



Alfred Bader
1924-2018

UNIVERSITY COMMUNICATIONS

A LASTING LEGACY AT QUEEN'S

Alfred Bader, BSc'45, BA'46, Msc'47, LLD'86, died on Dec. 23 at the age of 94. Dr. Bader's connection to Queen's spanned more than 70 years. The generosity of Dr. Bader and his wife Isabel Bader, LLD'07, transformed Queen's in countless ways. As Principal Daniel Woolf has noted, Dr. Bader's legacy at Queen's will live on in future generations who will be enriched by his profound love for this university. Article and photos on page 2 and 3.

Remembering Alfred Bader

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**QUEEN'S UNIVERSITY VICE-PRINCIPAL
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Michael Fraser

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Queen's
UNIVERSITY

Alumnus and generous supporter of Queen's passed away on Dec. 23, 2018, at the age of 94

Alfred Bader – an Austrian Jew of Czech descent – arrived at Queen's on Nov. 15, 1941, greeted by University Registrar Jean Royce. Professor Arthur Jackson showed Alfred around campus before instructing the new student to go to the chemistry building to claim a locker and equipment for lab work.

Alfred's circuitous path to Queen's began in Vienna in 1938. He left high school reluctantly, as Jewish children in Austria were then forbidden to stay in school past the age of 14. That same year, he was sent to England under the Kindertransport program, which removed thousands of Jewish children from Germany and German-annexed countries.

In 1940, with other German-speaking refugees, he was deported to Canada, where he was detained in an internment camp in southern Quebec. Alfred was released from the camp in the fall of 1941 thanks to Martin Wolff, a Montreal journalist and historian, who sponsored Alfred and took the teenager under his wing.

With Mr. Wolff's encouragement and support, Alfred decided to further his education. He was accepted at Queen's and he began his studies mid-term in the Faculty of Applied Science.

"I was a free man, I had been welcomed into a Canadian family and had been accepted by a prestigious Canadian university," he recalled in his autobiography. "I was determined to do my best."

Alfred flourished at Queen's, getting involved in many aspects of campus life. He became a member of Science'44 student co-op in second year.

"I do not think I was a good member of the co-op," he wrote. "I certainly didn't enjoy snow shovelling or peeling potatoes, yet most of the members were patient with me, and I admired their savvy."

He joined the Debating Society and won the Roberta McCulloch Scholarship in Public Speaking in 1945. "How silly could I get? Public speaking – and me with my thick German accent! [But] I tried and won."

Hints of Alfred's future as a gifted chemist and passionate supporter of arts and culture appeared during his undergraduate studies. His dissertation on rare metals earned him first place in the Technical Paper Competition. Soon after completing his Bachelor of Science in engineering chem-



PHOTO BY ANDREW HASSON / AI AMY STOCK PHOTO



The legacy of Alfred and Isabel Bader will live on at Queen's through the Bader International Study Centre, Isabel Bader Centre for the Performing Arts, the collection of paintings at the Agnes Etherington Art Centre, fellowships, bursaries, and much more. Alfred Bader passed away on Dec. 23 at the age of 94.

istry, he completed a Bachelor of Arts in history. He remained at Queen's for his Master of Science in chemistry before attending Harvard University and receiving his PhD in organic chemistry in 1950.

"He never forgot the opportunities that a university education opened up for him," says Principal and Vice-Chancellor Daniel Woolf.

A DESIRE TO GIVE BACK

Reminiscing to the Queen's Alumni Review in 1991, Alfred wrote: "When I was accepted by Queen's in mid-1941, I was scared and shy and selfish. Scared because I'd been told on leaving the camp that I must not tell anyone where I'd been and had to report weekly to the RCMP. Shy because what could I say to fellow students who told me they'd come from Glebe or Lisgar or KCVI and then asked where I'd come from in the middle of November? And selfish because I thought one had to be to survive. Yet my fellow

"My life was changed by the kindness and generosity of the Wolff family and Queen's University."

– Alfred Bader

students in class and in Collins House, the Sc'44 Co-op, put up with me. And many of the professors, Registrar Jean Royce, and Dr. W.E. McNeill, who introduced me to debating, treated me wonderfully – as an individual, not as POW #156.

"This kindness brought me out of my shell, and over the years my contacts and interactions with Queen's staff, alumni, and students have continued to give me great pleasure."

The beneficiary of several student awards and bursaries himself, Alfred always knew he would help other students, given the opportunity. In 1948, while he

was a student at Harvard, Alfred suffered the loss of Martin Wolff, who had been like a father to him. Mr. Wolff left \$1,000 in his will to Alfred. Instead of putting those funds toward his own education, Alfred used the inheritance to establish the Martin Wolff Scholarships in Civil Engineering at Queen's.

Alfred would go on to establish many more awards, bursaries, and fellowships at Queen's, giving numerous students access to the educational experience that had changed his life.

Among the awards is the Principal Wallace Freedom of Opportunity Award, which Alfred and his wife Isabel established in 1913. The award, named in honour of the principal who paved the way for the young refugee to come to Queen's in 1941, goes to a first-year international student entering an undergraduate program; preference is given to a refugee student.

Continued on page 3

Celebrating an extraordinary life

Continued from page 2

Alfred's support for students and researchers went far beyond just providing financial support. A lifelong scholar, he took a great interest in the work being done at Queen's.

"During his visits to campus with his beloved wife Isabel, Alfred delighted in meeting with scholars, students, and other friends, to exchange ideas and to encourage them in their fields of studies," Principal Woolf says.

A MAN OF HIGH STANDARDS

Alfred Bader, an astute entrepreneur, built his fortune through the chemistry industry. He worked as a research chemist with a paint company in Pittsburgh soon after graduating from Harvard. At the same time, he co-founded Aldrich Chemical Company, which specialized in supplying reliable chemicals for research purposes. The company grew to be an industry leader.

Even as his business ventures enjoyed immense success, Alfred never defined himself solely by his work. He referred to himself as a "chemist collector," acknowledging his twin passions for science and the arts.

"Paintings do cause strong emotions," he wrote, "and I buy for my own collection only paintings I really love."

He also desired to share his paintings, knowing that they would inspire other art lovers and scholars. In 1967, Frances Smith, the curator of the Agnes Etherington Art Centre at that time, asked Alfred if he would be interested in donating a painting to the gallery. Alfred agreed, giving the campus art gallery an early 16th-century painting that had belonged to his grandfather.

Over the years, Alfred entrusted to the Agnes nearly 200 paintings from the Baroque era, including three paintings by Rembrandt. Alfred transformed the study and appreciation of art at Queen's through his sustained and extraordinary generosity, according to Jan Allen, Director of the Agnes Etherington Art Centre.

"As a result of his vision and passion, the Agnes Etherington Art Centre ranks among world centres for the study of the School of Rembrandt," she says.

"Through endowment of the Curator and Researcher of European Art and through timely support for research and publication projects, facilities, and programs, Dr. Bader has ensured wide enjoyment of this enduring legacy."

Jacquelyn N. Coutré, Bader Curator and Researcher of European



Clockwise from top left: Alfred Bader's 1945 graduation photo from the Tricolor '45 Yearbook; Alfred Bader, second from right, peeling potatoes with fellow members of Science '44 Co-op; The Baders in 2003 with some of the many Queen's students who have benefitted as recipients of the Bader Awards.

Art, worked closely with Alfred, much like her predecessor, David de Witt. Dr. Coutré says Alfred's impeccable eye and true thirst for knowledge shaped The Bader Collection at the Agnes into one of the most formidable collections of Rembrandt and Rembrandt School works.

"Clearly invigorated by the pursuit of new acquisitions, he built the collection with great discernment and thought," she says. "The gift of Rembrandt van Rijn's *Portrait of a Man with Arms Akimbo* in 2015 exemplified his collecting sensibility: a spectacular late portrait by the master that unites The Bader Collection in rich ways."

While delivering a vast world of art to campus, Alfred also sought to extend Queen's global presence by donating the 15th-century Herstmonceux Castle to the university in 1993. The 500-hectare estate in East Sussex, U.K., is now home to the Bader International

Study Centre (BISC), which offers a number of programs on its historic campus as well as access to learning opportunities throughout Europe, including the study of art in many museums and galleries.

Herstmonceux Castle is a unique asset for Queen's at a time when internationalization is, more than ever, a key element of the university's success and reputation, according to Tom Harris, Queen's interim Provost and Vice-Principal (Academic).

"For 20 years now, students from Queen's and from all over the world have had a transformative educational experience at the spectacular Herstmonceux Castle," Dr. Harris says. "The castle is a proud and central part of the larger-than-life legacy of the Baders."

Another stellar aspect of that legacy is the spectacular Isabel Bader Centre for the Performing Arts, which opened in 2014. In dis-

cussions with Queen's, Alfred said he wanted to do something special as a legacy to his wife, Isabel. Alfred and Isabel initially met in 1949 and developed a strong bond over the next year, before deciding to part ways in 1950.

Alfred and Isabel reconnected in 1975 at Bexhill in Sussex, close to Herstmonceux Castle, where Isabel was teaching. Isabel's love of music and theatre prompted Alfred to provide a transformative gift for the creation of an acoustically superior concert hall and theatre at Queen's. The new home for the creative arts at Queen's, located on the shore of Lake Ontario, also serves as a hub of vibrant artistic study, creation, and exhibition for Kingston and the region.

"Alfred set his vision and standards high," says Tricia Baldwin, Director of the Isabel Bader Centre for the Performing Arts. "He was a man who detested mediocrity

and treasured the vigour of excellence. His creation of this state-of-the-art, multidisciplinary centre is but one example. Many do well in life, but not all have the will and imagination to create something extraordinary that transforms the lives of others."

Alfred and Isabel attended the ground-breaking ceremony for the performing arts centre in October 2009. While Alfred's remarks that day were in reference to the performing arts centre, they now read as a summation of his enduring commitment to Queen's and his unceasing belief in the power of education and the arts.

"Queen's has grown in size, student numbers, and many other ways since my happy and life-altering days in the early '40s," he said. "The world seems to have gotten smaller, and we need even greater opportunities to interpret, understand, and appreciate our world."



Heather Stuart, Bell Mental Health and Anti-Stigma Chair and a professor in the Department of Public Health Sciences, has been appointed as a Member of the Order of Canada.

