strain, reflecting changes in both the welfare state and the immigration-citizenship-multiculturalism regime.

Federalism and the Welfare State in a Multicultural World illustrates that there are clear trends that, if unchecked, may exacerbate rather than overcome important social cleavages. The editors argue that we are at a crucial moment to re-evaluate the role of social policy in a federal state and a multicultural society, and if federalism and diversity challenge traditional models of the nation-building function of social policy, they also open up new pathways for social policy to overcome social divisions.

Complacency about, or naive celebration of, the Canadian model is unwarranted, but it is premature to



conclude that the model is irredeemably broken, or that all the developments are centrifugal rather than centripetal.

Social policy is integral to mitigating divisions of class, region, language, race, and ethnicity, and its underlying values of solidarity and risk-sharing also make it a critical mechanism for nation-building. Whether social policy actually accomplishes these goals is variable and contested.

The essays in this volume provide some timely answers.

for the record

COMMITTEES

Advisory Search Committee — Associate Dean, Graduate and Postdoctoral Education

Brian Bennett will be stepping down as Associate Dean, Graduate and Postdoctoral Education at the Faculty of Health Sciences effective June 30, 2019. An Advisory Search Committee has been established to provide the Dean with a recommendation on the appointment of his successor. The composition of the committee is as follows:

- Cassandra Bodrucky, MSc graduate student, School of Rehabilitation Therapy
- Pauline Gapielian, PhD graduate student, Centre for Neuroscience Studies
- Christine Irving, Senior Staffing Office, Faculty of Health Sciences (Secretary)
- Dr. Katrina Gee, Associate Professor, Department of Biomedical and Molecular Sciences
- Dr. Paula James, Program Director (Translational Medicine Graduate Program), Department of Medicine
- Dr. Michael Kawaja, Associate Dean (Academic) School of Medicine (Chair)
- Dr. Alan Lomax, Associate Professor, Department of Biomedical and Molecular Sciences, and Centre for Neuroscience Studies
- Dr. Rosemary Lysaght, Associate Director (Occupational Therapy Program) School of Rehabilitation Sciences
- Dr. Harriet Richardson, Associate Professor, Department of Public Health Sciences
- Dr. Prameet Sheth, Assistant Professor, Department of Pathology and Molecular Medicine

• Dr. Rosemary Wilson, Associate Director (Graduate Nursing Programs) School of Nursing

At this time, all members of the university and health sciences community are invited to submit names of potential candidates for the position of Associate Dean, Graduate and Postdoctoral Education and the reasons for supporting each nominee. Written submissions are to be directed to the chair c/o Christine Irving, Faculty of Health Sciences, Macklem House, 18 Barrie St., Queen's University, Kingston, Ontario, K7L 3N6. Electronic submissions can be forwarded to christine.irding@queensu.ca. While submissions will be accepted throughout the search process, it will be advantageous for the committee to have them by Oct 31, 2018.

Headship Search Committee — Department of Surgery

In accordance with the Senate Document governing the Appointment of Clinical/Academic Department Heads, approved March 26, 2009, a Search Committee has been established to provide advice on the headship and the present state and future prospects of the Department of Surgery. The composition of the committee is as follows:

- Dr. Stephen Archer, Professor and Head, Department of Medicine
- Caroline Burke, Administrative Officer, Department of Surgery
- Silvie Crawford, Executive Vice-President and Chief Nursing Executive, Kingston Health Sciences Centre
- Dr. Kevin Deluzio, Dean, Faculty of Engineering
- Dr. Michael Fitzpatrick (co-

chair), Vice President Medical Affairs and Chief of Staff, Kingston Health Sciences Centre

- Dr. Andrew Hamilton, Associate Professor, Department of Surgery
- Dr. Daniel Howes, Professor and Head, Department of Critical Care Medicine
- Dr. Romy Nitsch, Assistant Professor, Department of Obstetrics and Gynecology
- Christine Irving (Secretary), Senior Staffing Officer, Faculty of Health Sciences
- Dr. Richard Reznick (co-chair), Dean, Clinical, Faculty of Health Sciences
- Dr. Mina Tohidi, Resident, Department of Surgery
- Dr. Christopher Wallace, Professor, Department of Surgery
- Christine Wilkinson, Director, Perioperative Services, KHSC
- Dr. Jeff Yach, Assistant Professor, Department of Surgery
- Dr. Caitlin Yeo, General Surgery Chief Resident, Department of Surgery

Faculty, staff, students, residents and all other members of the hospital and university communities, are invited to submit their comments, in writing, on the present state and future prospects of the department, as well as the names of possible candidates for the headship and the reasons for supporting each nominee. Written submissions are to be directed to the co-chairs c/o Christine Irving, Faculty of Health Sciences, Macklem House, 18 Barrie St., Queen's University, Kingston, Ontario, K7L 3N6. Electronic submissions can be forwarded to fhstaffing@queensu.ca

human resources

Successful Candidates

Job Title: Associate Director, MMIE

Department: Smith School of Business, MMIE

Competition: J0518-0313

Successful Candidate: Sonia Montoni

Job Title: Desk Services Representative

Department: Department of Residences (Housing & Ancillary Services)

Competition: J0618-1073

Successful Candidate: Heidi Domen (Family Medicine)

Job Title: Receptionist

Department: GSK Clinical Education Centre

Competition: J0318-0350

Successful Candidate: Jake Garofalo

Job Title: Health Education Research Associate

Department: Office of Professional Development and Educational Scholarship, Faculty of Health Sciences

Competition: J0518-0485

Successful Candidate: Jessica Baumhour

Job Title: Financial Analyst

Department: Office of Partnership and Innovation

Competition: J0418-0712

Successful Candidate: Peter Hill

Job Title: Program Officer

Department: Physics (Canadian Particle Astrophysics Research Centre - CPARC)

Competition: J0118-0936

Successful Candidate: Meghan Brien

Job Title: Director of Financial Services

Department: Faculty of Health Sciences

Competition: J0518-0139

Successful Candidate: Dale Best

PUZZLE SOLUTIONS

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