LAND ACKNOWLEDGEMENT

The Faculty of Arts and Science (FAS) sits on the traditional lands of the Anishinaabe and Haudenosaunee peoples. FAS is grateful to be able to work, study, learn, and teach on these lands.

Our land acknowledgement is extended in the many more personalized and detailed acknowledgements spoken daily by the people in our Faculty, in both formal and informal settings, on our lands and beyond.

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A new mural in Humphrey Hall, Gdoon-Naggininaa: Our Dish, created by artists Georgina Riel and Andy Berg. See page 21 for more information.
MESSAGE FROM THE DEAN

In the fall of 2021, after the world we knew had been turned upside down by the COVID-19 pandemic, we began our long-awaited return to campus. It did not happen all at once for everyone. Still, our excitement and momentum continued to grow during that year and into 2022, as more faculty, staff, alumni, and students returned to campus, and we moved forward on several of our Strategic Plan initiatives.

It is exciting to walk the halls of our buildings seeing students eagerly heading to class, staff back in their offices or meeting in person with colleagues, and faculty teaching in person once again. As a Faculty, we continue to adapt and change in accordance with each new situation.

We are also bringing forward some of the lessons we learned during the height of the pandemic. It is clear that we need to care for ourselves and each other when it comes to our physical and mental wellbeing. We have learned to be flexible when it comes to accommodating hybrid work arrangements and to understanding the challenges that many people including faculty, staff and students may still be facing on a day-to-day basis.

The stories that follow in this year’s Annual Review demonstrate how the Faculty of Arts and Science community continued to thrive and flourish in 2022, even in the face of challenges. This is precisely because we are a caring, compassionate, and capable group of researchers, instructors, students, alumni, and staff. Together, we have demonstrated our dedication to each other and to our educational journeys.

I am very proud of this Faculty for our accomplishments in the past year, and I cannot wait to see what we will accomplish together in 2023.

Barbara Crow, PhD
Dean
Faculty of Arts and Science
The Faculty of Arts and Science community was deeply saddened by the passing of Dr. Isabel Bader in August 2022. Isabel was a tireless worker and generous supporter of FAS and our students, staff, and faculty.

Isabel and her husband, the late Alfred Bader, were known for their generosity to Queen’s, most notably for their donations of the Bader Collection, comprising more than 500 works of art, including four paintings by Rembrandt, of the 15th century castle in England that houses Bader College campus, and for providing the funding to build the exceptional Isabel Bader Centre for the Performing Arts in Kingston. She also personally created several bursaries to help students in music, drama, and textile conservation pursue their fields of study. Isabel was always keen to find ways of encouraging talented students who wanted to explore their creativity, but who, like her, preferred to stay out of the spotlight.

She will be missed.
Facilitating a **COMMON VISION**

Since the launch of the Strategic Plan 2019-2024 and the publication of last year’s Annual Review, the Faculty of Arts and Science has made significant progress on our planned strategic initiatives, reflecting our common vision and guiding principles. This year, 21 of the 50 planned initiatives have now been completed, with the other 29 in progress.

**GUIDING Principles**

Again, this year, FAS demonstrated a strong sense of shared purpose and commitment to the guiding principles that are woven through the priorities and initiatives outlined in our Strategic Plan. These include:

- Equity, Diversity, Inclusion, and Indigenization (EDII), including anti-racism, decolonization, and Indigenous resurgence
- Excellence in teaching, research, and service
- Transparency, accountability, and fairness
- Continuous learning, professional development, and global engagement

The Faculty of Arts and Science aspires to be a thriving, equitable and inclusive scholarly community committed to innovative disciplinary and interdisciplinary research and teaching. Our goal is to inspire curiosity and to collaboratively engage with multiple forms of knowledge that span local and global contexts.
COMMITTED TO
Equity, Diversity, Inclusion
and Indigenization

To further improve EDII in FAS, a new council was formed in 2022 with representatives from each
department, as well as key stakeholders from the Human Rights and Equity Office, The Centre for
Teaching and Learning, and relevant associate deans. This EDII Council was formed as a result of the
work of the EDII Implementation Standing Committee that was created in 2019.

The purpose of the Council is to assist in fostering collaboration across the more than 30 diverse
schools, departments, and units in FAS, as well as to share information and resources in order to
effectively accomplish and operationalize the EDII initiatives outlined in the Principal’s Implementation Committee on
Racism, Diversity, and Inclusion (PICRDI) and the Truth and
Reconciliation (TRC) reports, as well as in FAS’ own Strategic
Plan. The Council offers members the opportunity to learn
about EDII and best practices but does not require that participants have expert EDII knowledge.
By engaging with members who are new to EDII work, the Council builds more capacity within our
faculty to address EDII issues. The EDII Implementation Committee has now been restructured in
order to act as an advisory body to the Council and to the Director of EDII.