Bell Mental Health Research Chair appointed to Order of Canada

Governor General recognizes heather Stuart (Public Health Sciences) for her continuing commitment to advancing the mental health conversation

BY COMMUNICATIONS STAFF

Queen's professor and researcher Heather Stuart has been appointed as a Member of the Order of Canada in recognition of her "commitment to advancing the mental health conversation in Canada."

Governor General Julie Payette announced 103 new appointments – two Companions, 15 Officers, and 86 Members – to the Order of Canada on Thursday, Dec. 27.

A professor in the Department of Public Health Sciences, Dr. Stuart was appointed the inaugural Bell Mental Health and Anti-Stigma Chair, the world's first anti-stigma research chair, in 2012. She was reappointed in January 2017.

"It is a surprise and a deep honour to be acknowledged for my work in stigma research and advocacy," Dr. Stuart says. "I hope this acknowledgement provides reinforcement for all of those working in the mental health field, in particular, the people who have worked so closely with me to de-

velop and implement evidence informed practice in this area."

All recipients will receive their insignia at a ceremony in Rideau Hall at a later date.

"The Order of Canada recognizes outstanding achievement and dedication to the community and to Canada," says Tom Harris, Interim Provost and Vice-Principal (Academic). "Dr. Stuart is a leader in her field and has contributed greatly to the reduction of stigma around mental illness in Canada and around the world. On behalf of Queen's, I congratulate Dr. Stuart on this well-deserved recognition."

Created in 1967, the Order of Canada, is one of the country's highest civilian honours, and recognizes outstanding achievement, dedication to the community and service to the nation.

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Among those appointed Members of the Order of Canada are six alumni and honorary degree recipients, along with several others with Queen's connections:

- Brent Belzberg (Com'72),

Senior Managing Partner, Torquest Holdings Inc. Management Services

- Lyse Doucet (Artsci'80, LLD'15), Presenter and Chief International Correspondent, British Broadcasting Corporation (BBC)

- Ross D. Feldman (Artsci'73), Medical Director, Winnipeg Regional Health Authority

- Gordon Gray (Com'50) former president and chairman of Royal LePage – Established Gordon and Patricia Gray Chair in Particle Astrophysics,

- Barbara Jackman, President, University of Ottawa, former adjunct lecturer at Queen's Faculty of Law

- Alexandra F. Johnston (LLD'84), former lecturer in the Faculty of Arts and Science

- Marshall Pynkoski, Advisory board member for the Dan School of Drama and Music

- Pekka Sinervo, former chair of the SNOLAB Institute Board of Management

- Gregory Zeschuk (MBA'04), Co-founder of video game developer BioWare

Revitalizing the School of Policy Studies

BY COMMUNICATIONS STAFF

The School of Policy Studies is about to begin a new chapter in its long and impressive history. Principal Daniel Woolf has announced a new associate dean and director (Policy Studies) for the school, as well as a new model that will allow the school to leverage faculty expertise from many more areas of the university.

Warren Mabee will become the school's associate dean and director (Policy Studies), starting on July 1, 2019, succeeding Dr. David Walker who has been in the role of interim executive director since July 2016. A respected researcher, Dr. Mabee is currently a professor and head of the Department of Geography and Planning, a Canada Research Chair (Tier 2) in Renewable Energy Development and Implementation, and director of the Queen's Institute for Energy and Environmental Policy.



Warren Mabee

Dr. Mabee's appointment is the latest in a series of important announcements about the School of Policy Studies in the past year. In February, the Principal's Commission on the Future of Public Policy at Queen's University delivered its final report, *An Ambitious Vision for Public Policy at Queen's*. Shortly after, an implementation and transition working group was appointed to identify next steps.

"For generations, Queen's University has been an important driver of public policy in this country, both through our research and through our talented graduates taking up leadership positions in the public service, as well as in the private and not-for-profit sectors," says Principal Daniel Woolf. "The changes we are announcing will set the school up for future success by elevating public policy to a pan-university priority that incorporates a multi-disciplinary approach to public

policy research."

To help facilitate this new approach, the School of Policy Studies will now become part of the Faculty of Arts and Science. From this new base, it will be able to regularly draw on a wider range of faculty expertise. Queen's has international research and academic leadership spread throughout its faculties of Arts and Science, Business, Engineering and Applied Science, Health Sciences, and Education. This new initiative will set the school up to become a national leader by enabling it to leverage this deep expertise across multiple fields of endeavor.

The school will also be setting up an internal and an external advisory board to help identify priorities and future opportunities.

Principal Woolf also announced the university will be providing funding to cover operating costs to support the school during this transition period and to support the development and advancement of new programs over the coming years.

"Public policy is arguably more important now than it has ever been, with governments in Canada and around the world facing challenges that are dynamic, incredibly complex, and often global in scope," says Dr. Mabee. "With the support and guidance of the new advisory boards, the School of Policy Studies at Queen's will be aiming to develop a new model that will allow us to begin consistently leveraging the world-class expertise available across Queen's, including such areas as economics, business, engineering, biology, and health sciences."

This new focus on cross-faculty collaboration will set the school up to carry out leading research in such important and pressing areas as indigenous reconciliation, climate change, the impact of technological change, refugee movements, and shifting demographics, to name just a few.

To learn more about the school visit the Queen's School of Policy Studies website (queensu.ca/sps/).

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Physicist receives Humboldt Research Award

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

Queen's University physicist Stephen Hughes has been awarded the Humboldt Research Award, also known as the Humboldt Prize, which is granted to a maximum of 100 recipients worldwide, across all disciplines, each year.

The award recognizes Hughes' significant contributions to optics and nanophotonics research, including quantum nanophotonics, research that is on the cutting edge of new quantum information technologies that work by manipulating light particles called photons.

The award, and a cash prize of 60,000 euros, is given to those whose research discoveries have had a significant impact on their own discipline, and winners are invited to spend up to one year in Germany cooperating on long-term research projects with specialist colleagues at research institutions in the country.



Stephen Hughes (Physics, Engineering Physics and Astronomy) has been awarded the Humboldt Research Award.

Dr. Hughes joins several Queen's Humboldt Research Award laureates, including 2017 winner Tucker Carrington (Chemistry).

"A competitive international honour, the Humboldt Research Award recognizes researchers at the peak of their careers," says Kimberly Woodhouse, Interim Vice-Principal (Research). "My

sincere congratulations to Dr. Hughes and his team."

During his time in Germany, Dr. Hughes will be working with nominator Andreas Knorr, and his group, at the Institute of Theoretical Physics, Technical University of Berlin. Dr. Knorr's research team is one of the leading groups in the world in nonlinear optics and quantum electronics of nanos-

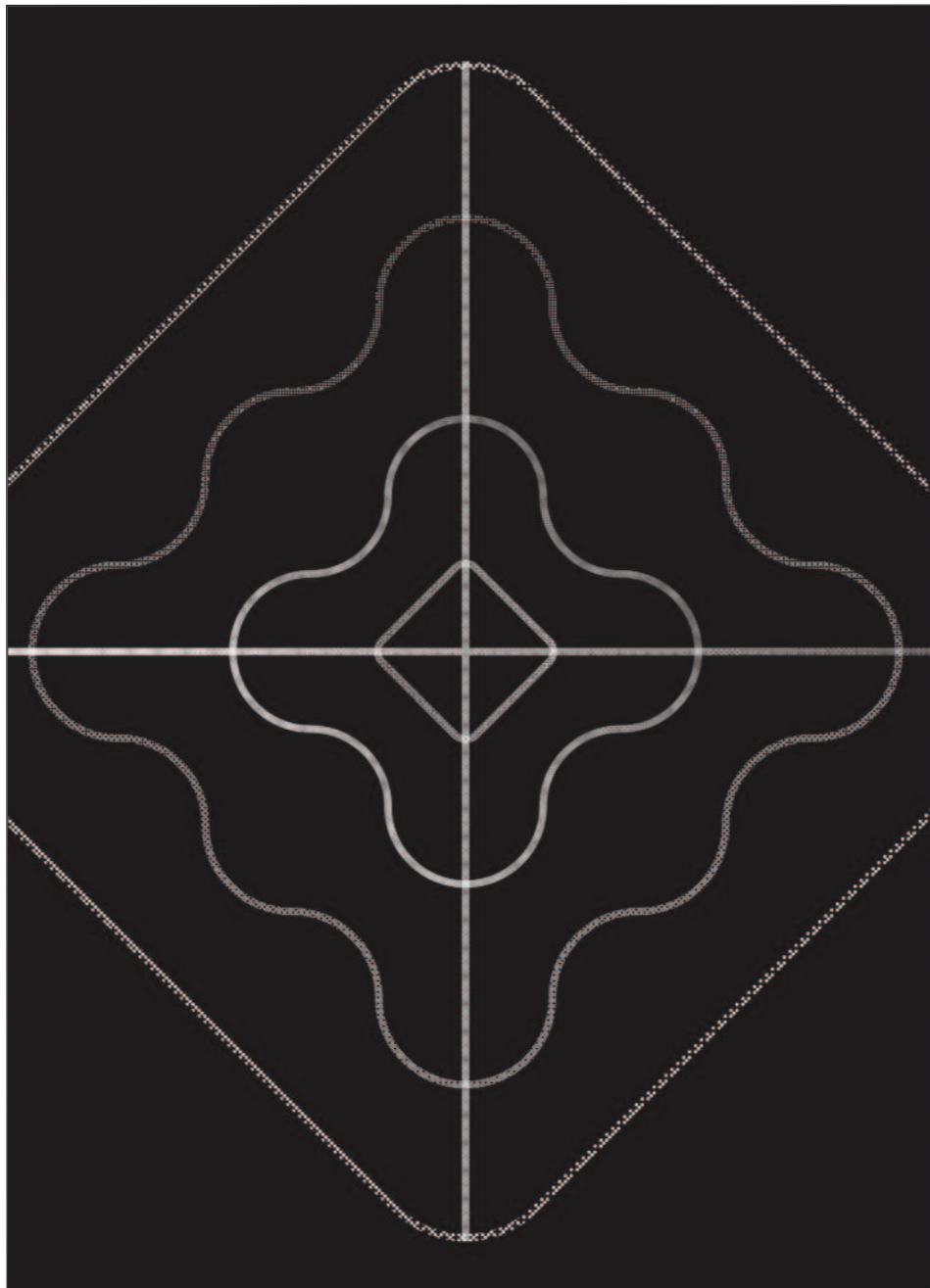
structured solids. Along with several planned trips to Germany over the next few years, Dr. Hughes will welcome Dr. Knorr to Queen's for a six-week research stay in 2019.

