

PUTTING ON A SHOW



UNIVERSITY COMMUNICATIONS

The African and Caribbean Students' Association (ACSA) hosted the annual Culture Show as students and community members took to the stage at the Isabel Bader Centre for the Performing Arts, from rappers to dance troupes, from spoken word to drum groups. Under the theme of Legacy, all shared their stories, their histories, their passions. Story and more photos on page 3.

CHASING HER DREAMS

School of Nursing student Sarah Anne Cormier is working hard on the slopes in pursuit of her dream of competing in snowboarding at the 2022 Paralympics in Beijing. See story in page 4.



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QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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Queen's
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Principal's statement on student sexual violence survey

On March 19, 2019, the Ontario Government released its summary report on the Student Voices on Sexual Violence Survey. More than 160,000 post-secondary students across the province completed the voluntary survey last spring. Queen's encouraged students to take part in the survey and the results will now provide universities with information to understand the experiences of students, and help institutions respond with effective supports and services.

Queen's University is committed to addressing the issue of sexual violence and ensuring students feel safe, secure, and as supported as possible. With this in mind, I would like to acknowledge the importance of the Student Voices on Sexual Violence Survey and to thank all of the students at Queen's and at other universities who participated. By understanding the experiences of students, universities will be able to do more to prevent sexual violence and respond to the cases and issues raised in more meaningful ways.

Sexual violence is a societal problem and we know that people of university age have a greater likelihood of being the victim of sexual assault or harassment. The summary report results demonstrate that more needs to be done in addressing the challenges of sexual violence experienced by students at all universities and colleges.

At Queen's, there is no toler-



More than 160,000 post-secondary students across Ontario completed a voluntary Student Voices on Sexual Violence Survey last spring. The provincial government released its summary report on Tuesday, March 19.

ance for sexual violence in our community; when it occurs, we take it very seriously. We are committed to continuing to do all we can to help prevent sexual violence and to ensure that survivors get the support and help they need, whether an incident occurs on or off campus, during the school year, or during a break.

Queen's and other universities will now be closely studying the survey results as they will help us further to understand the extent of the problem and the experiences of students, and will help us enhance our processes and supports.

Along with the survey result,

the minister also unveiled some new measures aimed at preventing sexual violence on campus, including the creation of a task force at each institution. To meet this requirement, I have instructed Ann Tierney, Vice-Provost and Dean of Student Affairs, to transition our Sexual Violence Prevention and Response Working Group into a task force.

This group's membership will continue to include both undergraduate and graduate student representatives.

Queen's is also currently reviewing and revising its Policy on Sexual Violence Involving Queen's University Students (implemented

in 2016) as requested by the minister. The updated draft is now online for community comment. The government has announced that it is requiring the updated policy be in place by September 2019. We welcome the minister's announcement of a doubling of the Women's Campus Safety Fund that supports prevention on campus across the province.

Queen's has provided our Board of Trustees with our first Sexual Violence Report at their March 1 meeting, in accordance with the legislation that has since been proclaimed.

Over the coming months, we look forward to gaining a deeper understanding of the complete survey. The government announced it is consulting with the Privacy Commissioner before it releases the full set of results. Universities do not have the full set and will not receive them until that process is completed.

While these processes unfold, I encourage all students who experience any form of sexual violence to contact Barb Lotan, the university's Sexual Violence Prevention and Response Coordinator at 613-533-6330 or bjl7@queensu.ca, Good2Talk, a 24/7 confidential and anonymous post-secondary student helpline at 1-866-925-5454, Student Wellness Services at 613-533-6000 ext. 78264, or Faith and Spiritual Life at 613-533-2186.

– Daniel Woolf, Principal and Vice-Chancellor

Statement from Principal Woolf on federal budget

Government of Canada releases 2019 budget, which includes investment in work-integrated learning, internationalization

Following Budget 2018's investment in research and innovation, Budget 2019 is a welcome investment in skills training and talent development, which will help prepare Canadians for the jobs of the future.

Investments of note for the post-secondary sector include \$114 million over five years, with \$26.5 million per year ongoing, to create 500 more master's level scholarship and 167 more three-year doctoral scholarship awards annually through the Canada Graduate Scholarship program. The budget also invests \$147.9 million over five years, with \$8 million per year ongoing to support the creation of new work/study abroad opportunities

for Canadian students abroad, as well as to promote Canadian education internationally.

Also included in Budget 2019 were:

- An expansion of parental leave coverage for students and postdoctoral fellows receiving tri-council funding from six to 12 months.
- \$25 million over 10 years to support the work of the Canadian Institute for Military and Veteran Health Research, headquartered here at Queen's.
- Reduction of both the fixed and floating interest rates for Canada Student Loans Program borrowers, and ending interest accumulation during the six-month grace period.

• The creation of the Canada Training Benefit and Employment Insurance Training Support Benefit, to assist Canadians in re-skilling for the jobs of the future.

• Expansion of work-integrated learning through direct investment, as well as partnerships with innovative businesses and the Business Higher Education Roundtable, to create 84,000 new student work placements across Canada by 2023–24, and reach 100 per cent attainment for WIL opportunities for interested students.

Queen's plays a critical role in supporting economic prosperity by preparing graduates with the job-ready skills they need to compete and thrive in a changing

labour market. We welcome the opportunity to engage with government on the development of targeted skills programming, and on the creation of new work-integrated learning opportunities. I look forward to hearing further details on the implementation of these and other Budget initiatives.

Queen's will continue to encourage the government make further investments in fundamental research, recognizing both the basic scientific discoveries and applied skills training opportunities that university-generated research provides.

– Daniel Woolf, Principal and Vice-Chancellor



Sharing their legacies

BY COMMUNICATIONS STAFF

They came, they sang, they danced, they performed, they told their stories, and they put it all on the line for their ancestors and their cultures.

The annual Culture Show, hosted by the African and Caribbean Students' Association (ACSA) under the theme of Legacy, was held Friday, March 15 at the Isabel Bader Centre for the Performing Arts, with students and community members taking the Performance Hall stage to tell their stories.

The evening was filled with colourful, intense, and informative performances through dance, spoken word, rap, vocal, storytelling, instrumental, as well as the much-anticipated fashion show.

"This year specifically we chose to build the show around the theme of Legacy. Legacy can mean something to each and every one. To ACSA our legacy is our strength, hope, resilience, diversity, and creation of home...of family," says Nirosha Balakumar, ACSA president. "We wanted to take the opportunity to honor and celebrate the ancestors and acknowledge that they have carved out the spaces in which we thrive and work in today. We wished to pay homage to them for keeping our culture and traditions alive, for allowing us to con-



Performances at the African and Caribbean Students' Association annual Culture Show ranged from dance to rap to storytelling.

tinue to be a part of the diaspora by understanding our roots and histories."

This year's chosen charity for the Culture Show was the Vaah Junior Foundation, an organization that raises awareness on maternal mortality due to lack of adequate healthcare infrastructure and healthcare capacity in sub-Saharan Africa, particularly in Ghana.

Earlier this month the ACSA executive team received the Equity, Diversity

and Inclusivity Impact Award, which recognizes individuals or groups who have demonstrated involvement in, and a commitment to, social justice causes that impact the Queen's community on a broad or small scale. The AMS club strives to be home and family for students within the African-Caribbean diaspora during their time at Queen's and engages students from different backgrounds and lived experiences.

CFI funding helps build research infrastructure

BY COMMUNICATIONS STAFF

Queen's University researchers have secured more than \$1 million in research infrastructure funding from the Canada Foundation for Innovation (CFI) John R. Evans Leaders Fund.

"Through this support, researchers will be able to build the foundational research infrastructure required to conduct cutting-edge research, and contribute to important new developments in their fields," says Kimberly Woodhouse, Vice-Principal (Research).

A total of 10 Queen's researchers will receive the federal funding in a variety of fields, from the ongoing search for dark matter to investigating stem cells, to probing the transition from suicide ideation to attempts to establishing a mobile-inclusive music theatre makerspace.

The following Queen's researchers have received funding:

Sheela Abraham (Biomedical and Molecular Sciences) has received \$162,500 to further the study of cancer stem cells in relation to chronic myeloid leukaemia using systems biology. With the funding, she plans to investigate cell signaling events outside cells controlled by extracellular vesicles and look into if these extracellular vesicles may be key controllers in

the aging of stem cells and how this could lead to cancer. Dr. Abraham will also investigate the possibility of using extracellular vesicles as biomarkers for chronic myeloid leukaemia, which would help doctors detect the disease more efficiently, and improve patient treatment and survival.

Joseph Bramante (Physics, Engineering Physics, and Astronomy) has received \$49,970 for his research into developing novel ways to search for and detect dark matter, using its effect on stars such as the sun, and how to use neutrinos as probes of new physics beyond the Standard Model. This research relies on computer simulations of particle physics and astronomical systems such as stars, clusters, and the cosmos, as well as statistical methods aimed at exploring the many possible models of new physics to compare them with data from dozens of different experiments conducted in underground laboratories, ground-based observatories, and in space.

Julia Brook and **Colleen Renihan** (Dan School of Drama and Music) have received \$40,800 to create a music theatre makerspace in order to examine the development and implementation of music theatre activities with underserved populations, such as students in rural and on-reserve communities

as well as seniors and adults with cognitive exceptionalities. Participants will work with facilitators to develop music theatre activities using acoustic and digital music tools as well as custom made sets and costumes from the makerspace.

Kenneth Clark (Physics, Engineering Physics, and Astronomy) has received \$189,951 to develop a scintillating bubble chamber to support the ongoing search for dark matter. Direct detection involves the interaction of dark matter in a purpose-built detector such as that used by the PICO collaboration. This group has produced world-leading results for a spin-dependent interaction of dark matter with the backgrounds being the largest issue. The scintillating bubble chamber would identify these backgrounds, leveraging the current efforts for a significant improvement in the dark-matter hunt.