FAS is also collaborating closely with the Office of the Provost and Vice-Principal (Academic) to build
a black faculty mentorship model. This was one of the recommendations from the PICRDI Report, re-
affirmed in the Scarborough Charter, and is listed as Initiative #20 in the FAS Strategic Plan. A survey
is currently under development with input from key partners that will be disseminated to faculty
members in order to determine their context-specific needs. Mentorship models for other equity-
deserving and designated groups will be developed based on the learnings from this pilot.

The six FAS pre-doctoral fellows
in Black and Indigenous Studies
from left to right: Ifeoluwatari
(Tari) Ajadi, Sefanit Habtom,
Johannah Bird, Kaitlind Peters,
Melanie Manitowabi, Nataleah
Hunter-Young.

This year, the six FAS pre-doctoral fellowships for Indigenous students and fellowships in Black
Studies were expanded to include four new post-doctoral awards, with up to four each year being
awarded. These awards will be offered starting in January 2023.

This year, the EDII Fund supported 35 projects, totaling approximately $105,000. One of these
projects was the Revisioning the Americas Through Indigenous Cinema Conference, part of the
Montréal First Peoples Festival. Since it was created in 2009, the annual international symposium has questioned the role of Indigenous film experiences and visions in what the Americas and, more broadly, our world can become, from a perspective of resurgence and decolonized futures. FAS professor Dr. Isabelle St-Amand (Department of Languages, Literatures and Cultures) was the lead organizer for the event along with her colleagues Dr. André Dudemaine (Terres en vues), and Marion Konwanénéhon Delaronde (Language and Cultural Center Kanien'kehá:ka Onkwawén:na Raotitióhkwa). The theme this year is Film and Sustainability.

Also funded by the EDII Fund was Feminist Transformative Practices in Research: Decolonial, Indigenous, and Intersectional Approaches to Gender/Sex/uality In/Justice, a summer session run by Dr. Sari van Anders (Department of Psychology). Participants with backgrounds in psychology, behavioural research, and other fields with a focus on gender, sex, and/or sexuality learned to challenge colonial doctrines of sexuality and gender, and to re-think sexual categories, gender, and kinship practices.

Illustration: Christine Sioui Wawanoloath (2009), *The First Peoples Scrutinize the Americas*, 2009. This is image is part of the *Revisioning the Americas Through Indigenous Cinema Conference*, lead by FAS professor Isabelle St-Amand (Department of Languages, Literatures and Cultures).

Other EDII Fund recipients include Dr. Shelley Arnot (Department of Biology) for camping support and gear for Queen's Outdoor Field Experience Initiative, Dr. Avery Mooring (Department of Biochemistry and Life Sciences) for the QGEM 2022 Research Initiative & iGEM Jamboree, Dr. Thomas Abrams (Department of Sociology) for the Patriarchy and Digital Life amidst Platform Capitalism Project, and Dr. Grace Adeniyi-Ogunyankin (Department of Gender Studies) for the African Societies and Equity, Diversity, Inclusion and Decolonization: Practices, Challenges, Perspectives Roundtable Project.

Graduates from the first two cohorts of the Shatiwennakarátats (Certificate in Mohawk Language and Culture) received their certificates and were celebrated at an event at the Mohawk Community Centre on the Tyendinaga Mohawk Territory. This Certificate program is primarily geared at members of the Tyendinaga community and Mohawk Nation, but is also open to others who are seeking to learn the Mohawk language and the many traditions, histories, and worldviews of the Mohawk people.
THE LAUNCH OF
Black Studies

The Black Studies program hosted a series of screenings, conversations, and celebrations to mark the launch of the new interdisciplinary program at Queen’s University. The Black Studies Collective (Taylor Cenac, Katherine McKittrick, Daniel McNeil, Dalitso Ruwe, and Vanessa Thompson) hosted two events at the Agnes Etherington Art Centre: an evening of art, music, poetry, and film to celebrate the inauguration of Black Studies at Queen’s on October 21st, and a celebration of new research and books in Black Studies on October 22nd.

The inauguration of Black Studies marks a new chapter in Queen’s University and Faculty of Arts and Science history, as work in the Black Studies field has been ongoing for years but is now formally recognized by the institution. The program, which is home to undergraduate and graduate students, uses an integrative approach to the field of Black Studies. The undergraduate minor includes courses from 20 different programs. This interdisciplinary approach allows students to critically analyze Blackness in relation to various equity deserving groups, social identities, and axes of oppression and privilege (e.g. class, sexuality, disability).
Teaching and Learning
HIGHLIGHTS

In addition to launching the Minor in Black Studies, FAS launched Queen’s Global Summer (QGS). While students have always had the opportunity to take distance courses through Arts and Science Online year-round, this is the first time in 10 years FAS has offered summer courses to undergraduate students on the Queen’s campus. The QGS courses range from the flagship elective course on Global Goals (QGSP 200/3.0) to courses offered by the Departments of English, Global Development Studies, Employment Relations, Environmental Science, Film, Geology, History, Philosophy, and Languages, Literatures and Cultures.

