BOUND BY FRIENDSHIP

During a special Senate meeting on Tuesday, March 7 recognizing the 175th anniversary of the first class starting at Queen’s, Janice Hill, Director of Four Directions Aboriginal Student Centre, presented Principal Daniel Woolf with a friendship wampum on behalf of the clan mothers at Tyendinaga and the Grandmother’s Council in Kingston. On Tuesday March 21, the Truth and Reconciliation Task Force at Queen’s will release its final report, containing recommendations that address federal calls to action and broader themes at the university of relationship-building, changing perspectives and policy, and promoting an awareness of the rights, histories, and contemporary issues of Indigenous Peoples. More stories and photos on pages 2-4.
Recognizing the past and future
Commitment to building good relations with Aboriginal Peoples and creating meaningful change on campus renewed

BY COMMUNICATIONS STAFF

A special Senate meeting recognizing the 175th anniversary of the first class starting at Queen’s University took on extra meaning Tuesday, March 7.

In his address to Senate, Principal Daniel Woolf acknowledged Queen’s presence on the traditional lands of the Haudenosaunee and the Anishinaabe Peoples. He also reiterated the university’s commitment to building good relations with Aboriginal Peoples and creating meaningful change on campus.

“For too long, our country’s mistreatment and segregation of Indigenous Peoples has been hidden from view, only to perpetuate and contribute to their suffering. To move forward in healing, we must acknowledge Queen’s own history as an institution that participated in a colonial tradition that caused great harm to Indigenous Peoples,” said Principal Woolf, who also chairs Senate.

On Tuesday March 21, the Truth and Reconciliation Task Force will release its final report, which will contain recommendations that address federal calls to action and broader themes at the university of relationship-building, changing perspectives and policy, and promoting an awareness of the rights, histories, and contemporary issues of Indigenous Peoples. Principal Woolf told Senate that he is committed to dedicating the time and resources required to ensure the long-term sustainability of the recommendations.

“The Queen’s community can and must change the narrative,” he said. “By taking steps to ensure that Indigenous histories are shared, recognizing that all students can benefit from Indigenous knowledge, and by creating culturally validating learning environments, we can begin to reduce barriers to education and create a more welcoming, inclusive, and diverse university.”

The special Senate meeting began with a traditional Mohawk-language opening by Nathan Brinklow, a lecturer in the Department of Languages, Literatures and Cultures. Mr. Brinklow presented Principal Woolf with a friendship wampum on behalf of the Clan mothers at Tyendinaga and the Grandmother’s Council in Kingston.

“By taking steps to ensure that Indigenous histories are shared, recognizing that all students can benefit from Indigenous knowledge, and by creating culturally validating learning environments, we can begin to reduce barriers to education and create a more welcoming, inclusive, and diverse university.”

— Principal Daniel Woolf

and the Grandmother’s Council in Kingston. The wampum belt will be placed at the head table at every Senate meeting as a reminder that Senate meetings take place on traditional Anishinaabe and Haudenosaunee Territory. The Whispering Wind Drum Group also performed a traditional honour song.

Following the principal’s statement, Queen’s Senate approved the naming of March 7 as “First Class Day.” At the first Senate meeting on March 7, 1842, 12 students were presented to Senate for consideration for matriculation.

Paul Baniﬁeld, University Archivist, presented a short history of Queen’s Royal Charter.

Changes for connecting from off-campus

BY COMMUNICATIONS STAFF

As part of the ongoing effort to ensure and improve the university’s IT security, Queen’s is re-stricting remote access to campus networks.

Universities are increasingly being targeted by malicious at-tacks involving cybercrime. Recent attacks at Carleton University and the University of Calgary demonstrate that current IT security measures must continually be heightened.

As a result, the university is introducing steps designed to reduce the number of unauthorized access attempts to Queen’s systems.

Beginning March 21, the changes will affect users who access resources from off campus, including:

• Remote desktop services, including Windows Remote Desktop (RDP), Apple Remote Desktop, Virtual Network Computing (VNC), and XWindows
• Telnet
• Off-campus printing

After March 21, in order to connect remotely, users will need to use either the Remote Desktop Gateway (RDG) or Queen’s Virtual Private Network (VPN). If you do not follow these procedures, access will be denied.

“Cybersecurity is a top priority for Queen’s. We’re constantly looking to enhance our security measures in order to protect your networks and your data,” says Bo Wandschneider, CIO and AVP.

“Restricting remote access to one of these two methods reduces the amount of unauthorized access attempts to campus resources, which means everyone, and their data, benefits.”

How to connect remotely after March 21

To ensure that your remote access remains uninterrupted, you can follow the step-by-step tutorials on the ITS website:

• Remote Desktop Gateway: queensu.ca/its/managed-services-windows/remote-desktop-gateway/tutorials
• Queen’s Virtual Private Network: queensu.ca/its/networks/virtual-private-network-vpn/tutorials

ITS encourages all users ensure their devices are properly configured to use either the RDG or Queen’s VPN prior to March 21 in order to avoid access being interrupted. If you are having trouble configuring your device, contact the ITSC at 613-533-6666.

For an extensive list of the ports that will be closed on March 21, please visit the restricted networks page at wiki.queensu.ca/display/CSP/Restricted=Network+Ports and log in with your NetID and password.
Raising awareness and support for Aboriginal students

BY ANDREW CARROLL, GAZETTE EDITOR

Steve Tresierra is working to promote Aboriginal awareness and support for Aboriginal students at Queen’s. Being one of three student representatives on the university’s Truth and Reconciliation Commission Task Force, he provided him with another opportunity to assist in the ongoing reconciliation process. Currently in his second year at the School of Medicine, Mr. Tresierra first arrived at Queen’s for his undergraduate studies and played on the men’s varsity hockey team. However, after his second year of undergrad he transferred to UBC-Okanagan to be closer to the Whispering Pines Band and to re-establish his connection to his Indigenous heritage and the land. Mr. Tresierra returned to Queen’s after earning his Bachelor of Science.

“When I came back to Queen’s I wanted to be more involved with the Aboriginal community in Kingston and its surrounding area, so I signed up for various projects like the TRC Task Force,” he says. “The TRC Task Force seemed like a great way to help the university build on its existing Aboriginal programs and initiatives. I was already involved in many of the Aboriginal initiatives developed by the School of Medicine and wanted to know what was happening across campus.”