Vahid Fallah (Mechanical and Materials Engineering) has received \$125,000 to support research into improving the process of selective laser melting, also called metal 3D printing. In this research program, the selective laser melting processing of reactive/sensitive metals will be optimized for more stability and a less reactive build environment. The former will be achieved by opti-

mizing the laser optics assembly, and the latter will be realized by strictly controlling the build atmosphere through an innovative build enclosure design.

Madhuri Koti (Biomedical and Molecular Sciences) has received \$150,000 to support her research program's goals of identify tumour-specific genetic features that specifically associate with the anti-tumour immune responses and whether these could aid in decision making for combination immunomodulatory treatment; design optimal combination of chemotherapy and immunotherapy approaches for use with immune stimulating drugs; and develop markers of chemotherapy-specific host immune alterations for future design of biomarker guided clinical trials to improve patient outcomes.

Bhavin Shastri (Physics, Engineering Physics, and Astronomy) has received \$132,500 to establish a facility with an experimental test and measurement platform and an optical probe station to demonstrate photonic integrated circuits for neuromorphic computing. Photonic neuromorphic processors have the potential to outperform microelectronics in energy efficiency and computational speeds by seven- and four-orders of magnitude, respectively.

Jeremy Stewart (Psychology) has received \$100,000 to support research into identifying factors that predict the transition from suicide ideation to attempts. This transition is a pivotal target for suicide prevention, but little is known about which youth will make this shift and what processes are involved. The research will employ electrophysiology, laboratory-based behavioural observation, and real-time, daily Smartphone-based assessments to gain novel insights into the processes involved.

Aaron Vincent (Physics, Engineering Physics, and Astronomy) has received \$50,000 to better determine dark matter's origin, character, and connection to known physics. Novel new physics search techniques are being developed alongside identified techniques, including using thermal emission of neutron stars as a signature of dark matter, searches for multiply interacting massive particles at underground laboratories, the abundance of elements like gold in dwarf galaxy as a tracer of so-called "asymmetric" dark matter, and charting dark matter's interaction with neutrinos.

For more information on the supported projects, or to learn more about the John R. Evans Leaders fund, visit innovation.ca.

Pursuing a Paralympic dream

School of Nursing student Sarah Anne Cormier hopes to compete in snowboarding at the 2022 Paralympics in Beijing

BY RICHARD REZNICK, DEAN,
FACULTY OF HEALTH SCIENCES

In 2017, Sarah Anne Cormier, a fourth-year undergraduate student in the School of Nursing, attended the Paralympian Search in Toronto in order to try out for running teams and development programs in Canada. While she was undergoing numerous tests of her running ability, she was also asked to fill out a form that asked her what other sports she participated in. Sarah had been snowboarding for years, but she didn't think she should put it down. She had never really snowboarded competitively, and she didn't want to be misleading.

When she asked a staff member working the Paralympic Search about the form, the staff member told her that she should definitely write down snowboarding. The Paralympic Committee was looking for snowboarders.

Sarah took the advice, and filling out that form ended up changing her life, because now she's training intensely to make it onto Team Canada, with the goal of competing in the 2022 Paralympics in Beijing.

After the Paralympian Search in Toronto, Sarah was invited to a snowboarding development camp at Blue Mountain, where she made an impression on the Canadian coach for Paralympic snowboarding. The coach told Sarah that he thought she had real potential, and that he wanted to train her. Sarah agreed, and shortly thereafter started an intense training regimen for the sport.

In the summer, when there is no snow for Sarah to train on, she works on strength and conditioning in the gym five days a week. In the winter, when she can snowboard, she still trains four days in the gym on top of getting on the snow every chance she gets. Sarah estimates that this winter she has spent 50 days training on the slopes.

One of Sarah's strongest motivations to undertake all this training – on top of her rigorous academic schedule in the School of Nursing – is to help inspire other disabled people to know that they can achieve more than they probably realize.

Sarah was born with complications from amniotic band syndrome, a condition that occurs when a fetus becomes entangled in the amniotic bands of the womb. As a result of this condition, Sarah was born missing her



Sarah Anne Cormier is kept busy with her studies at the School of Nursing as well as long training sessions in the gym and on the slopes.

left leg below the knee as well as having various finger amputations on both of her hands. She has had to undergo seven surgeries throughout her life to address the complications caused by the syndrome.

When she was five, her parents signed her up for Track 3, a non-profit organization that teaches children with disabilities how to ski. Sarah loved skiing, but when she became an adolescent the sport made her feel self-conscious. When Sarah skied, she did not wear her prosthetic leg, but instead used outriggers as support for balance.

This system worked great, but when Sarah was 12 she started to get uncomfortable with the feeling that people were giving her unwanted looks when she skied on one leg. She didn't want the attention that came with skiing, but she also didn't want to give up winter sports.

Sarah found an answer to her dilemma: snowboarding.

If she took up snowboarding, she realized, she'd be able to wear her prosthetic leg. She asked her parents if she could take up the sport, and they agreed.

Even though she has been snowboarding now for 16 years, Sarah feels like she still has a lot to learn.

"Right now I'm trying to break 16 years' worth of bad habits," she says. But with the help of her coach and teammates, she also

feels like she's making significant progress.

And it's clear that her hard work is paying off. In January, Sarah competed at her first provincial race in Bromont, Que. Even though she felt nervous to be competing, she didn't let her nerves get the best of her: she won silver the first day of the event and gold the second day.

Sarah still has a lot of steps to take before she can reach her dream of making it onto Team Canada and competing in the 2022 Paralympics. Before she can make it onto Team Canada, she'll need to make it onto the Next Gen team. And before she can do that, she needs to compete in two different World Para Snowboard Cups and finish with competitive times.

But Sarah is well on her way to making her dream come true, and all of us in the Faculty of Health Sciences are proud of her and are rooting for her.

At the same time, Sarah says she could never have achieved what she has so far without the support of the School of Nursing.

Sarah is currently halfway through her placement in the ICU at Kingston General Hospital, and she loves how much she learns there every day. Even though her schedule can be hectic as she tries to balance late nights in the hospital with long training sessions in the gym and on the slopes, Sarah says the nursing faculty and her

One of Sarah's strongest motivations to undertake all this training – on top of her rigorous academic schedule in the School of Nursing – is to help inspire other disabled people to know that they can achieve more than they probably realize.

shows how well rounded our students at Queen's can be. Even though we have the most dedicated students in Canada, they're also often people who are pursuing additional passions outside their studies.

And this is something that we embrace and encourage in the Queen's Faculty of Health Sciences.

Before I go, I also want to share the video below with you. Sarah was gracious enough to be interviewed last year for a video series about being an Indigenous nursing student at Queen's, and it's well worth watching.

If you want to keep up with Sarah's progress toward her snowboarding goals, you can follow her on Instagram @sacorms12.

Dean Reznick thanks Andrew Willson for his assistance in preparing this article, which was first published on the Faculty of Health Sciences Dean's Blog (healthsci.queensu.ca/deans_blog).

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Bank of Canada honours Queen's excellence

Professor Ryan Riordan receives research grant while three masters students earn scholarships in economics and finance

BY COMMUNICATIONS STAFF

Ryan Riordan, an associate professor at Smith School of Business, is this year's recipient of the Bank of Canada Governor's Award.

The Governor's Award is a research grant for academics who study areas that the Bank of Canada deems important. The grant is worth up to \$30,000 a year over two years.

Dr. Riordan, who is also Distinguished Professor of Finance at Smith, says he is delighted to receive the award. While central banks tend to focus on the economy as a whole, his studies delve into the behaviour of individual traders, investors, lenders, borrowers and firms.

"So this award is a confirmation that our research is important to the overall economy," he says.

Dr. Riordan intends to use the grant to further his research in two areas: the use and misuse of technologies in banking and financial markets; and climate change.

On climate change, Dr. Riordan has teamed up with colleagues from the University of Augsburg



Ryan Riordan



Earning scholarship awards are, from left: Vivian Chu, Sanjana Bhatnagar, and Stephanie Renaud.

in Germany to study how financial markets have responded to the transition to a green economy. They've developed a methodology to measure the carbon risk of companies and countries.

Among their findings to date: the valuation of banks and other financial firms are strongly related to the carbon risk of the firms they finance. And European countries such as Italy, Spain and Portugal, as well as Japan, have lower carbon risk than most countries. Canada, South Africa and Brazil have the highest carbon risk.

The Governor's Award is part

of the Bank of Canada's Fellowship Program. Lawrence Schembri, deputy governor at the bank, says the program aims to "foster collaboration between our researchers and outstanding academics who are advancing knowledge in fields that support the Bank of Canada's core functions."

Dr. Riordan joined Smith in 2014. His research into technology's impact on financial markets has included how high-frequency traders improve stock market efficiency and studying how automated bidders affect the behaviour of human bidders on

electronic financial markets and online auctions such as eBay

In November, Dr. Riordan received Smith's Research Excellence Award. The annual prize recognizes outstanding research by faculty at the school.

In other news, the Bank of Canada marked International Women's Day by announcing the recipients of the Master's Scholarship Award for Women in Economics and Finance. Of the four winners, three are from Queen's University.

Sanjana Bhatnagar is currently pursuing a Master of Arts in Eco-

nomics. Prior to this, she completed a BA Honours in Economics from the University of Calgary and worked at the Bank of Canada as a research assistant. Her areas of research include applied econometrics, macroeconomics and macrofinancial studies.

Vivian Chu is completing a Master of Arts in Economics. She completed a BSc in Financial Modelling at Western University and was a Natural Sciences and Engineering Research Council of Canada (NSERC) Undergraduate Student Research Awards recipient for two consecutive years. Her research interests include monetary economics and macroeconomics.

Stephanie Renaud is currently pursuing a Master of Arts in Economics. She completed her BA in Economics at the University of Ottawa and, as part of the co-op program, she worked at the Department of Finance and received the CO-OP Student of the Year Award for the faculty of social sciences in 2016. Her research interests include macroeconomics, fiscal policy, and monetary policy.

