WELCOMING THE CLASS OF 2022

Orientation at Queen’s University is a time for newly-arrived students to get to know the university, the community, their new classmates, and so much more. It’s a time when they will start new friendships and create memories that will last a lifetime. Stories and photos on pages 3 and 4

MAKING THEIR PITCH

Eight entrepreneurial teams took home seed funding – led by ClimaCube who secured $30,000 – in the annual Dunin-Deshpande Summer Pitch Competition. See page 9
A warm welcome for new faculty

BY ANDREW CARROLL, GAZETTE EDITOR

Any new arrival at Queen’s can use a helping hand, and that includes faculty members.

A new job, a new community, and new colleagues – getting started at Queen’s can sometimes be a tall task but the university provides a wide array of support. One of the most helpful events is the New Faculty Orientation session, held on Thursday, Aug. 23 in Robert Sutherland Hall.

The focus of the event, sponsored by the Office of the Provost and the Faculty Recruitment and Support Program in the Faculty Relations Unit, is providing new faculty members with the information they need and fostering the connections to help them succeed as they take these first steps along the new path for their careers.

The full-day event, which attracted 57 participants, introduces the faculty members to the many resources that are available to them, through a series of presentations, panel discussions and question-and-answer periods.

“New Faculty Orientation is a wonderful way to welcome our new colleagues, give them a chance to get to know one another, and introduce them to people and services that they will need over the course of their first year at Queen’s or in the years to come,” says Jill Scott, Vice-Provost (Teaching and Learning). “The university is a large and at times confusing place, and new faculty orientation is one way to give an overview of its structures, policies and protocols.”

San Van Anders arrives at Queen’s as the Canada 150 Research Chair in Social Neuroendocrinology, Sexuality, & Gender/Sex and is cross-appointed to the Department of Psychology and the Department of Gender Studies.

She says that she has received “really great support since arriving a month ago and is looking forward to taking the next steps in her career.

“It’s been great. I had really great support setting up, access to funding for lab renovations. People have been really helpful, really on point.”

She found the orientation sessions helpful and also enjoyed meeting her new colleagues from across the university.

The opportunity to connect with her peers was also important for Eun-young Lee. An assistant professor in the School of Kinesiology and Health Studies, this is her first faculty position.

“For her, everything is new – from teaching to setting up her research to hiring a grad student. She needs support and she is getting it, through her department as well as the orientation.

“It’s very informative. I don’t know if I took in everything but I did learn who to contact when I need support,” she says. “It was great to meet new people who are in the same situation as me and I can connect with them.”

Faculty Renewal

Principal Daniel Woolf has identified faculty renewal as a high priority for reinvestment by the university in support of the academic mission. The five-year renewal plan, launched in 2017, will see 200 new faculty hired, which nearly doubles the hiring pace of the previous six years. Faculty renewal supports Queen’s commitment to diversity and inclusion by giving the university the opportunity to seek, proactively, representation from equity-seeking groups such as women, people with disabilities, Indigenous Peoples, and racialized individuals. It will also build on Queen’s current areas of research strength.

Kristin Moriah (English), takes notes during one of the many presentations during the New Faculty Orientation event at Robert Sutherland Hall.
It’s that time of year again. The leaves will be starting to change, the temperature will soon start to dip, families have squeezed the last few moments out of summer, and a new academic year begins. This fall, the Queen’s community is welcoming 4,579 new undergraduate students who represent every Canadian province, two territories, 27 U.S. states, and 43 different nationalities. The university is also welcoming 1,559 graduate students from 42 countries.

“We are excited to mark the start of another busy academic year,” says Ann Tierney, Vice-Provost and Dean of Student Affairs. “We are pleased to welcome students joining the Queen’s community this fall as well as all returning students, faculty, and staff back to campus.”

Fifty-nine per cent of the undergraduate first-year class identifies as female. Just over four per cent have indicated they are the first in their family to attend a post-secondary institution, while 1.5 per cent have said they possess Indigenous heritage. The class’ entry average is 89.3 per cent.

The first-year undergraduate class includes 138 students who are spending their academic year at the Bader International Study Centre (BISC). This group of students, enrolled in Faculty of Arts and Science programs, has the unique experience of learning and living at the 600-year-old Herstmonceux Castle, Queen’s campus in Sussex, England.

This year marks a special one for the BISC, as the centre marks 25 years as an educational destination.

Classes started a bit earlier this year due to the revamped orientation schedule and the introduction of a fall-term break. The class of 2022 took in their first lectures on Thursday, Sept. 6.
A warm welcome to Queen’s

BY COMMUNICATIONS STAFF

It was a busy day as more than 4,500 first-year students moved into Queen’s University Residences on Saturday, Sept. 1. Students were assisted by hundreds of volunteers and support staff. Ahead of Move-In Day a carefully coordinated plan was created by a working group of representatives from the university, the City of Kingston, and Kingston Police.