Furthermore to the QGS courses, approximately 40 undergraduate courses were held in May-June and July-August, or over the course of the summer. They ranged from courses in climate change, gender and politics, oceanography, and life, death and meaning, to courses about design thinking, photography, and Hollywood.

A partnership was also developed with Kenjgewin Teg Indigenous Educational Institute to offer three Indigenous Studies courses in Winter 2022. The courses focused on Indigenous perspectives on climate change and sustainability practices related to water, Indigenous theatre and performance, and the significance of language in relation to collective and individual identity.

Finally, ten proposals were selected as part of the Principal’s Impact Courses to integrate inquiry, community impact and research in undergraduate teaching, many of which are from FAS departments. These include the School of Religion and the Departments of History, Physics, Chemistry, Geological Sciences, Film and Media, and more.

“The Queen’s Global Summer will perform the very important role of raising the awareness of issues of global relevance and advance our understanding of the UN Sustainable Development Goals. Students will delve deeper into the foundational skills of interdisciplinary problem-solving and engage in experiential learning opportunities.”

Dr. Amitava Chowdhury (History), the Special Advisor to the Dean on Global and Decolonization Initiatives and QGS project leader.
Strategic Priorities

Strengthening our Research Prominence

Researchers in FAS continue to display excellence by launching ground-breaking projects, supporting the next generation of experts, and tackling complex challenges that make a difference, both locally and globally. This research prominence is further recognized by the many national and international awards our faculty members receive.

FAS’ role is to support its research community during all phases of the research enterprise, from developing new ideas to fostering international research collaborations. As researchers apply for funding, Research Project Advisors provide grant writing support, internal reviews for Tri-council funding applications, tailored information sessions, and workshops to secure external grants, with a special focus on new faculty who are just getting their research programs off the ground.

In the past year, researchers from across the FAS secured:

- **$5.3 million** in new funding through the Natural Sciences and Engineering Research Council (NSERC) Discovery Grants program.
- **$2.4 million** through the Social Sciences and Humanities Research Council (SSHRC) Insight and Insight Development Grant programs.
- **$24 million** from the New Frontiers program with an initiative that involves collaborators from around the world and across professional sectors.

In addition, Dr. Clarence Virtue (Department of Physics) led a team that was awarded $12 million to support the two-kilometre deep SNOLAB facility in Sudbury, which also received $102 million from the Canada Foundation for Innovation’s (CFI) Major Science Initiatives (MSI) Fund.

Congratulations also go to Dr. Wendy Craig (Department of Psychology), who was awarded $1.6 million from the Public Health Agency of Canada to study the health-behaviour of school-aged children, and Dr. Mohammad Zulkernine (School of Computing), who was awarded a total of $1 million from Defence Research & Development Canada for a project on risk assessment in avionics networks. These and several other projects demonstrate that the FAS research community is incredibly vibrant, advancing scientific knowledge while solving real-world problems and policy challenges.

Nine FAS researchers also secured exceptional funding to focus specifically on COVID-19: Drs. Frances Bonier and Paul Martin (Department of Biology); Drs. Colleen Renihan and Julia Brook (Dan School of Drama and Music); Drs. Jonathan Smallwood and Jeffrey Wammes (Department of Psychology); Dr. Christopher Cotton (Department of Economics), and Drs. Farhana Zulkernine and Furkan Alaca (School of Computing). The New Frontiers in Research Fund (NFRF) Innovative Approaches to Research in the Pandemic Context competition offered $250,000 per...
project to identify innovative solutions to pandemic-related challenges. These researchers developed community-based research programs with strong collaborative ties involving local stakeholders.

Two FAS faculty have been named Tier 1 Canada Research Chairs: Drs. Katherine McKittrick, Canada Research Chair in Black Studies (Department of Gender Studies, School of Geography and Planning) and Caroline Pukall, Canada Research Chair in Sexual Health (Department of Psychology).

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Also, this year, five of the seven Queen’s researchers who were elected to the Royal Society of Canada were from FAS: Drs. Virginia Walker (Department of Biology, School of Environmental Studies), Christine Sypnowich (School of Philosophy), Gabor Fichtinger (School of Computing), Susanne Soederberg (Department of Global Development Studies), and Guojun Liu (Department of Chemistry). Dr. Julia Christensen, who recently joined the Queen’s School of Geography and Planning, was welcomed into the Royal Society of Canada’s College of New Scholars, Artists and Scientists. In addition, Dr. Nancy van Deusen (Department of History) was awarded the Daniel R. Woolf Professorship in the Humanities for a five-year term.

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Four FAS faculty members won the Early Researcher Award in 2022. This provincially-funded award, which has student training at its core, supports the development of research that can foster innovative policy solutions.