The award includes a \$10,000 scholarship and is combined with the opportunity for permanent employment at the Bank of Canada upon successful completion of a master's degree by a recipient.

Partnership provides interns real-world experience

BY COMMUNICATIONS STAFF

The Beaty Water Research Centre (BWRC) encourages collaborative interdisciplinary research, education, and outreach, spanning traditional water-related disciplines, as well as non-traditional and emerging disciplines.



"One of the goals of the BWRC is to support students so they have the opportunity to succeed not only in the pursuit of their research and education while they are students at Queen's, but also to prepare them to lead successful careers in their chosen STEM field," says Pascale Champagne, Director of BWRC.

As part of this strategic goal, this year the centre collaborated with community research partners

Loyalist Township and Quinte Conservation to secure funding to support three internships, which were co-funded by the MITACS Career Connect initiative and these community partners.

The internships provide a unique opportunity for recent Queen's STEM graduates to gain valuable research and development experience, allowing them to apply their education to tackle real world issues related to water management and treatment optimization of interest to BWRC community partners.

This year's interns included Olivia Hughes, a chemical engineering graduate, Michael Pope, a graduate of the Master's of Science program in geography and planning, and Lauren Halliwell, a graduate in environmental science.

Hughes is currently working with Loyalist Township on a project related to the review of water treatment processes and optimization.

"I'm fortunate to work on a project that positively impacts so many people, and to be supported by both BWRC and utilities staff at Loyalist," she says. "It's exciting to work with operators that have years of accumulated experience and to find ways to help them do an even better job at providing an essential resource for our everyday lives."

Pope is working with Quinte Conservation on a hydrologic computer model to predict flood and drought conditions in the Salmon River, which is allowing him to expand his knowledge of natural waterways and engage community partners.

"This internship has allowed me to apply theoretical concepts to provide practical solutions to issues that are important local residence," he says.

Halliwell is working on water quality analysis and the development of a master watershed plan for Quinte Conservation.

"This experience has awakened

my interest and appreciation for watershed quality. I am very grateful to learn invaluable communication skills collaborating with the Quinte Conservation staff, my supervisors at the BWRC and the local community," she says. "This internship has exercised my creativity throughout the responsibilities of managing a project that really makes a difference in the local community and the environment."

Jyoti Kotecha, BWRC Associate Director, Research & Business Development, says that, "throughout the internship the BWRC provides guidance that supports the interns to develop not only their research and development skill, but to also develop workplace skills such as project management and business communication skills."

Each intern works directly with the community organization, and receives technical support from Geof Hall, Associate Director, BWRC Education & Outreach.

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view point

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How representation can fuel change

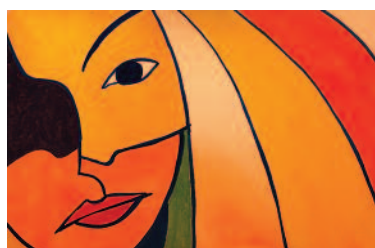
Change starts with people who are willing to have the tough conversations about race

In this contribution to the Together We Are blog (queensu.ca/connect/equity/), Tianna Edwards, Officer of Direct Response Appeals in the Office of Advancement at Queen's, talks about the importance of having a diverse staff and student body as the starting point to achieve a genuinely inclusive campus.

I was raised in Kingston and spent my elementary and high school years as the only person of colour in most of my classes. To clarify what this means, it means being the spokesperson for all people of colour (answering questions about my race), fighting stereotypes and generally losing any anonymity whatsoever. So when it came to applying to universities, I didn't consider Queen's. I felt that I wouldn't fit into the established culture of sameness and didn't want to continue the pattern of be-



Tianna Edwards



ing the only person of colour in my classes. So I branched out. Like many young Kingstonians, I moved to Toronto. I studied journalism at the University of Guelph-Humber and for the first time in my life, I blended in with my peers.

Now, almost 15 years later, I find myself back in Kingston. Not just in Kingston but working at Queen's and not just working at Queen's but studying here as well in the Cultural Studies program (MA). I currently work in the Office of Advancement managing the direct mail program responsible for storytelling and encouraging alumni to give back to Queen's. I take pride in my role because I get to identify some of the incredible research and student activities happening on cam-

Though I feel that Queen's has a long way to go when it comes to diversity and inclusion, the administration is slowly making space. For example, with proper guidance from the Human Rights and Equity Office on inclusive hiring practices, more positions will be filled with people who look like me and that impact will trickle down, depicting how Queen's is seen and talked about.

pus and share these achievements with alumni. In this role, now more than ever, I am seeing students of colour — that wouldn't have fit the Queen's mould more than a decade ago — using Queen's resources not only to enhance their education but to lift up marginalized voices. This is significant to me.

Though I feel that Queen's has a long way to go when it comes to diversity and inclusion, the administration is slowly making space. For example, with proper guidance from the Human Rights

and Equity Office on inclusive hiring practices, more positions will be filled with people who look like me and that impact will trickle down, depicting how Queen's is seen and talked about.

Another good example is the Cultural Studies program that welcomes students to challenge these traditions grounded in colonialism and patriarchal perspectives without judgement or scrutiny. This is important for the growth of the institution.

When I left Toronto four years ago, many Queen's alumni warned me not to come back to Kingston — let alone step on Queen's campus — because of its negative reputation with marginalized communities. But I strongly feel that change has to start somewhere. It starts with people like me who are willing to have the tough conversations about race with my colleagues with hopes that future employees of colour won't have to. It starts with the students of colour who are willing to stand up and identify where Queen's can do better regarding inclusivity. And most importantly,

the attention to these issues must not waiver. My fear is the discussion around inclusivity and diversity is a western trend and popular hashtags are fleeting. This work needs to be consistent to avoid falling into old patterns.

As my husband and I start our family and plant roots in Kingston, I am hopeful that if Queen's continues down this path of inclusion, our children will one day be proud Gaels.

* * *

Tianna Edwards grew up in Kingston and moved away for 10 years to complete her post-secondary education and begin her career as a journalist. She currently works as the Officer of Direct Response Appeals in the Office of Advancement at Queen's. She is currently pursuing a Masters in Cultural Studies. She has a BA (Hon) in Media Studies as well as a diploma in Journalism from the University of Guelph Humber. Her undergrad thesis studied the misrepresentation of black culture through black media. Her research interests are race and space and representation.

Sleep – my favourite but often forgotten study strategy

Unfortunately, for many students, not sleeping well is the norm, and is sometimes regarded as an accomplishment

The following contribution is written by Meghan White, a second-year biology student, and was first published on the Peer Blog of Student Academic Success Services (sass.queensu.ca/category/blog/).

I lost my 'bedtime' in elementary school but I would always go to sleep early anyway. In high school, everyone thought I was ridiculous for going to sleep early. They thought that I would surely change my sleep schedule when university came. Then I started at Queen's, and some days I do rely on coffee, but usually I sleep eight to 10 hours a night. University students aren't well-known for good sleep habits and I've had many people tell me they don't understand my self-imposed bedtime or say that it wouldn't work for them. Not sleeping well is the norm, and is sometimes regarded as an accomplishment. Yet should it be?

Sleep is important, and exists for a reason. It has physical, emo-

tional, and even academic benefits. It can help control metabolism, decrease inflammatory proteins, and reduce stress (Vyazovskiy 2015). Moreover, people are often much more joyful, energetic and attentive after a full night's sleep; at least, I am!

Sleep is also key in memory consolidation and encoding, which is useful when you're trying to understand and use complex new information in courses. Memory can be broken down into three parts: encoding (processing/acquiring information), storage (maintaining information), and retrieval (recalling information). Sleeping helps in the transition of taking in information to retaining it, making content-heavy courses seem more bearable. While you sleep, your hippocampus rearranges your memory and strengthens the emotional components of it, which can increase your creativity. Sleep also increases your attention span, which can lead to better note-taking,

more effective studying and greater productivity overall.

My friends definitely notice when my sleep changes or if I've been awake for too long; I'm exhausted yet hyper, I'm unmotivated and I can't focus for longer than 30 seconds. Sleep loss also has other effects:

- It decreases mood and energy. I'm definitely more stressed, more drained, and less happy if I haven't been able to sleep well for a few days.
- It decreases motivation. Trying to stay awake requires all my energy and so I have little left to do anything else. When I find I have no motivation, 20-minute power naps are my best friend.
- It decreases productivity. I may be more likely to fall asleep in class, I often can't concentrate taking an hour to read one page, or I lose all memory capability.
- It also weakens my immune system. I find that I get sick way more if I've been under stress or haven't been sleeping. One of the

Sleep is important, and exists for a reason. It has physical, emotional, and even academic benefits. It can help control metabolism, decrease inflammatory proteins, and reduce stress (Vyazovskiy 2015). Moreover, people are often much more joyful, energetic and attentive after a full night's sleep; at least, I am.

best ways that I get over being sick is by sleeping.

Is the solution just hitting snooze and taking more naps? In some cases yes, but the National Sleep Foundation recommends getting seven to nine hours of sleep a night. This may seem daunting, but the SASS website has a lot of tips for getting not only more sleep, but better sleep. Here are some of my favourites:

- Sleep as much as you need to feel refreshed, but not more.
- Get up at a consistent time

throughout the week.

- Turn off devices and stop work at least half an hour before you go to bed.
- Make a sleep routine that could include creating a to-do list for tomorrow, stretching, or breathing exercises.
- Deepen sleep by getting a steady daily amount of exercise.
- Use white noise to help drown out background noise and improve sleep.
- Keep your room temperature a little cool.
- Eat a light snack before bed as hunger disturbs sleep.

If you're struggling to sleep and are worried about its impact, contact Student Wellness Services. If you're just looking to improve your grades in a way that doesn't leave you burned out and makes you healthier too, here's to sleep: my new favourite study strategy.

