



## A TIME FOR CELEBRATION



PHOTO BY LARS HAGBERG

Fall Convocation is a time to celebrate as graduates see the completion of years of study at Queen's University and prepare for the next stage in their lives. See more on Pages 4 and 5.

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# Chancellor Leech reappointed

the **gazette**

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**QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)**

Michael Fraser

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**SCHEDULE**

Issue date: Jan. 10  
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**BY COMMUNICATIONS STAFF**

Jim Leech, the 14th Chancellor of Queen's, has been reappointed to a second three-year term as the university's highest officer and ceremonial head.

The reappointment was ratified by the University Council at its annual meeting on Saturday, Nov. 5.

"It has been a pleasure to work with Jim Leech over the last two and a half years, and I look forward to continuing to do so," says Daniel Woolf, Principal and Vice-Chancellor. "Queen's continues to benefit from his expertise and longstanding service to the university community; I am delighted he has been reappointed by University Council to a second three-year term."

Chancellor Leech's second term will begin on July 1, 2017.

A graduate of the Royal Military College of Canada and Queen's, MBA 73, Chancellor Leech has maintained close connections with the university having served as a member of Queen's Board of Trustees (1984-96) and University Council (1980-84) as well as the Initiative Campaign cabinet. He also kept close ties with the Smith School of Business having served as chair of the advisory board on three separate occasions and as a member of its global council.

In January 2014, Chancellor Leech retired from his position as president and CEO of the Ontario Teachers' Pension Plan which oversaw the management of \$130 billion in assets, representing the pensions of 303,000 working and retired teachers. During each of the final three years of his leader-



PHOTO BY BERNARD CLARK

**Jim Leech, the 14th chancellor of Queen's has been reappointed to a second three-year term. His second term as the university's highest officer and ceremonial head will begin on July 1, 2017.**

ship the organization's 10-year total returns and client service were ranked No. 1 in the world among its peers and the pension plan returned to surplus.

Before leading the Ontario Teachers' Pension Plan, he served as president and CEO of Unicorp Canada Corporation and Union Energy Inc.

Chancellor Leech is also involved in a number of charitable causes, including as chair of the board of the MasterCard Foundation and Toronto General & Western Hospital Foundation, an Honorary Colonel in the Canadian Armed Forces and was a founding director of Right to Play Interna-

ional. In 2012 he was awarded the Queen Elizabeth II Diamond Jubilee Medal for his involvement with the True Patriot Love Foundation, which supports Canadian military families, and in 2014 was appointed as a Member of the Order of Canada for his international business building, writings on the subject of pension management and community leadership. Earlier this year, Chancellor Leech was inducted into the Wall of Honour at Royal Military College.

"I am truly honoured that Queen's has placed its confidence in me as Chancellor," he says. "I have enjoyed my frequent interactions with faculty, staff and, in

particular, students over the past two years. This is a very special university."

Created in 1874, the position of Chancellor at Queen's includes a group of highly-esteemed individuals including Sir Sanford Fleming, Canada's foremost railway engineer and the father of standard time, and Sir Robert Borden, the eighth prime minister of Canada who made important steps toward a fully-independent Canadian government.

More about the role of the Chancellor and the history of position at Queen's can be found at [queensu.ca/encyclopedia/c/chancellors](http://queensu.ca/encyclopedia/c/chancellors).

# Consultations held on fall term break

**BY COMMUNICATIONS STAFF**

The Queen's Fall Term Break Task Force held a town hall on Thursday, Nov. 10 to allow students the opportunity to have their say on the implementation of a fall term break.

The meeting, led by Deputy Provost and Chair of the Fall Term Break Task Force, Teri Shearer, examined topics including student priorities, the current pre-exam study break, orientation week and other details.

The town hall is one part of the consultation process, which has included a survey open to all members of the Queen's community and various other consultation sessions. The Task Force, formed by Principal Daniel Woolf,

has been asked to consider the best way to introduce a fall term break for direct-entry undergraduate students in Arts and Science, Engineering, Commerce, and Nursing. It will deliver a comprehensive recommendation to Principal Woolf in February 2017.

More information about the work of the task force can be found on the University Secretariat's website [queensu.ca/secretariat/senate/committees/fall-term-break-task-force](http://queensu.ca/secretariat/senate/committees/fall-term-break-task-force).

**Upcoming open consultations:**

- ASUS Assembly, Nov. 24 7 pm, McLaughlin Hall, JDUC
- ComSoc Assembly, Nov. 27, 7 pm, Goodes Hall 153
- Senate – Nov. 29, 3:30 pm, Sutherland Hall 202



UNIVERSITY COMMUNICATIONS

**Deputy Provost and chair of the Fall Term Break Task Force, Teri Shearer, listens to a question from a student with regards to the implementation of a fall break at the town hall meeting on Thursday, Nov. 10.**



**Queen's**  
UNIVERSITY



## through the lens



Queen's University Chaplain Kate Johnson welcomes the Queen's community to the Remembrance Day ceremony held Friday, Nov. 11 in Grant Hall.



Hundreds of members of the Queen's and Kingston communities filled Grant Hall for the Remembrance Day ceremony on Friday, Nov. 11. A total of 189 Queen's community members lost their lives while serving in the First World War. Another 177 died in the Second World War.

UNIVERSITY COMMUNICATIONS

# Up to the challenge for exam time

BY ANDREW CARROLL,  
GAZETTE EDITOR

Exam time is often a time where increased levels of stress, long hours of studying and little personal time can add up to an overwhelming situation for some students.

To help students along the way, Student Wellness Services will be running the 15 Days of Exams Health Challenge across social media platforms Facebook, Twitter, Instagram and Tumblr.

Kate Humphrys, Health Promotion Coordinator at Student Wellness Services, suggests students take a comprehensive approach – looking at the bigger health picture – when it comes to staying healthy and managing stress at exam time.

“Physical, mental and social are all important aspects of health and the goal of the 15 Days of Exams Health Challenge campaign is to highlight that students should focus on taking care of themselves in all three areas, especially during exams,” she says. “The big goal for a lot of students is to manage their stress during exams, and the way to do that from our perspective is to make some time to take care of yourself.”

Each day a health tip and informative image is provided along with a challenge that keeps students engaged. Students who participate by sharing their successes or challenges are then entered into a draw for daily prizes provided by local sponsors. To participate, simply follow Queen's University Be Well on Facebook, or @queen-subewell on Instagram or Twitter.

As with most things at Queen's this year, the challenge has taken on a 175th anniversary theme. Organizers have invited a number of alumni, including some past volunteers, to share wellness tips or a story about how they stayed healthy during exams.

“We are really excited to have alumni involved this year, as they can be a great source of inspiration and support for our students,” says Ms. Humphrys.

While exam questions may be complex, managing your health doesn't have to be. That's where self-care comes in. Being proactive about managing your stress – taking the time to be active, eating healthy foods and stay socially connected – are all very beneficial.

“We know that students who prioritize their health during exams will be able to manage their



UNIVERSITY COMMUNICATIONS

Exam time can be stressful but there is a range of resources and support for Queen's students offered through Student Wellness Services as well as Student Academic Success Services.

stress a bit better,” Ms. Humphrys explains.

This can include getting a proper amount of sleep – most people need seven to nine hours a night. Evidence shows that getting enough sleep at night helps with recall, memory consolidation, problem-solving and critical thinking skills, all important to be successful when writing exams.

Taking regular breaks from studying also helps, Ms. Humphrys adds.

“Even taking a 10-minute break for every 50 minutes of studying makes a big difference in your ability to focus and retain information,” she says. “You can use that time to do something active, like a stretch break or a quick walk, or even talk with a friend or family member for that important social connection.”

All simple steps, but, as is often the case, easier said than done. That's where making a plan comes in. Once again there is help at Queen's through Student Academic Success Services (SASS), which offers special pre-exam workshops in Stauffer Library as well as advice from Learning Strategists.

One of the key tools offered is the Exam Study Schedule, available online at [sass.queensu.ca/learningstrategies/decemberapril-exam-study-schedule](http://sass.queensu.ca/learningstrategies/decemberapril-exam-study-schedule). The strength of the schedule is its simplicity. In a high-tech world,

sometimes the best way to get organized is by writing it all down on paper, and that includes scheduling time for breaks and eating properly.

Even with these resources, some students will still need further support and Ms. Humphrys encourages them to visit Student Wellness Services, located 146 Stuart St., where they can book an appointment with a counsellor or physician and get the help they need. The LaSalle Building is currently undergoing roofing repairs but all services remain available.