During his first year of medical school, he was appointed Local Officer of Indigenous Health for the Global Health Committee, providing him the opportunity to promote Aboriginal and Indigenous health in the curriculum.

Mr. Tresierra was also part of a team that developed an online learning module, which focuses on the history and culture of Indigenous peoples. The module educates medical students using fictional stories of Indigenous patients they might have to treat while at the same time providing a better understanding of colonial impact, residential schools, and the effects of intergenerational trauma.

First-year students also received cultural safety training facilitated by the Four Directions Aboriginal Student Centre. Access is another area of interest for Mr. Tresierra, who played an instrumental role in developing a mentorship program that supports Aboriginal students through the application process.

“One of the things I did as the local officer along with another colleague, was we created a mentorship program that was designed for Aboriginal students who had applied to the Queen’s School of Medicine and had received an interview,” he says. “If they wanted to participate in the program, they would contact us and we would connect them with a current medical student so that they could learn about the interviews, how to prepare and what to expect at Queen’s.”

As a member of the TRC Task Force, he wanted to build upon the foundation that has already been created at the university. The impact, he is sure, will be felt at the university and beyond.
Self-exploration as an Aboriginal student

BY WANDA PRAAMSMA, SENIOR COMMUNICATIONS OFFICER

Like many students, Vanessa McCourt (Arts'02) found her first year at Queen’s unsettling. She was homesick, and it took her a while to find a niche, a community of peers she connected with.

Ms. McCourt, who is a Mohawk from Tyendinaga with Irish ancestry as well, began visiting Four Directions Aboriginal Student Centre in her second year. She started to feel a sense of belonging – the centre felt comfortable and the staff and other students were easy to talk with.

“I had a really difficult time during that first year, and that’s why, now in my role as Aboriginal adviser at Four Directions, I am able to empathize with the students who come in. I tell them, ‘yes, it is hard, I’m not going to lie, but you do get through it. You find your footing, your friends, your community,’” she says.

Ms. McCourt grew up on the Tyendinaga territory and connected to her Aboriginal ancestry more through practices and traditions at school than at home. At Queen’s, she found a path for her-
terestions at school than at home. At

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nercy for the Queen’s Truth and Reconciliation Commission Task Force, on which Ms. McCourt served over the past year. Several of the task force’s recommendations specifically ad-

ress the need for a central space
devoted to Indigenous activities and the celebration of Indigenous traditions, and enhancing and promoting inclusive learning and community spaces on campus.

“I think there is a lot of meaningful work happening that is helping to move the university forward. It is really good work that is getting people thinking about the history and cultures, and about indigenizing campus space,” says McCourt. “My worry is that after the report is done, it will just sit there. I hope that doesn’t happen. I hope this has energized people.”

For Ms. McCourt, it’s crucial to have a centralized administrative unit dedicated to Indigenous pro-

gramming and curriculum develop-

ment, activities, and student support. “Everything feels a bit disjointed right now. A more integrated centre that infuses Four Directions with the faculty and cur-

riculum would help to get everyone on the same page.”

After graduating from Queen’s, Vanessa McCourt would eventually return to the university as an advisor at the Four Directions Aboriginal Student Centre. For the past year she has served as a member of the Queen’s Truth and Reconciliation Commission Task Force.

Self-exploration and identifying as Aboriginal

Ms. McCourt says her experi-

ence is pretty common at Queen’s – there’s a hesitation and shyness at first, but later, students feel an opening, and for many, campus becomes the first place where they fully explore their heritage and begin to identify as Aboriginal.

“At first, there is a real reluctance to self-identify, because many don’t want to be the Aboriginal spokesperson, especially in their classes. That was the case with me and I see it still with stu-

dents I speak with at the centre. You feel like the spotlight goes on you, and everyone looks at you and asks you all these questions.

“But it is a time of self-exploration, and many feel safe at Four Directions and start to feel com-
fortable talking about their identity and their background,” says Ms. McCourt, adding that for many, Four Directions is a place where they can connect with each other through the cultural teachings, ceremonies, and feasts (food is always a draw, she says, laughing).

After finishing her Queen’s de-

gree in sociology and health stud-

ies, Ms. McCourt worked in vari-

ous positions in health care and child services in the Toronto and Kingston areas (both Indigenous-focused and not), but says she always felt drawn back to working with Aboriginal students. As a staff member, Four Directions is still that safe place where she can be herself completely and help others at the same time.

“I’ve always had a strong posi-
tive identity, grounded in Mo-

hawk traditions, and I think that comes a lot from growing up on reserve,” she says. “I see many urban Aboriginal students now who don’t have the positive Aboriginal identity, because they have not been fully surrounded by the tra-

ditions and people who have that background.”

TRC Task Force and a central Indigenous space

Providing that safe place and creating a sense of belonging on campus, where Aboriginal stu-

dents feel comfortable, was an im-
portant facet of the work of the Queen’s Truth and Reconciliation Commission Task Force, on which Ms. McCourt served over the past year. Several of the task force’s recommendations specifically ad-

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The Queen’s Native Students Association (QNSA) hosted a series of outreach events during Indigenous Awareness Week (March 10-18), including a mass KAIROS blanket exercise (above), powwow bootcamp, discussions and screenings of documentaries on issues affecting Indigenous communities and a walk through campus to celebrate Indigenous presence, successes, and contributions to Queen’s.
Frailty network support renewed

BY ANNE CRAIG, COMMUNICATIONS OFFICER

An internationally-recognized research network focused on improving healthcare for an aging population has received renewal funding from the Government of Canada’s Networks of Centres of Excellence (NCE) program. Launched as an NCE in May 2012, Canadian Frailty Network (CFN) will receive $23.9 million in renewal funding for the next five years, matched by $30 million in contributions from 50 partners.

Hosted by Queen’s, CFN is a national initiative to improve the care of older Canadians living with frailty. Its goals are to increase frailty recognition and assessment, support new research and engage frail older people and their caregivers to improve decision making, and mobilize evidence to transform health and social care to meet the needs of the aging population.

“This Queen’s-led Networks of Centres of Excellence demonstrates the importance of the research at Queen’s and is evidence of how knowledge-mobilization can be done effectively and lead to a measurable impact,” says Daniel Woolf, Principal and Vice-Chancellor of Queen’s University.

For its second term, CFN has prioritized standardizing how frailty is identified and measured in various care settings, continuing to increase evidence on frailty to aid decision making, and mobilizing knowledge to catalyze change in care. Canada is a leader in frailty research but, despite this, the Canadian health care system has lagged behind other jurisdictions in applying what is known about frailty.