Sources: Vyazovskiy V. V. (2015). *Sleep, recovery, and metaregulation: explaining the benefits of sleep. Nature and science of sleep*

Queen's in the news

Highlights of Queen's experts in the media from March 8-21

NEWSPAPERS

Arthur Cockfield (Law) wrote an op-ed, published in the *Globe and Mail*, saying we are seeing an emerging global conflict over cross-border digital taxation.



John S Andrew (School of Environmental Studies, Smith School of Business) says in the *Toronto Star* that in its new budget the federal government is trying to appease the real estate lobby, and they're trying to appear as though they're doing something for first-time home buyers.

Ed Struzik (School of Policy Studies) says in *Mercury News* that California wildfires are a harbinger of what's to come.

Lynda Colgan (Education) spoke to the *Ottawa Citizen* for an article on the need to better train teachers in math, adding that teaching elementary math is anything but elementary.

Nicole Myers (Sociology) says discharge planning might work for

everyone, for an article in the *Toronto Star* about a man who called the *Star* to say he'd taken a hostage, and later launched a GoFundMe for post-release expenses and basic needs.

Jim Ridler (Smith School of Business) says in the *National Post* that Canada has come a long way in tackling corruption since a beefed-up law was passed in 2012, for an article on the SNC-Lavalin scandal.

John Smol (Biology) says in the *Kingston Whig-Standard* that climate change is the most important issue that has faced humanity ever.



David Murakami-Wood (Sociology) says in the *Toronto Star* that the Sidewalk Labs project is exploitation by an American company that is largely outside of the control of law and policy in this country.

ONLINE

Andrew Graham (School of Policy Studies) wrote for *The Conversa-*

tion about the federal budget, policy changes, and large government programs. The article also appeared in the *National Post*.

Ken Clark (Physics, Engineering Physics and Astronomy) told CBC Online that we know dark matter is in the universe, but we have not managed to find it yet, for an article on the efforts to detect dark matter at SNOLAB.



Korey Pasch (Political Studies, Doctoral candidate) wrote for *The Conversation*, saying that if we don't broaden our conversations to include the increasing integration of insurance and finance, strategies to address climate change could fail.

Caroline Wallace (School of Medicine, Psychiatry) spoke to CBC Online about running a trial to test if giving people with depression a powdered formulation of probiotic bacteria could improve their symptoms.

Kenneth Wong (Smith School of Business) spoke to CBC Online about

the Pyrex, CorningWare merger with Instant Pot says the Instant Pot was a huge hit but needed help to last.

TELEVISION

Lee Airton (Education) talked to NBC News after singer Sam Smith came out as gender non-binary, saying there are non-binary people in all walks of life, in every position you can think of. Dr. Airton added that people might feel being non-binary is a new thing, but it's a re-emergence.



Christian Leuprecht (Political Studies, School of Policy Studies) discusses the terrorism angle of the attacks on two mosques in New Zealand on CTV National Network News.

David Skillicorn (School of Computing) spoke to CTV National Network News regarding the use of social media in the attacks on two mosques in Christchurch, New Zealand.

Jonathan Rose (Political Studies)

told Global TV that Prime Minister Justin Trudeau's press conference addressing the SNC-Lavalin situation didn't go far enough to address the controversy.

RADIO

Lynda Colgan (Education) was interviewed by CBC Radio and said larger class sizes are bad news for math and science students in Ontario.



Christian Leuprecht (Political Studies, School of Policy Studies) was interviewed by Radio Canada International following the attacks on two mosques in New Zealand; spoke to CBC radio talks about the latest developments in the firing of a top OPP official.

John S Andrew (School of Environmental Studies, Smith School of Business) spoke to CKTB 610 AM and the *Toronto Star* about what will happen next with the vacant GM plant site in St. Catharines.

Tree swallows expose state of our climate

Queen's University research examines local bird population to reveal how weather patterns are changing

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

For many of us, birds are an interesting distraction or a sign of spring. For Fran Bonier and her former master's student Amelia Cox, bird populations provide vital data about the health of the world. Their new research adds to growing evidence that the climate is changing – and not for the better.

Established in 1975 by Raleigh Robertson at the Queen's University Biological Station (QUBS) north of Kingston, a box-nesting population of tree swallows has provided long-term data sets that a number of Queen's researchers

have used. In her most recent study, Dr. Bonier and Cox have determined rainy springs are linked to poor nestling growth in this species.

The data shows that from 1977 to 2017, the nestlings' body mass has declined substantially and adult body mass, particularly in males, has also been declining.

"We examined 42 years of data and have determined the decline started in the late 1980s," says Cox, who took the lead on the study. "Tree swallows are avian aerial insectivores, which means they eat flying insects. These insects are inactive during cold, wet, or windy conditions which effectively reduces food availability to zero."



SUPPLIED PHOTO

By examining 42 years of data gathered through a nesting program at Queen's University Biological Station (QUBS), Queen's researchers have determined that climate change is resulting in declining body mass for tree swallows.

Looking at the long-range weather data, the researchers also determined that rainfall amounts have increased over the decades and springs are getting cooler.

Dr. Bonier says these weather changes, which she attributes to climate change, are affecting more than just tree swallows.

"This isn't going to affect just one bird species; it's happening with all aerial insectivores, like bats," she says. "These popula-

tions are important to the entire food chain and their decline could lead to an insect population explosion, which could be critical in many areas."

Cox adds there are a few simple things we can do to start addressing the threats facing aerial insectivores, including providing good habitat, putting up nest boxes, leaving barn doors open for barn swallows (which are declining even faster) and leaving wetlands alone. But to get to the root

of the problem, we must tackle climate change.

"I really enjoy working with huge datasets like this one and I'm hoping, with my experience, I can move on to studying other bird species," Cox says. "I'm optimistic this research can contribute to the larger conversation on climate change."

Along with examining the population dynamics of tree swallows, the Bonier Lab has a number of other research foci including the influence of urbanization on birds, the effects of warming temperatures on carrion beetles, and the ways malarial parasites affect a local population of red-winged blackbirds.

For example, in a global citizen science study of birds, she and collaborator Paul Martin discovered that competitive interactions among closely-related birds might be limiting avian biodiversity in cities. Overall, this work is revealing the ways that different animals respond to the challenges they face, including many threats that are increasing because of human activities.

The latest research into the tree swallow population was published in *Proceedings of the Royal Society B*.

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Procurement system a real success story

BY ANDREW CARROLL,
GAZETTE EDITOR

Since being introduced in May 2017, acQuire, Queen's electronic Procure to Pay system, has resulted in numerous improvements across the university including replacing the former manual, paper-based procurement and payment processes, increasing efficiencies and transparency, and reducing the carbon footprint.

Numerous private corporations and universities across North America have also introduced the software, created by spend management company Jaggaer, but Queen's has quickly become a leading implementer of the software's eProcurement, Accounts Payable and Supplier Management modules, particularly within the post-secondary education sector.

As a result, the Queen's acQuire team was recently invited to make a presentation at a conference held at Jaggaer headquarters in North Carolina. The presentation, detailing the implementation process and successes, went so well that the Queen's team was invited to create a webcast with the company's media firm to help other program users around the world.

For Nicole Fowler and Nicki Mundell, who head up the acQuire team at Queen's, the experience and positive response has



A presentation created by Nicole Fowler and Nicki Mundell, about Queen's University's experience implementing a new electronic Procure to Pay system, is now being shared by Jaggaer, the system designer.

been a pleasant surprise.

"It went really well. There were a lot of comments and feedback and we actually had a lot of people (current and prospective customers) wanting to exchange contacts with us," says Fowler, Manager, Senior Procurement, acQuire and Accounts Payable.

"Then we got a call from Jaggaer saying that people were still talking about the presentation. After we said we were getting calls as well they said they weren't talking about clients but Jaggaer's own development team. I think this shows that Queen's is really leading in this space."

Since the presentation and webcast the Queen's Procurement team has received a number of contacts and several Ontario universities have scheduled visits to

see first-hand how Queen's has implemented, and continues to improve, the system. A network of users is being created that is beneficial for all, including Queen's, now and in the long term.

"We now have networked to a greater group of people who will help us make this tool just that much better," Fowler says. "We want to make sure that we are not standing still, and instead look for what we can do to keep making this better, whether it is the user experience or the information we can get out of the tool. There are other users who are doing some very innovative things. That's great for us because now we can work together to make it better for all."

The acQuire program was brought in to modernize Queen's University's procurement and ac-

counts payable systems. Unlike the majority of education sector users, Queen's opted for a university-wide implementation. The user-friendly program allows staff and faculty to use a single username and password to access different vendors. Much like an online shopping experience, users are able to place multiple products in their virtual shopping cart and only check out once. The implementation process has been smooth and the majority of feedback from acQuire clients has been positive. Support is quick and readily available for anyone having difficulties.

"Everything is located in one convenient location from the start of researching the product, placing the order, getting approvals, paying the invoice, to helpful links, policies, procedures and forms," says Bonnie Fleming, Purchasing Assistant, IT Services. "Probably the most important aspect is the support and backup that we know we can always depend on from the Procurement team. Knowing that they are just a phone call away and that they truly care that our experience is a positive one is priceless."

Other benefits of acQuire include reducing the wait times between placing an order and having it filled by the supplier, fast, electronic communication with suppliers, full transparency and

ability to track a purchase requisition to P.O., explains Nicki Mundell, Procurement Systems Analyst and Solution Administrator.

"The change from paper cheque requisitioning to electronic remittance forms was one of our biggest successes with acQuire. The change created transparency for our procurement and finance teams as well as the end users," she says. "The technology enabled us to build specific forms for our client needs, and we now manage about 95 per cent of paper payment requests flowing through the system, providing more efficient processing times and cutting the number of steps for the entire process in half."

After a recent analysis, Procurement has also identified that 98 per cent of PDF forms related to procurement exceptions are now routing electronically as well – resulting in a significant reduction of paper processing for exception related transactions at Queen's.