Move-In Day was moved to Saturday for the first time to help accommodate the introduction of a new Fall Term Break for students. A number of activities, including a welcome event hosted by administration members on Saturday evening and Gaels football home opener on Sunday night, helped the new arrivals settle in to their new homes. Faculty orientation started on Monday and continued through to Wednesday. Classes started on Thursday, Sept. 6, and orientation activities then continued with faculty events on Saturday, Sept. 8, and campus events on Sunday, Sept. 9.

One of the regular features of orientation at Queen’s is the Sidewalk Sale with numerous clubs, organizations, and local businesses setting up booths along University Avenue. This year’s event, held Wednesday, Sept. 5, saw Principal Daniel Woolf and Kingston Mayor Bryan Paterson, above, join some 10,000 others attending the event.

Alma Mater Society President Miguel Martinez, left, and Rector Alex Da Silva talk about their roles at Queen’s during the Queen’s Welcomes U event held at the main gym of the ARC on Saturday, Sept. 1.

Move-in Day at Queen’s is always hectic, but with the help of volunteers and support staff, the more than 4,500 students of the Class of 2022 were successfully moved into their residences. Throughout the day Principal Daniel Woolf thanked the volunteers, including members of the Gaels women’s hockey team, and welcomed new students like Justin Cissell of Alberta, who moved in with the help of his mother.
New website fosters inclusive community

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Queen’s University’s efforts to create a more inclusive community have a new home on the web. Visitors to the Inclusive Queen’s website can browse links to resources within the university community, learn about different initiatives underway such as the University Council on Anti-Racism and Equity (UCARE), and find a list of training courses available to help students, staff, and faculty broaden their understanding of how to foster an inclusive campus.

Creating this website was a recommendation of the Principal’s Implementation Committee on Racism, Diversity, and Inclusion (PICRDI).

“We are fortunate to have a campus community that is made up of people from all walks of life,” says Teri Shearer, Deputy Provost (Academic Operations and Inclusion). “Having a greater understanding of and appreciation for different cultures is important for our staff and faculty, and for our learners as they join increasingly diverse work and study environments.”

“This site is intended for all members of the Queen’s community — whether you are seeking resources like prayer spaces, the Queen’s Inclusion and Anti-Racism Advisor, or student cultural clubs; or if you wish to further your understanding of Indigenous knowledge, employment equity, or racism and oppression,” she adds.

In addition to launching the website, the Office of the Provost and University Relations will continue to collaborate on efforts to raise awareness about inclusivity initiatives and resources on campus, as well as to communicate the university’s progress in implementing the PICRDI recommendations.

The Office of Indigenous Initiatives and University Relations are also working on a website focusing on Indigenous initiatives and reconciliation at Queen’s, to launch this academic year.

To view the new Inclusive Queen’s website, visit queensu.ca/inclusive.

Talking consent and sexual violence

Expert Farrah Khan speaks with first-year students as they join the Queen’s community

BY ANDREW CARROLL, GAZETTE EDITOR

At Queen’s University the conversation regarding consent and sexual violence continues.

On Sunday, Sept. 2 Farrah Khan, one of Canada’s leading consent experts on the topics spoke to the 4,500 first-year students, a day after they arrived at the university.

The presentations, held in the main gym of the Athletics and Recreation Centre, have become an integral part of Orientation Week and are aligned with the university’s Sexual Violence Prevention and Response framework. In the talks, incoming students learn about healthy relationships, consent and sexual violence, both on campus and off, and participate in discussions about these issues, ways they can intervene in situations that could lead to sexual violence, and how they can support peers who disclose their experiences.

With the students taking their first steps in a new stage in their lives, it’s a perfect opportunity to have these discussions, Khan points out.

“I think for me it’s such a huge honour to be able to be part of this conversation and the fact that Queen’s puts so much emphasis on it and ensures that every student has to be here is a really good statement on Queen’s commitment to ending sexual violence,” she says. “[The presentation] sets the tone for how we treat each other as a community. This is a community that cares about each other. This is a community that will step in when you see something happening, and we will support each other when that happens. We will also call in our friends when something they’re doing is not okay, and that not doing it could lead to more and more problems.”

This was the second year that Khan has spoken during orientation at Queen’s and she learned a lot from her first experience at the university. She says that a number of students contacted her afterward to let her know that her presentation had an impact and that they appreciated the opportunity to speak openly with someone on what can be difficult topics.

“I think there are opportunities for this (kind of talk). It opens up conversation, and that’s my hope,” she says. “I don’t think it’s about shame, blame, or fear. It’s about cultivating that hope.”

It has been an exciting year for Khan as she was invited by Prime Minister Justin Trudeau to be a member of the Gender Equality Advisory Council for the G7 for the meetings hosted in Ottawa. The council includes a number of Nobel laureates such as Malala Yousafzai.