The research programs of Drs. Jacqueline Monaghan, Canada Research Chair in Plant Immunology and assistant professor in the Department of Biology, Avena Ross, Queen's National Scholar in Chemical Biology and Medicinal Chemistry and associate professor in the Department of Chemistry, Aaron Vincent, assistant professor in the Department of Physics, Engineering Physics and Astronomy and member of the Arthur B. McDonald Canadian Astroparticle Physics Research Institute, and Amber Simpson, Canada Research Chair in Biomedical Computing and Informatics and associate professor in the School of Computing and Department of Biomedical and Molecular Sciences, will benefit from five years of funding. The funding is from the Tri-agency initiative of the Social Sciences and Humanities Research Council (SSHRC), the Natural Sciences and Engineering Research Council (NSERC), and the Canadian Institutes of Health Research (CIHR), Canada’s national funding bodies.

Several FAS faculty also earned recognition in their own fields. Dr. Gabor Fichtinger (School of Computing), Canada Research Chair in Computer-Integrated Surgery, was elected to the College of Fellows of the American Institute for Medical and Biological Engineering (AIMBE).

Two researchers were awarded the University’s highest internal research award, the Prize for Excellence in Research. Dr. Jennifer Tomasone’s (School of Kinesiology and Health Sciences) research aims to enhance participation in physical activity for Canadians of all abilities, while Dr. Chantelle Capicciotti (Departments of Biomedical and Molecular Sciences, Chemistry, and Surgery) pursues research in glycobiology and carbohydrate chemistry.

This tradition of pursuing research impact also translates into knowledge mobilization activities. The FAS’ early career researchers have been particularly innovative in this space, including Dr. Dax D’Orazio (Department of Political Studies), Skelton-Clark Postdoctoral Fellow in the Department of Political Studies, who launched a podcast on freedom of expression called Free Expression in partnership with the Centre for Constitutional Studies in the Faculty of Law at the University of Alberta.

Two FAS graduate students also earned our Dean’s Award for Social Justice. PhD student Lara Aluko (School of Geography and Planning) is carrying out a project at the intersection of feminist political geography and migration, focusing on West-African women’s journey toward obtaining Canadian citizenship, while PhD student Carli LaPierre’s (Department of History) is exploring imperialism and colonialism through visual imagery.
Graduate students also excelled in the Queen’s Art of Research photo contest, which this year was focused on the United Nations’ Sustainable Development Goals. Doctoral candidate Saskia de Wildt (School of Environmental Studies) won in the Creative and Sustainable Communities category; PhD student Ruqaiya Yousif (Department of Geological Sciences and Geological Engineering) won in the Climate Action category; graduate student Scott Arlidge (School of Environmental Studies) tied in the category on Partnerships for Inclusivity; and PhD student Dan Reddy (Department of Chemistry) won the people’s choice award.

Several initiatives were launched and completed this year to enhance and enrich the student experience, from improvements to the student services offered online to both renewed and new courses for students, along with new opportunities for experiential learning.
Digitization

Building on the success of the first phase of the digital Academic Calendar, the second phase of the project was completed in 2022. The new software has streamlined and digitized curriculum management and integration with PeopleSoft and has improved transparency in curriculum governance contributing to students’ smooth progression through their degree plans. As the second phase in a three-phase project, this supports the development of the FAS’ digital infrastructure and is a major milestone towards supporting our Strategic Plan priorities of enriching the student experience and supporting our people. The third phase, launching in 2024, will feature the introduction of CourseLeaf Planning, Advising and Registration, all of which will modernize students’ class search and registration by providing tools and features that will enable them to more effectively discover and plan their pathway to graduation.

Multiple internal processes were also digitized this year with the goal of enhancing students’ experiences while moving through their studies. The FAS Letter of Permission process has moved online, creating a seamless experience for students wanting to take a course at another institution. This also makes it easier and faster for students wanting to transfer to FAS to identify their potential transfer credits.

The new You Can Book Me academic advising system was also launched this year, enabling students to book academic advising appointments online. The new system allows for virtual meetings, and for evening appointments.

Academics

This year, Queen’s University and FAS announced that the Medial program option would be changed to Joint Honours. Not only was Queen’s the only university using the term Medial, the term Joint Honours more accurately captures both the weight and intensity of each area of study, recognizing two distinct areas of significant concentration. It will also clear up any potential confusion for employers or graduates.

FAS staff also collaborated with Student Academic Support Staff to create Academics 101, a unique resource to help prepare incoming students for the transition to university and to academic life based on the Learning and Working in a Digital Age resource, which was led by Associate Dean Jenn Stephenson and the Experiential Learning team. First taught in 2020, the course was rebranded as FAStrack in 2021. Academics 101 is a non-credit course designed to be an engaging and interactive resource that introduces the key learning and writing skills students will need to succeed at Queen’s University.