However, the success of the system wouldn't have been possible without support and acceptance by the Queen's staff and faculty, both point out.

To learn how to get the maximum benefits from using acQuire, contact the acQuire team at acquire@queensu.ca or visit queensu.ca/procurement/acquire-accounts-payable.

Faith and Spiritual Life gets an upgraded space in Mitchell Hall

BY DANA MITCHELL, INTERN,
DIVISION OF STUDENT AFFAIRS

The Faith and Spiritual Life Centre is one of the many exciting new spaces in Mitchell Hall.

Located on the second floor, the Faith and Spiritual Life Centre offers a spacious setting with offices for one-on-one appointments, a lounge area, and a new interfaith room.

"Our new venue allows us to expand our spiritual programming, provide greater hospitality and be more available for private conversation," says Kate Johnson, Inter-Faith Chaplain at Queen's. "The addition of our new interfaith room also allows us to offer more rituals, to give instruction in prayer and meditation and provide a space for both staff and students to reflect and regroup."

The interfaith room was designed to provide a peaceful, non-denominational location for students and staff to practice

"Our new venue allows us to expand our spiritual programming, provide greater hospitality and be more available for private conversation."

– Kate Johnson,
Inter-Faith Chaplain

reflection, meditation and prayer. The new space is accessible and welcoming to anyone who wishes to find spiritual connection and community on campus.

For those seeking guidance about meditative practices, the chaplain's office can provide instructions and helpful resources from a variety of religious and spiritual traditions.

The addition of the interfaith room has also fostered the development of new programs and events, including a worship service for Muslim students and a grief support group presented by Bereaved Families of Ontario-Kingston Region.

Soulful Singing, one of the most popular events offered at the Faith and Spiritual Life Centre, brings students, staff and faculty together every Wednesday to promote the inclusive and uplifting meditative practice of song.

"The new space is very accessible and welcoming to everyone," says Alejandro Bascope Alipaz (MA'19). "Taking part in the soulful singing activity is so calming compared to the everyday tasks of studying and grading papers. These activities offer you a moment to breathe and relax while also meeting people that you wouldn't meet otherwise."

In addition to the new space, ablution stations have also been added to the washrooms on the second floor of Mitchell Hall.

The Office of Faith and Spiritual Life hopes to continue expanding its programming in the 2019/20 school year, with more events, workshops and a spiritual film series.

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Supporting the environment

BY ANDREW CARROLL,
GAZETTE EDITOR

Kingston recently became the first municipality in Ontario to declare a climate emergency and a group of Queen's students helped provide some last-minute momentum for the landmark motion.

During its March 6 meeting, city council voted unanimously in support of the motion that was put forward by Trillium District Councillor and Queen's alumnus Robert Kiley (Ed'12, MPA'13)

At the meeting a delegation comprised of five students from Diane Orihel's (Biology, Environmental Studies) fourth-year course ENSC 480 (Communication in Environmental Science) made a presentation in support of the motion, speaking to the three pillars of sustainability – economic, environmental, and social.

At the end of their presentation the group was asked a question: Why should the individual councillors and the City of Kingston care about their impact when there are other cities contributing so much more to the environmental problem?

Sabrina Weber (Artsci'19), highlighted this view is the biggest barrier to addressing environmental issues.

"This is the exact mentality that we need to combat in our current society. The belief that individual action is insufficient and will be insignificant is arguably the largest contributor to environ-



Following Kingston city council's declaration of a climate emergency Queen's students Teeghan Niblett-Wilson, Grace Leydon, Mia Berloni, Julia Weder, Sabrina Weder, and Professor Diane Orihel take a moment with Trillium District Councillor Robert Kiley, who forwarded the motion.

mental concerns. If everyone passes off the blame and does not take responsibility for environmental issues at hand, then there is no accountability, and improvements will not be made," she says. "The City of Kingston made a brave decision, to admit our wrongs, and make movements to become more accountable for our actions. To make policy decisions through a climate change frame of mind, and to make climate change mitigation an urgent priority."

Shortly after the Queen's group's presentation, a vote was held. It was unanimous – all 13 members of city council voted to declare a climate emergency.

For Dr. Orihel it was an important moment not only because Kingston set a precedent for other Ontario municipalities to follow regarding climate issues but also because the students provided valuable information that led to the unanimous vote.

"These five young women did

a phenomenal job delivering a powerful delegation to city council: they were courageous, passionate, articulate, and professional. The councillors asked them thoughtful questions and referred to their delegation several times during their discussion of the motion prior to the vote," Dr. Orihel says. "A number of the city councillors remarked to me that if it had not been for the student's delegation, the vote would not have been unanimous."

The focus of the ENSC 480 course is to teach undergraduate students to communicate environmental science to non-expert audiences, such as media, policy makers, and the public. A few weeks before the city council meeting Dr. Orihel invited Kiley to be guest speaker. At that time he informed the class he would be presenting a motion to council to declare a climate emergency. Not surprisingly, there was great interest in seeing the motion get passed and Kiley suggested that the group make a presentation to city council.

Overall, it has been a valuable learning experience for all involved says Mia Berloni (Artsci'19). While five students were in the presenting group, all 18 students in the class were involved in brainstorming and conducting research.

"The reaction to the delegation's involvement and presentation has been extremely positive. Dr. Orihel has been instrumental in facilitating this positive experience," Berloni says. "Through encouraging and facilitating class participation in this amazing experiential learning opportunity she has allowed us all to grow not only as communicators but as advocates. I did not expect that our delegation would help result in a unanimous vote in favor of a climate emergency. This experience has helped show me that advocacy and effective communication can have an impact on decision makers."

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through the lens



From March 4-9, a team of 50 volunteers from Queen's Project on International Development (QPID) participated in the national 5 Days for Homelessness campaign. Proceeds from this year's campaign (\$10,000 goal) will go towards the Kingston Youth Transition Home.

SUPPLIED PHOTO

Students recognized for contributions

BY DANA MITCHELL, INTERN,
DIVISION OF STUDENT AFFAIRS

Queen's students play an essential leadership role in providing support and promoting inclusivity on campus and in the Kingston community.

The Division of Student Affairs is celebrating student excellence with the presentation of the Peer Leadership Award, the Equity, Diversity and Inclusivity Impact Award, and the Brian Yealland Community Leadership Award. Five individuals and one group who work and volunteer across campus and with local organizations were recognized by their peers, staff, faculty, and Kingston community members during a special celebration event on Monday, March 11.

"This year's award recipients are undergraduate and graduate students who have strengthened our community in many ways," says Ann Tierney, Vice Provost and Dean of Student Affairs. "Their contributions to their peer communities and to the Kingston community are vital to fostering student engagement, well-being and a sense of belonging for all. We are delighted to recognize their initiative and accomplishments, as part of our annual leadership program."

The Peer Leadership Award is presented to students who, through their commitment, skill, dedication, and interest in helping others, have exemplified excellence in peer-to-peer assistance and outreach. The 2018-19 award recipients are:

Meghann Grenier (Sc'19), president of Queen's Women in Science and Engineering (WISE), has developed relationships with every member of her team, providing individualized support, motivation and encouragement to help them develop their professional and personal skills. She has helped expand WISE's mentorship program, helped to launch the graduate-level program, and worked with the Faculty of Engineering and Applied as well as the Engineering Society to enhance the reach of WISE in the community, connecting with more schools and industry partners to raise awareness of, and interest in, science and engineering among girls and youth.

Taylor Bluhm (NSc'19) has taken on many leadership roles connected to the Four Directions Indigenous Student Centre throughout her time at Queen's. She has mentored students through the centre and through Student Affairs' first-year transition programs, Q Success and



Top left: Meghann Grenier, left, and Taylor Bluhm, right, received the Peer Leadership Award for their work helping other students in the Queen's community.

Top right: Lindey Felske, left, and Adrienne Fanjoy, centre, receive the Brian Yealland Community Leadership Award from former Queen's chaplain Brian Yealland for their volunteer work within the Queen's and Kingston communities.

Left: The executive of the African and Caribbean Students' Association (ACSA) accept the Equity, Diversity and Inclusivity Impact Award.

Bounce Back. In these positions, Taylor has shared her personal story, the challenges she has overcome, reflections about her identity, and about self-identification at Queen's. She is an empathetic listener, full of compassion, and effectively refers her peers to campus services.

Named in honour of Brian Yealland, Queen's chaplain for 32 years, the Brian Yealland Community Leadership Award is presented to students who work with and encourage youth who are experiencing social, behavioral, economic or other challenges by helping them realize their worth as individuals and their potential to achieve. The 2018-19 award recipients are:

Lindey Felske (MA'20) is a regular volunteer with Loving Spoonful, helping low-income families with budgeting and healthy eating, and teaching elementary school-aged children cooking skills. She also volunteers at the Kingston Health Sciences Centre's Hotel Dieu site in the Children's Outpatient Clinic, aiming to reduce stress among patients and their families waiting for appointments. She also assists in the recovery unit, working with patients and relatives. Lindey's volunteerism includes tutoring new immigrants in English language skills, and community out-

reach programs that engage youth in learning about science and engineering.

Adrienne Fanjoy (JD'20) is involved in many student groups that advocate for and support marginalized youth and families. As co-president of Queen's Law Litigation Society, she developed a culturally-based workshop to teach social justice and self-advocacy skills to racialized girls in Kingston and empower them to speak up in their social groups, school and community. Since 2013, as a member of Queen's Students for Literacy, she has worked in local shelters helping children there with their literacy and numeracy skills. She also spent a year as a case worker at Queen's Family Law Clinic, promoting the best interests of children.