Visit the university’s Sexual Violence Prevention and Response website (queensu.ca/sexualviolencesupport/) for more information. Learn more about the bystander intervention training that is available to all students throughout the year (queensu.ca/studentaffairs/student-safety/sexual-violence-prevention-and-response/sexual-violence-bystander-intervention).

More information about Farrah Khan is available on her website (farrahkhan.ca).
Don’t skip over getting ready

This column was first published on the Undergraduate School of Medicine Blog (meds.queensu.ca/ugme-blog/)

BY THERESA NOWLAN SUAR, EDUCATIONAL DEVELOPER (UGME & QUARMS)

When I was a teenager, my dad had a poster in his high school vice-principal office that featured a picture of a bird’s nest with blue eggs in it. The caption read: “Most of life is getting ready.”

I really didn’t like that poster because it was all about patience and I was all about getting on with the next thing. I was always about what comes next: finish high school, go to university, get the job.

It took a long time for those lessons in patience to sink in and for me to accept that much of life is getting ready. And a lot of the getting ready is hidden, behind the scenes, like what’s going on in those blue eggs in that poster’s nest.

It’s a lot like how we spend our summers when we’re involved in teaching that follows the traditional academic year cycle (which excludes our clerks clerkship faculty who learn and teach year-round).

At UG, especially for the upcoming pre-clerkship academic year, we spend a lot of the summer getting ready. The education team, course directors and teaching faculty are looking at course evaluation reports and looking at where improvements and changes are needed. The curricular coordinators are getting everything set in MedTech so things run smoothly. And a multitude of other behind-the-scenes support team members are quietly getting on with getting ready. While the end results of all this preparation are evident, the tremendous amount of work involved usually isn’t.

For planning purposes, we need to think ahead, look at the big picture and always be thinking of the next thing. But for teaching and learning, being in the moment matters, too. And, sometimes, you’re in the moments that are about getting ready.

Sometimes we dismiss the “getting ready” stage as a holding pattern, as mere waiting. It’s not the “good stuff” or the “important stuff.” But getting ready is every bit as important as what comes next. Without getting ready, the good stuff can’t happen.

Think about the last big celebration you took part in (maybe for a birthday or special holiday). Did it involve presents? Did you take some time to find the perfect gift, picking out wrapping paper and bows, maybe a special card? Did the recipient take a moment to appreciate that effort or tear right in? Maybe you were the recipient. Did you savor the moment, or dive right in? My mom always insisted we read the card first, how about you? Regardless of slow savoring or exciting unwrapping, it was a special moment, that made the preparation – the getting ready – worth it.

Sometimes getting ready is taking a breather or augmenting skills, and sometimes is doing all the necessary preparation to make things run smoothly for the “big” event.

Sometimes getting ready is hidden, behind the scenes support team members and a multitude of other behind-the-scenes support team members are quietly getting on with getting ready. And a lot of the “good stuff” or the “important stuff” is getting ready. And a lot of the getting ready is hidden, behind the scenes, like what’s going on in those blue eggs in that poster’s nest.

For planning purposes, we need to think ahead, look at the big picture and always be thinking of the next thing. But for teaching and learning, being in the moment matters, too. And, sometimes, you’re in the moments that are about getting ready.

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Lives Lived is a space to share your memories of a Queen’s community member who recently died. Email your submissions to andrew.carroll@queensu.ca

A gifted raconteur, charismatic instructor, pioneering ethicist

BY WILLIAM MORROW, SCHOOL OF RELIGION

Millard Kent Schumaker, Professor Emeritus of Queen’s Theological College and the Department of Religious Studies, died on June 20, 2018.

Born on July 26, 1936 in Genoa, Nebraska, he became a Canadian citizen in 1977. After earning the BA (1958) and MA (1967) from Colgate University and the Bachelor of Sacred Theology (STB) from Harvard Divinity School (1961), he received the PhD from Queen’s University (1979) specializing in moral philosophy.

Millard joined the faculty of Queen’s Theological College in 1989, became full professor in 1982, and retired in 2002.

Millard was a gifted raconteur, charismatic instructor, pioneering ethicist, and committed theologian. He was also a wonderful friend and mentor to many students and faculty at Queen’s.

He was a remarkable teacher. During the 1970s and 1980s, his first year course, “Contemporary Problems in Religion and Culture” had an enrollment in the hundreds. It played a significant role in building interest in religious studies. He was also a member of the Canadian working group on human experimentation set up by the Medical Research Council of Canada, which established the first national guidelines governing the ethical treatment of human subjects (1970-77).

As a philosopher, he had a keen interest in ethical decisions of a kind known as “supererogation” and published extensively on that subject. Awards for that research included both a Guggenheim Fellowship and a sabbatical at the Institute for Advanced Studies in the Humanities, University of Edinburgh. Though he was author of many academic articles and papers, he will be chiefly cited in the field. Supererogation means going beyond what duty requires in a given situation. What his colleagues and friends most remember about Millard is that this was no mere academic interest, it was the way Millard lived and related to others. In a life by no means devoid of tragedy, including affliction from childhood polio, neither his work ethic nor his commitment to his colleagues and students diminished even as the effects of that disease started to impinge on him later in life.