"In my field of research, collaboration is essential, and the level of research going on in Germany is really world class," says Dr. Hughes. "We will be able to tackle several projects together that are particularly exciting and timely, mainly in the field of quantum nanophotonics and extreme quantum optics – which hold much promise for fundamental discoveries as well as emerging technologies. I am very grateful to Dr. Knorr and other colleagues in Germany for the nomination."

One of the open questions for theoretical physicists in this field is how to quantize light in such extreme nanoscale geometries, and Dr. Hughes and Dr. Knorr have already initiated such a project together that could have a telling impact on fundamental

quantum optics and emerging applications in quantum technologies. Just as electronic computers had world-changing effects in the last century, Dr. Hughes says he is confident that fundamental photonics research and emerging quantum technologies will have the same effect in the coming century.

The award will help to showcase Queen's international research portfolio in optics and nanophotonics and will also advance the university's goal of increased international collaboration in research. For instance, in addition to partnership with the Technical University of Berlin, Dr. Hughes will also collaborate with researchers at the Humboldt University of Berlin, and the Technical University of Munich. The Humboldt Research Award will also play a key role in boosting the profile of the recent Canada Foundation for Innovation-funded Queen's Nanophotonics Research Centre.



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Sebasti n Aubin, Graphic for *Soundings*:
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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

Creating a place of community

The following column was written for and first published by the *Together We Are* blog. In this piece, Kandice Baptiste, Director of the Four Directions Indigenous Student Centre, reflects on how space can be re-imagined to mirror Indigenous values and traditions, and how these changes create a meaningful atmosphere where everyone feels welcome.

It is my understanding that Indigenous education is built off the land and our stories, embedded in these are our worldviews and guiding principles for how to be and do good in the world. This is what drove the recent extensive renovations to the



Kandice Baptiste



Four Directions Indigenous Student Centre.

Taking inspiration from the land the design of both houses was guided by Haudenosaunee and Anishnabee worldview. When you enter 144 Barrie St. there is a round room, which was meant to replicate the feeling of a round house. Inside these round houses, Anishnabee communities have conducted ceremonies for thousands and thousands of years. It is my understanding from Anishnabee teachers I've had that the circle speaks to how we are all connected and all learning from each other. I hope that all visitors who come to the centre are open to

learning from all of those who they meet there. The circle teaches us that regardless of position, we all sit together, from the smallest creature to the biggest tree.

In 146 Barrie St. you enter the house to a representation of a Haudenosaunee longhouse, which is where my ancestors lived traditionally. In these houses, my ancestors created families, held fires, argued and debated each other, loved and laughed with each other. Inside these houses' families protected and looked out for each other, babies tested their parent's patience, young people challenged the community's protocols and practices, adults sought guidance from knowledge keepers, and knowledge keepers spent time raising the babies. Everyone contributed to the space, took care of it, and had responsibilities to maintain it. It is inside our longhouses that our communities and nations were built and it is be-

cause of their love that they continue.

It is in these houses and spaces that my ancestors looked forward and talked about the future of our nations and communities. We are, and have always been, contemporary people that will continue to exist in the future. Our communities have always adapted and grown with the times to include clan systems and governance structures like the Great Law of Peace. It is with this knowledge that we continue to build a future while honouring our past.

This is all what Four Directions strives to be; a place of community, of care, of friendships, love, dreams, and memories. As we are settling into the newly-expanded centre we are able to continue re-imagining the space. Indigenous students often walk around campus without any sense that they belong here. Four Directions is a place that is entirely for them; from the art and handprints on the

wall to the design of the house. They see themselves here in the present and here in the future. It is a reminder that they do belong and that others who have come before them are present and rooting for them. Just as they will continue to be present for the Indigenous students coming in the future.

Skennen.

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Together We Are (queensu.ca/connect/equity/) is a positive community of people celebrating equity, diversity and inclusion in the Queen's and broader Kingston community. Together We Are is a safe and collaborative space where dialogue and discussion can occur. Together We Are is for the passionate, the curious and anyone looking to join a positive, community of people committed to diversity, equity and inclusion.

All members of the Queen's community are encouraged to participate in the conversation.

lives lived

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

Principal Woolf on the passing of Alfred Bader

The following piece on the passing of Alfred Bader was written by Principal Daniel Woolf and published on the Office of the Principal and Vice-Chancellor website (queensu.ca/principal/).

Dr. Alfred Bader's relationship with Queen's University has spanned two continents, three generations, and more than 70 years. The extended Queen's family will feel his loss deeply. Personally, over the past several years, since my earliest phone conversation with Dr. Bader, I have valued very highly, and shall greatly miss, his friendship, his passion, and his counsel.

In his two autobiographies (1995 and 2008), Alfred described himself simply as a "chemist collector." He was indeed a gifted chemist, as well as scholar, innovator, entrepreneur, connoisseur, and philanthropist. Alfred believed passionately in the ennobling influence of education and the arts. He never forgot the opportunities that a university education opened up for him. Alfred loved Queen's for accepting him as a student. He gave back in countless ways, transforming the

campus, enriching the student experience, enabling faculty excellence, creating scholarships and fellowships, ensuring that others would benefit as he had.

During his visits to campus with his beloved wife, Isabel, Alfred delighted in meeting scholars, students, and other friends, to exchange ideas and to encourage them in their fields of study. Alfred's gifts to Queen's, including the Bader International Study Centre at Herstonceux, the Isabel Bader Centre for the Performing Arts, and an unparalleled collection of Old Master paintings stand as a testament to the splendid breadth of his vision and generosity.

Alfred Bader's legacy at Queen's University will endure in the many people whose lives he touched. It will live on in future generations who will be enriched by his profound love for his university.

On behalf of all of us at Queen's, I extend my deepest condolences to Alfred's wife, Isabel, his sons, David and Daniel, and their families.

Daniel Woolf
Principal and Vice-Chancellor



Principal and Vice-Chancellor Daniel Woolf speaks with Alfred Bader during a luncheon as Dr. Bader visited Queen's University in April 2014. An alumnus and generous supporter of Queen's, Dr Bader passed away Dec. 23 at the age of 94.

Queen's in the news

Highlights of Queen's experts in the media from Dec. 12-Jan. 8

NEWSPAPERS

Fernanda De Felice (School of Medicine, Psychiatry, Centre for Neuroscience Studies) had her research on the effects of a exercise-induced hormone on patients with Alzheimer's disease featured in an article for The Daily Mail (UK)



Lisa Kerr (law) was interviewed by the Globe and Mail about changes to solitary confinement.

Ronald Spronk (Art) says a new imaging technology that uncovered vanishing corpses in a Dutch masterpiece is a huge advancement in the study of Bruegel, in the Sydney Morning Herald.

Robert Yalden (law) discusses the fate of corporate Canada in 2019 in an op-ed published by the Globe and Mail.

Christian Leuprecht (Political Studies, School of Policy Studies) says in the Globe and Mail that the announcement of Ron Taverner rescinding his resignation from the Toronto police in the wake of the OPP appointment delay, distracts from focusing on police operations.

Kyla Tienhaara (School of Environmental Studies) discusses the business of coal in an op-ed published by the Vancouver Sun.

Tandy Thomas (Smith School of Business) says in the Globe and Mail that there's still a sense that the holidays are not really Christmas unless you have a huge pile of presents under the tree.

David Pedlar (Scientific Director, Canadian Institute for Military and Veteran Health Research) says too many current and ex-serving military personnel suffer mental health effects from their service, in the Kingston Whig-Standard.

Robb Mackay (School of drama and Music) says unease around the song 'Baby It's Cold Outside' reflects growing sensitivities to gender politics in the MeToo era. The story appeared in a number of other Canadian Press publications including the National Post, Ottawa Citizen, and ctvnews.ca.

David Gordon (Geography and Planning) says in the Globe and Mail that there are encouraging signs across Canada of moves to "urbanize the suburbs."

Jennifer Flemming (Cancer Research Institute, School of Medicine, division of Gastroenterology) says the face of the liver disease cirrhosis is changing toward young adults, in the Ottawa Citizen.

Anastasia Riehl (languages, literatures and cultures) says climate change will have a profound effect on the world's languages in her piece for The Conversation, that was republished by the Winnipeg Free Press.



ONLINE

Lisa F. Carver (Arts and Science) had her op-ed on family pets and their health benefits published in The Conversation.

John Allingham (School of Medicine, biomedical and Molecular Sciences) and **Andrew Craig** (Cancer Research Institute, School of Medicine, biomedical and Molecular Sciences) told Cbc Online that sea sponges that could help treat cancer are scarce and harvesting them could have negative effects, adding

that their team is looking at making the sponges synthetically.

Dilan Okcuoglu (Political Studies) says understanding the Turkish-Kurdish negotiations and the limitations involved require understanding the mechanisms and experiences of territorial control, in her piece published by The Conversation.

Christian Leuprecht (Political Studies, School of Policy Studies) discussed the use of police force following two officer-involved shootings in Alberta over the holidays, on globalnews.ca; says public service organizations like police forces are plagued by cumbersome hiring processes and low pay, on Cbc Online.

Kyla Tienhaara (School of Environmental Studies) says delays to combat climate change could be deadly in a piece published by The Conversation.

Jenn Stephenson (School of drama and Music) wrote an article for The Conversation about the increase in reality-based theatre. The op-ed also appeared in the National Post.



Kim Nossal (Political Studies, School of Policy Studies) says Canada's isolation in foreign policy extends to its ongoing confrontation with China in a piece by Cbc Online.

Matthias Spitzmuller (Smith School of Business) says thankfully, the majority of terrorist teams fail. They either disband before they launch an attack, are discovered during preparations, or the attack itself is not successful, in a piece for The Conversation.

Andrew Graham (School of Policy Studies) spoke with Cbc Online

about a course he is designing for the Thunder Bay Police Service.

Jacob Robbins-Kanter (Political Studies) says the Ontario government's proposed cuts to French-language services have elicited significant political backlash, in a piece for The Conversation.

Robert Morrison (English language and literature) says the advice given by 19th century writer Leigh Hunt on how to celebrate Christmas among so much misery is still relevant today, in his piece for The Conversation.



Ed Struzik (School of Policy Studies) discussed the growing fire dangers in Canada in his piece for The Conversation.

Sharry Aiken (law) discusses the misconceptions about the UN migration compact and sets the record straight on The Cable.