This year, PhD candidate Meghan Burry introduced a unique course to the Department of English Language and Literature curriculum. It proved so popular on social media that it was even featured on the CBC news. The course, entitled Taylor Swift’s Literary Legacy, looks at the pop musician’s cultural impact by examining her songs, videos, and movies as literature.
For the first time since the onset of the COVID-19 pandemic, several courses with field study components and exchanges were able to reintroduce these elements. A group of 16 students, for example, were able to travel to Havana, Cuba, for 12 days to experience Cuban culture and society as a part of the Global Development Studies Cuban Culture course.

**Experiential Learning**

Offered for the second time in 2021-2022, the Dean’s Changemaker Challenge courses (ASCX 200 and ASCX 300) are designed to help Arts and Science students acquire the skills employers are looking for in leadership, project management, teamwork and entrepreneurship, among others, by learning how to start and launch entrepreneurial ventures. Each course culminates with a pitch competition where students have a chance to win seed funding to turn their ideas into reality. At this year’s competition, two ventures, FinFem and UnLoved Foods, each received an investment of $7,500 after presenting their ideas to a panel of expert judges, including Dean Barbara Crow.

The Experiential Learning Office also coordinated the Experience Ventures project on campus. This was presented in partnership with the Hunter Hub at the University of Calgary and with funding provided by Employment and Social Development Canada over the 2021-2022 academic year. The Experience Ventures program is a multi-institution experiential learning program funded by the Government of Canada. It provides students with short paid experiential learning opportunities.

Overall, the FAS had the largest number of participants in the program, with 35 per cent of placements allocated to FAS students. Most of the FAS students were from the Life and Physical Science Departments, with students from Life Sciences and Biology accounting for half of the FAS students. These students were primarily involved in the Edge of Lyme Challenge, which was hosted by the Department of Biology.
Similarly, many of the placements for students in the Humanities and Creative Arts programs were in the Film 511 program. The remaining students were distributed among other programs. The Social Innovation Hackathon involved the most FAS students. The fourth-year interfaculty, interdisciplinary projects course (ASCX 400) also continued for its second year, offering FAS students the opportunity to work with students from other faculties and programs in teams with a goal of developing innovative solutions for problems faced by real clients. This year, six projects – the majority of which were local – were chosen that aligned with the United Nations’ Sustainable Development Goals.

A second, unique ASCX 400 class was also timetabled for Fall 2022 to support the Standing Whale project. World-renowned Canadian photographer and Queen’s Honorary Doctorate recipient Edward Burtynsky is continuing to push his artistic practice into the third dimension with his first large-scale public sculptural work, Standing Whale, which he is creating in partnership with the FAS and other faculties.

Run by the Experiential Learning team in collaboration with six Faculty subject matter experts (from the departments of English, Political Studies, Environmental Studies, Biology, History, and Film and Media), this course will offer students 30 hours of in-class mentorship.

With the return to in-person learning this year, there was an increase in the number of students participating in the Queen’s Undergraduate Internship Program (QUIP). A total of 90 students participated in 2021-2022, up from 65 the year before.

The Queen’s Career Apprenticeship: Kingston (QCA:K) program also continued to provide recent graduates with local employment opportunities. Thanks to support from Queen's University benefactor and program visionary, Mr. Alan Rottenberg, and an ongoing partnership with the Kingston Economic Development Corporation, this program provides graduates with 12-month-long paid contracts that incorporate a four-month funded apprenticeship. In 2021-2022, five FAS graduates successfully landed positions.

Supporting and Celebrating our People

Once again, this year brought a variety of awards, recognition, and accomplishments for the members of our community. Our students, staff and faculty were recognized nationally and globally for their leadership, research, and teaching, marking an impressive year for our people.

A Year of Awards and Accomplishments

Dr. Fiona Kay (Department of Sociology) was selected as this year’s recipient of the Chancellor A. Charles Baillie Teaching Award, which recognizes undergraduate, graduate, or professional teaching that has had an outstanding influence on the quality of student learning at Queen’s University.
Professor emeritus John Berry (Department of Psychology) earned a lifetime achievement award from the Canadian Psychological Association (CPA). The CPA Gold Medal Award is given to members or fellows who have given exceptional and enduring lifetime contributions to the field of Canadian psychology over the course of their careers.

Queen’s FAS graduate student Ampai Thammachack was named a L’Oréal Paris Woman of Worth, recognizing her continuing efforts to raise awareness about mental health and combatting stigma. Currently pursuing a Master’s degree in human geography, Thammachack is also the founder of the not-for-profit organizations Step Above Stigma and The Glass Slipper Organization. She will receive a $10,000 grant from L’Oréal Paris to put to philanthropic use.

Three of the four recipients of this year’s Agnes Benidickson Tri-colour Award were FAS students. Morgan Lehtinen (Artsci’16, PhD’22) used her time at Queen’s to help students achieve their full potential through professional mentorship, as well as creating inclusive environments to empower people from all backgrounds.