*If you are a student and are feeling stressed about academics, you can book a Learning Strategies advising appointment by calling 613-533-6315.*

*Students who wish to make an appointment with Counselling Services at 146 Stuart St, LaSalle Building, can do so by calling 613-533-6000, ext. 78264. Counsellors are also available in the Facilities of Engineering & Applied Science (613-533-3447) and Education (613-533-2334), and the School of Graduate Studies (613-533-2136), School of Business (via Commerce Portal), and Residences (613-533-6000, ext. 78330 or 78034).*

*Another resource for students is Good 2 Talk, a 24/7/365 post-secondary student helpline which offers free, professional and anonymous support. They can be reached at 1-866-925-5454 to talk about any stressful issues students might be experiencing.*

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PHOTO BY BERNARD CLARK

Carol Ann Budd, a member of the Sagamok Anishawbek reserve in Northern Ontario, holds up a feather as she prepares to receive her honorary degree on Tuesday, Nov. 15.



PHOTO BY BERNARD CLARK

Astronaut Andrew Feustel was joined by The Tragically Hip members Rob Baker and Gord Sinclair after he received his honorary degree on Wednesday, Nov. 16.

## Outstanding alumni honoured with degrees

### BY COMMUNICATIONS STAFF

During Fall Convocation Queen's recognized four distinguished alumni with honorary degrees, as the university continues to mark its 175th anniversary with special celebrations throughout the year.

**Carol Ann Budd**, Sc'89 (Engineering Chemistry) - Ms. Budd is a proud member of the Sagamok Anishawbek reserve in Northern Ontario. She came to Queen's in 1985 to study applied science but found herself missing the North and left Kingston to marry and have two children. She returned to Queen's to finish her engineering chemistry degree in 1987, graduating in 1989. She worked for 20

years as an engineer and now works as a financial planner.

A past member of the Circle of Advisors, comprised of Aboriginal faculty members and alumni, she offered input during the development of Aboriginal Access to Engineering at Queen's – a program to attract and retain more Aboriginal students. Ms. Budd continues to support the university as a member of the Queen's University Aboriginal Council.

**Drew Feustel**, PhD'95 (Geology) - In 1991, Dr. Feustel moved to Kingston where he worked as a graduate research assistant and a graduate teaching assistant. Nine years later, he was selected by NASA and now is a veteran of two space flights. In 2009, Dr.

Feustel served on STS-125 – the fifth and final mission to service the Hubble Space Telescope that improved the observatory's capabilities through 2014. Dr. Feustel also served on STS-134, which delivered the Alpha Magnetic Spectrometer and an ExPress Logistics Carrier to the International Space Station. Dr. Feustel has logged more than 25 days in space with over 42 hours in spacewalks.

He is next scheduled to fly to the International Space Station on the Soyuz 54 launch vehicle in March 2018.

**Michelle MacLaren**, Artsci'86 (Film and Media) - An Emmy-winning producer, Ms. MacLaren started working as a production assistant upon her graduation from

Queen's and eventually climbed the ladder to become a leading producer and director. She has directed 11 episodes of *Breaking Bad*, in addition to numerous episodes of the *X-Files*, *The Walking Dead*, HBO's *Game of Thrones*, *The Leftovers*, *Westworld*, and other major network programs.

As one of the executive producers on *Breaking Bad*, Ms. MacLaren was awarded two Emmys, a Golden Globe, two Producers Guild of America awards, and a Peabody Award. She has also received numerous other nominations, including two Emmy nominations for outstanding directing in a drama series.

**Judith Thompson**, OC, Artsci'77 (Dan School of Drama

and Music) - Ms. Thompson is a playwright, director, actor, professor of Theatre Studies at the University of Guelph, and the artistic director of RARE Theatre – a company with a mandate to give voice to communities that are seen but seldom heard from foster children to the elderly, to people with exceptionalities and special needs.

She is the author of 18 plays, two feature films, two television movies, and numerous radio plays. She is an Officer of the Order of Canada, and a recipient of two Governor General's Awards for Drama, the Walter Carsen Prize for Excellence in the Performing Arts, the Dora, the Amnesty International Freedom of Expression Award, and the Susan Smith Blackburn Award.



PHOTO BY BERNARD CLARK

Producer-director Michelle MacLaren celebrates outside Grant Hall on Thursday, Nov. 17 after receiving her honorary degree.



PHOTO BY BERNARD CLARK

Playwright, director, actor and professor Judith Thompson received her honorary degree during the sixth and final ceremony of Fall Convocation.



## CAPTURING A LIFE MOMENT



PHOTO BY LARS HAGBERG



PHOTO BY LARS HAGBERG

Presiding over each of the six Fall Convocation ceremonies were, from left: Principal and Vice-Chancellor Daniel Woolf; Chancellor Jim Leech; and Rector Cam Yung.



PHOTO BY LARS HAGBERG

Years of study reach their pinnacle when it comes to convocation at Queen's University. A total of six ceremonies were held from Nov. 15-17 in Grant Hall. The excitement was clear on the faces of students as well as for their families, friends and loved ones. Top: A soon-to-be graduate gives a thumb's up to her family who were seated in the upper level of Grant Hall. Left: A trio of graduands move from Kingston Hall to Grant Hall for their convocation ceremony.



PHOTO BY LARS HAGBERG

Convocation is a time of celebration after years of hard work and dedication, both by students and their families. A new graduate gets a hug from his mother outside Grant Hall.

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PHOTO BY LARS HAGBERG

Family and friends fill Grant Hall as the first fall convocation ceremony gets underway on Tuesday, Nov.15. A total of six ceremonies were held.

\*Prices are in CDN\$ per person, dbl. occ. Taxes included. Not included: any personal expenses, such as insurance, passport fees, any meals, or items not mentioned. ON-4499356/4499372 | BC-34799 | 111 Peter Street, Suite 200, Toronto, ON. M5V 2H1 | Canadian owned



## viewpoint

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

# Reflecting on BISC's cycle of experiential learning

BY CHRISTIAN LLOYD, ASSOCIATE PROFESSOR AND ACADEMIC DIRECTOR, BADER INTERNATIONAL STUDY CENTRE

Anyone fortunate enough to have visited the British Museum – or any of Europe's other great cultural institutions – knows that they will have to fight their way through laggard groups of students who are bored and uncomprehending, or frozen to the spot in wonder by what they are seeing, but unable to process it.



At its worst, undergraduate experiential learning may be nothing more than a remnant of the 19th-century Grand Tour: a box-ticking exercise in confirming one's status as a "cultured" person with no deep critical engagement implied. "Exit via the gift shop," as Banksy put it.

But these hazards of learning beyond the classroom are not inevitable. In fact, they may simply be the product of miscalibrated teaching created by a deficit in specific support for instructors. Unless instructors are trained in the theory and practice of teaching experientially, they are unlikely to maximize their classes' learning on these occasions. Unless students are made self-conscious about the process and outcomes of

learning experientially, then instructors cannot blame them for their difficulties.

Experiential learning is the Bader International Study Centre's signature pedagogy, and our active learning approach in the field aims both to get our students thinking critically about core course content and to create transferable skills that will serve them in the long term. Ruth Cereceda, who heads our Experiential Learning program, has offered professional development sessions for our instructors to help them understand how to teach in the different modes required for such activities and to set appropriate learning objectives. She has also talked with students to help them take on board the cycle of experience > reflection > abstract conceptualization > active use of learning in assignments and skills development. Surveying of students and faculty, and analysis of the resulting data, is used to assess and refine future activities.

All of this careful preparation has produced striking results. For instance, the students on our core first-year course, BISC 100, have undertaken primary research at the Mass Observation Archive at the University of Sussex looking at what Britons understood to be their core values during the Second World War. Students had to engage critically with original documents in projects that compelled them to go beyond the thrill of having history in their hands.

Other experiential opportunities teach things that will be useful for life, such as the ability to use skills beyond their usual application. A great example of this was the math trip to "The Amazing World of M.C. Escher" exhibition, which guided students to deploy mathematical techniques to analyze the production of this artist's unusual images. Indeed, much BISC field work centres on developing students' ability to interpret

images: a key skill for the digital age.

All of these experiential opportunities for students are, in students' own estimation, highly motivational and memorable academic moments. One participant in our 2016 Law and Politics field school noted that after the careful preparation he had in class for their visit to Auschwitz concentration camp, "physically standing in the space meant that

any distance between the topic of study and the present day instantly disappeared." This visit produced memorable written work that went beyond standard views of this subject and spoke decisively to why the BISC experiential learning program will be at the heart of our future programming.

To learn more about the Bader International Study Centre visit [queensu.ca/bisc/](http://queensu.ca/bisc/).



On Nov. 22, 1910, the Queen's women's basketball program took part in their first game. Regarding the game, the *Queen's Journal* wrote "The girls played beautiful ball. Short, fast passing, quick running, hard checking and some really splendid shooting, marked the game." Pictured is the 1910-11 team, featuring, from left: I. Aherne – defence; M. Nash – forward; E. Henderson – captain; M. Merry – Forward; and A. Totten – forward. Still going strong, the current Queen's women's basketball team started the season ranked seventh nationally.