TELEVISION

Kenneth Wong (Smith School of Business) says, in an outlook by Ckws/Global Kingston for the Kingston retail market, that stores will move to where people are living in Kingston.

Kip Pegley (Cultural Studies, School of drama and Music, Film and Media, Gender Studies) discusses with CFRC Radio Queen's how holiday music can affect shoppers.

Galen Watts (Cultural Studies) says the holiday season is different for everyone in a piece with Ckws/Global Kingston about sadness during the holiday season.

Connor Stone (Physics, Engineering Physics and Astronomy) explains what to look for to spot the In-

ternational Space Station, on Ckws/Global Kingston.

Fernanda De Felice (Psychiatry) spoke with the BBC about her new research into a hormone that could slow the progression of Alzheimer's disease.

Jonathan Rose (Political Studies) spoke with Ckws/Global Kingston, saying he's trying to provide context and insight in a new course exploring and analyzing the presidency of Donald Trump.

RADIO

Andrew Craig (Cancer Research Institute, School of Medicine, biomedical and Molecular Sciences) spoke to Cbc Radio about his new research into a possible treatment for cancer using a toxin from sea sponges.

Monica LaBarge (Smith School of Business) discussed how companies try to better their competitors during the holiday season on CFRC Radio Queen's.



David Murakami-Wood (Sociology) discussed gift giving in the era of privacy leaks on CFRC Radio Queen's.

MAGAZINES

Arthur Cockfield (law) discusses new tactics that will be used to stop tax evasion in the Canadian Accountant.

Supporting future success

New apprenticeship program gives Queen's University graduates a boost in their job search

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

New Queen's University graduates have been given a unique opportunity for employment thanks to a donation from benefactor and parent of a Queen's Arts and Science graduate, Alan Rottenberg. The funding has been used to create the Queen's Career Apprenticeship: Kingston program.

Employers who commit to a one-year, full-time job with training built in for a new graduate are reimbursed for four months of the gross salary to a maximum of \$4,000 per month. The ultimate

goal is that the employees will continue on after the completion of the apprenticeship. In 2019, the program will provide funding for 35 new apprenticeships.

The apprenticeship program designed for arts and humanities graduates is a joint effort between the Faculty of Arts and Science and the Kingston Economic Development Corporation. The objective of this innovative program is to help new graduates launch their career while retaining skilled talent in the Kingston community to support business growth.

"These students are talented, and Kingston businesses can ben-

efit from keeping them here and helping them launch their careers. It really is a win-win for everyone," says Rottenberg. "The pilot proved a great partnership that delivered amazing results and that is why we are ready to make it even bigger this year."

The program was piloted last year with eight students starting their careers in Kingston with organizations such as VIVA Productions, Make Hay Media, Keilty International, BBD, and Meta Innovation Technologies. The average starting salary was \$43,166. The participants graduated from various programs such as Film

and Media, English, Psychology, and Global Development Studies.

"We know we have good students, so when Alan approached us about this idea of an apprenticeship program I said absolutely, let's make it happen. And now, here we are poised to triple the program this year ensuring that our students are successful not only in the classroom but after they leave," says Barbara Crow, Dean, Faculty of Arts and Science.

Interested employers are encouraged to contact the Kingston Economic Development Corporation to have their job positions

posted to the Queen's University Job Board. The interview process will take place in early 2019 with successful candidates starting their jobs by the end of May.

"The Kingston Economic Development Corporation is very excited to support this incredible program. We are grateful that our partners recognize the importance of investing in new graduates and actively building Kingston's vibrant workforce of the future," says Donna Gillespie, CEO, Kingston Economic Development Corporation.

For more information visit queensu.ca/artsci/qcak.

A musical first for student

Thanks to an internship with the Canada Summer Jobs program, kento Stratford was commissioned by the kingston Symphony Orchestra

BY ANDREW CARROLL,
GAZETTE EDITOR

Kento Stratford, a fourth-year composition student in the Dan School of Drama and Music, knows that his recent experience in writing his first orchestral piece was a rare and special opportunity.

Stratford was not only commissioned by the Kingston Symphony Orchestra to create the piece but was also paid to do it through an internship with the Canada Summer Jobs program during which he was mentored by Queen's professor and award-winning composer, John Burge.

After months of work, Stratford's musical journey recently came full circle when the piece was premiered by the Kingston Symphony Orchestra at the Isabel Bader Centre for the Performing Arts on Sunday, Dec. 2.

It was an experience that will stay with him, he says.

"To hear the piece, it just blows you away. It's only seven minutes of music but it took months to create," he says. "So it's almost like a child that you've nurtured and this is the product now. A huge orchestra is performing your work and I don't know if there is a better feeling than that. As a composer that's what I look for. Hopefully this is to be my life."



Kento Stratford follows along during the final rehearsal by the Kingston Symphony Orchestra.

Stratford's journey first started with the application and interview process. When that was completed he not only had his commission, a real rarity for an undergraduate student, but he was also going to be paid via the internship.

With this support secured, it was time to get to work composing his first orchestral piece.

It would be a monumental task.

"I put in months of sketching but it's my first orchestral piece. Orchestral pieces actually take a lot of vision, a lot more than say a

piece for piano or choir," he explains. "You have to think about everything and the music has to fit the orchestra. You have to create music that is actually molded to the orchestra and not the other way around. You can't make the orchestra fit the music. That was hard."

After months of sketching he was at an impasse and ended up throwing away a stack of paper "about an inch thick." However, his breakthrough was just around the corner.

In July Stratford traveled to Casalmaggiore, Italy, for a piano

study opportunity and found inspiration in the ornate decorations of the small town's massive basilica. Inside the 18th-century church each wall is decorated with murals that basically create a timeline from its initial construction to now. He was left in awe.

"So what I did in my piece is I took this kind of grandeur of the cathedral and I tried to set it in different lights," he says. "On each wall they had a different idea and I tried to find a new way to express the sense of awe that I had in walking into this place. What came through, I think, is not only the grandeur but the intricate details of the church itself, some of the textures, some of the decorations."

Looking back on the finished piece he also notices that he had another influence – the beautiful countryside of the Lombardy region.

"That seeped in subconsciously," he says. "Writing the piece I didn't realize I was doing that at all. But it does sound sort of pastoral in parts and that's something that I really like about the piece, the kind of overview of my experience in that part of Italy."

Returning home, he quickly settled into writing the composition. And the process went much more smoothly.

"I came back with that inspira-

tion and I manage to write a sketch in the following two weeks and I was really happy with it," Stratford says. "So then I started orchestrating it."

During this stage he was guided by Dr. Burge and worked closely with the staff at the Kingston Symphony Orchestra, who, he says, were extremely helpful.

"That whole experience was a really positive one. Working with musicians, learning how to work with an organization that has a specific sort of vision for the project in mind, how to mold my creative process that actually fits what they're looking for," he says. "Overall it was a really, really positive experience."

That's a sentiment echoed by Evan Mitchell, Music Director for the Kingston Symphony Orchestra.

"It was wonderful to be able to make use of the Canada Summer Jobs program to facilitate this composition," he says. "Kento was mentored by Dr. Burge throughout this process and the result was a really fun, interesting piece which the orchestra enjoyed performing. The sense of surprise and discovery which comes with every first performance of a new work is always so exciting, and we look forward to that feeling every time we premiere a new piece."

Homecoming 2019 dates announced

BY COMMUNICATIONS STAFF

Queen's Homecoming 2019 will take place Oct. 18-20.

The university will be welcoming alumni from classes ending in 4 or 9, as well as all Queen's Tricolour Guard who are celebrating 50 or more years since their graduation (Class of 1969).

Students graduating in 2019 are invited to celebrate their first Homecoming as alumni through "Reunion-Zero."

Homecoming weekend will feature a wide selection of events, including a football game against the York Lions at Richardson Stadium on Saturday, Oct. 19 at 1 pm.

The university is working closely with alumni, students, staff, faculty and city partners to confirm programming and event details.

"Homecoming is a special event for the university as it brings together past and present students, friends, and supporters



Homecoming 2019 will be held at Queen's University on the weekend of Oct. 18-20. The university is working closely with alumni, students, staff, faculty and city partners to confirm programming and event details.

to celebrate Queen's and what it means to be part of such a great community," says Principal Daniel Woolf. "To help prepare for Homecoming's many events we continue to collaborate closely with our community partners to ensure a safe and enjoyable experience for everyone."

Visit the Homecoming page (queensu.ca/alumni/homecoming) for event updates. For more information, contact the Reunions Office at reunions@queensu.ca or call 1-800-267-7837.

Faculties, departments, schools, and groups planning Homecoming events or activities are encouraged to contact the Reunions team for assistance in promotions, outreach to alumni, and to engage student volunteers to help support your plans.

In 2018, 3,346 alumni returned to Queen's and Kingston for Homecoming, showing a municipal economic impact assessment of \$2.1 million.

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Celebrating new innovation space at Mitchell Hall

being held Jan. 14-18, Ignition week marks the opening of the Rose Innovation hub

BY DAVE RIDEOUT, SENIOR COMMUNICATIONS OFFICER

The Dunin-Deshpande Queen's Innovation Centre (DDQIC) will celebrate the opening of the Rose Innovation Hub at Mitchell Hall with the first-ever Ignition Week – five days of activities for the Queen's and Kingston community members interested in entrepreneurship and innovation.

"This new facility in Mitchell Hall will allow the DDQIC to strengthen the university's support of student design and experiential-learning, and foster ideas with incubation and acceleration opportunities," says Tom Harris, Interim Provost and Vice-Principal (Academic). "Exploring the entrepreneurial spirit at Ignition Week will be a fitting way to celebrate the Rose Innovation Hub's opening, as it captures the essence of our greater pursuit: ideas, innovation, and invention."

Running Jan. 14-18, Ignition Week's program will feature sessions on e-commerce, innovation and invention, social entrepreneurship, and more. Established entrepreneurs, including many from start-ups founded by past and present Queen's students, will also be on hand for lectures, panel discussions, and networking and recruitment sessions.