“Implementing standardized ways to identify and measure frailty will support comparisons between jurisdictions and identify variations in care, outcomes and healthcare resource utilization,” says John Muscedere, Scientific Director and CEO, CFN. “This can increase value from healthcare resources by avoiding under use and overuse of care. Informed by evidence, our goal is the right care, delivered in the right setting, as determined by older frail individuals with their families and caregivers.”

Over the past five years, CFN has had a number of successful outcomes:

• Pilot study of in-bed cycling as a rehabilitation intervention for older frail patients in the ICU has led to full study.

• A national partnership with the Canadian Foundation for Healthcare Improvement (CFHI) and Mount Sinai Hospital implemented elder-friendly models of care in 17 Canadian hospitals and an international hospital, and further collaboration is planned for Term 2.

• A study testing ICU screening for frailty has been rolled out across Alberta.

• ICU patients in Alberta are now screened for frailty: Promising feasibility study result has led to volunteer patient navigators for frail rural dwelling seniors being tested across Canada.

• CFN’s Interdisciplinary Program is the only one in Canada targeting frailty, and nearly 550 young scholars, students and trainees have developed enhanced specialized skills and knowledge to provide the best evidence-based care.

“The unique challenges posed by frailty require a shift in Canadian health policy and planning on a national level,” says Russell Williams, Chair, Board of Directors, CFN. Canada needs frailty assessment standards implemented across care settings; better frailty training for caregivers and healthcare professionals; and funding models to address the needs of older adults living with frailty.”

For more information, visit the Canadian Frailty Network website cfn-nce.ca.

Researchers awarded $4.5M in provincial funding

BY COMMUNICATIONS STAFF

The Government of Ontario announced more than $4.5 million in new infrastructure and research funding for four Queen’s researchers through the Ontario Research Fund – Research Excellence and Research Infrastructure programs.

Reza Moridi, Minister of Research, Innovation and Science, made the announcement Tuesday, March 14 at Queen’s, as part of a $77 million investment in research across the province. The grants will provide funding to support key research programs, as well as the operational and equipment acquisition costs associated with research that is leading-edge and transformative.

“The funding announced today highlights Queen’s record of sustained research excellence and demonstrates how our researchers are working to address crucial issues – such as renewable energy development – facing the province and the public at large,” says Queen’s Principal Daniel Woolf.

“We are grateful to the Government of Ontario for its continued investment in research and innovation at Queen’s and across the province.”

A leader in the field of energy and power electronics research, Praveen Jain (Electrical and Computer Engineering), the Canada Research Chair in Power Electronics, has received $4 million from the Ontario Research Fund – Research Excellence to develop small-scale, point-of-use photovoltaic (solar) power systems for residential use. Dr. Jain will lead a team of researchers from four Ontario universities in developing new technology to reduce cost and increase the efficiency, output, and reliability of residential solar systems. Dr. Jain was previously awarded funding from the Ontario Research Fund.

“Our government recognizes the importance of investing in our innovation ecosystem,” says Minister Moridi. “We are proud to support the researchers at Queen’s University who are working on transformative research that will help strengthen our province’s competitive edge.”

Geophysicist Alexander Braun (Geological Sciences and Geological Engineering) has received $280,000 to support the acquisition of a superconducting gravimeter – one of only 12 such devices in the world. The device will be used for monitoring fluid migration processes in oil, gas, and water reservoirs, to monitor mass changes in reservoirs, and to help mitigate environmental hazards related to extraction.

Psychology researcher Jason Gallivan (Psychology) has received $150,000 from the fund to support new infrastructure in the Memory, Action, and Perception laboratory (MAPlab). Dr. Gallivan’s research examines how a stroke or other neurological disorder can alter the perceptual, cognitive, and motor-related mechanisms of the brain.

In addition, physicist Ryan Martin (Physics, Engineering Physics, and Astronomy) has received a grant of $250,000 to support the establishment of a world-class facility to develop p-type point contact detectors. These complex detectors are used to more accurately measure interactions with difficult-to-detect particles, such as neutrinos and dark matter.

“Innovative research is essential for future economic growth and I am absolutely thrilled with the investments being made in projects in Kingston and across Ontario,” says Sophie Kiwala, MPP for Kingston and the Islands. “The world-class research being conducted at Queen’s University is an immense source of pride for our region and I am excited and anxious to see the results of this funding. This investment demonstrates Ontario’s commitment to supporting cutting-edge, innovative research that will lead us into the future. Congratulations to all of the Queen’s researchers receiving these competitive awards.”

More information is available on the Ontario Research Fund – Research Excellence (ontario.ca/page/ontario-research-fund-research-excellence) and Research Infrastructure Funds (ontario.ca/page/ontario-research-fund-research-infrastructure) websites.
Finding family in the field

The following column was first published on the ‘Dispatches from their Field’ blog (dispatchesfromthe-field4.wordpress.com)

Fieldwork often takes you away from home – whether it is one hour away for a day trip or across the country. As with your actual family, there are the good, the bad, and the ugly memories with members of your field team. Regardless of the circumstances, your field team becomes your family in the field.

They keep you company

Fieldwork can get pretty lonely, especially if you are in a remote location. At first this sounds quite appealing: you can just listen to the birds chirping and the waves crashing against the rocks without any interruption. However, it is always nice to share the experiences with someone. Even what might seem like the worst moment in the field at the time can always be laughed about later on with your field team.

Sometimes you look up to them

As Sarah Wallace tells it: Although I only spent about three weeks in the field with this one man, he became like a grandfather to me. He had so much experience with fieldwork and so much wisdom. At the beginning, it took all of my strength to not cry when you start to go a little crazy. He literally caught me when I fell but did not let me fall past them. He literally caught me at the bottom of a hill that I was sliding down! Although our lives are different at home, we were able to connect in the field and share our love of conservation and biology.

But sometimes you can’t get away from them

I think of the relationship with members of field teams like a relationship with a sibling – you enjoy each other’s company but spending every waking moment together can result in getting on each other’s nerves. You know each other’s schedule even down to the details you don’t necessarily want to know about! However, you don’t really have a choice. You have to have at least two people in the field for safety purposes. On the plus side, two sets of eyes are always better than one and they are often at your side to save you when you start to go a little crazy worrying about where that bird may be hiding, or maybe where you last put your water bottle.