Max Moloney (Artsci’20, MSc’22) has dedicated his time at Queen’s to battling student food insecurity. He has been involved in several initiatives on campus, most notably the AMS foodbank where he served as manager. During his tenure, he launched a digital platform for submitting food requests accommodating people with dietary restrictions. And Alyth Roos (Artsci’22) worked tirelessly with the Arts and Science Undergraduate Society (ASUS), including serving as president this past academic year.

Catherine Haba (Artsci’22), former student leader and advocate, is the 2022 recipient of the prestigious TD Insurance Meloche Monnex Fellowships in Advancement at Queen’s University. The Fellowship, which is awarded to two emerging professionals in Canada each year, will see Haba garner a broad range of skills in advancement while contributing
to the development and implementation of the Office of Advancement’s first Equity, Diversity, Inclusion, and Indigeneity (EDII) Strategic Plan.

Stephanie Forster Limage (Artsci’24), a Global Development Studies student and the CEO and founder of the not-for-profit Give + Share, was awarded with the United Nations Development Program (UNDP) Fellowship for Social Enterprise. Give + Share was chosen for its continued role in driving technological innovations which have a social impact and which advance the United Nations’ Sustainable Development Goals.

Two Visual Art students, Meenakashi Ghadial and Jobelle Quijano, won an Elizabeth Greenshield Grant, one of the most prestigious grants available to emerging representational artists. Ghadial uses portraiture to explore themes of identity and vulnerability. By using herself as the subject in many of her works, she captures intimate moments that are both posed and unposed, creating a conversation around how the viewer interacts with the subject in a painting. Quijano aims to create a vivid and honest image of her inner world by exploring themes of girlhood, comfort, vulnerability, fantasy, and nostalgia in her work.

Several members of FAS were honoured at the 2022 Teaching Awards Reception, including:
- Stephanie Woolridge (Department of Psychology), Society of Graduate and Professional Students Teaching Assistant/Teaching Fellow Excellence Award
- Jennifer Kennedy (Department of Art History and Art Conservation), Society of Graduate and Professional Students John G. Freeman Excellence Award
- Dr. Samantha King (School of Kinesiology and Health Studies) and Stéphane Courteau (Department of Physics, Engineering Physics and Astronomy), Award for Excellence in Graduate Student Supervision
- Dr. Kristin Hulme (Department of Political Studies), Frank Knox Award

Supporting our Community through Faculty and Staff Recruitment

FAS welcomed 17 new faculty members to campus in 2021-2022, with a further 32 slated to join in 2022-2023. This brings the total of new hires over the last five years to 165. 76 per cent of these new faculty members are from equity-deserving groups.

In alignment with the Strategic Plan, and following feedback received through the Strategy for Excellence, Equity and Enrichment in Service (SEEES) project consultations, FAS also filled several critical staff positions in 2021 and 2022. These include Janice Johnson, named as Director of Student Services; Alison Darling, named as Director of Professional Programs, IRC; and Miranda Gavidia, named Senior Staffing Officer.

FAS also welcomed Jenna Kring as the new Academic Advisor for Indigenous students.
Jenna joined FAS after a year as the Indigenous Programs and Events Associate at Four Directions Indigenous Student Centre. Jenna holds a Master’s Degree in Indigenous Studies from Trent University and a Degree in Social Service Work from Loyalist College. One of their first goals in their new position is to set up a working group designed to support Indigenous students and the various ceremonies they will partake in over the academic year.

Dr. Nicolas Mosey (Department of Chemistry) left his position as Associate Dean (Research) to take on a new position as Deputy Provost (Academic Operations and Inclusion) which commenced July 1, 2022. In this role, Dr. Mosey works closely with the senior leadership team at Queen’s to advance the University’s academic, operational, and budgetary goals, including overseeing academic appointments, directing the Office of Planning and Budgeting, and chairing several senior university committees.

Dr. Stefanie von Hlatky (Department of Political Studies) was appointed to the position of Associate Dean (Research) from her position as Director of the Centre for International Defence Policy, following Dr. Mosey’s departure from the role. Dr. von Hlatky is also the Canada Research Chair on Gender, Security, and the Armed Forces, and an associate professor in the Department of Political Studies. Her research focuses on NATO, gender and the armed forces, military interventions, and defence policy.

Dr. James Fraser (Department of Physics, Engineering Physics and Astronomy) was named the Associate Dean, Teaching and Learning, serving in the role while Dr. William Nelson is on sabbatical. Dr. Fraser served as the Graduate Chair in the Department of Physics, Engineering Physics and Astronomy, and is the Program Leader for the NSERC-funded graduate training program CREATE-Materials for Advanced Photonics and Sensing.
Supporting **Graduate Student Success**

2022 has been a transformative year for graduate students. The Individual Development Plan was successfully embedded into the curriculum of three FAS programs (English, Cultural Studies, Religious Studies).