"Developing an entrepreneurial mindset is critical to getting the most out of higher education," says Greg Bavington, Executive Director of DDQIC, and Special Advisor to the Provost on Innovation and Entrepreneurship. "In to-



The Dunin-Deshpande Queen's Innovation Centre's SparQ Studios Makerspace is part of the new Rose Innovation Hub, located within the recently-opened Mitchell Hall. The DDQIC is hosting Ignition Week Jan. 14-18, offering activities for the Queen's and Kingston community members interested in entrepreneurship and innovation.

day's rapidly changing markets, with evolving realities around steady and predictable careers, an entrepreneurial education can help students apply their knowledge and skill sets in new ways, to better understand and solve real-world problems, and to value teamwork, risk and resilience."

Ignition Week events will take place throughout the Rose Innovation Hub facilities to showcase its new spaces, including the event commons, 10 new group rooms for early-stage innovators, the

LinQLab workshop space with modern multimedia capabilities, and the SparQ Studios makerspace – equipped with 3D scanners, 3D printers, laser cutting, wood and metal working, and more.

"From fundraising and planning to construction project management, the Queen's community worked for years to make a home for innovation on campus a reality," says Mr. Bavington. "Throughout this process, we have seen a pent-up energy and demand among entrepreneurs at



Queen's to put the Rose Innovation Hub to work supporting ventures that go beyond campus to create a societal impact. We're excited to now be able to welcome students, staff, faculty, and the Kingston community into just such a space."

As part of Mitchell Hall, DDQIC will now be housed alongside a number of campus services and initiatives at Queen's, enhancing potential for new collaborations, connections, and opportunities. Located at the corner

of Union and Division streets on the former site of the Physical Education Centre, Mitchell Hall was made possible through over \$50 million in philanthropic support. The federal and Ontario governments also contributed \$22 million to the project.

Learn more about Mitchell Hall and all of its current and future tenants, on the website (queensu.ca/connect/innovationandwellness/). The building's formal opening ceremonies will be held on March 30.

grad studies

THESIS DEFENCES

Friday, Jan. 18

Michael William Best, Psychology, 'The BEST Trials: Examining brief Executive Skills Training for Schizophrenia-Spectrum disorders'. Supervisor: C.R. Bowie, 228 Humphrey Hall, 11 am.

Wednesday, Jan. 23

Sarah Hasnain, Biology, 'Daphnia Vertical Position and Implications for the Impact of the Invasive Zooplankton Predator, *Bythotrephes longimanus*, on Plankton Communities in South-Central Ontario'. Supervisors: S.E. Arnott, T. Day, 3112 BioSciences

Complex, 9:30 am.

Thursday, Jan 24

Ebenezer Dassah, Rehabilitation Science, 'Access to Primary Health Care Services for Persons with Physical Disabilities in Rural Ghana'. Supervisors: H. Aldersey, M.A.H. McColl, 008 Louise Dr. Acton Building, 9 am.

Friday, Jan. 25

Ahmed Shyia Sadkhan Al Hejazi, Chemistry, 'Exploring different Approaches to Improve the Analytical Performance of Inductively Coupled Plasma Optical Emission Spectrometry with Pneumatic Nebulization or Electrothermal Vaporization'. Supervisor: D. Beauchemin, 1:30 pm.

Friday, Jan. 25

Murdoch Neil Matheson, Education, 'An Examination of Personal Financial Literacy Teaching and Learning in Ontario High Schools'. Supervisor: C. Deluca, A115

McArthur Hall, 8 am.

Monday, Jan 28

Sajjad Makhdoomi Kaviri, Electrical & Computer Engineering, 'A Comprehensive Multi-Level Control System for Micro-Grids Operating in Islanded Mode'. Supervisors: A. Bakhshai, P.K. Jain, M. Pahlevaninezhad, 302 Walter Light Hall, 9 am.

Tuesday, Jan. 29

Shuaishuai Huang, Chemistry, 'PdMS-Containing Polyurethane Formulation for Anti-Smudge Coatings and Superhydrophobic Textiles'. Supervisor: G. Liu, 300 Chernoff Hall, 2 pm.

Wednesday, Jan. 30

Zhe Yang, Economics, 'Frictional Markets, Asset Liquidity and Business Cycles'. Supervisors: H. Lloyd-Elis, A. Sun, 209 Dunning Hall, 10 am.

Friday, Feb. 1

Jon Aaron deTombe, English Language and Literature, 'Robert Lowell's Hebraic Sublime and the "Ample Field of Poetry"'. Supervisor: J. Pierce, 517 Watson Hall, 10 am.

Monday, Feb. 4

Julie Weatherhead, Management, 'Revisiting the Nature of Transformational Leadership: How Followers' Affect Matters'. Supervisor: J.I. Barling, 100 Goodes Hall, 10 am.

Friday, Feb. 8

Jessica Rich, Education, 'An Embedded Case Study Exploring how Professional Education Programs at a Mid-Sized Canadian University are Conceptualizing and Operationalizing Entry-to-Practice Competence Frameworks'. Supervisors: D.A. Klinger, C. Deluca, B245H McArthur Hall, 1 pm.

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Exchange 'a valuable experience'

Collaboration, facilitated through the Matariki Network of Universities, will benefit both Queen's and the University of Tübingen.

BY ANDREW CARROLL,
GAZETTE EDITOR

As Susan Korba, Director, Student Academic Success Services (SASS) at Queen's, looked ahead to taking part in an international exchange, facilitated through the Matariki Network of Universities, she was excited by the opportunities to expand her own horizons as well as those of the staff working to support students in developing their skills in critical thinking, reading, learning, studying, writing, and self-management.

The exchange was facilitated through the Matariki Network of Universities and the support of Office of the Associate Vice-Principal (International) and the Office of the Vice-Provost and Dean of Student Affairs.

Now, having completed the exchange in collaboration with Rosita Frei, Director of the Diversity-Oriented Writing Center at University of Tübingen in Germany, Korba says it was a valuable experience and will have a positive impact for both universities.

"The opportunity for staff such as myself to work closely with our international peers through an exchange like this is amazing. You can't help but have your perspective and potentially your practice enhanced and changed," she says. "It is extremely valuable to work with colleagues and students in a different context. Sometimes it's about seeing the differences and sometimes it's about seeing how we are all engaged in very similar types of pursuits and supports and attempts to enhance the way we provide services to students."

The exchange was three years in the making. After extensive planning, Korba first traveled to Tübingen in October 2017 and then Frei visited Queen's for a week in late October 2018.

The primary goals of the project were to strengthen collaborations within the Matariki Network, foster opportunities for engagement and sharing of best practices and ideas through networking and program delivery, and provide a context in which network members can discuss and reflect on issues of common concern.

"This exchange was a real opportunity to develop and deliver collaborative programming with a Matariki partner," Korba explains. "We were able to engage in the planning and the execution of practical, hands-on writing-focused sessions together in a context and to put theory into prac-



Rosita Frei, Director of the Diversity-Oriented Writing Center at University of Tübingen, and Susan Korba, Director, Student Academic Success Services (SASS) at Queen's, collaborated through an exchange facilitated through the Matariki Network of Universities.

"The opportunity for staff such as myself to work closely with our international peers through an exchange like this is amazing. You can't help but have your perspective and potentially your practice enhanced and changed."

— Susan Korba, Director, Student Academic Success Services

tice, as well as to meet institutional colleagues, work with both domestic and international students, and share ideas. So, in addition to observing how programming and academic support services are delivered at a partner institution, we were also in a classroom, teaching writing to undergraduate and graduate students, having collaborated together for a year and planned out a meaningful program with practical outcomes."

The exchange also allowed for an intensive focus on equity, diversity, and inclusivity. During Frei's visit to Queen's, this included a discussion session called "Supporting International Students in the Classroom," developed by the Centre for Teaching and Learning, Queen's University International Centre, and SASS, as well as two-day writing workshop for graduate students that emphasized the particular strengths international graduate students bring to their writing, developed and delivered by Frei and SASS staff.

At Queen's, there is an increasing focus on how students are prepared for a global context. Taking that discussion beyond the borders of Canada, beyond North America, can be an important step, and opportunities such as this Matariki exchange can allow that to happen.

"We are all engaged in student development, in trying to equip our students with the hard and soft skills that they need, and one way of doing that is to broaden our own horizons," Korba says. "Having the opportunity to go abroad, to see students functioning and learning in other contexts, and then to bring that perspective back to Queen's, is extremely valuable."

While Frei was at Queen's, she also provided different perspectives on and experiences with subjects common to both institutions, particularly in regards to working with a diverse student body.

"I think that's been very valuable for the staff at SASS and for those who participated in the programming offered during the exchange week," Korba says.

Queen's is a member of the Matariki Network of Universities (MNU), an international group of like-minded universities, each of which is amongst the most historic in its own country and recognized as a premier place of advanced learning. The network aims to create opportunities for collaboration in research and education for its seven international members.

To learn more visit the MNU website (matarikinetwerk.org).



Leia Johnson, a third-year health studies student and a volunteer at the Queen's University International Centre, above, gives newly-arrived international students a tour of campus, starting at Mitchell Hall, below, where QUIC is now located, on Thursday, Jan. 3.

Warm welcome for international students

BY COMMUNICATIONS STAFF

It's the beginning of a new academic adventure as close to 400 international students have arrived at Queen's for the winter term.

From Norway to China, Chile to Germany, these students come from all over the world to study at Queen's.

Starting Jan. 2 the Queen's University International Centre (QUIC) has been welcoming newly-arriving international students with its International Welcome and Orientation activities, including campus walks, social events, and information packages presented by QUIC

leaders. QUIC has recently moved to the newly-opened Mitchell Hall and now offers new facilities to support student experience.

QUIC activities continue throughout the winter term in collaboration with various Division of Student Affairs and faculty units, including advising, information sessions, learning workshops, drop-in assistance, the QUIC English Conversation Program, intercultural training, day trips and movie nights, as well as World Link cultural events and socials.

Find out more about these events on the QUIC website (quic.queensu.ca).



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Documentary theatre searches for common ground

Reality-based theatre is one way artists are challenging the lies put out by politicians who exploit our contemporary insecurities

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



BY JENN STEPHENSON, DAN SCHOOL OF DRAMA AND MUSIC

With the onslaught of “alternative facts” or “fake news,” it can feel as though the ground has become almost liquid.

One strategy to confront the ongoing public lies has been to embrace journalistic principles and aggressively fact check statements. Reality-based theatre is also inspired by this same desire, tapping into the contemporary zeitgeist for authenticity.

In Canada and the U.S., we have been experiencing a flourishing production of reality-based theatre (also called “documentary drama”). Sometimes, it takes the form of an autobiographical performance where the performer and the character are the same people.