Despite knowing every detail, you don’t necessarily want to know about! However, you don’t really have a choice. You have to have at least two people in the field for safety purposes. On the plus side, two sets of eyes are always better than one and they are often at your side to save you when you start to go a little crazy worrying about where that bird may be hiding, or maybe where you last put your water bottle.

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NEWSPAPERS

Dorit Naaman (Film and Media) was interviewed by the Kingston Whig-Standard about her film appearing at the Kingston Canadian Film Festival.

Dick Zoutman (Infectious Diseases) was interviewed by the Kingston Whig-Standard on his new study on quality of care.

Carol Beatty (Industrial Relations) explains why managers can expect to see resistance from staff when implementing new policy, and how acknowledging and reacting to that resistance can help guide positive changes in the workplace, in The Globe and Mail.

David Gordon's (Geography and Planning) research on the explosion of population growth in the suburbs around large urban centres was referenced in an article on rapid growth experienced by the small town of Shelburne, Ont., in The Globe and Mail.

Kathleen Lahey (Law) commented in the Kingston Whig-Standard that the federal budget will explore gender impact on women for the first time.

Kenneth Wong (Smith School of Business) told the Toronto Star that Cinoplex has broadened the scope of their business beyond just being a movie provider to being an entertainment provider.

ONLINE

Anne Johnson (Robert M Buchan Department of Mining) explains that the mining industry is coming around to the notion that it has to do a better job in its environmental performance and working with local communities, even though that likely carries higher costs, on Yahoo! Canada.

Christo Aivalis (History) discussed the potential for employers to be dealing with walkouts during International Women's Day, on MSN Canada. In the wake of the Women’s March on Washington in January, there were calls for women to opt out of paid and unpaid labour on International Women’s Day in protest.

Christopher Cotton (Economics) commented on limits on political donations on cbc.ca, saying he isn’t sure why a taxpayer system is the only alternative and adds one option would be to increase the amount individuals can donate.

Michelle Cohen (School of Medicine) offered an inside perspective on the ongoing dispute between Ontario physicians, the Ontario Medical Association and the provincial government in her Huffington Post blog.

Anthony Noble (Physics, Engineering and Astronomy) says his research team has established a new world-leading limit for dark matter interactions in Science Daily.

Thorsten Koeppel (Economics) says in The Financial Pipeline that inflation is pretty much determined by an authority that controls the money supply.

TELEVISION

Lily Huang (Chemistry) told CKWS-TV that forensic chemistry is developing and improving all the time.

Kieran Moore (Medicine) discussed how emergency rooms track opioid prescriptions and what front line medical staff need to be aware of as opioid abuse and overdoses continue to rise, on CBC News.

Christian Leuprecht (Political Studies) commented on the significance of the Wikileaks release, which reports that the CIA had developed methods to break into phones, communication apps and other electronic devices, on CBC News Network.

Praveen Jain (Electrical Engineering) was interviewed by CKWS Television on the Kingston Whig-Standard about the funding.

Chris Bailef (Queen’s University Archives) described the early days of Queen’s University and explained the significance of the royal decree signed by Queen Victoria, which was on display at the University Day special senate session on CKWS-TV.

Stephen Archer (School of Medicine) appeared on the CKWS morning show to discuss efforts within the Department of Medicine to connect researchers and specialists in the department with family doctors in the community and reduce wait times for referral patients.

Warren Mabee (School of Policy Studies, Geography and Planning) commented on CBC-TV on the new proposal by Premier Kathleen Wynne regarding electricity rate cuts. He also discussed the Donkin Mine reopening on CBC Radio.

RADIO

Jacalyn Duffin (Medicine) discussed a shortage of chemotherapy drugs uncovered in Ontario, why drug shortages happen, and what can be done to mitigate the risk of shortages of essential medicines, on NewsTalk 1010. AM740 and AM 640 as well as CTV News Network.

Roel Vertegaal (Human Media Lab) answers a listener’s question on whether the weight of your phone increases when files are stored on it, on CBC Radio Quirks and Quarks.

Expanding online offerings

BY COMMUNICATIONS STAFF

Queen’s University has received approximately $1.2 million in funding from eCampusOntario to develop or redesign seven online programs through the New Program Development grant program.

eCampusOntario, which represents Ontario’s 45 colleges and universities, put out a call for proposals in July 2016 and received 174 submissions. A total of 61 submissions received funding totaling more than $21 million.

Of the seven successful proposals from Queen’s six were submitted by the Faculty of Arts and Science and one was submitted by the Faculty of Health Sciences.

The successful proposals cover a broad range of subjects including entrepreneurship and innovation, health leadership, and undergraduate research.

“Queen’s has a proven track record in securing funding to support the development of online learning,” John Pierce, Acting Vice-Provost (Teaching and Learning), says. “In this round alone, over 10 per cent of the 61 successful proposals were from Queen’s. Our successes are a direct result of the expertise and engagement that our faculty and staff bring to the development of these innovative, well-designed courses. Collectively, we remain committed to facilitating a transformative online learning experience for our students, and these new projects will contribute to that.”

Queen’s already has more than 160 courses available online, as well as five full degree programs. More information about online offerings is available on Queen’s online learning hub (queensu.ca/academics/onlinelearning).

Doctor of Science - Rehabilitation and Health Leadership
Grant: $382,594
Project will work to develop the new Doctor of Science in Rehabilitation and Health Leadership (DS RHL) plus four courses within this program. The DS RHL is a professional doctorate that will produce ‘leader scholars.’

Queen’s Entrepreneurship and Innovation Certificate (QEIC)
Grant: $363,835
Project is to develop a new fully online certificate program in innovation and entrepreneurship to be launched in Fall 2018.

Certificate in Employment Relations (CEMPR)
Grant: $262,956
Project will redesign a certificate program to be launched in Fall 2018.

Certificate in Employment Relations (CEMPR)
Grant: $262,956
Project will redesign a certificate program in employment relations for fully online delivery, to be launched in Summer 2018.

Master of Earth and Energy Resources Leadership
Grant: $351,517
Project will develop three courses for the new online Master of Earth and Energy Resources Leadership (MEERL) to be launched in January 2017. MEERL is a part-time, course-based, graduate program introduced by the Department of Geological Sciences and Geological Engineering.

Global Action and Engagement Certificate (GAEIC)
Grant: $322,517
Project will develop a new, fully online undergraduate Global Action and Engagement Certificate (GAEIC), and three core courses, to launch in Fall 2018.