QUEEN'S UNIVERSITY ARCHIVES

## liveslived

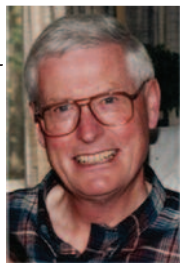
Lives Lived is a space to share your memories of a Queen's community member who recently died. Email your submissions to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca)

# An award-winning teacher always ready with a pun

Professor Emeritus Anthony J. (Tony) Marshall arrived at Queen's in 1963 and during his time at the university he became a cornerstone of the Classics Department, including serving as Head of Classics from 1980-1985.

Marshall died on Sept. 21 in Burlington at the age of 79.

Born in Cardiff, Wales, Marshall attended Wadham College, Oxford where his tutor was T. C. W. Stinton. He received his BA in 1959



Anthony J. (Tony) Marshall

and MLit 1962.

After teaching briefly at Bryn Mawr and Amherst College, he moved to Queen's where he would stay until his retirement in 1997.

A lover of literature and a voracious reader, Marshall was renowned for his quick wit and relentless punnery. A lengthy collection of his favourite puns, compiled by a former student, still resides in the Classics Department.

In 1963 he created the Latin motto of the Queen's Engineering Society, also a pun, *Quis dolor cui dolium*, "What pain there is for him who has a large wine jar!"

Marshall was a social historian

of ancient Rome, whose work focused on women and the law and taught a graduate course jointly with the Faculty of Law. Topics he assigned in his courses ranged from prostitution and homosexuality to urban poverty and racist attitudes.

Throughout his academic career, he was a regular contributor to some of the major journals in Classics, and was a frequent participant in conferences. In 1976-79 he was Academic Colleague to the Principal, as a member of the Council of Ontario Universities.

During his time as Head of Classics he marshalled the support of the Faculty Board, which he then chaired, to defeat a plan

to close the Greek and Latin plans.

He would later serve as Associate Dean of the School of Graduate Studies from 1985-88 and as a member of Senate from 1990-91.

In 1995 he received the Frank Knox Award for Excellence in Teaching.

In an interview with the *Queen's Gazette* he reflected on his teaching as follows:

"I don't want students to study history as a form of escapism. It's very easy to lay it out like a pretty museum. I see history as a big laboratory of human nature that doesn't change; therefore it's always relevant... What thrills me is when a student

comes to me and they find they can express contempt for the textbooks, ask their own questions, and make their own judgments... I tell students you have to live inside your own head. My course gives them a reading habit and a thinking habit. It gives them something of value, which is an independent critical judgment and an ability to analyze. They're receiving something that will last. It means asking tough questions, not faking evidence and having a concern to try to do something about human dignity.

After retiring Marshall and his wife of 50 years, Cynthia, moved to Burlington to be near their two sons and their families.



## Queen's in the news

Highlights of Queen's experts in the media from Nov. 4-18

## NEWSPAPERS

**Christian Leuprecht** (Political Studies) examined the possibility of a Canadian soldier being taken captive by ISIS militants, including the training CF members receive and the possible impact on Canada as a whole, in the National Post.

**Nick Bala** (Law) commented in the Regina Leader Post that the interests of children are often not given the appropriate attention.

**Lisa Kerr** (Law) commented in the Toronto Star on a disabled inmate that was not given the proper care.

**Don Drummond** (Policy Studies) discussed why wage stagnation in blue-collar America made Trump's anti-trade rhetoric appealing, in The Globe and Mail.

**Karen Dubinsky** (Global Development Studies) explains why Trump's election could undermine efforts for rapprochement between the US and Cuba, in The Canadian Press.

**Elaine Power** (SKHS) says changes in mortality rates - particularly those tied to income level - over the past 20-year period are "stunning" and "very concerning," in The Globe and Mail.

**Ken Wong** (Business) said the demise of the American Apparel clothing brand isn't a big surprise, but



that Gildan's interest as a buyer is, in The Globe and Mail.

**Christine Fader** (Career Services) discussed the launch of the "It All Adds Up" project, which seeks to highlight to students how their activities inside and outside the classroom can help their career prospects, with the Kingston Whig-Standard.

**Kathy Brock** (Political Studies) told Huffington Post and the Ottawa Citizen that the first essential step for President-elect Donald Trump is to build legitimacy.

**David Merolli** (Emergency Medicine) commented in a Letter to the Editor in the Globe and Mail that there is a mistaken impression the problem of increased demand in urban emergency departments is due to condominium development or is limited to marquee Toronto hospitals.



## ONLINE

**Kim Nossal** (Political Studies) says that there's not much to like about either Trump or Clinton from a Canadian perspective, on CBCNews.ca

**Meredith Chivers** (Psychology) discussed sexual response to erotica and self-identified sexual preferences, in Vice.

**David Hanes** (Physics, Engineering Physics and Astronomy) commented on the supermoon, telling CBC Online the last time the moon was this close was in 1948.

**Ian Janssen** (School of Kinesiology and Health Studies) says inactive adults just need a little physical activity on a daily basis, in Medscape.

**Robert Wolfe** (School of Policy Studies) commented in Soo Today that if the US economy starts to accelerate, the Canadian economy should benefit.

**Janice Hill** (Director, Four Directions Aboriginal Students Centre) commented on kingstonregion.com that increasing the visibility of indigenous presence on campus is important.

**Gerald Evans** (School of Medicine) told globalnews.ca that influenza A is the strain to worry about this year.

## TELEVISION

**Judith Davidson** (Psychology) told CKWS-TV that, with Daylight Savings Time, the key to beating the winter blues is exposing yourself to as much daylight as possible.

**Jacalyn Duffin** (History, Philosophy) commented on the development of a critical piece of medical equipment on CBC's The National.

**Karen Dubinsky** (Global Development Studies) discussed the

Canada-Cuba relationship and PM Trudeau's state visit, on CBC, CTV News Network and CPAC.

**Christian Leuprecht** (Political Studies) discussed the implications of Russia sending a carrier group to the Mediterranean Sea to support airstrikes in Syria on CTV National Network News; discussed a federal court judge ruling CSIS has been illegally storing communications data for more than a decade, with CPAC.

**Kip Pegley** (Dan School of Drama and Music) examined the lasting impact of Leonard Cohen's music and poetry in the wake of his passing last week, on CTV National Network News.

**David Walker** (School of Policy Studies) was on the CKWS morning show to discuss celebrations around the university's 175th anniversary.

**Tara Diesbourg** (School of Kinesiology and Health Studies) commented on CKWS-TV that it's important to keep our spine as healthy as we can for as long as we can.



**Jill Scott** (Languages, Literatures and Cultures) was interviewed on CKNW (Vancouver radio) about grief after the US election.

**David Hanes** (Astronomy) explained how a supermoon occurs and why the Moon appears larger when it is near the horizon, on CKOM Radio.

**Robert May** (English Language and Literature) spoke to CJAD 800 (Montreal talk radio) regarding Leonard Cohen's impact on the literary world, through a study of his poetry.

**Karen Yeates** (School of Medicine) told CBC Radio that the biggest challenge to providing safe and accurate cancer screening and care in Tanzania has been the need to provide adequate supervision and mentorship for newly-trained health providers.



## MAGAZINES

**Brenda Brouwer** (Dean, School of Graduate Studies) commented in University Affairs on research competitions.

**Kathy Brock** (Political Studies) commented in Maclean's Magazine that Canada will immediately want to get the Keystone XL pipeline on the agenda.

## Expansion of vendors program means more student support

BY COMMUNICATIONS STAFF

By bringing tasty treats onto campus, Hospitality Services is helping student groups and clubs at Queen's raise funds for their activities.

The Beavertails trailer has been a staple on University Avenue since 2010; an expansion of the program means that there are two additional vendors, more events and more opportunities for fundraising.

This year, Smoke's Poutinerie

and The SweetSpot – offering Middle Eastern desserts – have been added, and the number of scheduled event days has increased from 12 to 30. Through the program the student clubs and groups receive a percentage of the proceeds from the vendors' daily sales.

"We are excited to continue our fundraising partnership with Beavertails, and also thrilled to be adding The SweetSpot and Smoke's Poutinerie to our vendor list," says Jennifer Pete, Associate Director, Housing & Ancillary

Services. "These new vendors allow us to provide student groups, clubs and associations even more fundraising opportunities. Student clubs and associations are an important part of the Queen's student experience and we are grateful to our vendors for partnering with us and providing our student groups with these opportunities. A large part of our mission is to enrich the student experience, and we hope to continue growing these partnerships in the future."

Hospitality Services ensures that the vendors have appropriate insurance, permits and approval to be on campus. The student groups are responsible to promote the event and be on site for the event.

Information regarding dates, vendors and student groups is on the Queen's Events Calendar. Currently, 26 student groups have enrolled in this year's program.

Interested student groups can get more information and submit an application through the Queen's Hospitality Services website ([dining.queensu.ca/special-events/student-fundraising-opportunities/](http://dining.queensu.ca/special-events/student-fundraising-opportunities/)).



Queen's Hospitality Services is helping student groups and clubs raise funds for their activities by bringing food vendors Beavertails, The SweetSpot and Smoke's Poutinerie onto campus.