For his many contributions, he received the distinguished service award of the Theological College in 1998. The same generosity of commitment was also manifested in his family. After losing his first wife, Carol, in a senseless motor vehicle accident, Millard and his second wife, Elizabeth, worked hard at the challenges of raising a blended family. And when Elizabeth contracted cancer, Millard took the leading role in providing for her care for many years.

As much as anything, it is Millard’s inimitable personality that will be remembered. In his trademark bow tie and suspenders, Millard loved to debate and had an opinion on just about everything.

A self-described Luddite, he was expert on book-making – a skill he brought into the service of the Theological College and Religious Studies as personal companion taking took hold across the university in the 1980s. Many of the publications that came out of Theological Hall bore the mark of his keen printer’s eye for technical details. He also loved to explain things. One example among many: his colleague Bill James recalls that during Orientation Week one year a horde of students came to Millard’s office door. It was a scavenger hunt and the frosh had a list of articles to obtain from around campus. What they wanted was the flag flying from the tower of Theological Hall. To get to the flagpole they needed access through Millard’s office. The flag died down and James assumed they had given up and left. But a half-hour later as he left his office, he saw a group of students sitting around Millard’s desk while he explained, patiently and at length why that would not be proper for him to allow them to remove the flag.

Queen’s was much the richer for his presence. A memorial service was held at Chalmers United Church on June 26.

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Queen's introduces two new privacy policies

BY COMMUNICATIONS STAFF

Queen University has introduced two new policies focused on access to information and the protection of personal and health information.

The policies are:

1. Access to Information and Protection of Privacy Policy and Privacy Policy on the Handling of Personal Health Information
   - Both policies were recently approved by the Vice Principals’ Operations Committee (VPOC).
   - Both policies apply to the whole Queen’s community and are a response to recent audit reviews that highlighted the need to clearly define the expectations and responsibilities of the university and its employees in providing access to information and protecting the privacy of personal information.

The policies cover:

- Employees providing access to information
- Protection of personal information
- Personal health information
- Access to information under the Freedom of Information Protection Act (FIPPA)
- Privacy of information under the Personal Health Information Protection Act (PHIPA)

The policies ensure that personal information is handled in an appropriate way by providers, through contractual or other means.

The policies emphasize the need to make an access to information request for university records, and requires the university to protect the privacy of the personal information it collects and uses. The Records Management and Privacy Office advises on the implications of access and privacy legislation and implements mechanisms to ensure compliance with the law.

Queen University is committed to ensuring that personal information is protected reasonably as per the legislation.

The Access to Information and Protection of Privacy Policy aligns with FIPPA and sets out the expectations for the Queen’s community.

“This includes the university’s use of third-party providers – such as service providers,” Heald says. “The policy addresses the need to ensure that personal information is handled in the appropriate way by providers, through contractual or other means.”

The Policy on the Handling of Personal Health Information focuses specifically on personal health information that is gathered by the university’s Health Information Custodians – Queen’s Family Health Team; Student Wellness Services; Athletic Therapy Services; Physical Therapy Clinic; Psychology Clinic; and the Regional Assessment and Resource Centre (RARC) – that provides health care to the Queen’s and Kingston communities.

Once again, Queen’s must follow the requirements of the Personal Health Information Protection Act (PHIPA) and the new policy clearly defines the expectations and requirements for employees when dealing with personal health information.

The importance of protecting personal information has been highlighted internationally in the past year with a number of prominent breaches, as well as the use of social media platforms to create profiles of potential voters without their knowledge or consent.

“There has been so much more public awareness lately in terms of all the personal information we, as individuals, are giving out to private sector interests through apps and social media. I think the case involving Facebook and Cambridge Analytica has focused people’s attention and made them realize how much information is being collected for purposes that perhaps we don’t always know about, whether it’s for political profiling or adtech or whatnot,” Heald says. “Societal expectations are shifting and we also see that in decisions the courts are making about privacy.”

The European Union strengthened its privacy legislation in May with the introduction of the General Data Protection Regulation (GDPR). The GDPR affects Queen’s to some extent and the new policies were developed with an eye to that legislation as well.

All Queen’s University policies are available on the University Secretariat and Legal Counsel website (queensu.ca/secretariat/).
Six Queen’s researchers awarded Project Grant funding

BY ANNE CRAIG, COMMUNICATIONS OFFICER

Queen’s research into cancer, remote health care access, and the human brain will lead to new discovery, knowledge, and treatment thanks to funding from the Canadian Institutes of Health Research (CIHR) Project Grant program. Announced by Minister of Health Ginette Petitpas Taylor, the CIHR Foundation and Project Grant programs are investing $378 million to support health research projects across the country.