The Equity, Diversity and Inclusivity Impact Award, established in 2018, recognizes individuals or groups who have demonstrated involvement in, and a commitment to, social justice causes that impact the Queen's community on a broad or small scale; their contributions reflect efforts to furthering an understanding of the interplay and intersections among different identities on campus. The 2018-19 recipients are:

Rebecca Gordon (Ed'19) is the founder of Teacher Candidates of Colour, a group with a mandate to

foster inclusivity by sponsoring events aimed at educating peers about diversity, Indigeneity, inclusivity and equity. The group has a diverse membership and is open to all students. Teacher Candidates of Colour has, to date, organized campus-wide events under Rebecca's leadership, including an "Ask Me Anything" roundtable with a follow up planned for April as part of the Faculty of Education's Indigeneity, Inclusion and Equity Series. Teacher Candidates of Colour also worked with the Limestone District School Board on Black History Month activities, and is planning more community engagement projects.

The executive of the African and Caribbean Students' Association (ACSA): ACSA is a long-

standing AMS club that strives to be home and family for students within the African-Caribbean diaspora during their time at Queen's. ACSA engages students from different backgrounds and lived experiences, and collaborates with other student groups and local organizations to build community and create inclusive networks. ACSA organizes regular events that include monthly community meals held at QUIC, an annual culture show, social activities, outreach to local schools and community groups, panel discussions, study hours, and dance workshops.

More information about these and other awards and funding programs is available on the Division of Student Affairs website (queensu.ca/studentaffairs).

Could climate change spark a global financial crisis?

Increasingly severe losses for insurers due to climate change could result in a global financial crisis

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



BY KOREY PASCH, DOCTORAL CANDIDATE, DEPARTMENT OF POLITICAL STUDIES

The dire climate change situation continues to make headlines and inspire actions like the Sunrise Movement.

Recently, United States congresswoman Alexandria Ocasio-Cortez and Sen. Ed Markey pushed the debate about addressing climate change forward by introducing resolutions for a Green New Deal to transform the American economy.

The Green New Deal is supported by politicians currently seeking the Democratic Party's 2020 presidential nomination, including Sen. Bernie Sanders and Sen. Elizabeth Warren.

Proponents of the proposed deal, like Ocasio-Cortez, rightly point out the pressing urgency to implement policy to reduce the impact of climate change. She likened this effort to other massive undertakings in U.S. history, such as the moon landing and the civil rights movement. The Green New Deal represents an endeavour on a similar scale aimed at addressing climate change.

But despite all the climate change buzz, its impact on the insurance industry has been largely absent from discussion. This is especially significant considering the importance of insurance in managing risk. It's surprising that media coverage on the Green New Deal has not included some mention of insurance especially because insurers, and particularly American insurers, enable and invest in the fossil fuel industry. All of the largest U.S. insurance companies, including AIG and Berkshire Hathaway, continue to invest in and underwrite the coal industry.

The intersection of insurance and climate

A recent report from Cambridge University has underlined just how necessary it is to have conversations about the intersection of insurance and climate in the context of the Green New Deal.

The Cambridge report was produced in partnership with top



A forest fire rages in Klamath National Forest.

global insurance and reinsurance firms.

Alarmingly, the report highlights that increasingly severe losses for insurers due to climate change could result in a global financial crisis. Given the historical precedent for economic crises caused by insurance losses, the industry is justifiably concerned.

The history of insurance is in fact the history of crisis. Since its inception, the insurance industry has had to grapple with its exposure to catastrophe. The traditional way it's done so is by trans-

ferring catastrophic risk to reinsurance companies — firms that specialize in providing insurance coverage to insurers and spreading the risk globally so as to dilute its impacts.

However, these efforts are not always successful, and massive catastrophes continue to result in the bankruptcy of insurers.

As I discussed in a previous article written in the aftermath of Hurricanes Harvey, Irma and Maria, significant changes have occurred in the insurance industry in an attempt to better insulate

primary insurance companies from catastrophic risk.

These changes have largely been focused on increasing the amount of what's known as reinsurance capital available to cover insurers' exposure to catastrophe.

New strategies involve the introduction of alternative sources of reinsurance capital provided by bringing capital market investors into the insurance sector. This process has been accomplished through the packaging of risk into insurance-linked securities, and then selling those securities to institutional investors like sovereign wealth funds, pension funds and dedicated hedge funds specializing in catastrophic risk.

Pattern repeating

The scenarios raised in the Cambridge report about a global financial crisis brought on by the collision of climate change and insurance fit the historical pattern of the industry.

Changes to the insurance industry since the mid-1990s, along with the proliferation of alternative reinsurance sources through the integration of capital markets and institutional investors, are significant. That's why initiatives like the Green New Deal must take into account the changes occurring in the insurance industry.

The primary source of systemic risk outlined in the Cambridge report stems from rising global temperatures and untenable losses to insurers as a result. For example, the authors warn that if climate change is left unchecked, the world will witness the tripling of catastrophic losses

Alarmingly, the report highlights that increasingly severe losses for insurers due to climate change could result in a global financial crisis. Given the historical precedent for economic crises caused by insurance losses, the industry is justifiably concerned.

on property investments over the next 30 years.

Eerily reminiscent of 2008

While this is a shocking and extremely disturbing finding, there are other equally troubling ways that the intersection of insurance and climate change could produce global financial systemic risk.

That's due to the transformation of risk into securities which are then sold to capital market investors.

The creation of insurance-linked securities to increase the availability of reinsurance capital to primary insurers — and better protect them from catastrophic risk — creates at the same time a perverse incentive structure. It's very similar to the mortgage-backed securities that formed the underlying risky assets that caused the 2008 crisis.

With the growth of alternative reinsurance capital in the sector and massive government programs, as well as global institutions turning towards the securitization of catastrophic risk in response to climate change, another global financial crisis is certainly a possibility, just as the authors of the Cambridge report warn.

While massive and courageous transformations to our economies and societies like the Green New Deal are necessary in the face of climate change, we must broaden our conversations to include the increasing integration of insurance and finance.

If we don't, strategies adopted to address climate change, like the buying and selling of catastrophic risk, could produce calamitous outcomes themselves.

Korey Pasch is a doctoral candidate in the fields of international relations and comparative politics in the Department of Political Studies at Queen's University.

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.



The insurance industry has enabled and invested in the fossil fuel industry.

PHOTO BY MATT HOWARD/UNSPASH

PHOTO BY MATT ARTZ/UNSPASH



UNIVERSITY COMMUNICATIONS

Five graduate student teams from the PhD Community Initiative presented the results of their work to the wider community at the Isabel Bader Centre for the Performing Arts.

Taking the initiative

BY PHIL GAUDREAU

How could the City of Kingston better harness the power of post-secondary institutions like Queen's University to ensure the local labour force is skilled and competitive? What are the ways the city could be more welcoming to refugees? Is there a way to reach more clients in a wider area without spending more money?

These are just a few of the challenges tackled by this year's PhD Community Initiative participants. The annual program, organized by the Queen's School of Graduate Studies, unites interdisciplinary teams of PhD candidates with local organizations who could benefit from their knowledge, skills, and time to address strategic planning or research needs.

In return, the students develop meaningful professional connections, gain valuable experiences for their portfolios, and receive the satisfaction of a job well done in support of a meaningful cause.

"The PhD Community Initiative, now in its third year, is a unique and transformative opportunity for our doctoral students," says Marta Straznicky, Associate Dean, School of Graduate Studies. "The program pairs small teams of PhD students from different disciplines with a community organization to tackle a research or strategic planning challenge. Students develop skills in project management, leadership, teamwork, and community engagement, while community organizations benefit from the students' expertise and advanced research skills. The success of this program is difficult to overestimate."

KEYS Job Centre, Kingston Community Health Centres Immigrant Services Kingston and Area, Kingston Community Health Cen-

tres Pathways to Education, and the City of Kingston each participated in this year's program, with the city sponsoring two projects. Each team featured three or four PhD candidates, one mentor, and a community partner – a representative from the organization that initiated the project.

"This is a great platform for new ideas and thinking," says Mayor Bryan Paterson (PhD'06), who opened up the event. "The PhD Community Initiative is an example of Kingston at its best."

On March 12, the graduate student teams presented the results of their work to the wider community at the Isabel Bader Centre for the Performing Arts. Their challenge: to distill six months of work into an impactful and thorough six-minute presentation.

"The project was really rewarding for us," says Sazia Mahfuz, who was part of the team working with KEYS Job Centre to understand the needs of young adult immigrants to Kingston. "The support that we received from the organizers and community partners was amazing, and was crucial to the success of our projects."

A Project Highlight Mental health across community boundaries

Fleeing war zones, persecution, and other challenges, many refugees and newcomers arrive in Canada ready to start a new life.

There is help available to resettle these individuals and provide for their physical needs. However, the trauma of their experiences and the culture shock they experience upon arriving is more difficult to address – particularly when these migrants may be hesitant to vocalize the issues they are experiencing.

To explore this challenge, the team of Matt Drabenstott, Ftoon

Kedwan, Victoria Cosby, and Yaoting Zhang researched programs in other cities as well as existing services in Kingston.

"Based on our conversations, and our deep dive into local resources, we put together a framework of recommendations for Kingston which would put newcomer mental health at the centre of their experience, and ensuring newcomers are able to access wrap-around services they need," says Mr. Drabenstott.

Behind the Scenes

The students had plenty of help in preparing for their projects, and their time on the big stage. Throughout the PhD Community Initiative program, the participants were invited to a series of workshops which taught them about design thinking, team building, and presentation skills.

"The workshops were neat in that we all got to use different skills and see the progression from the very beginning to the end where we pulled it all together into our presentation," says Katelyn Arac from the City of Kingston's 'microskills' team.

They also received guided support from the Experiential Learning Hub (queensu.ca/experiential-learninghub/) in form of regular workshops to help students reflect on and formulate the new skills they develop and to learn about community-engaged learning.

Now that the presentations are concluded, the students will participate in one final workshop to help them articulate how their skills have developed through the course of this initiative.