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## A world of international opportunities

BY WANDA PRAAMSMA, SENIOR COMMUNICATIONS OFFICER

In her role as head of Queen's international portfolio, Kathy O'Brien gets to hear many stories from students, both Canadian and international, as well as faculty members, who tell her how their international experiences have shaped and changed their lives, or their research direction. The stories they share are tales of self-exploration and transformation.

"I remember, particularly, being in China and speaking to a student who had studied in the biology field program at Queen's University Biology Station (QUBS)," says Ms. O'Brien, Associate Vice-Principal (International). "The program is not long, just a couple of weeks, but this woman told me how the experience had allowed her to expand her thinking, and gain insight into herself, something she had not been able to experience prior to coming here. She said it made her a more confident person, and more curious about the world. I was really struck by the strong impact such a short international learning experience had on her. I also felt very privileged to hear such an intimate story and it made me think about the connection between all of us – despite the size of the world, we are all deeply connected."

It's this strong impact – the capacity for life-changing experiences on a personal level and transformative intercultural collaboration on the research and academic levels – that drives international education at Queen's, and is pushing it to new levels across the university's faculties and programming, and at a central administrative level.

"The opportunities for intercultural learning have never been more widespread as they are today," says Ms. O'Brien. "Students at Queen's have a multitude of ways to shape their international experience – on campus in Kingston, at the Bader International Study Centre (BISC) in the U.K., or with one of our trusted partners around the world. I encourage everyone to seek out new educational experiences, and ways to expand their intercultural awareness and learning."

When Ms. O'Brien took on the international portfolio in late 2013, creating the first comprehensive plan to support the institution's international goals was top of her list. Released in 2015, the Queen's University Comprehensive International Plan (QUCIP) provides quantitative measures across four



As Associate Vice-Principal (International), Kathy O'Brien is responsible for institutional coordination and communication of international activities to promote the university's international priorities. She works closely with various units and faculties across campus to strategically promote Queen's profile internationally.

pillars – International Research Engagement, International Mobility, International Enrolment Management, and International at Home – to guide the university's goals for the next several years.

"The international plan is helping the Queens' community focus its international efforts and work towards shared goals. I frequently hear from the community about how much people appreciate having this plan and how it's driving their decision-making," she says.

### HIGHLIGHTS OF THE PAST YEAR, AND FUTURE GOALS

In the past year, the university has seen the number of undergraduate students participating in international exchange increase by nine per cent, while the number of international exchange students on Queen's campus increased by 22 per cent. Several new international collaborative academic programs were initiated, including a dual-degree opportunity at the master's level through Smith School of Business, with ESSEC Business School Paris-Singapore, a dual research degree in chemistry at the master's level with the University of Stuttgart, Germany, and a "2 + 2" program, which will see undergraduate students from Bei-

**"We want to seek more ways to engage and listen to our students about their international learning experiences – to inform our programs and services, and to build our international story."**

— Kathy O'Brien, Associate Vice-Principal (International)

jing Normal University transfer to Queen's for the final two years of their program in the field of biology.

"Our international recruitment team and our international exchange coordinators in the faculties have done excellent work to increase our international student population on campus," says Ms. O'Brien. "Our deans, faculty members, and faculty international officers are developing new and creative academic programs in collaboration with our international partners, and encouraging our students to go abroad."

Ms. O'Brien and her team will build on this momentum in the current academic year, placing emphasis on the need to keep increasing faculty and student mobility, to work collaboratively to highlight the BISC and its distinc-

tive programming, and to find more ways to show the world how Queen's international research collaborations are making a direct impact and contribution.

Over the past several years, Queen's has focused on three regions to build partnerships and opportunities: China, the U.K., and the U.S. With progress being made in all those areas, Ms. O'Brien says there is now a strong desire for the university to broaden its scope and make efforts to find institutional collaborations with areas in Africa, Latin America, and Southeast Asia.

"We also want to seek more ways to engage and listen to our students about their international learning experiences – to inform our programs and services, and to build our international story," she says.

### INTERNATIONAL ENGAGEMENT AND COMMUNITY-BUILDING

While the QUCIP is new, Queen's international story – and its deep international engagement – is not, as noted by Principal Daniel Woolf in his introduction in the strategic planning document. In fact, Ms. O'Brien says every day she learns about a new international research initiative, an international faculty member

visit, or an international student experience.

"That's one of the challenges – it is difficult to know the breadth and depth of the existing international collaborations and to recognize everyone who is contributing to the progress of our international plan. Another challenge is how to position Queen's globally. Our education and research is exceptional but we need to determine what specific areas Queen's wants to be known for internationally. There are choices to be made."

Despite the challenges, the solid international foundation at Queen's, the positive progress on performance indicators (noted in the QUCIP annual report, to be released in January 2017), and the momentum and enthusiasm around internationalization on campus, all point to a strong future.

"The community-building that is happening at Queen's around internationalization is like nothing I have ever experienced in my 13 years at the university," says Ms. O'Brien. "The positive conversations and exchange of ideas, the inspiring stories, the support advancing international education and research – it all makes me very proud."



# Increasing Queen's presence in China

BY ANDREW CARROLL,  
GAZETTE EDITOR

As the new student recruiter for Queen's in Beijing, Diana Chau is spreading the word about what the university has to offer to prospective students, while also gaining the experience of a lifetime.

An alumna herself, Ms. Chau (Artsci'12), knows the strengths of the Queen's experience and is looking to increase the university's presence in China by sharing her story.

"When I talk to students and their parents, I tell them how well Queen's does in terms of domestic achievements and how well our students do in terms of retention and graduation. I also tell them what it's like to study at Queen's, what the sense of community is," she says, adding that community is not a strong concept in China. "Coming from a Canadian and Queen's alumna, I hope to spread that idea of community to them and to tell them that Queen's is a great university."

Ms. Chau started the position this summer and is the second recruiter in China for Queen's, along with Sunny Wang, who is based in Shanghai.

The Queen's University Comprehensive International Plan (QUCIP) identifies China as a priority region for student recruitment, as well as for developing academic and research partnerships.

Queen's reputation is growing



As an alumna, Diana Chau, Queen's new recruiter in Beijing, is able to share the university experience with prospective students and their families.

in China and this second recruiter position will help bolster student recruitment. Among our international undergraduates, there are more students from China than any other country.

Ms. Chau had previously worked in a recruiting capacity for Queen's after graduating. She then moved to Beijing for a similar position with Lakehead University. However, she was excited by the opportunity to return to her

alma mater while continuing her Beijing experience.

Living and working abroad can be a challenge but Ms. Chau, who hails from the small town of Tottenham, north of Toronto, enjoys the opportunity of experiencing another culture and seeing another part of the world.

The key to success, she says, is the same as it is for international students.

"Keeping an open mind and

trying to get involved, getting to know your community, meet people there because if you are alone it really makes a big difference compared to being with a crowd of friends," she says. "Plus if you have friends you can learn more about the culture, the language."

Queen's has set a goal of international students comprising 10 per cent of incoming undergraduate students by 2019, and China is key to reaching the enrolment target.

"We are very excited that Diana has joined our team in China. The growth we have experienced from this region reflects the strong presence we have on the ground and in the local time-zone," says Chris Coupland, Director, International Undergraduate Enrolment. "We are extremely fortunate to now have two professional and enthusiastic alumnae providing support to prospective students and their families, as well as school counsellors and institutional partners."

In 2007, Queen's became the first Canadian university to establish an office in China – the Queen's China Liaison Office located at Fudan University in Shanghai – with the aim of building relations with partner institutions, prospective students and alumni.

In 2014, Queen's launched a Chinese language webpage to strengthen the university's connections with prospective Chinese students and their families.

Queen's launched the QUCIP in 2015 to support its internationalization efforts. The plan's goals include strengthening Queen's international research engagement and creating more opportunities for student mobility through programs like academic exchange programs.

The plan also aims to attract high-quality international students to Queen's and to increase international educational opportunities on the Queen's campus.

UNIVERSITY COMMUNICATIONS

## throughthelens



International Education Week was marked at Queen's Nov. 14-18 with a number of events being held to increase awareness of the opportunities available at the university and around the world. On Wednesday, Nov. 16 the Queen's University International Centre (QUIC) served up a lunch of Nigerian bean soup, left. On Monday, Nov. 14 QUIC's World Link Team set up a table in the ARC to highlight their activities as well as International Education Week. From left are: Sarah Sinaga; Jing Wang; and Roy Zheng.



UNIVERSITY COMMUNICATIONS



## Fellowship a 'chance of a lifetime'

BY ANDREW CARROLL,  
GAZETTE EDITOR

For Lauren Buttle, receiving the Kress Foundation Fellowship has presented her with the opportunity of a lifetime.

Through the fellowship, the graduate of the Queen's Art Conservation program recently started working in the Library Conservation Lab at Trinity College in Dublin, Ireland.

More exciting for Ms. Buttle, who specialized in paper conservation, is that her work will focus on the treatment of a papyrus Book of the Dead, an ancient Egyptian funerary text.