“Building on areas of health research strength for Queen’s, this investment will drive health improvements, bolster our economy and create jobs for researchers and trainees,” says Kimberly Woodrow, Interim Vice-Principal (Research).

Six Queen’s researchers received Project Grant funding, including Wendy Parulekar, Canada Cancer Trials Group Senior Investigator and oncologist. Dr. Parulekar has been awarded $860,628 over six years for her work on the HN.10 trial program. The study, which is investigating the potential benefits of de-escalation treatment for patients with HPV-related OPSCC and is aimed at the tumour site and lymph nodes in the neck. The side effects of this treatment can be long lasting and distressing. Researchers are investigating whether radiotherapy to some of the lymph node areas can be safely omitted to decrease side effects without compromise of tumour control.

“Head and neck cancer is an uncommon tumour and collaborative research is needed to address important questions,” says Dr. Parulekar. “This trial will involve highly qualified treatment centres across Canada who have a track record of addressing important questions about the optimal treatment of head and neck cancer.”

Along with Dr. Parulekar, the following Queen’s researchers also received funding:

- Peter Greer (Queen’s Cancer Research Institute) – $100,000 over one year. Dr. Greer is studying the enzyme calpain and its potential as a therapeutic target in breast cancer.
- Janet Jull (Rehabilitation Therapy) – $191,251 over two years. In collaboration with community partners, Dr. Jull is field-testing the newly-developed Inuit shared decision making toolkit, “Not Deciding Alone,” to enhance Inuit participation in health decisions with health care providers in the far north.
- Madhuri Koti (Biomedical and Molecular Sciences) – $726,750 over five years. In her research, Dr. Koti will explore the links between genetic features of ovarian tumours and the corresponding tumour immune landscape. Her research will also investigate how this knowledge can guide ovarian cancer patient selection for a novel chemo-immunotherapy.
- Neil Magoski (Biomedical and Molecular Sciences) – $963,900 over five years. Dr. Magoski is using an invertebrate model to examine how nerve cells achieve long-term changes in electrical activity that initiate reproductive behaviour.
- Steve Scott (Biomedical and Molecular Sciences) – $963,900 over five years. In the first of his two projects, Dr. Scott will be examining how sensory information is processed in the cerebral cortex during voluntary control. His second project will explore how disruption of regions in the cerebral cortex impacts our ability to control our motor actions.
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For more information on the Project Grants program, visit the CIHR website (chrg-irsc.gc.ca).

An investment in health

Six Queen’s researchers awarded Project Grant funding to improve human health and health care

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Eight entrepreneurial teams took home seed funding in the annual Dunin-Deshpande Summer Pitch Competition

Teams trained all summer to perfect their presentation, prepare their product, and plan their pitch on the big stage. The annual Dunin-Deshpande Summer Pitch Competition is where they found out if their entrepreneurial dreams would become start-up realities, as judges from across the Canadian business community listened to their ideas, asked probing questions, and ultimately decided which teams would be leaving with seed funding to support their business.

“We had yet another great group of entrepreneurs pitching this year, and regardless of the outcome I want to congratulate them for their hard work,” says Greg Bavington, Executive Director of the Dunin-Deshpande Queen’s Innovation Centre. “Their success is truly our success as a city, as these start-ups can eventually grow to create jobs, introduce new and important products to market, and spur investment in our community.”

The teams competing include 15 groups who participated in the Queen’s Innovation Centre Summer Initiative (QICSI) program over the summer, and a number of community ventures. The QICSI competitors include students from Queen’s, St. Lawrence College, and a number of other universities, and also include the winning team from the Mayor’s Innovation Challenge.

The competition was held from noon until 6:30 pm at The Isabel Bader Centre for the Performing Arts, and was attended by friends, family, faculty, and other well-wishers. Each team was given just a few minutes to present, and took a number of questions from judges ranging from strategy to product development to financing.

The winning teams took home a combined $215,000, with ClimaCube taking home the largest portion, James Hantho (Comm’19) speaking on behalf of the team, called the experience “surreal.” “As soon as we heard the news, we were overcome with feelings of joy, shock, and hope for the next stage of journey,” he said. “What made the night most special was the support and kindness we felt from the QICSI cohort, the DDQIC team, and everyone else that attended the event. This prize gives us the utmost hope that we can bring our vision to life and to truly make a difference.”

Second place was claimed by Emulgreen, which offered an ambitious high-performance emulsifier product that the founders acknowledge may have been difficult for average consumers to wrap their heads around. “Receiving $15,000 from the reputable DDQIC Regional Pitch Competition gives Emulgreen a strong standing for establishing future collaborations,” says Teodor Lange, one of the co-founders. “We will be able to provide our potential customers with product samples and increase our traction, ultimately contributing to a safer, cleaner, and more efficient chemical industry.”