Certificate in Advanced Research Skills
Grant: $187,298
Project will develop a new, fully online certificate program in advanced research skills, to be launched in Fall 2017.

French for Professionals Certificate
Grant: $334,047
Project is to develop a new fully online undergraduate certificate in French for Professionals to be launched in Fall 2018.
The African and Caribbean Students’ Association (ACSA) held its annual Culture Show on Saturday, March 11 at Theological Hall. The Culture Show is a multicultural variety showcase, featuring a fashion show and performances from Queen’s students and members of the Kingston community. A portion of the proceeds from the event were donated to Queen’s Kenya Help.

PHOTOS BY BERNARD CLARK

Out of the classroom, into the wild

BY CHRIS ARMES, COMMUNICATIONS OFFICER

From Feb. 14-27, a group of Queen’s biology students had the experience of a lifetime during a two-week field course in Jalisco, Mexico.

A collaborative effort between Queen’s and the Universidad Michoacana de San Nicolás de Hidalgo, this combined undergraduate and graduate course provided students with the rare opportunity to explore the rich biological diversity of western Mexico’s cloud forests and dry tropical forests, and to study a range of exotic animals and plants in their native habitats.

Stephen Lougheed (Biology) led the course along with Queen’s colleague Yuxiang Wang (Biology) and Javier Salgado Ortiz, a Queen’s biology alumnus and now professor at Universidad Michoacana. Dr. Lougheed says the course allowed both Canadian and Mexican students to experience first-hand ecological interactions and species that they may have studied in the classroom, as well as learn about other cultures and research from other regions of the world.

“One of the highlights for students was interacting with professors and fellow students in a field context from dawn to well past dusk,” says Dr. Lougheed. “I think that changes the perspective a lot – seeing not only the tremendous research being conducted, but some of the challenges faced by field biologists as well.”

During their two weeks in the field, the class visited two field stations: Estación de Biología Chamela and Estación Científica Las Joyas. In Las Joyas, the students explored the cloud forests – a type of evergreen montane tropical forest famous for its high humidity, low-level cloud cover, and unique diversity. The students studied aspects of the ecology of some of the animals and plants inhabiting the forest, gathering data that will be evaluated for a final project they will complete upon their return.

Students also visited Isla Pajarera – Bird Island – where they observed American oystercatchers, magnificent frigate birds, brown boobies, and other varieties of birds associated with these coastal environments. Dr. Lougheed says that, while the logistics of traveling to remote research locations can be a challenge, these immersive learning opportunities more than make up for it.

“We try to teach these courses in locales that are somewhat remote and relatively pristine,” explains Dr. Lougheed. “Located on the border between the Neotropics and Nearctic biogeographic realms, Jalisco has exceptional diversity and a unique mix of species. There is some terrific ecological research being done here by Mexican scientists, as well as important conservation initiatives.”

While the course may sound like a vacation, the students and professors were kept plenty busy with seminars, field exercises, long hikes, and research for their final assignment.

Throughout the course, students posted daily summaries of the course to a course blog (queensumexico2017.sclougheed.ca/). To learn more about field course offerings, please visit the Department of Biology website (biology.queensu.ca/).

Queen’s offers a number of opportunities for students to undertake international study experiences – through field courses abroad, exchange programs, or studying at the Bader International Study Centre (BISC). For more information, please visit the Queen’s University International website (queensu.ca/international).
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Celebrating research in education

BY COMMUNICATIONS STAFF

Research at the Faculty of Education was highlighted recently through the inaugural Celebration of Scholarly Activity.

At the event, six faculty members were recognized for their achievements and had the opportunity to share their experiences and research with their colleagues.

Similar events have been held in the past but were not focused on the range of award- and grant-winning research that is being done by faculty members. The Celebration of Scholarly Activity offered the opportunity for faculty members to share their insights as well as hear about the work being accomplished by colleagues.

“We’re emphasizing partnerships, working together, building community. Through these kinds of recognitions, we can build a strong research culture within a faculty that also encourages collaborations and attracts external partnerships,” says Rebecca Luces-Kapler, Dean, Faculty of Education. “This event is a chance to celebrate accomplishments and let people know what’s happening in the Faculty of Education and that research and teaching are priorities for us.”

Recognizing the research component is vital not only for the Faculty of Education but for the Queen’s and surrounding communities as well, adds John Fisher, Interim Vice-Principal (Research).

“We know we have a transformational educational experience at Queen’s and embedded alongside and within is the research of educators – that may be in choral music, it could be in how to enhance math education,” Dr. Fisher says. “They contribute to the social fabric of our community and have a huge impact in different areas of the city and in education and methods to enhance education of children as well as in the discovery of methods to better communicate education.”

A spotlight on human rights

BY COMMUNICATIONS STAFF

The inaugural Isabel Human Rights Arts Festival is offering a wide range of concerts, film screenings and an art exhibit to help promote awareness and action on the issue locally and worldwide.

The first-ever event is highlighted by a concert by Juno Award-winning soprano Measha Brueggergosman as well as three international human rights films screened at the Toronto International Film Festival.

“The arts are a powerful voice in promoting awareness and action in human rights,” says Tricia Baldwin, Director of the Isabel Bader Centre for the Performing Arts. “We are privileged to partner with diverse artists and human rights activists who have dedicated their lives to create a fairer and inclusive future for humanity. Nothing could be more important in this challenging political world climate, in which we are now immersed, than to inspire people to actively participate and create a political and legal environment that will protect diverse world citizens from prejudice, hatred and violence.”

Tickets are available at theisabel.ca or by calling 613-533-2424.

SCHEDULE
Tuesday, March 28, 7:30 pm
Songs of Sovereignty
Concert features Marion Newman, Jeremy Dutcher and Cheryl L’Hirondelle, and is hosted by Queen’s Canada Research Chair of Indigenous Art, Dylan Robinson. Indigenous artists reclaim their musical heritage and showcase the vibrancy of Indigenous music today.

Wednesday, March 29, 7:30 pm
Measha Brueggergosman: Songs of Freedom
Juno Award-winning singer Measha Brueggergosman reconnects with her African heritage in her moving concert of African-American spirituals.

Human Rights Watch Festival – Toronto International Film Festival
Monday, April 3, 7:30 pm
Syrian Love Story – Directed by Sean McAllister
A love story between a Palestinian freedom fighter and a Syrian revolutionary who met as political prisoners.