"I am very excited. This is an opportunity that doesn't come along all that often, especially being in papyrus conservation. It's something that is in a lot of Canadian collections but not in substantial enough quantities that warrants having a full-time papyrus conservator," Ms. Buttle says. "To train in papyrus conservation is something that you would typically have to go abroad for so it's very exciting to gain some of that knowledge and potentially bring it back to Canada."

Through her fellowship work, Ms. Buttle will be involved in the conservation treatment of the book as well as researching the text itself, including its background and how it made its way to Ireland and came into possession of Trinity College.

Even for a specialist in paper



Lauren Buttle works on a project while she was a student in the Master's in Art Conservation program at Queen's. Ms Buttle, who graduated in 2015, is currently working in the Library Conservation Lab at Trinity College in Dublin, Ireland, through a Kress Foundation Fellowship.

conservation, working with papyrus is a rarity and Ms. Buttle knows that this is an opportunity that few conservators will ever get during their careers.

At Queen's, the Art Conservation program has three areas of focus – paintings conservation; objects conservation; and paper conservation. Ms. Buttle says that after completing their studies paper conservators can specialize further in areas such as the conser-

vation of photographic materials, book conservation and the conservation of papyrus, an early form of paper most often associated with ancient Egypt. Further specialization is possible through fellowships and on-the-job training.

"My paper conservation degree has provided me with the foundations and this is a smaller area of interest that requires a bit more specialty training," she explains. "That's what I will be getting with

this fellowship, which will be really great."

Most recently Ms. Buttle worked at the Yukon Archives, covering the conservation responsibilities – environmental monitoring, pest management, security monitoring, treatment of records – while the regular conservator led an expansion project.

Once again, it has been a valuable, hands-on learning experience. "The position requires both

looking at the collection as a whole and maintaining preventive conservation measures, as well as focusing on individual records like creating assessments of new incoming materials, deciding whether or not they are physically and chemically stable enough to enter the vaults and if they are not, treating them accordingly," she says. "It's the day-to-day work of a conservator."

Her art conservation studies at Queen's, she feels, prepared her for the work that she is doing and the work that she will be undertaking starting in November.

"The program is a nice blend of theory in your morning classes and then putting that into practice in your afternoon lab courses. Then in the summer you get to take all that experience and get to actually put it into play in a real-life setting in an internship," Ms. Buttle says. "It packs a lot into those two years but it's very much trying to get you prepared for everything, both the academic research side of things as well as the practical day-to-day responsibilities of a conservator and I think that makes us really competitive applicants for the jobs out there."

To learn more about the Kress Conservation Fellowship, visit the Kress Foundation website ([kressfoundation.org](http://kressfoundation.org)). For more information on the Art Conservation program at Queen's visit the Department of Art History and Art Conservation website ([queensu.ca/art/art-conservation](http://queensu.ca/art/art-conservation)).

### gradstudies

#### Open Thesis Defenses

**Tuesday, Nov. 22**

Rubaiyat Arjumand, Chemistry, 'Proline-Based Chiral Stationary Phases: Insights Into the Mechanism of Chiral Selectivity'. Supervisor: J.H. Horton, 300 Chernoff Hall, 2 pm.

**Wednesday, Nov. 23**

Nathalie Ouellette, Physics, Engineering Physics and Astronomy, 'The SHIVir Survey: A Dynamical Catalogue of Virgo Cluster Galaxies and Their Scaling Relations'. Supervisor: S. Courteau, 201 Stirling Hall, 9:30 am.

**Thursday, Nov. 24**

Afshin Vafaei, Epidemiology, 'The Impact of Community Social Capital on the Occurrence of Injuries in Adolescents and Falls in Older Adults'. Supervisors: W. Pickett; B.E. Alvarado Llano, 311 Carruthers Hall, 10 am.

**Friday, Nov. 25**

Emmanuel Ogbe, Chemical Engineering, 'New Rigorous Decomposition Methods for Mixed-Integer Linear and Nonlinear Programming'. Supervisor: X. Li, 312 Dupuis Hall, 10:30 am.

**Friday, Nov. 25,**

Jennifer Anne Quaid, Law, 'Taking Organizations Seriously: Responsible Agency, Organizations and the Criminal Law'. Supervisors: P.B. Miller; A.J. Cockfield, 300 MacDonald Hall, 1 pm.

**Tuesday, Nov. 29**

Alicia Danielle Horton, Sociology, 'Clashes in Confinement: Men's Gendered Experiences with Conflict in Canadian Prisons'. Supervisor: V. Sacco, 402B Gordon Hall, 1 pm.

**Monday, Dec. 5**

Leah Sarson, Political Studies, 'Strategic Diplomacies: Indige-

nous Governance, International Politics and Natural Resources in Canada'. Supervisor: K.R. Nossal, 402B Gordon Hall, 4:30 pm.

**Wednesday, Dec. 7**

Anna Tigano, Biology, 'From Genes to Genomes: Local Adaptation and Adaptive Potential in Two Arctic Seabirds'. Supervisor: V.L. Friesen, 3110 BioSciences Complex, 1:30 pm.

**Monday, Dec. 12**

Bahram Kouhestani, Computing, 'Beacon Model: A Geometric Model for Greedy Routing'. Supervisors: D. Rappaport; K.T. Salomaa, 524 Goodwin Hall, 1 pm.

**Wednesday, Dec. 14**

Jay Jantz, Neuroscience Studies, 'Role of the Frontal Eye Field, Superior Colliculus and Basal Ganglia on Flexible Saccade Behavior'. Supervisors: D.P. Munoz; R. Levy, 122 Bracken Library, 10 am.



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## through the lens



UNIVERSITY COMMUNICATIONS

German Consul General in Toronto Peter Fahrenheit, third from left, visited Queen's on Nov. 3 to discuss research opportunities and student exchanges. Attending a luncheon with him were, from left: Hugh Horton, Interim Vice-Dean, Faculty of Arts and Science; Alexandra Gerstner, Director, German Academic Exchange Service; Steven Liss, Vice-Principal (Research); Cynthia Fekken, Associate Vice-Principal (Research); and Kathy O'Brien, Associate Vice-Principal (International).

# Recognizing excellent research leaders

BY CHRIS ARMES,  
COMMUNICATIONS OFFICER

Five Queen's professors have been named the 2016 recipients of the university's Prize for Excellence in Research.

The award, which includes a \$5,000 prize and the opportunity to deliver a public lecture on the topic of their research, is given in recognition of research during the recipient's time at Queen's. Up to five prizes are awarded each year – one each in the Humanities, Social Sciences, Natural Sciences, Health Sciences, and Engineering.

This year's recipients are Gauvin Bailey (Art History and Art Conservation), James R. Cordy (School of Computing), Janet Hiebert (Political Studies), Steven Vanner (Medicine) and Virginia Walker (Biology).

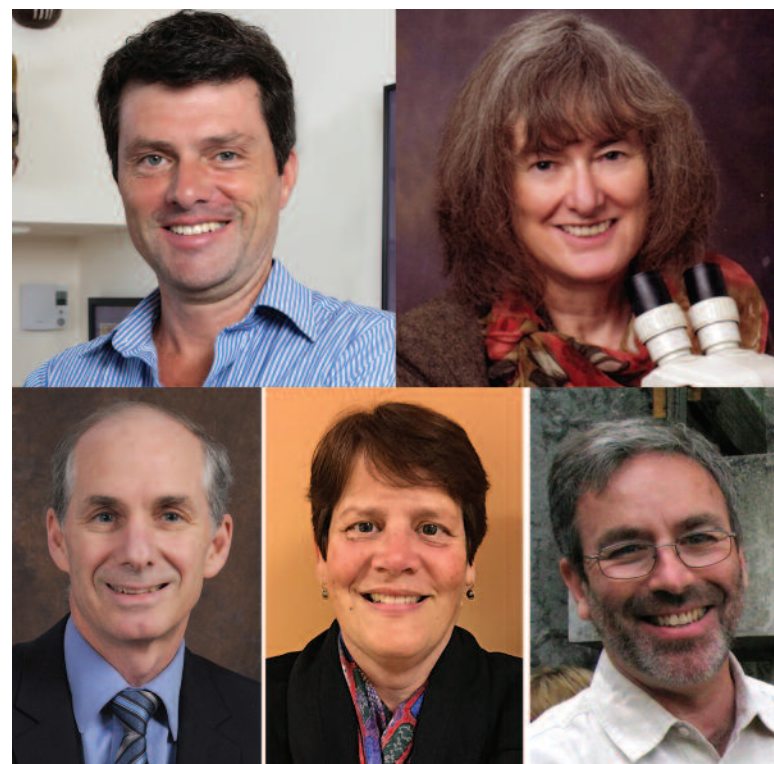
"As one of Canada's leading research-intensive universities, the quality of faculty nominations for these prizes serves as a testament to the important and impactful research taking place across all faculties here at Queen's," says Steven Liss, Vice-Principal (Research). "The five faculty members who will receive this year's prizes are internationally-recognized researchers who have made significant and important contributions to their disciplines and continue to conduct research at the cutting-edge of their respective fields. My sincere congratulations to each of them."