Results
ClimaCube - $30,000
This start-up is developing portable cold storage units to extend the quality of products as they are in transit, such as samples or vaccinations. Accepting on behalf of the team was Karina Bland (Sc’18) and James Hantho (Comm’19).

Emulgreen - $25,000
Helping to make the chemistry industry more sustainable, Emulgreen is introducing high-performance emulsifiers based on natural resources that give enhanced emulsion properties. Their current focus lies on cosmetics applications. Delivering the winning pitch was the inventor of the emulsifier and co-founder of the start-up, Joe Glasing, and his business partner Mr. Lange. Mr. Glasing is a PhD candidate in chemical engineering.

InField ID - $30,000
InField ID is using machine learning to develop an app for farmers to easily identify and track invasive species that harm crops in fields.

Durabyte - $10,000
This team is bringing Queen’s research to market by implementing and deploying proprietary flash storage controller technology that will increase the lifespan of flash storage chips for use in big data storage solutions, mitigating the ever-present need for durable data storage.

Illumirate - $10,000
Illumirate is focused on the development of sustainable oxygen systems to support premature infants born in hospitals in developing countries.

MIR Technologies - $10,000
This start-up has developed a new type of drone which is capable of performing high-altitude work, such as conducting building inspections.

Child Cancer Survivor Canada - $10,000
This not-for-profit aims to support childhood cancer survivors with awareness, peer support, and access to care.

Wisdom of the Market
The DDQIC introduced a new award this year, which allowed the audience to vote for their favourite team and help the judges allocate the funding. In the end, two teams earned the Wisdom of the Market award.

Thanks to audience support, Firefly Rewards - a company which pitched to change small business loyalty rewards programs with a solution currently being rolled out in Kingston and Prince Edward County - picked up $10,000. Durabyte also added $5,000 to their total for the day.
An artful donation from Alfred and Isabel Bader

BY COMMUNICATIONS STAFF

The most prolific donors in Queen’s history have added to their legacy with a gift of just over $1 million (U.S.). Alfred Bader (Sc’45, Arts’46, MSc’47, LLD’86), and Isabel Bader (LLD’07) have agreed to support four projects, all of which exemplify their passion for the arts. “The visual and performing arts are important for all people,” says Isabel Bader. “Sharing these opportunities is important. We all blossom when we are helped and encouraged. This is why we are supporting these programs.”

Alfred is a lifelong art collector with a special appreciation for Dutch and Flemish paintings from the Baroque period, and two of the four projects reflect this interest. The gift includes a $645,000 donation to the Agnes Etherington Art Centre to promote The Bader Collection, The Agnes’s prized collection of more than 200 European paintings donated by the Baders. The money will fund a touring exhibition – the Collection’s first in 30 years – that will launch in Fall 2019 at The Agnes. The exhibition Leiden, circa 1630: Rembrandt Emerges, focuses on a pivotal period in Rembrandt’s development as an artist and his artistic network in his native Leiden. It will also fund The Isabel and Alfred Bader Lecture in European Art, a lecture that will give Queen’s students and faculty access to some of the world’s most-acclaimed scholars. A portion of the gift is also earmarked for creating a digital platform for the Collection so that students, scholars, and art enthusiasts around the world can enjoy easy online access to these treasures and related research.

The gift also includes a $200,000 donation to the Department of Art History and Art Conservation to purchase a digitally assisted 3-D microscope and an electromagnetic multi-band image scanner. “These two pieces will transform our ability to examine works of art without destroying them,” says Patricia Smithen (MA’93), a professor in the department who specializes in paintings conservation. “No other school in Canada can offer students the opportunity to develop these skills.”

While Alfred is a visual arts aficionado, Isabel is a long-time musician who enjoys all forms of the performing arts. The remaining two projects reflect her passions. A third component of the gift is $70,000 for the Musicians in Residence Program at the Bader International Study Centre at Herstmonceux Castle near Isabel’s former home in East Sussex, England. The funding will enable musicians in residence Shelley Katz and Diana Gilchrist to relaunch the long-dormant Castle Concert Series, host free masterclasses and lecture-recitals for students, and take students to off-campus cultural events.

The final component is $150,000 to fund Queen’s first-ever Indigenous arts festival and an ambitious exhibition. A collaboration between The Agnes and the Isabel Bader Centre for the Performing Arts, the festival will take place at both venues in March. “With the Baders’ support, we can celebrate and affirm the vitality of contemporary Indigenous arts across music, dance, theatre, and film,” says Tricia Baldwin, Director of the Isabel Bader Centre for the Performing Arts. “We can all take part in thought-provoking conversations that will arise as Indigenous artists come together to define new protocols for resurgent futures.”