To learn more about the PhD Community Initiative and this year's projects, visit the School of Graduate Studies' website (queensu.ca/exp/grad-community-initiative).

grad studies

THESIS DEFENCES

Friday, March 29

Seyedeh Mahdieh Ghazimir-saeed, Electrical & Computer Engineering, 'High-Performance Communication in MPI Through Message Matching and Neighborhood Collective Design'. Supervisor: A. Afsahi, 302 Walter Light Hall, 10 am.

Friday, March 29

David John Ensing, Biology, 'Evolutionary Constraints: Phenology and Elevational Range Limits in an Annual Plant'. Supervisor: C.G. Eckert, 3112 BioSciences Complex, 1 pm.

Wednesday, April 3

Tyler Vance, Biomedical & Molecular Sciences, 'Adhesion Proteins: Keeping Bacteria in Their Place'. Supervisor: P.L. Davies, 660 Botterell Hall, 9 am.

Tuesday, April 9

Siddhi Sudhir Pathak, Mathematics & Statistics, 'Special Values of L-Series, Periodic Coefficients and Related Themes'. Supervisor: M.R. Murty, 521 Jeffrey Hall, 10 am.

Tuesday, April 9

Alexander Szekeres, Mechanical & Materials Engineering, 'Electrification of Home Heating in Ontario With the Air-Source Heat Pump'. Supervisor: J. Jeswiet, 312 McLaughlin Hall, 10 am.

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events calendar

Wednesday, March 27, 9 am-Noon Experiential Learning Summit

This event will showcase experiential learning at Queen's and the strategic supports and activities that are underway to facilitate growth. Learn about strategies for building robust and sustainable experiential learning, both curricular and co-curricular. Hear from EL course instructors/coordinators, students, and EL Hub staff about successes, challenges and resources related to effective EL course and program design.

Thursday, March 28, 9:30-11 am Fireplace Series: Ecological Grief

Set around a fireplace in Queen's Stauffer Library, this series aims to spark interdisciplinary thought and ideas about all sorts of places that matter. Two speakers from different disciplinary backgrounds meet for an impromptu conversation, seeking both common and uncommon ground. Julie Salverson, Dan School of Drama and Music [Stories, Drama, Resiliency, Foolish Witness]; Robert Way, Department of Geography and Planning, [Climate Monitoring, Remote Sensing, Northern Environments]

Thursday, March 28, Noon-1 pm Policy Talks: Senator Peter Boehm

Global Policy Challenges: the G7 and Beyond - The impact of disruptive technologies, the rise of authoritarian actors and a citizens' sense of frustration are testing global institutions as never before. Are the world's multilateral institutions meeting the global challenges of the 21st century? Senator Peter M. Boehm holds a PhD in History from the University of Edinburgh, a Master of Arts in International Affairs from the Norman

Paterson School of International Affairs at Carleton University and a Bachelor of Arts in English and History from Wilfrid Laurier University. Robert Sutherland Hall, Rm. 202

Thursday, March 28, Noon-1 pm Monthly Brown Bag Conversations: Discussing Decolonization Series

Is it possible to decolonize academia? We invite participants to prepare for this session by reading Marie Battiste's *Decolonizing Education* (Saskatoon: Purich Press, 2013), Chapter 5 "Animating Ethical Trans-Systemic Education Systems" pp.101-124; and Rauna Kuokkanen's *Reshaping the University: Responsibility, Indigenous Epistememes, and the Logic of the Gift* (Vancouver: University of British Columbia Press, 2007), Chapter 5 "Hospitality and the Logic of the Gift in the Academy" pp.128-155. Both books are available as ebooks through Queen's libraries. Participants are still welcome to the discussion if they don't complete the readings. Mackintosh-Corry Hall, Rm. F200, Large Collaboration Space

Thursday, March 28, 4:30-6 pm Being Muslim: Women of Color in North American Islam

Professor Chan-Malik considers the ways U.S. Muslim women's identities are expressions of Islam as both Black protest religion and universal faith tradition, and explores how this history shapes Muslim women's identity formation and cultural presence in both the U.S. and Canada. Biosciences Complex, Rm. 1102

Thursday, March 28, 6:30-9 pm IGnite: Research Stories to Inspire Generations

Please join us for the third IGnite:

Research Stories to Inspire Generations event featuring Lee Airton and Philip Jessop who will tell you about the unanswered questions that set them on their lifelong quest of research. A handful of keen students will also give short and sweet snippets of their developing interests. Biosciences Complex, Atrium Those interested in attending can email Education and Outreach Officer, Mark Richardson with the number of people: outreach@mcdonaldinstitute.ca.

Monday, April 1, 2:30-3:15 pm 40 Minute Focus

A growing body of evidence

shows that mindfulness, or intentionally focusing on the present moment without judgment, improves everything from our immune system function to our concentration and stress resilience. Learn how to cultivate mindfulness in this experiential workshop. Open to students, faculty and staff. Ban Righ Centre

Tuesday, April 2, Noon-1 pm Brown Bag Lunch - Steven Thomas - AI in Business

Dr. Stephen W. Thomas is an adjunct professor at the Smith School of Business and the director of the Smith Master of Management Ana-

lytics program, and the inaugural director of the Smith Master of Management in Artificial Intelligence program. Goodes Hall, Rm. 108

Wednesday, April 3, 10-10:30 am Sustainability and a Coffee

Join the Queen's Sustainability Office and partners to have your questions about sustainability answered! Have an idea for improving sustainability initiatives on campus? Come join us for coffee and conversation the first Wednesday of every month. Mackintosh-Corry Hall, Cafeteria

ACROSS

- 1 Aid
- 5 AARP members' funds
- 9 "___ of Blues" (Elvis)
- 14 Child
- 17 Ellipse
- 18 Amalgamate
- 19 "Homicide" director
- 20 Blue Cross alternative: abbr.
- 21 Progressive pulse
- 24 Bled
- 25 "___ Time at All"
- 26 Sleeping Beauty's wake-up call
- 27 Shade providers
- 29 Sticky stuff
- 32 Scottish cake
- 34 Vigor
- 35 Preceding nights
- 36 "Fred ___" (2007 film)
- 37 Fine points
- 40 Nervous twitch
- 41 Perfect angel
- 42 Computer connector
- 43 Child's trial or adult's reward
- 44 College website ending
- 45 Naval VIPs
- 46 Removes peels
- 47 Roman reproach
- 48 Bumper cars et al.
- 50 Frontier enclaves
- 51 Longed
- 52 Séance visitor
- 54 ___ screen (iPhone control)
- 55 Pericles' city
- 56 Wheelchair-bound "Glee" character
- 57 Thora of "American Beauty"
- 58 Sprout
- 59 Flanagan's charges
- 60 Will Smith film
- 61 Swarm
- 62 Frequently, in verse
- 65 Recede
- 66 Marten's cousin

DOWN

- 1 "___ do I love thee?"
- 2 Topsy's playmate
- 3 Washroom: abbr.
- 4 Features of some window shades
- 5 Speculative
- 6 Prairie schooner track
- 7 "___ Wednesday" (Liz Taylor film)
- 8 Hunt for
- 9 Delight
- 10 Yoga students' needs
- 11 Ratite bird
- 12 Goods and ___
- 13 "Ms." VIP
- 14 Quit
- 15 Epps of "Alfie"
- 16 Heaps
- 22 Countdown end
- 23 '57 DeSoto features
- 28 Use curlers
- 29 1995 U.S.
- 30 Ardent
- 31 Psychological crutch
- 32 ___ down (loses weight)
- 33 Pantry items
- 34 Mashed potatoes and green beans, e.g.
- 36 West Pointer
- 37 Yankee's home
- 38 Ingested
- 39 Taters
- 41 Sad Sack's girlfriend
- 42 Sousa opus
- 46 Joey's spot
- 47 Grand Canyon feedback
- 49 Fleur-de-lis
- 50 Constrain
- 51 Molecule components
- 52 Curved sword
- 53 Unmanned spacecraft
- 54 Champ's holding
- 55 "Full speed ___!"
- 57 Certain belt
- 58 Number of Snow White's pals
- 60 Customary
- 61 Singer Gobbi
- 63 Golfer's warning
- 64 Fashionable
- 66 "Satan's ___" (1969 biker flick)
- 67 Wonderland figure
- 70 Not Rep. or Dem.
- 71 SAT section
- 72 Belles, at a ball
- 74 Unglossy
- 75 Malty beverage
- 76 Wild party
- 77 Department
- 78 "Out ___" (Jon Voight film)
- 79 To be, in Toulouse
- 82 TV mfr.
- 83 Give ___ try
- 84 Old horse
- 85 Cut short
- 86 Tide competitor
- 87 Lacrosse team number

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Men's volleyball places fifth at U Sports nationals

The Queen's Gaels defeated the Mount Royal Cougars in three sets (25-21, 25-22, 25-21) on Sunday, March 17 to finish fifth at the 2019 U Sports Men's Volleyball Championship at Université Laval in Quebec City.

At the heart of his team's offence, middle Dylan Hunt was selected Player of the Game for Queen's with six kills and an ace. Hunt also stood out on defence with four digs and five blocks.

"We didn't have a lot of time to prepare (the players), but what we laid it out for them, they executed fabulously. Our serving, regardless of the errors, was on point; we really put them on their heels," Gaels head coach Gabriel deGroot said after the game.

In their opening game Friday night, the Gael lost to Université Laval in five sets (22-25, 25-23, 22-25, 25-23, 13-15).

The Gaels then rebounded on Saturday to beat the McMaster Marauders in straight sets (25-21, 25-18, 25-19).

The Trinity Western Spartans



Queen's Gaels Zane Grossinger and Dylan Hunt put up a block during the U Sports consolation final against the Mount Royal Cougars in Laval, Que.

won the championship, beating the Brandon Bobcats in the final in straight sets (25-23, 25-21, 25-19).

MEN'S HOCKEY

The Queen's Gaels dropped a 5-3 decision to the St. Francis Xavier X-Men at the 2019 U Sports University Cup in Lethbridge, Alta., on March 15.