Other times, it is a verbatim theatre where playwrights cull the script from interview testimony and archival documents. Plays created by the Montréal-based company *Porte Parole*, led by playwright Annabel Soutar, are a great example of verbatim theatre.

Yet, this quest for authenticity is an impossible dream.

Poststructuralism shattered our singular reality

Poststructural theorists from the 1980s and 90s like Jacques Derrida and Judith Butler rejected binary ways of thinking and instead asserted that our “realities” are made up of performative constructions. In other words, there is no absolute real; there are only representations of, or performances of, reality.

But poststructuralism has not just been about negating the idea of a singular reality.

With its world-creating power, poststructuralism has been a potent feminist political tool used by feminist theorists, activists and artists to shatter monolithic conservative ideology.

It was a way for many to strike against patriarchy, against conventionality, against strict norms, and was used to create



Based in Québec, *Porte Parole* led by Annabel Soutar has toured and run several documentary theatre shows. Pictured here, *The Watershed*, a docudrama about the politics of water in Canada.

space for otherness, for feminism, for LGBTQ identities.

However, since the performative power to generate alternate worlds is ideologically neutral, it has also been used in the interest of climate change deniers and the extreme right.

The poststructuralist genie is out of the bottle and we cannot put it back in: simply demanding aggressive fact checking and asserting a return to “capital-T” truth will not work. Given that realities are multiple and shifting, reality-based performances can help us to navigate the political landscape of “fake news.”

Embracing insecurity

The nostalgic-driven desire for security manifested in the 2016 Trump campaign, “Make America Great Again” and the Brexit slogan “Take Back Control” is directly linked to poststructuralist liquid uncertainty. These movements are stimulated by a flood of insecurity in the face of globalization, mass migration, social fluidity, the transience of traditions and conventional value systems.

As a researcher of Canadian theatre, I have observed that contemporary documentary plays that deal in reality and facts consistently conclude that nothing can be known.

On the surface, theatres of the real offer authenticity and certainty in their attachment to reality. But watching one of these plays does not produce a secure

experience of truth. The closest we can get to an objective reality is the feeling of real, replacing fact with feeling.

Researchers Meg Mumford (Australia) and Ulrike Garde (Germany) coin the term “productive insecurity” in their work on verbatim theatre. They say that when artists intentionally display multiple points of view, it generates a sense of insecurity for the audience about what is true. This insecurity can be productive for the audience.

These feelings of insecurity are not just something to be endured but they should be embraced and fostered. The plays challenge established ways of knowing, urging us to be humbly aware of our limitations in the face of complex problems.

Theatres of the real do this. They provide emotionally and intellectually engaging environments and scenarios in which we can safely experience that insecurity. Theatres of the real give us a chance to develop the capacity for recognizing and managing our vulnerability.

Multiple truths?

Attention needs to be focused not on whether something is objectively valid as true, but on how that reality has come to be seen as true. What makes a truth true? Rather than pressing for an impossible singularity, documentary theatres of the real embrace multiplicity.

Rather than claiming direct

access to the world as it is, these plays ask audiences to be thoughtful about how these staged realities came to be. What is selected? What is omitted? How is the narrative of a documentary world constructed? Often these plays deliberately expose these mechanisms of truth-making and knowing.

We can only ever partially know the world: we are surrounded by hybrids and multiplicities, creating more rather than fewer worlds. Breaking away from the rigidity of binary views: real/not-real; red!/blue!; we are better off with more perspectives, not fewer.

In moving the positive embrace of multiple realities from theory into practice, reality-based documentary theatre makes visible the processes of reality creation.

Searching for shared perspectives

In Lily Tomlin’s one-woman play *The Search for Signs of Intelligent Life in the Universe*, the character of Trudy the bag lady says, “After all, what is reality anyway? Nothin’ but a collective hunch.” Focus here on the word “collective.” To have reality, we need to have community.

Linguist J.L. Austin, author of *How To Do Things With Words*, asserts a performance is only “felicitous” if there is “uptake;” that is, ideas presented in performances can only be valid if other people agree that they are valid.

“These feelings of insecurity are not just something to be endured but they should be embraced and fostered. The plays challenge established ways of knowing, urging us to be humbly aware of our limitations in the face of complex problems.”

The need for uptake can slow down the creation of new dramatic worlds, restricting innovation.

So change can be slow.

But we need to listen to each other as we work together to create a larger territory of shared perspectives. We need to rebuild social connections, so that more people can agree together on what constitutes reality. We don’t need to agree about content, only about process.

To doubt is to question appearances; to doubt is to contemplate and weigh. Doubt impels us to engage insecurity and question how representations are made.

When conspiracy theories flourish and lies are indifferently accepted, the thread between our lived experiences and our cartography of that world breaks. Returning to the first principles of how “reality” comes to be is a necessary first step.

Does what I see represent my local experience? Does my experience of reality align with other people’s? Are these the realities that we want? Instead of being fearful, insecurity makes me hopeful.

Jenn Stephenson is a professor at the Dan School of Drama and Music. She is the author of two books: *Performing Autobiography: Contemporary Canadian Drama* (UTP, 2013) and *Insecurity: Perils and Products of Theatres of the Real* (UTP, 2019).

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.

PHOTO BY GUNTAR KRAVIS FOR PORTE PAROLE

Hormone could slow Alzheimer's progression

Queen's University researcher discovers potential new treatment for Alzheimer's disease

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

Queen's University researcher Fernanda De Felice (Psychiatry), along with co-authors from the Federal University of Rio de Janeiro, have identified an exercise-linked hormone that could slow the progression of Alzheimer's disease. This research was published in the high-profile publication, *Nature Medicine*.

The findings show that irisin, a hormone that is boosted by exercise, plays an important role in the brain and that Alzheimer patients carry less of the hormone. This discovery moves scientists one step closer to developing a medication that reproduces the effects of exercise-induced irisin production in the brain.

"In the past few years, researchers from many places around the world have shown that exercise is an effective tool to



PHOTO BY RAWPIKEI/UNSPLASH

Queen's researcher Fernanda De Felice (Psychiatry) has identified a hormone that could slow the progression of Alzheimer's disease.

prevent different forms of dementia such as Alzheimer's" says Dr. De Felice, a researcher in the Centre for Neuroscience Studies at Queen's. "This has led to an intense search for specific molecules that are responsible for the protective actions of exercise in the brain. Because irisin seems to be powerful in rescuing disrupted synapses that allow communication between brain cells and memory formation, it may become a medication to fight memory loss in Alzheimer's disease."

The new research is important, explains Dr. De Felice, because curing dementia is one of the greatest current and future health care challenges. Unfortunately, despite 30 years searching for treatment drugs, there is no effective medication for Alzheimer's disease. She adds it is also important to remember that the vast majority of patients with dementia can be disabled due to other age-

related illness (e.g. arthritis, heart disease, obesity, visual problems, and depression). Furthermore, it can be challenging to engage a patient in regular physical activity.

A drug that increases irisin in the brain could be the key.

"It is important to keep in mind that Alzheimer's is a very complex disease and it is truly hard to treat Alzheimer's patients before irreversible damage occurs in their brains. This is because when a patient is diagnosed with Alzheimer's disease, their brain has already been damaged," Dr De Felice says. "Finding new protective routes, such as the identification of an exercise-linked component, may be an optimal strategy to heal the brain before brain cells die and dementia becomes irreversible."

The next step in Dr. De Felice's research is investigating the most effective way of delivering irisin to the brain.



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events calendar

Wednesday, Jan. 16, 11:30 am-1 pm The Foundry Mixer

want to start your own business, but don't have an idea? Queen's researchers will pitch their research ideas and inventions, and it is up to you to assess their commercial potential. Come learn about the Foundry program and the resources available to help you turn your research into a business. Mitchell hall Room: 103

Wednesday, Jan. 16, 11:30 am-1 pm QUIC Open House with Lunch

Come see the new QUIC space and facilities in Mitchell hall. All are welcome. Mitchell hall, Second floor

Wednesday, Jan. 16, 5-7 pm Feast Night at Four Directions

Our Feast Night is held on the first and third wednesday of every month and is open to everyone! Come check out our newly renovated and expanded centre, meet new people, and enjoy some food made by our Guest Chef. Four directions Indigenous Student Centre

Thursday, Jan. 17, 1:30-3 pm Teaching Matters

Topic: Active learning strategies. This monthly program will provide new and pre-tenure faculty with the opportunity to learn about timely and practical approaches for enhancing their teaching, while building their campus-wide network in an informal setting. Mackintosh-Corry hall, F200

Thursday, Jan. 17, 4-6 pm Art Hive @Agnes

Calling all young adults (18-24), drop-in for art and wellness. Relax, re-charge and expand your creative powers in the Studio. Art hive is free;

materials are provided and no prior art experience is necessary. If you are looking for guidance, our art therapist/facilitator offers weekly projects and visits to our current exhibitions. Agnes Etherington Art Centre, André biéler Studio

Thursday, Jan. 17, 5:30-8:30 pm Department of History Nugent Lecture: Dr. Manisha Sinha

Dr Manisha Sinha, draper Chair of American history, University of Connecticut, presents "The Abolitionist International: A Radical history of Abolition." University Club - George Teeves Room

Thursday, Jan. 17, 6-7:30 pm Season Launch Reception at Agnes

Join Agnes Etherington Art Centre for the winter Season I launch! Members' Preview 5-6 pm, with remarks at 6 pm and the Public Reception 6-7:30 pm. we are introducing Soundings: An Exhibition in Five Parts, an immersive and evolving experience of Indigenous cultures curated by Candice hopkins and dylan Robinson. The exhibition is the outcome of several years of research and the product of multi-faceted collaborations and creative consultations with prominent artists from across North America. Rome, Capital of Painting reveals the place Rome occupied in the mind of 17th-century artists.

Friday, Jan. 18, 10 am-1 pm Mayor's Innovation Challenge - Design & Refine Working Session

Throughout the three-hour event, there will be ongoing scheduled consultations with City and ddQIC staff. here, student teams can schedule a 15 minute appointment with City of kingston and ddQIC

staff to explore the feasibility of their ideas. These consultations will serve to help guide student teams through the final stages of their proposals. More information on consultation sign-ups will be released in early-January. while other teams are in their scheduled consultation appointments, we encourage teams to use the new space in Mitchell hall to work on their proposals. There will be City and ddQIC staff available to answer any additional questions you may have. At 11:30 a.m., food and refreshments will be served in the Event Commons (Rm. 103), which will be followed by special presenta-

tions from experts in the social innovation industry. After these brief presentations, you will have the opportunity to network and bounce your ideas off of industry experts and QICSI alumni who will offer unique perspectives on how to finish developing your social innovation idea. Mitchell hall, Room 106.