The graduate mentor program is also running for a fourth year in a row, providing our current students with paid work experience and valuable networking opportunities in addition to supporting the recruitment of prospective graduate students.

Supporting **Staff and Faculty**

This year brought back in-person staff and faculty events, including the Strawberry Social, the annual staff BBQ, and the National Day for Truth and Reconciliation.

The FAS Strategy for Excellence, Equity and Enrichment in Service (SEEES) also made significant progress over the past year. Focus groups with the Department of Marketing & Communications and research administration support staff, as well as with graduate and undergraduate assistants, proved there is significant interest in opportunities to collaborate and share best practices between departments. In direct response to this feedback, the FAS has started several communities of practice to foster collaboration, share best practices and improve processes.

In 2022, SEEES’ work also involved refining processes, enhancing relationships, and/or tweaking existing structures to ensure equitable, consistent service and support for students, faculty, and staff across the FAS.

To date, Healthy Communities events have resulted in more than 400 registrations. The FAS Learning and Development Fund was launched to support ongoing training and development, LifeWorks webinars provided staff with tools and techniques to achieve a healthier work/life balance, and the FAS Faculty Office units launched a new training and development series in response to focused group feedback seeking more enhanced training, education and resources related to Faculty Office functions.
Over the past year, Mackintosh-Corry Hall has also seen a transformation in its hallways. With the ‘student street’ revamp, the southern entrance of the building now has a multitude of digital screens, collaborative seating, and bookable study spaces. In addition, the Department of Political Studies will be creating a podcast studio in the space that students will be able to use to record, edit, and share podcasts.

The lobby in Humphrey Hall also has a new addition: a mural that represents a space of sharing and mutual respect between the Anishinaabe, Mississaugas of the Ojibways, and Haudenosaunee peoples. The project is part of the Department of Psychology’s response to the Calls to Action outlined by the Truth and Reconciliation Commission of Canada.

The Queen’s University Biological Station (QUBS) has created four multilingual interpretative signs and five trail app stations reflecting local Indigenous cultural heritage. The initiative was completed with funding provided by TD Friends of the Environment and with support from the Tsi Tyónnheht Onkwawén:na Culture and Language Centre in Tyendinaga, the Office of Indigenous Initiatives at Queen’s University, and in partnership with the Kingston Indigenous Language Nest (KILN).
Giving from our **Alumni and Donors**

Devoted FAS alumni played a critical role this year in developing and supporting initiatives designed to enhance and elevate the student experience at Queen’s. Our Dean’s Council, a dedicated group of alumni who work closely with Dean Crow to advise on opportunities and new ideas for FAS, was pleased to partner with the Arts and Science Undergraduate Society to implement the first ever student/alumni mentorship program. FAS students and alumni were paired for this four-month mentorship initiative based on interests and career paths. The inaugural initiative was a huge success with 17 students successfully paired with FAS alumni who are leaders in their respective fields.

As mentioned above, the Dean’s Changemaker Challenge is a competition that allows students to identify real-world problems and then come up with solutions. This past spring, students were given the opportunity to pitch their ideas in person to a panel of alumni and industry judges, along with Dean Crow. This group provided feedback and mentorship, awarding two teams with seed funding to implement their ideas. Adding to the program’s value is the fact that each student group is paired with an alumni mentor who can help guide students in their thinking and develop strategies.

In April 2022, Dean Crow connected with alumni from 12 countries (Singapore, Malaysia, Hong Kong, Indonesia, Australia, Philippines, China, Japan, Canada, Cambodia, Taiwan, and South Korea) with her virtual presentation Arts and Science in the 21st Century. Sixty-six alumni registered to attend the event, which was recorded and shared with others following the session. Dean Crow also created the opportunity for a student group from the Dean’s Changemaker Challenge to pitch their ideas to this diverse group of international alumni.

The inspiring generosity of our alumni and benefactors enables FAS to provide our students with an outstanding learning experience and to support our faculty in teaching and research of the highest calibre. Since its inception in 2020, the Dean of Arts and Science Bursary Fund has provided funding to 51 Arts and Science students – all thanks to the generosity of 90 individual donors who believe in the importance of ensuring that any student who wants to access a Queen’s education can do so.

FAS received a gift from the late Dr. Robert Olley (MA’61, PhD’69) to establish the R.E. Olley Graduate Award in Economics, providing top-level PhD students with the financial support they need to excel during their studies at Queen’s. This financial support from the Olley family will enable the Department of Economics to recruit and retain the best and brightest PhD students possible, for generations to come.

Peter Edwards (Artsci’84, MIR’88) again extended his generosity to the FAS with a significant gift in support of the Open Plastic research project at Queen’s. The Canadian-led research team, consisting of researchers from multiple universities, municipal governments, and industries, is driving a shift to a zero-plastic waste future by creating a circular economy for plastics. Using an open science
framework, researchers with the project have been identifying and engineering bacteria and enzymes that can break down plastics into recyclable components and valuable fine chemicals more effectively than traditional chemical conversion-based technologies.