Tuesday, April 4, 7:30 pm
Tickling Giants – Directed by Sara Tacksler
Baseem Youssef, the “Egyptian Jon Stewart”, fights for free speech with wit and insight, but it’s no laughing matter.

Friday, April 7, 7:30 pm
No Dress Required – Directed by Cristina Herrera Borquez
Victor and Fernando are stylists in Mexico, Mexico who are the go-to professionals for the city’s socialites. To their customers, they were a lovely couple – until they decided to legally marry. Losing the support of customers and friends and confronting a backlash of criticism, through their fight they woke up members of Mexico’s society to fight homophobia and inequality.

April 5-13
Access Art Queen’s – Art & Media Lab exhibit at the Isabel
Disability as social identity. In collaboration with the Queen’s University Equity Office.

Thursday, June 1, 7:30 pm
Charlotte: A tri-coloured play with music
Premiere of concert version by Alon Nashman and Atef Bazeina, and directed and designed by Pamela Howard, features the art and words of artist Charlotte Salomon whose life was cut short in Auschwitz.
As entrepreneurs go, Shahram Yousefi is a paradox – a “black sheep,” he says.

Most entrepreneurs seek to strike it rich. First and foremost, the professor in the Department of Electrical and Computer Engineering at Queen’s is looking for solutions to problems. Entrepreneurs are single-minded. Once they have an idea, they clamp on like an angry pit bull, to the exclusion of everything else. He has not one but two seemingly different ideas, both of which he is passionate about. And, in a world where new ideas and products are hailed for their “disruptive” potential, he says that at the root of what he does is “my passion for harmony.”

Innovation Park is helping him realize it. Arriving at Queen’s in 2003 (drawn, he says, by the university’s generous policies towards the intellectual property its professors develop and students who “are strong on the technical but understand the social and business aspects of what they do”), he spent his 2008 sabbatical at Switzerland’s École Polytechnique Fédérale de Lausanne.

“It’s a very entrepreneurial school,” he says. “And when I got back I decided I wanted to concentrate more on entrepreneurial projects.”

To that end he has developed a new entrepreneurial stream within electrical and computer engineering programs dubbed ECE innovation or ECEi. Dr. Yousefi praises Kim Woodhouse, Dean, Faculty of Engineering and Applied Science, Michael Greenspan, his department head, and Greg Bavington, Executive Director of the Dunin-Deshpande Queen’s Innovation Centre, for fostering a culture of innovation and entrepreneurship.

Out for a meal with a medical resident friend one evening in 2012 he was shocked when she told him that a young mother and her twins had died because a scheduling mistake meant that a needed specialist was not on duty. “I couldn’t believe what I was hearing and could not get it out of my head for days,” he says.

Talking to other health care professionals, he learned that medical scheduling was incredibly complicated, but usually done with very simple, and inappropriate, tools like spreadsheets and emails.

“And communications between the scheduler and the team were very spotty and extremely rudimentary,” Dr. Yousefi says.

A chief resident of cardiology might spend an entire weekend trying to schedule his or her first, second- and third-year residents. Add in trying to juggle sick days and holidays and other variables, and there were many possibilities for errors.

“Because I come from an algorithmic background, I knew that these were the hardest problems to deal with in computer science. Difficult but not impossible,” Dr. Yousefi says. “Here was a great chance to create a system that would harmonize doctors’ and other healthcare professionals’ work schedules.”

He started working on it in 2013, and in 2014 he and his co-founder, Dr. Mohsen Omrani, a medical doctor and neuroscientist, incorporated Canarmony (as in Canadian Harmony – there’s that idea again).

Yousefi’s solution is a cloud-based scheduling tool called MESH (which combines the initials of the four developers’ first names and says succinctly what the tool does). “It meshes staff schedules seamlessly, at the push of a button,” he says. “You identify whom you need, say so many E.R. nurses and so many residents and with what skills.”

MESH can even incorporate people who want to work with whom and what shifts they prefer.

“When the schedule is done, it gets pushed along to everyone in the pool,” he says.

They can access it through iOS and Android mobile apps on their phones, tablets, or via any web browser on any computer. If anything changes, because of sickness or an accident, everybody gets informed in real time.

“The other thing MESH does is allow people to swap shifts easily,” Dr. Yousefi says. “Life does not happen on schedule. Just send out a swap request on your phone and someone can take your shift.”

A self-described perfectionist, Yousefi and partners have taken their time developing MESH. Today the company is trialing the tool with medical users, including Kingston General Hospital and Hotel Dieu, and plans to launch a new version of the app featuring an “improved Canarmonizer” (as he terms the algorithm) and a “more user-friendly and attractive version of the interface.”

“Not only has it been good for the company as a whole, but our people have benefited individually.”

With a mission-focused startup like Canarmony, “it is extra important to make sure the team is highly motivated.” Thanks to Canarmony’s involvement in GrindSpaceXplor (Innovation Park’s acceleration program for startups that offers them work space and expert advice), “they understood a lot better what we were doing and why. We also worked out where we were not doing things optimally. The amazing team at the Innovation Park harmonized Canarmony even further.”

MESH would be enough to keep most entrepreneurs busy. Not Dr. Yousefi.

“I teach my students you want to be the sharpest knife – you do one thing and you do it the best. So I am seemingly violating that by launching a second product” called OPTT (for Online Psychotherapy Tool). Many people seek psychotherapy help, but for various reasons – geographic isolation, personal schedules, cultural or language barriers or stigma – cannot get it. OPTT lets them access help over the web, connecting them with mental health professionals, and offering tests, cognitive behaviour therapies and exercises, completely confidentially.

“OPTT creates a clinic-in-the-cloud delivering the latest clinically-proven methods of therapy through our proprietary modules,” he says. Still in its early stages, “We want to get hospitals and governments involved. It’s a challenging feat, but I am not here to do something easy.”

Currently on sabbatical, as well as researching fifth-generation wireless telecommunication systems (5G) at the University of California, Santa Cruz, he is working with his PhD students at Queen’s on new cost-based cloud storage and transmission technologies for high-rate applications such as video. They have one recent U.S. patent filed with one more under review by PARTEQ Innovations (Queen’s commercialization arm) also located at Innovation Park. Dr. Yousefi is also busy “growing a Canarmony subsidiary in the Bay Area, to benefit from, the rich high-tech ecosystem around San Francisco.”