Tuesday, Jan. 22, 11:15 am-1 pm Let's Talk Mental Health

Real stories, real conversation, and real experiences. Join us as dr. heather Stuart, bell Chair in Mental health and Anti-Stigma Research, facilitates an open conversation with

students about mental health on campus. Food and swag will be available for all who attend. we look forward to sharing a dialogue about mental health with you! Mitchell hall, Rose Innovation hub

Wednesday, Jan. 23, 4:30-6 pm The Sinclair Lecture: Danielle Martin - Health outside captivity: Redesigning care to keep people out of hospitals

Speaker: danielle Martin, Vice President, Medical Affairs and health System Solutions, women's College hospital, Toronto. University Club, Teves Room.

ACROSS

- 1 Wolf pack boss
- 6 Blood trunks
- 12 Kind of jar
- 18 Type of bear
- 19 European coin
- 20 Excite
- 21 Perspicacious
- 22 Salty
- 23 Come back NSF
- 24 Sleuth Jansen of kiddy lit
- 25 Herbaceous plant
- 27 Pursues ardently
- 29 Bounder
- 30 River in central Europe
- 32 TV's "___ to Me"
- 33 Flight part
- 35 Make fun of
- 36 Like thunder
- 38 ___ alcohol
- 39 Did a fish cannery job
- 40 Infirm
- 43 Proserpina's

- 44 Fork out
- 45 Maternal relation
- 46 Subsidiary rule
- 47 Capable of being split
- 51 Woman, to a film noir gumshoe
- 52 Televised
- 53 Cover the exterior
- 54 Timor, e.g.
- 55 Fifi's boyfriend
- 56 Look all over
- 57 Landholder of Old England
- 58 Used a bench
- 59 Sphere of knowledge
- 60 ___ and sciences
- 61 Levi or Carnera
- 62 Kin of mac and bud
- 63 Oran's country
- 65 Simmers down
- 66 Less con-strained
- 67 Faulty
- 68 "The Little

- 69 Like post-eye exam vision
- 70 Shaggy prairie-dweller
- 73 Reamer
- 74 Gift tag specification
- 75 Author unknown: abbr.
- 76 Administered
- 77 Driver's device
- 78 Move in a stately, effort-less way
- 82 Oxlike antelope
- 83 Raven's kin
- 84 Beach-clearing cry
- 86 Bali product
- 87 Squawking bird
- 89 Barnstorming pilot, at times
- 92 Singer Hayes ("Shaft")
- 94 Goddess of wisdom
- 95 Outlast
- 96 Not glossy, as a photo
- 97 Earned after

- 98 Transferred, as property
 - 99 Be disdainful
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 - 3 Perpendicular, to a builder
 - 4 Toque or cloche
 - 5 ___ rug
 - 6 Petrified
 - 7 Mideast tree
 - 8 Boudoir attire
 - 9 Refrain syllable
 - 10 Feel unwell
 - 11 Lengthwise
 - 12 Toil
 - 13 Piccadilly Circus statue
 - 14 Second person
 - 15 Tim of the NBA
 - 16 Getaway
 - 17 Essential
 - 26 "Krazy" product
 - 28 Masseur's aid
 - 31 High society
 - 33 Violin, for short
 - 34 Sinew

- 35 Causes of great pleasure
- 37 "Bravo, El Cordobes!"
- 38 Lamprey fisherman
- 39 Tack
- 40 Songwriter Neil
- 41 Tooth covering
- 42 Appointing
- 43 Businessman Field
- 44 Where Lucy Van Pelt lounged
- 46 Flora and fauna
- 47 Forms bubbles
- 48 License clerk
- 49 Tackle box doodad
- 50 Café or cafeteria
- 52 Bitter
- 53 Music's Destiny's ___
- 56 Kitchen wrap name
- 57 Gnome's cousin
- 61 Young fowl
- 62 Equipment for Phil Collins
- 64 Dark, poetically
- 65 "When we have shuffled off this mortal ___"
- 66 Polly Holliday role
- 68 Inched along
- 69 ___ Rabbit
- 70 Numbers runner, e.g.
- 71 Inherent
- 72 Went searching
- 73 ___ volente
- 74 Felt phobic
- 76 Nightmare emotion
- 77 Consoling word
- 79 Wane
- 80 Wrathful
- 81 Football factory machine
- 83 French movie
- 84 Potato, informally
- 85 Carnes and Stanley
- 88 Puppy or guppy
- 90 Together
- 91 "Commemoration ___" (Lowell)
- 93 ___ Antonio

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Sudoku and Crossword solutions on Page 15

Backing the Gaels through the Gael Force Dinner

BY COMMUNICATIONS STAFF

Each year the Gael Force Football Dinner helps provide vital support for the Queen's football program. Proceeds from the dinner will help the football club provide student-athletes with athletic financial support, academic support services, performance coaching, health and wellness support, and elite training opportunities.

Recently, Queen's Athletics announced Greg Percy (MBA'82), Chief Operating Officer of Metrolinx, as the honorary chair of the 2019 dinner.

Since completing his MBA at Queen's Percy has held senior executive positions in the Canadian transportation industry in both the private and public sectors. As COO of Metrolinx, he is responsible for the oversight of GO Transit and UP Express, which together accounts for more than 70 million passenger trips each year and approximately \$4 billion in capital expenditures.

Percy also sits on the board for multiple organizations across the U.S. and Canada including the Canadian Urban Transit Association, the American Public Transportation Association Executive, and the Railway Association of Canada.

As honorary chair of the Gael Force Dinner, Percy will focus on attracting corporate sponsors to the event. This year's dinner will take place on Saturday, March 23 at the Fairmont Royal York in Toronto.



Greg Percy (MBA'82), Chief Operating Officer of Metrolinx, is the honorary chair of the 2019 Gael Force Football Dinner.

Percy recently spoke with the *Gazette* about his role and his lasting connections with Queen's and the Gaels football program.

What makes the annual Gael Force Football Dinner such a great event to support?

I received a call from the Queen's football and they were looking for some help generating funding for the team. For me the team is about youth and the alumni link. At this point in my career I'd like to give back a bit to the university and this was one way that I could do that. I have three sons, they all made it through university and they are all in the workforce today. One of them went to Queen's, as did my wife and my brother, so we have a

bit of a family link to Queen's. The event itself is the singular largest fundraising opportunity for the Queen's Gaels football program. The organizers also agreed with one of my priorities, which is not simple when you are fundraising for a football team. I wanted to move toward better gender balance. So they agreed and supported the idea that we provide the Queen's Bands with a higher profile in terms of visibility at the dinner. I think that is a good thing and hopefully in subsequent years people build on that.

How did your time at Queen's help you to succeed outside of school?

Well, the business school entrenches a structured way to think and problem solve and it obviously gives you the 'Business 101' principles that you need to build into your skill set. I came from a, undergrad science background – so no link to business – and it really helped me align my thinking from science into business. I use both, not every day, but it becomes part of your DNA and I think it's a good thing. It hasn't hurt me, that's for sure.

As a Queen's alumnus, what is your fondest memory of Queen's and Queen's football games?

I think the fondest memory of Queen's broadly is the enthusiasm of the student population. It wasn't restricted to any one faculty or school, but broadly. I think that's iconic to Queen's, too. It's got this vibe about it - people are proud to go there. It's a great cam-

pus for sure. Even on a wintry day the Kingston limestone still looks great and it's a nice place to go to school. I also think there is good leadership at the faculty level. Queen's then, and still, is growing very quickly and the Smith School of Business particularly.

The Queen's football games, I think that just sort of galvanized the enthusiasm and the spirit of the school and probably in a different meaning of the spirit of the school. It was a good place. It was a rallying point. Historically, the Queen's Gaels program has been consistently strong and competitive and just gets people out and provides them an outlet to show their school spirit.

What message do you have for students and alumni who are looking to get involved with the football program?

We have this great Gael Force Dinner coming up on March 23 at the Royal York that is a fundraiser and I would encourage people, as leaders of corporations, to sponsor a table, to get involved. As I mentioned, you can reach a point in your career where you want to give something back. So don't sit on the sidelines and just admire. Get involved and do some volunteering because we're short of volunteers everywhere and Queen's is no exception. So get involved and give something back to the university. You were lucky enough to come out of Queen's with a good education, it's time to give a little back.

In your opinion, what makes football at Queen's unique compared to other schools?

I did my undergrad at the University of Ottawa and it was a little more hit-and-miss in terms of football success compared to Queen's. Queen's has a consistently strong football program and other sports as well. If an athlete comes from Queen's you know they are competitive and they will be a strong participant regardless. Football is one of the high profile sports but I would say all the sports at Queen's has this really positive label, that if you are a Queen's athlete it's a strong statement that you are going to be in there competing really hard. It doesn't mean you always have to win but it's about having that opportunity to win. I think people understand that of student-athletes coming from Queen's. To their credit, they are balancing school and being athletes. They don't just become part-time athletes. You have to be a full-time athlete in terms of conditioning and, at the same time, you must perform in school. These kids are good time managers as well. Frankly from a business point of view that is a very good prerequisite to step into the business world.

For more information about the 2019 Gael Force Football Dinner or becoming a sponsor, visit the event web page (gogaelsgo.com/sports/2015/9/3/Alumni_0903150922.aspx) or contact Danielle Gatteringer (danielle.gatteringer@queensu.ca).

Steve Snyder to lead Gaels football into new era

BY COMMUNICATIONS STAFF

Following a national search, the Queen's Gaels announced that Steve Snyder will be the next head coach of the university's football program.

Snyder will be just the fifth coach to lead the Queen's football program in the last 70 years, following in the footsteps of Frank Tindall (1939, 1948-1975), Doug Hargreaves (1976-1994), Bob Howes (1995-1999), and Pat Sheahan (2000-2018).

For the past two seasons Snyder has been the offensive coordinator for the Western Mustangs, helping the team achieve remarkable results, including two Yates Cup victories, back-to-back Vanier Cup appearances, and the 2017



Steve Snyder

Vanier Cup title.