Further Mr. Edward's generosity has made it possible to invite Dr. Uwe Bornscheuer, one of the world's top scientists in biocatalysis, who just received the esteemed 2022 Enzyme Engineering Award, to visit Queen's to deliver a seminar and meet with faculty and students.

Our sincere thanks to all alumni and donors whose philanthropic support ensures that our researchers have the resources they need to continue their vital work across campus and around the world, all of which also benefits our students.

The Faculty of Arts and Science Dean’s Advisory Council is currently being reimagined to help accelerate strategic priorities. The council is a group of dedicated Queen’s ArtSci alumni and friends who have chosen to give back by sharing their educational background, expertise and network through collaborative discussion and action at advancing the priorities of the university and the Faculty of Arts and Science.

The council will be formally finalized in early 2023 and will be working together to accelerate work in the Faculty’s priority areas as outline in the Strategic Plan.

2022
A year in review

Total Raised: $3.79M
Total Donors: 1,320
Alumni: 68,000+
Countries: 154

Vintage Arts and Science alumni jacket.

Arts ’72 class walking in halftime alumni parade at football game.

www.givetoqueens.ca/artsci
By the **Numbers**

The Faculty of Arts and Science comprises **60** per cent of Queen’s University’s undergraduate student offerings.

12,873 undergraduate students  
1,607 international students  
72 BISC students  
32 students at FAS on exchange from other universities  
94 students from FAS on exchange to other universities  
42 QUIP interns  
619 students enrolled in certificates  
884 part-time students  
1,102 distance students

**1,895** full-time graduate students  
**869** doctoral students  
**815** Masters students  
**211** students in professional graduate programs  
**393** international graduate students

**14,768** full-time undergraduate and graduate students

Courses  
2,088 undergraduate  
842 graduate  
178 online

401 staff  
567 faculty (tenured, tenured track, and continuing adjunct)  
33 departments, school and academic units

Research  
22 Canadian Research Charis (11 Tier 1, 15 Tier 2)  
1 Canada Excellence Research Chair  
53 Fellows of the RSC  
8 Members of the RSC College  
14 Early Researcher Awards
Student Photo Contest
Photo Submission by Sienna Summers
Looking Ahead

While the COVID-19 pandemic is not completely behind us, it is time to move forward. We are now positioned to reflect and plan as we head into 2023.

We are gaining momentum in our work to create the best learning and working environment for our staff, faculty, and students, and to achieve the strategic goals and initiatives set out in our Strategic Plan, all while aligning with the plans of the broader University.

This also speaks to our continued focus on supporting our people. This means an ongoing commitment to the student experience, as well as to increasing opportunities for experiential learning. We will also continue to support our staff and faculty’s mental, physical, and social health and well-being through a range of initiatives.

Our efforts in fundraising are also critically important currently. We at FAS are committing time and attention to working with our colleagues in Advancement, to meeting with our donors and alumni, and to reaching out beyond our borders to build engagement with our global partners.

We will stay focused on looking forward and working collaboratively as we complete the rest of the initiatives laid out in our Strategic Plan. We look forward to the exciting opportunities that lie ahead for our Faculty.
2021-2022 Leadership Team:

Barbara Crow, Dean
Lynda Jessup, Vice-Dean (Faculty Relations)
William Nelson, Associate Dean (Teaching and Learning)
Jill Atkinson, Associate Dean (Academic) until December 30;
Jenn Stephenson, Associate Dean (Academic) after January 1
Warren Mabee, Associate Dean and Director (School of Policy Studies)
Nicholas Mosey, Associate Dean (Research)
Sharon Regan, Associate Dean (Graduate Studies and Global Engagement)
Amitava Chowdhury, Special Advisor to the Dean
Cormac Evans, Executive Director (Finance and Operations)
Patricia Jelinski, Executive Director (Communications and Marketing)
Sarah Roth, Executive Director (Development) until December 30;
KP Anand, Executive Director (Development) after January 1

2023 Leadership Team:

Barbara Crow, Dean
Lynda Jessup, Vice-Dean (Faculty Relations)
William Nelson, Associate Dean (Teaching and Learning), sabbatical until January 2023
James Fraser, Acting Associate Dean (Teaching and Learning) until December 2022
Jenn Stephenson, Associate Dean (Academic)
Warren Mabee, Associate Dean and Director (School of Policy Studies), Acting Associate Dean (Graduate Studies)
Stéfanie von Hlatky, Associate Dean (Research)
Amitava Chowdhury, Special Advisor to the Dean until December 2022
Cormac Evans, Executive Director (Finance and Operations)
Patricia Jelinski, Executive Director (Communications and Marketing)
KP Anand, Executive Director (Development)