Dean Woodhouse has also appointed Yousefi faculty liaison to C100, a non-profit association of Canadian business leaders based in the San Francisco Bay Area dedicated to helping Canadian high-tech start-ups and our next generation of entrepreneurs and innovators.

“One thing I hear again and again from entrepreneurs and investors is that Canada is the place to be. Toronto, Ottawa, Kingston. They are down here (in the Bay Area), people are not going to offer you the kind of support we have received at Innovation Park, and are still receiving,” Dr. Yousefi says. “So kudos to Janice and the teams at Innovation Park. Deciding to move there has been the single most important decision we have made since Canarmony’s inception.”
Cultural communicator

BY ANDREW CARROLL,
GAZETTE EDITOR

Having lived in Canada for a period of seven years, Cuban hip-hop/rap artist Telmary has gained valuable insight into the cultures of both countries.

During her March 5-11 visit as part of a continuing exchange with the University of Havana, Telmary shared her experiences and music with the Queen's community through a series of talks and performances.

A foundational figure in Cuban rap, Telmary describes herself first as a communicator, a journalist using an alternative medium. All of her work begins as writing and then is shared through her music. It’s the connection with the audience she is looking for.

"Everything that I write ends up in a song eventually. That’s what I do," she says. "But I can’t say that just to write makes me completely satisfied, happy. My special moment is when I am on stage. More than being a recording artist I prefer to be on stage. I like to perform, I like to express in front of the audience, and my goal is to find two eyes that are connected to me and get the message.

During her time in Canada she found that she was able to connect with audiences – the music overcame the barriers of language and geography she says.

While she enjoyed her time in Toronto, lacking a support network here Telmary returned to her homeland to give birth to her daughter. That reconnection with Cuba provided a new spark for her artistic career and she decided to stay.

"I decided to come back to Cuba and I thought it was for a short period at the beginning and then I discovered that I really needed to stay because my muse actually woke up when I came back," she says. A new album soon followed.

Music holds a significant place in the Cuban culture Telmary explains and the focus is more on the art form itself rather than celebrity.

"You are a full-time musician in Cuba. Everybody respects you and you have an audience that is honest, that is demanding and educated," she says. "If you do something over there and people don’t like it, they are not afraid to tell you. That is my thermometer.

Telmary’s visit is part of a continuing exchange in support of the Global Development Studies (DEVS) course “Cuban Culture and Society.” Through the course a group of up to 40 Queen’s students also travels to Cuba as part of the collaboration with the University of Havana.

Karen Dubinsky (Global Development Studies), one of the course’s instructors along with Susan Lord (Film Studies), has been an admirer of Telmary’s for years and has seen her connect with students as a visitor to the course.

"I see in Telmary the same quality that I see in Carlos Varela (the first artist to participate in the exchange) and that is this ability to communicate daily life and daily truths in a way that is both beautiful, poetic but also educational – educational for me as well as an outsider who is always trying to figure out what is going on in this society that is not my own," Dr. Dubinsky says. "It is a joy to watch someone who has artistic performance training but who also has the sensibility of a teacher who knows how to communicate that when she’s talking to students. And the students love her."

EVENTS

Three Minute Thesis Final
The School of Graduate Studies presents the final of the 2017 Three Minute Thesis competition. An opportunity for grad students to present their research to the community in three minutes with one slide and no props.

Come out and listen to some of the research that our doctoral and masters students are doing. Thursday, March 30, 4:30-6 pm, Dupuis Hall Auditorium

Thesis Defences
Wednesday, March 22

Thursday, March 30

Friday, March 31
Nishan Singh Mann, Physics, Engineering Physics and Astronomy, ‘Theoretical and Computational Studies of Disorder-Induced Scatter and Nonlinear Optical Interactions in Slow-Light Photonic Crystal Waveguides’. Supervisor: S. Hughes, 201 Stirling Hall, 9 am.

Tuesday, April 4

Friday, April 7

Monday, April 10
Julia Gingerich, English Language and Literature, ‘The Paragon of Animals: Representing Human Animality in Early Modern Literature’. Supervisor: E. Hanson, 402B Gordon Hall, 1 pm.

Monday, April 10
Lindsay Heggie, Education, ‘Multisyllabic Word Reading in Grades 4 and 5; Accuracy, Errors and Associated Child-Level Skills’. Supervisor: L. Wade-Woolley, 8245b McArthur Hall, 9 am.

through the lens
Wednesday, March 22, 5-7 pm
PhD-Community Initiative Team Presentations & Reception
Join us in celebrating the success of our PhD-Community Initiative pilot program. This initiative has brought together 17 PhD students from a variety of research fields into interdisciplinary teams to assist local community organizations. Our students have demonstrated talent, energy and enthusiasm to create positive change by applying the skills and knowledge gained in graduate studies to addressing challenges outside of their particular research field and beyond the academic arena.

Thursday, March 23, 1-2:30 pm
Law Visitor: Frank Pasquale, University of Maryland
Discussion of “A Rule of Persons, Not Machines” Macdonald Hall Room 515

Thursday, March 23, 5:30-9:30 pm
History Department: Nugent
Lecture Selcuk Esenbel
Modernity: Global Perspectives on New Traditionalism, and Alternative ways of life
Gordon Centre, Conference Room B
Not Machines” Macdonald Hall

Thursday, March 22, 5-7 pm
Policy-Community Initiative Team
Presentations & Reception
PhD-Community Initiative Team
Wednesday, March 22, 5-7 pm
Policy-Community Initiative Team
Presentations & Reception
PhD-Community Initiative Team

Friday, March 24, 9 am-1 pm
A Morning of Talks for The Unvarnished Truth
At the Agnes Etherington Art Centre, The Unvarnished Truth demonstrates the ways in which art historians, conservators, and conservation scientists advance understanding of a painting’s physical history. This series of talks by some of the show’s contributors elucidates the ways in which these avenues of inquiry support each other. This event is free and open to all, but registration is required: call 613-533-2190.

Friday, March 24, 7:30-9:30 pm
Queen’s Symphony Orchestra and Choral Ensemble
These two ensembles are pairing up to present Carl Jenkins’ The Armed Man. Admission: $15 adults; $7 students/seniors. Tickets available online at theisabel.ca, by phone at 613-533-2424, or at the door. Isabel Bader Centre for the Performing Arts

Saturday, March 25, 10 am-4 pm
First Peoples Talking Circle
This First Peoples Talking Circle has been designed with local input from the Indigenous community and will be facilitated by Three Things Consulting, an Indigenous owned company who works nationally on reconciliation projects and calls Kingston home. This is part of a larger process being facilitated by the City of Kingston that supports all allies on reconciliation projects and will be facilitated by Three Things Consulting. (youth, newcomers, seniors, business leaders etc.) with an opportunity to build their awareness, understanding and competency as they walk towards the path of reconciliation.