"We are thrilled to welcome Steve to the Gaels family, and look forward to the energy, passion, and commitment to excellence that he will bring to our football team," says Leslie Dal Cin, Executive Director, Athletics and Recreation. "Steve has a profound interest in and respect for our football history as well as a strong, compelling vision for the future of our team. We look forward to seeing him bring that vision to life in the coming months."

In his five seasons as an offensive coordinator, first with the St. Francis Xavier X-Men and then the Mustangs, Snyder boasts a 43-12 record with 35 consecutive wins against conference opponents, a 23-game win streak spanning the last two seasons, leading the number one-ranked offence in U Sports in 2017 and 2018, four consecutive conference champi-

onships, Uteck and Mitchell Bowl victories, and the 2017 Vanier Cup title.

"I am honoured to be named the head football coach at Queen's University; this is a very special opportunity for my family and me. This football program has an incredible tradition of excellence – when we think of football in this country, we think of programs like Queen's. The passion and commitment to football here at Queen's is second to none," Snyder says. "We have amazing leadership at Queen's and a tremendous coaching staff in place, and we are looking forward to recruiting the top student-athletes in the country and presenting them with the opportunity to play for one of the greatest programs in the history of our nation."

An excellent football tactician in all three phases of the game, Snyder figured prominently in re-

cruitment, quarterback coaching and offensive skill development at Western. He has also coached at the high school, OVFL, provincial, and national levels and coached professionally in Germany.

"As the captain, I am excited to welcome Coach Snyder to Queen's on behalf of the entire Gaels football team," says running back Marquis Richards. "He brings impressive experience and knowledge to our team, and we are looking forward to getting to work in the new year."

The Gaels are also pleased to announce the promotion of Defensive Coordinator Ryan Bechmanis to the role of assistant head coach and defensive coordinator. Snyder and Bechmanis, along with Special Teams Coach Ben D'Andrea, Recruiting Coordinator Shomari Williams, and a soon to be added new offensive coordinator, will

form a highly-skilled, talented, passionate, and results-driven coaching staff to kick off the team's 2019 season.

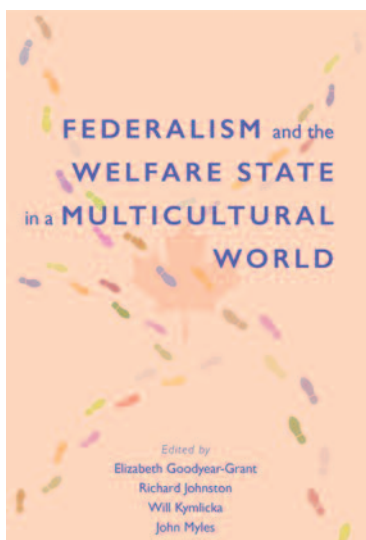
Snyder will meet with the student-athletes, coaches and personnel when he arrives on campus in January, and the Queen's community looks forward to welcoming him.

"As a proud football alumnus and the chair of the Red Banner society, the Gaels' football alumni committee, I am pleased to welcome Coach Snyder to the Gaels family," says Bob McFarlane (Comm'83). "We are excited to welcome Steve and look forward to supporting him and the entire coaching staff in the next phase of our storied football program."

Snyder will be introduced to season ticket holders and the Kingston media at a special Quarterback Club lunch early in the new year.

books

Federalism and the Welfare State in a Multicultural World
 Edited by Elizabeth Goodyear-Grant (Political Studies), Richard Johnston (University of British Columbia), Will Kymlicka (Political Studies) and John Myles (University of Toronto)



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

POLICY Queen's approves free expression on campus policy

A policy on Free Expression at Queen's was approved on Dec. 18, 2018, with immediate effect. It can be found on the Secretariat's webpage queensu.ca/secretariat. The policy was developed in the fall, after seeking input from stakeholders and the public.

The policy affirms the university's position on the rights and responsibilities of individuals associated with free expression at Queen's University, which includes the right of any person, group, or community to communicate opinions and ideas without interference, censorship, or sanction, including the right to engage in peaceful protest about the content of the free expression of others.

NOMINATIONS Student Recognition Awards

The division of Student Affairs is currently accepting nominations for its annual Student Recognition Awards. Individual and groups can be nominated for three awards that celebrate engagement and leadership on campus and in the community:

The Equity, Diversity, Inclusion Impact Award honours the commit-

ment of students to social justice and promoting inclusivity on campus. The Brian Yealland Community Leadership Award recognizes students who contribute to society by working with and encouraging youth who are experiencing social, behavioural, economic or other challenges by helping them realize their worth and their potential to achieve. The Peer Leadership Award is given to students who exemplify excellence in peer-to-peer assistance and outreach.

"We know there are many undergraduate and graduate students who give their time and energy to help strengthen our community," says Vice-Provost and dean of Student Affairs Ann Tierney. "We are pleased to showcase their initiative and accomplishments across campus and in the City of Kingston. We encourage faculty members, staff, students and community organizations who interact with our students to help us recognize the positive impact that they have in the community."

The awards will be presented on March 11 at the annual Student Recognition Reception, where all students who are involved in peer leadership across the division of Student Affairs are celebrated. The nomination deadline is Feb. 4.

To learn more and submit the online form, visit the Student Affairs website (queensu.ca/studentaffairs/funding-and-awards).

Baillie Award for Excellence in Secondary School Teaching

The nomination period for the Baillie Award for Excellence in Secondary School Teaching is currently open.

Established by Queen's Chancellor Emeritus A. Charles Baillie, the Baillie Award allows undergraduate Queen's students in their graduating year to honour a high school teacher who had a formative role in their academic careers. Whether they instilled a love of learning or inspired academic excellence, the award celebrates exceptional educators and their essential role in developing Queen's graduates.

Up to five awards are presented each year. Teacher-recipients are invited to campus to receive their award at their student- nominee's convocation ceremony.

The deadline for submission is March 11 at 8:30 am.

Students can learn more and submit their nominations through the Student Affairs website (queensu.ca/studentaffairs/funding-and-awards/).

human resources

Successful Candidates

Job Title: Graduate Assistant, On-Campus Programs

Department: Faculty of Education
Competition: J1018-0008

Successful Candidate: Jill Hughes

Job Title: Finance Coordinator

Department: Canadian Cancer Trials Group

Competition: J0518-1089

Successful Candidate: Erin McClure

Job Title: Coordinator, Advancement Communication and Events

Department: department of Athletics and Recreation

Competition: J1018-0810

Successful Candidate: Danielle Gattinger

Job Title: Associate Curator, Academic Outreach

Department: Agnes Etherington Art Centre

Competition: J0818-0242

Successful Candidate: Heather Parker

Job Title: Undergraduate and Office Assistant

Department: Philosophy
Competition: J0818-0459

Successful Candidate: Sheena Wilkinson

Job Title: Student Resources Assistant

Department: Faculty of Arts and Science - Student Services

Competition: J0918-0765

Successful Candidate: Elizabeth Russel (Student Record Services)

Job Title: Director, Strategic Planning and New Initiatives

Department: Office of the dean - Smith School of Business

Competition: J1018-0486

Successful Candidate: Patrick Mclarty (PGPS Admin)

Job Title: departmental Assistant

Department: Residences

Competition: J1018-0380

Successful Candidate: Jane Meehan (Residences)

Job Title: Finance and Administrative Assistant

Department: Faculty of Law

Competition: J1018-0744

Successful Candidate: Jesse Gilroy

Job Title: Office Assistant

Department: Centre for Advanced Computing

Competition: J1018-0872

Successful Candidate: Elise Degen

Job Title: Curriculum Assistant

Department: Faculty of Arts & Science - Student Services

Competition: J0918-0707

Successful Candidate: Brandy Wilkes (Information Technology Services)

Job Title: Student Resources Assistant

Department: Faculty of Arts & Science - Student Services

Competition: J0918-0973

Successful Candidate: Jacob Turcotte (Undergraduate Admission)

Job Title: Animal Care Technician

Department: Animal Care

Competition: J1018-1185

Successful Candidate: Kurt Scrutton (Animal Care)

Job Title: Finance and Admissions Assistant

Department: Faculty of Education - Queen's School of English

Competition: J1018-0194

Successful Candidate: Jessica Byreiter

Job Title: Multimedia design and Learning Management Support Assistant

Department: Faculty of Education

Competition: J1018-0801

Successful Candidate: Sara Perosa (Faculty of Education)

Job Title: Investment Associate

Department: Investment Services

Competition: J1118-0214

Successful Candidate: Anna Koroleva (Investment Services)

Job Title: Instructional design Multimedia Support Analyst

Department: Continuing and Distance Studies

Competition: J0918-0299

Successful Candidate: Rebecca Sweetman

Job Title: I1 Service Support Analyst

Department: Information Technology Services

Competition: J1118-0372

Successful Candidate: Brent Nickle (Information Technology Services)

Job Title: Senior Internal Auditor

Department: Internal Audit

Competition: J0617-0740

Successful Candidate: Leo Kadzombe

Job Title: Director, Queens University International Centre

Department: Queens University International Centre

Competition: J0418-1277

Successful Candidate: Sultan Almajid

PUZZLE SOLUTIONS

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Queen's United Way campaign reaches goal

BY COMMUNICATIONS STAFF

The Queen's community has supported the United Way Campaign by donating \$343,569, surpassing its goal of \$330,177.

"As this successful campaign shows, the Queen's community is a caring and giving community," say Queen's campaign co-chairs Kellie Hart and James Lighthart. "The Queen's campaign is the largest workplace campaign for the United Way of Kingston, Frontenac, Lennox and Addington. Moving ahead we are looking to increase the participation rate at Queen's and increasing our support to change lives 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/unitedway and fill out the forms. Please note that if you donated the previous year and selected the auto-renewal action, no further action is required unless you would like to change your donation.

"It's very encouraging to see how many lives are touched by the United Way with the continuing support of the Queen's community and so many others," says Tom Harris, Interim Provost and Vice-Principal (Academic) and Executive Sponsor for the Queen's United Way campaign. "The United Way of Kingston, Frontenac, Lennox and Addington is addressing the root causes of social inequity and poverty by bringing ideas as well as volunteers to problems, and working with the community to solve them."



James Lighthart, co-chair of the Queen's United Way Committee, and Alma Mater Society representative Carina Sabourin present Fred Godbile, the 2018 campaign chair for the United Way of Kingston, Frontenac, Lennox and Addington, with a cheque for \$340,000 at the United Way KFLA Touchdown Breakfast.

SUPPLIED PHOTO



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