The exhibition, “Soundings,” will take place at The Agnes from January through April. Dylan Robinson, Queen’s Canada Research Chair in Indigenous Arts, will curate the festival, which will include sound, performance, and installation art by leading Indigenous artists. “The Indigenous peoples were here long before ‘we’ came as explorers, conquerors, immigrants – however we came,” Isabel says. “They have not been well treated. Now we have at Queen’s the opportunity to celebrate and share their cultures. I believe it is important to support this.”

The gift was made through the Isabel & Alfred Bader Fund, a Bader Philanthropy. Bader Philanthropies is a Milwaukee-based philanthropic organization dedicated to supporting causes that are important to the Bader family, including Queen’s University.

Rembrandt’s Portrait of a Man with Arms Akimbo.
Why we need academic health centres

Academic health science centres (AHSCs) are Canada's high-performance vehicles for better health. These are partnerships between a university with a medical school and its teaching hospital. While there are hundreds of hospitals in Canada, there are few AHSCs.

The doctors who work there are called academic physicians and they train Canada's medical students and residents — providing the seed crop of doctors who will ultimately lead the provision of care to Canadians. They also provide complex care and perform research.

When well maintained, these medical centres propel us safely between a university with a medical school and its teaching hospital.

The ASHC is also home to specialists. Academic health sciences centres conduct research — in the form of clinical trials (to test new drugs, devices and diagnostics), population health studies (to understand diseases at the population level) and translational research (to move basic science to the bedside and back again).

Research is a form of critical inquiry and discovery that generates the evidence upon which medical practice is based. These doctors are also the experts who provide complex care for patients with life-threatening illnesses — including advanced surgeries, transplantation, catheter-based interventions to treat heart attacks and stroke and so much more. They also test the latest surgical techniques and interventions and evaluate new forms of molecular diagnostics.

The ASHC is also home to specialized and expensive core facilities including clinical laboratories, pharmacies and radiology programs (think PET scanners and MRIs) and interventional rooms (including robotic surgery suites, catheterization laboratories and the like) that support the community. These services, and stranded at the roadside. After assessing Canada's AHSC, a national group called the Canadian Association of Professors of Medicine (CAPM) concluded that it's time to fill the tank, change the oil and provide some tender loving care.

We should also create a federally funded network of accredited AHSCs. Although health care is primarily provincially funded, the federal government's funding via the Canada Health Transfer accounts for approximately a quarter of the health-care budget. Federal funding is both discretionary and growing (at a rate of around six per cent per year). This funding could be used selectively to develop, advance and unify a national network of AHSCs, in which academic departments of medicine could thrive.

With such investment we would certainly see benefits beyond improved health care.

Dr. Stephen Archer is the Head of Medicine at Queen's University. Hotel Dieu Hospital, Kingston General Hospital, and Providence Care. The Conversation, which provides news and views from the academic and research community, is an independent non-profit media partner. Queen's researchers, faculty, and students are regular contributors. The Conversation is seeking new academic contributors. Researchers wishing to write articles should contact Melinda Knox, Associate Director, Research Profile and Initiatives, at knoxm@queensu.ca.
Grad students get back to nature at writing retreats

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Picture this: a cabin in the woods, nestled in beside a lake. Adirondack chairs, canoes drifting lazily by in the distance, and wildlife scavenging about – with this peaceful stillness occasionally interrupted by bursts of laptop keyboards clacking.

The scenic venues of Elbow Lake and Lake Opinicon are each, for one week of the year, turned into writing retreat centres for graduate students, offering the 50 participants a chance to get away from the hustle and bustle of everyday life and focus on their thesis. Marta Straznickzy, Associate Dean with the School of Graduate Studies, says the retreats combine the serenity of the lakeside settings, the comfort of the cabins and home-cooked meals, and a sense of community which the participants say continues long after the retreats have ended.

“Both at the Lake Shift and Dissertation on the Lake retreats we try to create an environment that is conducive to writing, as well as self-care,” she says. “Students reconnect with their research and can try new work habits, while also allowing themselves to rest and enjoy socializing with their peers.”

The Lake Shift, which takes place at QUUBS in July, invites students from a number of Ontario universities to meet at Lake Opinicon and focus on their research for five days. During their time, the students receive plenty of support and guidance to help them through the task ahead of them. After attending Lake Shift in 2017, Brock University nursing student Amanda Hansen formed a research project with another attendee focused on nursing education.

“I immediately knew I wanted to apply to the retreat again this year to continue these conversations and start new ones, but also to have dedicated time to write in a space that provides a supportive and energizing atmosphere enabling personal and professional writing,” says Ms. Hansen. “Some interesting new connections have been made again this year and conversations about new research projects are in the works. Apart from this research project, I also had the organized and motivated time to finish my literature review for my thesis.”

Dissertation on the Lake, meanwhile, brings Queen’s graduate students to Elbow Lake in August for a five-day retreat that is focused on writing – though students have been known to occasionally take a breather and enjoy some hiking or other relaxation activities. The retreat, now in its fifth year, typically attracts 30 participants.