## Gauvin Bailey (Art History and Art Conservation)

A world-renowned expert in the arts and architecture of early Modern Europe, Latin America, and colonial Asia, Dr. Bailey is recognized as a leading expert on art and Catholicism, especially art of the Jesuit missions. He was the first researcher to undertake a systematic study of these styles in Asia and relate them to Latin America. His research examines the art of different regions in new ways, using multidisciplinary methodologies to pursue the viewpoint of non-European cultures.

## James R. Cordy (School of Computing)

As software systems continue to take on larger and more complex tasks – such as vehicle safety systems that can keep your car in its lane – the code necessary to control them grows more complex as well. Dr. Cordy's research has led to the development of meth-



The Prize for Excellence in Research has been awarded to five Queen's professors for 2016. The recipients are, clockwise from top left: Gauvin Bailey (Art History and Art Conservation); Virginia Walker (Biology); James R. Cordy (School of Computing); Janet Hiebert (Political Studies); and Steven Vanner (Medicine).

ods and tools that make the management of today's large software code bases possible. His work has been used to safely make systematic modifications to large code bases – notably used by Canadian banks to solve the Year 2000 (Y2K) problem – and for identifying trouble spots in other complex programs. His work is used in industrial and academic settings around the world.

## Janet Hiebert (Political Studies)

An internationally-celebrated scholar of the Canadian Charter of Rights and Freedoms, Dr. Hiebert is the foremost authority on how bills of rights influence Westminster parliamentary democracy. Hiebert has published nine books, 20 peer-reviewed articles, and 20 book chapters. Her expertise has led to invitations to provide briefs, advice, and expert testimony for governments in Canada, the United Kingdom, Australia, and New Zealand, as well as the International Bar Association.

## Stephen Vanner (Medicine)

Recognized for his innovative research into the causes of, and treatments for, the pain associated with irritable bowel syndrome, Dr. Vanner has made a tremendous impact on both his field and the research environment here at Queen's. He has led the growth of the Gastrointestinal Diseases Re-

search Unit (GIDRU), in addition to his leadership role serving as Deputy Head of the Department of Medicine. Dr. Vanner is recognized by his colleagues and peers as a scientific and research mentor, as well as his prominence as a leader in academic gastroenterology on the national front.

## Virginia Walker (Biology)

A prolific researcher with an international reputation, Dr. Walker has contributed more than 150 publications to top science journals in her nearly 40-year academic career. Not limited to one area of inquiry, her research includes the full range of biology from cell and molecular biology, physiology, ecology and evolution and she has worked on mammals, plants, insects and most recently fish. Her excellence in research is only surpassed by her exceptional contribution to teaching where she has won the Queen's Alumni Excellence in Teaching Award, Departmental Teaching Award, TVO Lecturer of the year "Top10", and Queen's University Graduate Teaching Award.

In addition to receiving their prize at this year's fall convocation ceremonies, the winners will also present public lectures in 2016. More information on the public lectures will be made available closer to the date.

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UNIVERSITY COMMUNICATIONS

Donald Dean, Manager, Queen's Postal Services, has been inducted into the World Drum Corps Hall of Fame for his dedication to recruiting, training, and organizing events and competitions.

## Drum corps 'labour of love' for postal manager

BY ANITA JANSMAN, SPECIAL TO THE GAZETTE

Donald Dean's passion for drumming began as a boy on a set of plastic bongo drums, a gift from his brother. He found a pair of drumsticks and "pulverized those bongo drums."

That was more than 50 years ago and since then, the Queen's manager of postal services and distribution has rarely stopped drumming and finding ways for others to beat out a rhythm on the drums.

In September in Rochester, N.Y., his dedication to the art that he loves so much was honoured with an induction into the World Drum Corps Hall of Fame. The tribute recognizes his work with the local Kingston Grenadiers Drum & Bugle Corps, an organization he was influential in shaping and building to competition level.

Founded in 1976, the World Drum Corps Hall of Fame honours the people and organizations that have contributed to the development and excellence of drum

corps. Mr. Dean was chosen in the administrative category, which recognizes his long-term commitment to recruiting, training, and organizing events and competitions.

Mr. Dean's first experience with drum corps was in 1966, as a member of the short-lived Centennials, a band put together by the Kiwanis Club. He was 11-years-old and he never looked back.

In 1969, he joined the Grenadiers and found a kindred spirit in music teacher David Orser (and former Queen's Bookstore employee). Mr. Dean and Mr. Orser had a vision for the Corps.

"We looked at ways to improve the Grenadiers, to grow it and bring it to competition level," he says. "In 1998 I told myself, I'm going to stick with this until we get into the top 10."

Mr. Dean's dogged determination and personal commitment through the years led to some impressive results. Mr. Dean saw the Grenadiers place in the top 10 between 1998 and 2005, the longest such run for any Canadian drum

corps in the history of that level of competition.

In 2004, the Grenadiers won the world championship, a huge achievement in an extremely competitive field of mostly large and well-funded American competitors. "Their budgets are about \$1 million, ours is around \$100,000," he says.

Although he is still involved with the Grenadiers, Mr. Dean doesn't perform with them anymore. He is president but really acts as a consultant and administrator.

Mr. Dean has worked at Queen's since 1983. At age 61, Mr. Dean applies the same level of professionalism and dedication to Queen's Postal Services as he has to the Grenadiers. His organization, management, and human resources skills have all been directly influenced by his work with the Grenadiers.

Despite all his accomplishments with the Corps, Mr. Dean remains humbled by the induction into the Hall of Fame. "I still don't know how it happened," he says. "It's always been a labour of love."

## Pension plan AGM set for Dec. 2

BY COMMUNICATIONS STAFF

The annual meeting of the Queen's Pension Plan will be held at 1 pm on Friday, Dec. 2, in Humphrey Hall Auditorium.

All plan members, including

retirees, are invited to attend.

One of the plan's investment counsellors, its actuarial consultant, and members of Pension Committee are scheduled to be present at the meeting to answer any questions. Members will also

be given the opportunity to raise other matters relating to the Queen's Pension Plan that may be of concern.

For more information, please contact the Pension Services unit of Human Resources at 32070.

## throughthelens



Kingston and the Islands MP Mark Gerretsen answers a question during a 2017 budget consultation session at Queen's University on Wednesday, Nov. 9, as Francois-Philippe Champagne, Parliamentary Secretary to the Federal Minister of Finance, looks on.



UNIVERSITY COMMUNICATIONS

Queen's students and faculty members attend a 2017 budget consultation session hosted by Parliamentary Secretary to the Federal Minister of Finance Francois-Philippe Champagne and Kingston and the Islands MP Mark Gerretsen.



Dean of the Faculty of Law Bill Flanagan opens the 2017 federal budget consultation session held in Robert Sutherland Hall on Wednesday, Nov. 9.



## eventscalendar

### Wednesday, Nov. 23, 2:30-4 pm Teaching Development Workshop Series

Providing Effective Feedback on Student Writing Facilitated by: Susan Korba, Writing Centre; and Launa Gauthier, Centre for Teaching and Learning. In this session, we will discuss expectations around marking written assignments (those of teachers and of students) and explore strategies for responding to student writing that will result in fair and consistent grading and specific and useful feedback.

### Wednesday, Nov. 23, 4-5:30 pm Truth and Reconciliation Commission Task Force Consultation Meeting

This is the fifth and final meeting and will focus on Awareness and Climate. Isabel Bader Centre for the Performing Art, Rehearsal Hall.

### Thursday, Nov. 24, 5-6 pm Basmajian Award Presentation to Dr. Amer Johri

Dr. Amer Johri from the Department of Medicine, recipient of the Faculty of Health Sciences "Mihran and Mary Basmajian Award for Excellence in Biomedical/Health Research", will be presented with his award and provide a public lecture. Everyone is welcome! Botterell Hall Room: B139.

### Friday, Nov. 25 & Monday Nov. 28, 8:30 am-Noon Quiet Writing Time for Faculty

The Office of the Vice-Principal (Research), in partnership with the Queen's University Library, is pleased to offer communal space for quiet writing on a monthly basis to Queen's faculty and post-docs. To help us monitor interest in the program, registration is requested. Peo-

ple are welcome to bring coffee and snacks into the space. Joseph S. Stauffer Library, Alan G. Green Fireplace Reading Room.

### Friday, Nov. 25, 2:30-4:30 pm Cultural Studies Graduate Program: Open House

Open to all prospective MA and Phd students. Join us in Mac-Corry B176 to: Learn about Cultural Studies as an academic field; Find out about our MA and PhD programs; Meet our faculty and students; Enjoy light refreshments. We welcome students from all disciplines.

### Sunday, Nov. 27, 7:30-9 pm Festival of Carols

Start off the Christmas season with this 71-year-old Queen's tradition. This community carolling concert features performances by All the Queen's Men, the Caledonias, and the Festival of Carols Choir. This is an opportunity for students, faculty, alumni, and the Kingston community to sing carols, de-stress, and celebrate the season! The concert sing-along is followed by a reception with yummy treats! Admission is free, but donations to the foodbank are encouraged. Grant Hall.