The Gaels would open the scoring just after the six-minute mark on the power play as Gaels fourth-

year forward Luke Edwards tipped a point blast from defence-man Nevin Guy. Edwards would strike again just over four minutes later. After accepting a nifty entry pass from forward Jaden Lindo, Edwards would speed in on a partial break, and snap a wrist shot just over the blocker of StFX goaltender Chase Marchand.

The torrid pace would continue for the Gaels when third-year

rearguard Francesco Vilardi streaked to the net, tapping cross-ice feed from forward Owen Stout into the open side.

StFX would get on the board late in the period on a power play goal by Holden Cook and the comeback was on. In the second period StFX would cut the lead to one at the 13:37 mark through Adam Stevens. The X-Men pressed hard to find the equalizer early in the third period. Cook drew his team even just after a Gaels penalty expired.

The X-Men would get their first lead of the game just past the 14-minute mark of the third period. After a defensive coverage breakdown by the Gaels, StFX second-year forward Adam Laishram would find himself all alone in the front of the net. He made no mistake and rifled a wrist to the top corner to bulge the twine.

Ultimately, StFX forward Sam Studnicka would ice the game for the X-Men with an empty netter with 42 seconds left.

In Sunday's championship fi-

nal, the University of New Brunswick Reds beat the University of Alberta Golden Bears 4-2.

WOMEN'S CURLING

The Queen's Gaels finished fourth at the 2019 U Sports women's curling championship, while claiming three separate award honours at the national level.

The Gaels suffered a tough defeat to Dalhousie in their bronze medal match, dropping a 6-5 decision to finish fourth.

The Gaels completed round-robin play with a 5-2 record, finishing as the second seed. In the semifinal they lost to the Brock Badgers 6-5.

Despite the fourth-place finish the Gaels were well represented among the nation's best when the All-Canadians and award winners were announced. Gaels head coach Scott Davey was named the U Sports Fox 40 coach of the year, Mary Fay received the R.W. Pugh Fair Play Award and third Calli Barclay was named a first-team All-Canadian.

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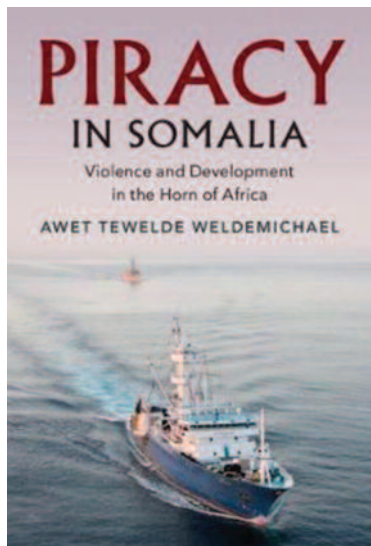
books

Piracy in Somalia: Violence and development in the Horn of Africa

By Awet Tewelde Weldemichael
(History)

Piracy in Somalia sheds light on an often misunderstood world, oversimplified and demonized in the media and largely decontextualized in scholarly and policy works. It examines the root causes of piracy in Somalia, its impact on coastal communities, local views about it, and the measures taken against it.

Drawing on six years' worth of extensive fieldwork, Awet Tewelde Weldemichael amplifies the voices of local communities who have suffered under the heavy weight of illegal fishing, piracy and counter-piracy and makes their struggles comprehensible on their own terms. He also exposes complex webs of crimes within crimes of double-dealing pirates, fraudulent negotiators, duplicitous intermediaries, and treacherous foreign illegal fishers



and their local partners. In so doing, this book will help inform regional and global counter-piracy endeavors, avoid possible reversals in the gains so far made against piracy, and identify the gains that need to be made against its root causes.

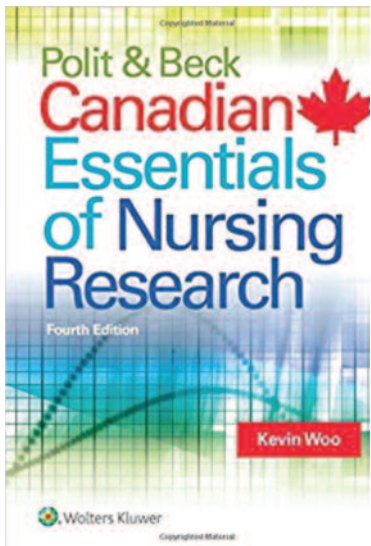
Polit & Beck Canadian Essentials of Nursing Research

By Kevin Woo (School of Nursing)

Advance your career in Canadian healthcare with a mastery of nursing research. Thoroughly updated to reflect today's changing Canadian nursing field, the fourth edition of *Canadian Essentials of Nursing Research* guides you to enhanced nursing practice through confident interpretation and application of the latest evidence-based nursing research.

Reflecting the latest innovations in research methods, this extensively revised fourth edition helps you learn to effectively evaluate the adequacy of research findings and improve outcomes in Canadian nursing practice through the appraisal of evidence.

Focused on the art and science of research critique, the straightforward, accessible text guides you



through the history of nursing research, ethical considerations, models of nursing, and models of research utilization for a greater grasp of the scope and benefits of Canadian nursing research.

for the record

NOMINATIONS

Brockington Visitorship, Chancellor Dunning Trust, George Taylor Richardson Memorial Fund, Robert Sutherland Visitorship and Rosen Lecture Series

Any person or group within the Queen's community is eligible to make a nomination

The Provost's Advisory Committee for the Promotion of the Arts invites nominations for the Brockington Visitorship, the Chancellor Dunning Trust Lectureship, the George Taylor Richardson Memorial Fund, the Robert Sutherland Visitorship and the Rosen Lecture Series. In order to encourage the broadest possible range of nominations, any person or group within the Queen's community is eligible to make a nomination.

The deadline for submission is 11.59 pm on April 1, 2019. Please send one electronic copy of submission to provost@queensu.ca

TERMS OF REFERENCE

Brockington Visitorship – To invite a person of international distinction to come to Queen's University

to deliver a public lecture and to meet formally and informally with faculty and students.

Chancellor Dunning Trust Lectureship – The Chancellor Dunning Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society.

George Taylor Richardson Memorial Fund – This fund provides grants to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities.

Robert Sutherland Visitorship – The purpose of the Robert Sutherland Visitorship is to enable dialogue and inspire action around race-related, equity, and justice issues in order to shape our citizens of tomorrow.

Rosen Lecture Series – The purpose of the series is to enable the wider community to better understand the living and vital tradition of Judaism, its relationship to other religious traditions and its role in the development of contemporary civi-

lizations, and to explore the historical role played by Jews and Jewish thought.

Distinguished Service Awards

Queen's faculty, staff, students, and retirees are invited to nominate candidates for a Queen's Distinguished Service Award. Inaugurated by the University Council in 1974, this award recognizes individuals who have made the university a better place through their extraordinary contributions.

Recipients will be presented with their awards on Saturday, Nov. 2, 2019.

Guidelines, the nomination form, and additional information are available at the University Secretariat website.

Please submit nominations to the University Council Executive Committee, care of the University Secretariat, by Friday, April 26, 2019 at 4 pm.

Contact the University Secretariat at ucouncil@queensu.ca or 613-533-6095 if you have questions about the Distinguished Service Awards or the nomination process.

human resources

Successful Candidates

Job Title: Learning Management Systems Specialist

Department: Continuing and Distance Studies

Competition: J1018-0374

Successful Candidate: Ziyad Muslat (Continuing Teacher Education)

Job Title: Associate Director, Facilities and Operations

Department: Athletics and Recreation

Competition: J1118-1100

Successful Candidate: Rick Ladouceur

Job Title: Transcript Assistant

Department: Office of the University Registrar (Records and Services)

Competition: J1118-0371

Successful Candidate: Lucas Serson

Job Title: Salesforce Administrator

Department: Salesforce - Smith School of Business

Competition: J0219-0241

Successful Candidate: Jessica Power (Professional Graduate Program Services - Smith School of Business)

Job Title: Teaching and Learning Coordinator

Department: Centre for Teaching and Learning

Competition: J1218-0257

Successful Candidate: Kairee Kirk-

wood (VP Academic - Office)

Job Title: Marketing Manager

Department: Marketing and Communications - Smith School of Business

Competition: J0518-1191

Successful Candidate: Hayley Nador (Professional Graduate Program Services - Smith School of Business)

Job Title: Program Manager -

Healthcare Quality, Risk and Safety

Department: School of Nursing

Competition: J0119-0191

Successful Candidate: Michelle Trotter (School of Nursing)

Job Title: Learning Management Systems Specialist

Department: Continuing and Distance Studies

Competition: J1018-0422

Successful Candidate: Chandra Erickson

Job Title: Staffing Office Assistant

Department: Faculty of Health Sciences

Competition: J0119-0135

Successful Candidate: Angelie Fortin

Job Title: Clinic Clerk/After Hours Clinic (AHC) Assistant

Department: Family Medicine

Competition: J0119-0772

Successful Candidate: Suzanne Walker

Job Title: Audit Monitoring Group - Audit Assistant

Department: Canadian Cancer Trials Group

Competition: J1118-0786

Successful Candidate: Taylor Andrews (Canadian Cancer Trials Group)

Job Title: Network Manager, Canadian Lyme Disease Research Network (CLYDRN)

Department: Emergency Medicine

Competition: J1018-0796

Successful Candidate: Liam Remillard

Job Title: Program Assistant (USW Local 2010)

Department: Biomedical and Molecular Science

Competition: J0119-1054

Successful Candidate: Emily Greenwood (Biomedical and Molecular Science)

Job Title: Administrative Coordinator - Residency Program

Department: Family Medicine

Competition: J1118-0415

Successful Candidate: Jessica Murray (Family Medicine)

Job Title: Senior Network Administrator

Department: Information Technology Services

Competition: J1118-0432

Successful Candidate: Rosario Thobias

PUZZLE SOLUTIONS

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