Saturday, March 25, 7:30-9:30 pm
Polyphymnia Choir, directed by Darrell Bryan. Admission: $15 adults; $7 students and seniors. Tickets can be purchased online at theisabel.ca, over the phone at 613-533-2424, or at the door. Isabel Bader Centre for the Performing Arts

Sunday, March 26, 2:30-4:30 pm
Queen’s Wind Ensemble Concert
Reading by Giller Prize-winning author Madeleine Thien
The Dan School of Drama and Music presents its full production of Dido and Aeneas. Co-directed by Danielle Baird and Bruce Kelly and accompanied by a full string quartet and harpsichord. Admission: $15 adults; $7 students and seniors. Tickets available online at theisabel.ca, or over the phone at 613-533-2424, or at the door. Isabel Bader Centre for the Performing Arts

Monday, March 27, 4-6 pm
Reading by Giller Prize-winning author Madeleine Thien
The Department of English is honoured to present a Public Reading and Book Signing with Madeleine Thien, 2016 winner of the Scotiabank Giller Prize for Do Not Say We Have Nothing in the Agnes Etherington Art Centre. This event is free and open to the public.

Tuesday, March 28, 2017 (all day)
Summer Group Fitness Registration at the ARC
Register today for a Summer Group Fitness program at the ARC.

Tuesday, March 28, 6-8 pm
ARC Mega Class - Yoga Rave
Athletics & Recreation welcomes students, staff, faculty and the Kingston community to take part in our large format Mega Class in the main gym of the ARC. This class will have everyone moving and sweating during a fun and motivating 45-minute long class.

Tuesday, March 28, 6:30-9:30 pm
Leonard Schein Visiting Artist Fund Presents Ali Kazimi
Lecture, Screening, and Q&A on his recent film Random Acts of Legacy. Reception to follow in the Film Student Lounge. Isabel Screening Room 222.

Sudoku and Crossword solutions on Page 15
queensu.ca/gazette • March 21, 2017
The Queen’s Gaels women’s basketball team was unable to solve the Carleton Ravens for a third time this season, falling 53-43 in the U Sports bronze match Sunday, March 12 in Victoria, B.C.

Playing in the final game of her U Sports career, fifth-year Gaels player Robyn Pearson was named Player of the Game for Queen’s after registering six points, six rebounds and three blocks.

Andrea Priamo led the Gaels in scoring with eight points along with five rebounds. The Ravens’ Catherine Traer led all scorers with 18 points.

The Gaels had a record-setting campaign going 18-1 in the regular season.

“IT was a great year for us overall,” head coach Dave Wilson says. “We set goals, made strides and were able to get almost all the way to the goal we set for ourselves. We look at this as an opportunity from which to build going forward.”

The Ravens beat the Gaels in all three matchups this season, including handing Queen’s their only loss in the regular season and in the OUA final. On Saturday, the Gaels lost their semifinal matchup with the Laval Rouge et Or 78-67.

Gemma Bullard led the Gaels with 17 points while Pearson grabbed 13 rebounds.

Queen’s opened the Final 8 tournament with a 60-51 win over the Cape Breton Capers.

keep on moving

We live in a computer-based world, and spend too much time sitting. Here are a few ways to burn more calories:

• Clean Up! Move your trash can away from your desk, so you have to go for a short walk to throw things away.
• Fidget! Simply tapping your foot during your favorite songs throughout the day can help you burn calories.
• Stand Tall! If you want to slim down and boost your confidence, good posture is the first step. It will help you burn extra calories.
• Have a Giggle! Laughing for 10-15 minutes a day burns an additional 50 calories each day.
• Take the Stairs! A person climbing stairs uses around 10 calories per minute.

You don’t have to dramatically reschedule your day to be active. Be creative and you will find new ways to add movement to your day.
Jewish Souls, Bureaucratic Minds

Jewish Souls, Bureaucratic Minds examines the phenomenon of Jewish bureaucracy in the Russian empire – its institutions, personnel, and policies – from 1850 to 1917. In particular, it focuses on the institution of expert Jews, mid-level Jewish bureaucrats who served the Russian state both in the Pale of Settlement and in the central offices of the Ministry of Internal Affairs in St. Petersburg. The main contribution of expert Jews was in the sphere of policymaking and implementation. Unlike the traditional intercession of shchtanlim (Jewish lobbyists) in the high courts of power, expert Jews employed highly routinized bureaucratic procedures, including daily communications with both provincial and central bureaucracies.

Vassili Schedrin illustrates how, at the local level, expert Jews advised the state, negotiated power, influenced decisionmaking, and shaped Russian state policies toward the Jews. These Russian Jewish bureaucrats were full and competent participants in official Russian politics. This book builds upon the work of the original Russian Jewish historians and recent historiographical developments, and seeks to expose and analyze the broader motivations behind official Jewish policy, which were based on the political vision and policymaking contributions of Russian Jewish bureaucrats. Scholars and advanced students of Russian and Jewish history will find Jewish Souls, Bureaucratic Minds to be an important tool in their research.


This collection of essays examines Justice Marshall E. Rothstein’s significant and enduring contributions to Canadian law.

For generalist and specialist audiences alike, this collection paints a compelling portrait of one of Canada’s leading jurists and sparks insights into the law and politics of judging.

Job postings

Details regarding job postings – internal and external – can be found atqueensu.ca/humanresources/jobs. Applications for posted positions are accepted by email only to working@queensu.ca. Closing date for the competition.

Successful Candidates

Job Title: Financial Systems Coordinator (USW Local 2010)
Department: Financial Services
Appointment Terms: Term Appointment (2 years)
Closing Date: 27-Mar-2017
Competition: 2016-421
Successful Candidate: Andrew Beckett (Financial Services)

Job Title: Research Laboratory Technologist
Department: Pathology and Molecular Medicine
Competition: 2016-424/2016-R036
Successful Candidate: Gina Jones

Job Title: Financial Assistant (USW Local 2010)
Department: Faculty of Education
Competition: 2016-442
Successful Candidate: Amanda Gilbert (Information Technology Services (ITS))
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