### Tuesday, Nov. 29, Noon-1 pm Aboriginal Teachings: Wholistic Healing

Every experience we have in our lives is Wholistic in nature. Learn more about the traditional understanding of Wholistic healing on Turtle Island, through the concepts of Spirit, Nature, Intellect, and Character. The wolf and the deer will help guide us on a journey of self-understanding and healing. This is a one-hour Lunch & Learn session (food is not provided so please bring your

own lunch. Four Directions Aboriginal Students Centre.

### Tuesday, Nov. 29, Noon-1:15 pm Centre for International & Defence Policy Speaker Series

Tabasum Akseer, Doctoral Research Fellow, will speak on "Understanding the impact of surveillance, immigration and national security policies on Canadian Muslim men." Co-sponsored with WIIS-Canada, a 16 Days of Activism Against Gender-Based Violence Campaign event. Robert Sutherland Hall Rm 448.

### Tuesday, Nov. 29, 4:30-5:30 pm School of Rehabilitation Therapy presents 2016 Rio Paralympic Chief Therapist Nancy Botting

Presenting Chief Therapist for Team Canada at the 2016 Rio Paralympic Games, Nancy Botting (Queen's PT'92), the first speaker in the School of Rehabilitation Therapy's 50th An-

niversary Speaker Series. Nancy shares her professional journey, beginning as a Queen's athlete and student in Physical Education and Physical Therapy who dreamed of working with Canada's Olympic athletes. RSVP by Friday, Nov. 25th to: cheryl.descent@queensu.ca.

### Wednesday, Nov. 30-Sunday, Dec. 4 Big Book Sale

Leaf through The Agnes Etherington Art Centre's wide array of pre-loved books for rare finds and special bargains. From vintage art history texts and challenging visual culture publications to your favourite popular fiction, we have it all. Pick up a plant and mug to enhance the reading pleasure. Beautiful Agnes catalogues will also be available at a deep discount of 50%. Don't miss out! Funds raised through this sale will support Graduate Visual Culture Association activities and gallery programs.

### Monday, Jan. 2, Noon Stephanie Deutsch's 100th Birthday

The Queen's Women's Associates (QWA) is celebrating the 100th birthday of Stephanie Deutsch, wife of former Queen's Principal John Deutsch, on Jan. 2 at noon at the University Club on Stuart Street. Guests will be served a full-course lunch and be regaled with Stephanie's many reminiscences. To secure your seat at this historic event, mail a cheque for \$45 to QWA, 144 Albert St., Kingston ON K7L 3V2, Attn Liz Griffiths by Dec. 23. This amount includes \$40 for the lunch and \$5 for the Stephanie Deutsch Bursary Fund for Queen's students.

If you have an upcoming event, you can post it to the Calendar of Events at [queensu.ca/eventscalendar/](http://queensu.ca/eventscalendar/) or contact [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca).

### ACROSS

- 1) \_\_\_ mater
- 5) Academy newbie
- 10) Pet with green "hair"
- 14) Having little fat
- 15) Mary of "The Maltese Falcon"
- 16) Brinker with the skates
- 17) Mormons
- 20) Emulate a skunk
- 21) Express disapproval of
- 22) Have a sudden inspiration?
- 25) "Silas Marner" novelist George
- 26) Public speakers' places
- 30) Line from the heart
- 33) "I knew it all \_\_\_!"
- 34) Cuckoo clock feature
- 35) T, in Athens
- 38) Some handy homeowners
- 42) "Mayday!" cousin
- 43) Congers
- 44) "Sesame Street" resident
- 45) Broccoli bit
- 47) Accomplishments
- 48) Between ocean shores
- 51) Sitcom legend Dick Van \_\_\_
- 53) Clinton daughter
- 56) Causing the willies
- 60) How many bills are paid
- 64) "What \_\_\_ can I say?"
- 65) Carpenter or lumberjack, at times
- 66) Adolescent's outbreak
- 67) Rank, in tournaments
- 68) Square-jawed detective
- 69) Respectful address to a lady

### DOWN

- 1) "\_\_\_ together, now!"
- 2) Grassy grazing expanses
- 3) Damon of Hollywood
- 4) Not behind?
- 5) Coat for frigid weather
- 6) Mind-altering drug
- 7) Approx. for a landing
- 8) Harrelson on "Cheers"
- 9) Scottish Gaelic
- 10) Like sweater weather
- 11) Vietnam's capital
- 12) Preface, essentially
- 13) Selling point
- 18) Interlock, as gears
- 19) Impersonator
- 23) More melancholy
- 24) Emulated a hungry lion
- 26) Dog's "dogs"
- 27) Margarine substitute
- 28) Buck fanciers
- 29) Squid squirt
- 31) Cuddly warm
- 32) Be wrong
- 35) Telephone sound
- 36) Desert descriptor
- 37) Swiss Army knife's array
- 39) Keanu in "The Matrix"
- 40) Turn in coupons
- 41) Fury
- 45) Like a billiard table and some hats
- 46) Eyelid unit
- 48) Ultimate heights
- 49) Oar fulcrum
- 50) Reasoning ability
- 52) Presidential contender of 2004
- 54) Eden-to-Nod direction
- 55) Way, way off
- 57) Travel
- 58) Andean civilization
- 59) Italy's volcano
- 61) "Up, up and away" defunct airline
- 62) Common Market initials, once
- 63) Alter a skirt, in a way

### YEARLY CHECKUP

By Timothy E. Parker

1	2	3	4	5	6	7	8	9	10	11	12	13
14				15					16			
17				18					19			
	20					21						
				22		23	24		25			
26	27	28	29		30		31	32				
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60						61	62					63
64					65				66			
67					68				69			

1		6				2		5
		7	3		6		1	
		3		5				9
			2	9	5			
5		2	8	1	3			
	7		5					8
6				3	1			
			7			5		

A number may not appear twice in the same row or in the same column or in any of the nine 3x3 subregions.



## National gold for Sumner

BY COMMUNICATIONS STAFF

Claire Sumner captured the gold medal at the U Sports Cross Country national championship Saturday in Quebec City.

Sumner pushed hard late and passed her teammate Julie-Anne Staehli, who led for most of the race, in the final kilometer. Sumner crossed the finish line in a time of 21:09.3 to finish first. Staehli hung on to take 10th place in a time of 21:50 to claim a spot on the All-Canadian team. Sumner also was named the U Sports MVP as the top runner.

Staehli made history for Queen's as she concludes her Gaels career as a five-time All-Canadian becoming the first Queen's student to accomplish the feat.

As a team the women claimed a national silver medal. Beatrice Cigagna, Shannen Murray and Lindsay Kary rounded out the Gaels scorers finishing 20th, 21st



Claire Sumner of Queen's University crosses the finish line to win the U Sports Cross Country national championship Saturday in Quebec City.

and 30th respectively.

The men's team finished eighth overall. Eric Wynands led

the way for Queen's finishing 27th in a time of 31:44.4. Rounding out the Gaels top five were

Mark Schmidt in 30th, Rob Kanko in 41st, Joey Stel in 59th and Kevin Azocar in 70th.

### fittips

#### Take a break

When you plough through lunch sitting at your computer, your brain doesn't get a chance to switch off, and regroup. The result – an afternoon characterized by foggy thinking, tiredness and diminished productivity. Do more for yourself and your work by getting out of the office at lunchtime, it can make a difference.

Lower your stress & check off your "to do list": Using your hour wisely to eat well, and complete a few errands will leave you feeling less stressed, and in control of your to-do list.

Get more done in a day: Stepping away at lunch can help your brain fire on all cylinders. Returning to work, you'll feel invigorated and refueled, ready to take on the afternoon's challenges.

Make a difference to your work and home life, take time away from your desk and enjoy a break today!

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## HRupdate

### Vacation policy reminder

BY COMMUNICATIONS STAFF

Queen's Human Resources reminds staff that they must use up their outstanding vacation balance by Dec. 31, 2016, in preparation for a new policy and procedures that come into effect January 2017.

The university is aiming to have vacation balances eliminated or nearly eliminated by Dec. 31, 2016, which requires all timekeeping for 2016 to be completed prior to December payroll cut-off. Human Resources reminds managers and timekeepers that payroll cut-off in December is earlier than it is in other months; all 2016 timekeeping must be completed by no later than 4:30 pm on Dec. 2.

If operational requirements don't allow for staff to use their vacation by the end of 2016, carryover may be approved, provided there is a transition plan in place that outlines how and when outstanding vacation balances will be eliminated.

"Over the past year and a half, Human Resources has worked diligently with managers to prepare for the transition to new vacation policy and procedures that are transparent, fair, and consistent," says Heather Shields, Director and Counsel, Employee and Labour Relations. "We will continue to reach out and assist managers in those departments that are still carrying high balances and/or have not contacted Human Resources to discuss their departments' balances."

The new policy and procedures simplify how staff earn and take vacation. Previously, staff would earn vacation from July 1 to June 30, and

take that vacation from Jan. 1 to Dec. 31 the following year. Under the new policy, vacation will be both earned and taken in the same calendar year. Human Resources has posted a list of commonly asked questions regarding the new policy on its website.

Human Resources is also reminding department heads or designates that they are responsible for ensuring that vacation taken by staff is entered into the Human Resources PeopleSoft (HRPS) system on a monthly basis by the departmental timekeeper, prior to payroll cut-off dates.

"We understand that many departments have their own methods for requesting and reporting time away; however, HRPS is the university's central time reporting record, and so time must be entered in there even if it is also entered into another program," Ms. Shields says.

Human Resources will be holding three information sessions for managers to review the new policy and procedures, and to answer any questions managers may have. These sessions will take place:

- Wednesday, Nov. 23, 10–11:30 am, Mackintosh-Corry Hall, B176 Lecture Theatre

- Thursday, Dec. 1, 2–3:30 pm, Mackintosh-Corry Hall, B176 Lecture Theatre

- Tuesday, Dec. 6, 2:30–4 pm, Mackintosh-Corry Hall, B176 Lecture Theatre

Managers or staff can also contact their Human Resources adviser if they have questions or concerns. The policy and its accompanying procedures can be reviewed on the University Secretariat website.

sions, where staff and faculty were provided with a comprehensive overview of the Queen's Employee Benefits Plan, including commentary on how Queen's current plan compares to plans at other large employers. The sessions were well-attended, with approximately 600 employees attending the various sessions.

The PowerPoint slides from the education sessions with audio narrative are available on the HR website for employees who wish to view them again and for those who were unable to attend.

For more information, please email Diane Pointer at [diane.pointer@queensu.ca](mailto:diane.pointer@queensu.ca) or call ext. 74173. Questions about the project can be sent to [benefits.project@queensu.ca](mailto:benefits.project@queensu.ca).

### Share your opinion about employee benefits

BY COMMUNICATIONS STAFF

Human Resources (HR) encourages staff and faculty to complete a confidential survey about employee benefits. The survey is part of a comprehensive review of the Queen's Employee Benefits Plan.

HR has sent the survey to all Queen's employees who are eligible for insured benefits. The survey will remain open until Dec. 2. The content for the survey was developed in partnership with the Multi-Employee Group Employee Benefits Committee, which is comprised of participants from university employee groups and the university's benefits consultant, Mercer.

The survey was preceded by a number of employee education ses-

## fortherecord

### Headship Search Committee, Department of Family Medicine

In accordance with the Senate document governing the Appointment of Clinical/Academic Department Heads that was approved on March 26, 2009, the Provost and Vice-Principal (Academic) of Queen's University and the Chief Executive Officers of Hotel Dieu Hospital, Kingston General Hospital and Providence Care have established a joint Search Committee to provide advice on the Headship and the present state and future prospects of the Department of Family Medicine.

The composition of the Committee is:

- Dr. Catherine Donnelly-Associate Professor, School of Rehabilitation Therapy

- Mr. Christopher Gillies-Director, Medical Affairs, Kingston General Hospital

- Dr. Michael F. Fitzpatrick-Chief of Medical & Academic Affairs and Chief of Staff, Hotel Dieu Hospital

- Dr. Benjamin Frid-Resident representative, Department of Family Medicine

- Dr. Lindsey Griffith-Resident representative, Department of Family Medicine

- Dr. Karen Hall-Barber-Associate Professor, Department of Family Medicine

- Dr. John Leverette (co-chair)-Vice-President, Medical and Academic Programs, Providence Care

- Mr. Allen McAvoy-Manager, Strategic Relations & Planning, Department of Family Medicine

- Dr. Wei-Hsi Pang-Assistant Professor, Department of Family Medicine, Site Director, Lakeridge Health

- Dr. Richard K. Reznick (co-chair)-Dean, Faculty of Health Sciences

- Dr. Graeme Smith-Head, Department of Obstetrics & Gynaecology
- Ms. Cathy Szabo-President and CEO, Providence Care

- Dr. Richard Van Wylick-Associate Professor, Department of Paediatrics
- Dr. Brent Wolfrom-Asst. Professor, Department of Family Medicine

- Dr. David T. Zelt-Executive Vice President and Chief of Staff, Kingston General Hospital

- Ms. Andrea Sealy (Secretary) Senior Staffing Officer, Faculty of Health Sciences

Faculty, staff, students, residents and all other members of the Hospital and University communities, are invited to submit their comments, in writing, on the present state and future prospects of the Department as well as the names of possible candidates for the Headship and the reasons for supporting each nominee. Written submissions are to be directed to the co-chairs c/o Andrea Sealy, Faculty of Health Sciences, Macklem House, 18 Barrie St., Queen's University, Kingston, Ontario, K7L 3N6 and electronic submissions can be forwarded to [andrea.sealy@queensu.ca](mailto:andrea.sealy@queensu.ca). While

submissions will be accepted throughout the search process, it will be advantageous for the Committee to have them early on. Please note that committee members are required to maintain confidentiality regarding the Committee's deliberations and comments, which are shared with committee members, are also confidential. Anonymous submissions will not be considered.

### Call for nominations

Nominations are requested for the following positions:

#### Senate

- 1 Staff member (3-year term commencing September 1, 2017)
- Faculty/Librarian/Archivist member (3-year term commencing September 1, 2017)

#### Board of Trustees

- 1 Staff member (3-year term commencing June 1, 2017)
- 1 Faculty/Librarian/Archivist member (3 month broken term of service from March 1, 2017 until May 30, 2017 and then transitioning to 3-year term commencing June 1, 2017)

Nomination forms and information about eligibility and the nomination process are available online at [queensu.ca/secretariat/elections](http://queensu.ca/secretariat/elections) or by contacting the University Secretariat at 613-533-6095.

Nominations must be received at the University Secretariat, F300 Mackintosh-Corry Hall by 4 pm on Friday, Dec. 9, 2016.

## humanresources

### Job postings

Details regarding job postings – internal and external – can be found at [queensu.ca/humanresources/jobs](http://queensu.ca/humanresources/jobs). Applications for posted positions are accepted by email only to [working@queensu.ca](mailto:working@queensu.ca) before midnight on the closing date of the competition.

■ **Competition:** 2016-405

**Job Title:** Associate Director, Business Development (Toronto)  
**Department:** Smith School of Business, Business Career Centre  
**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment. Please note this position is located in Toronto.

**Closing Date:** 30-Nov-2016

■ **Competition:** 2016-397

**Job Title:** Governance Officer  
**Department:** University Secretariat and Legal Counsel

**Hiring Salary:** \$50,909 (to be prorated) (Salary Grade 7)

**Hours per Week:** 21

**Appointment Terms:** Continuing Appointment (working 60% time)

**Closing Date:** 27-Nov-2016

### Successful Candidates

■ **Job Title:** Safety Desk Team Leader  
**Department:** Canadian Clinical Trials Group  
**Competition:** 2016-126/2016-R012  
**Successful Candidate:** Virginia Steele

■ **Job Title:** Events Coordinator (USW Local 2010)

**Department:** Faculty of Education  
**Competition:** 2016-318

**Successful Candidate:** Hailey Murphy

■ **Job Title:** Assistant, Football Operations & Community Engagement

(USW Local 2010)

**Department:** Athletics and Recreation  
**Competition:** 2016-278

**Successful Candidate:** Withdrawn

■ **Job Title:** Total Compensation Analyst  
**Department:** Human Resources

**Competition:** 2016-271

**Successful Candidate:** Danielle des Tombe

■ **Job Title:** Junior Machinist (CUPE Local 254)

**Department:** Department of Mechanical and Materials Engineering

**Competition:** 2016-272

**Successful Candidate:** Patrick Given

### PUZZLE SOLUTIONS

1	4	6	9	7	8	2	3	5
9	5	7	3	2	6	4	1	8
8	2	3	1	5	4	6	7	9
7	1	4	2	9	5	8	6	3
5	6	2	8	1	3	7	9	4
3	9	8	6	4	7	1	5	2
4	7	9	5	6	2	3	8	1
6	8	5	4	3	1	9	2	7
2	3	1	7	8	9	5	4	6

YEARLY CHECKUP By Timothy E. Parker

A	L	M	A	P	L	E	B	E	C	H	I	A		
L	E	A	N	A	S	T	O	R	H	A	N	S		
L	A	T	T	E	R	D	A	Y	S	A	I	N	T	S
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P	O	D	I	A	A	R	T	E	R					
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C	H	E	L	S	E	A								
M	O	N	T	H	A	F	T	E	R	M	O	N	T	H
E	L	S	E	S	A	W	E	R	A	C	N	E		
S	E	E	D	T	R	A	C	Y	M	A	A	M		





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[gogaelsgo.com/membership](http://gogaelsgo.com/membership)