Suyin Olguin is a doctoral candidate and is participating for her second consecutive year because she finds the uninterrupted writing time valuable and important for her health.

“The demands of teaching and of motherhood throughout the academic year make it very difficult to muster the energy and dedication needed to complete a project of this depth,” says Ms. Olguin. “I have produced incredible work at Dissertation on the Lake, all of which is now part of a chapter, which has been published, or has been presented at an international conference.”

This year’s Dissertation on the Lake retreat took place Aug. 27-31.

Read more about how this year’s Lake Shift went on the Graduate Studies website (queensu.ca/sgs).

Grad studies

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

Wednesday, Sept. 12
Andrea Brau, Civil Engineering, ‘Novel sensors for Improving Reinforced Concrete Design and Assessment’; Supervisor: N. Hoults, 212 Ellis Hall, 9 am.


Thursday, Sept. 13

Haley Sanderson, Environmental Studies, ‘A Study of Vancomycin-Resistant Entercocci Derivced From Wastewater Treatment Plants’; Supervisors: S. Liss; R. Stephen Brown, 3108 BioSciences Complex, 1:45 pm.

Friday, Sept. 14
Sarah Alford, Art History, ‘Art Botany in Nineteenth-Century Design Reform, 1830-1865’; Supervisor: J. Holland, D120 Mac-Corry Hall, 10 am.

Gong Dai, Mechanical and Materials Engineering, ‘Atomatic Simulations of Irradiation-Induced Dislocation Loops in Zirconium Alloys’; Supervisors: M.R. Daymond; Z. Yao, 227 Nicol Hall, 1:30 pm.


Monday, Sept. 17
Allison Clouthier, Mechanical and Materials Engineering, ‘Implications of the Relationship Between Knee Joint Shape and Function for Pathology and Treatment’; Supervisors: K. Deluzio; M. Rainbow, 310 Beamish-Munro Hall, 3 pm.

Peter John Gagolewicz, Neuroscience, ‘Neuromodulatory and metabolic regulation of long-term synaptic plasticity in the primary visual cortex of adult rats’; Supervisor: H.C. Dringenberg, 122 Bracken Library, 1 pm.

Tuesday, Sept. 18

Guyes Achtari, Management, ‘Applications of Machine Learning in Revenue Management and Routing’; Supervisors: M. Nedik; Y.G. Levin, 100 Goodes Hall, 1 pm.


Thursday, Sept. 20
Noor Al Dahhan, Neuroscience Studies, ‘Examining the Neural and Cognitive Underpinnings of Reading’; Supervisors: D.P. Munoz; J.R. Kirby, 123 Bracken Library, 10 am.


Friday, Sept. 21

Amanda Hansen formed a research project with another attendee focused on nursing education.
Wednesday, Sept. 12, 3:30-4:30 pm
Teaching Talks at the Tett
Drop by the Juniper Café in the Tett Centre for refreshing conversations about teaching and learning. Dr. Robin Attas from the Centre for Teaching and Learning will be prepared to discuss a timely topic each month, but is happy to take on any thing teaching-related you want to bring to the table.

Wednesday, Sept. 12, 5-7 pm
Orientation for New International Graduate Students (QUIC)
Interactive session with refreshments. Participants will have the opportunity to explore issues that typically arise for graduate students, and become familiar with resources and support services that may contribute to student success. Queen’s University International Centre (QUIC)

Thursday, Sept. 13-Friday, Sept. 14
Leadership for Medical Women
This workshop provides a rare opportunity for women in the health care sector to slow down, reflect and examine their current or future leadership roles. This course focuses on deepening self-awareness and self-identification, developing individual skills and strengths, and highlighting capabilities necessary to address and successfully meet challenges unique to women leaders in health care. Each participant will have the insights and tools to create a customized leadership development plan, and identify practical first steps Delta Hotel, 1 Johnson St.

Thursday, Sept. 13, 4:50-6 pm
2018 W. A. Mackintosh Lecture
Professor Izhak Gilboa (HEC Paris / Tel-Aviv University) is the 2018 W.A. Mackintosh Lecturer. Title: “Rationality and the Bayesian Paradigm.” CHERNOFF HALL, ROOM 117

Thursday, Sept. 13, 5:30-7 pm
Responding to an Opioid Overdose
During this workshop, staff from Kingston Public Health will train participants on how to recognize the signs of an overdose and administer naloxone. Participants will also be able to take free nasal spray naloxone kits away with them. Naloxone is a medication that can temporarily reverse the effects of an opioid overdose. Naloxone can save a life! Learn how to use it and get a kit. This information session is open to all students, staff and faculty. John Deutsch University Centre (JDUC), Robert Sutherland Centre (QUIC)

Thursday, Sept. 13, Noon-1 pm
Policy Talks - Malcolm Brown - Public Safety Canada and the role of the Deputy Minister
In 2016, the prime minister appointed Malcolm Brown as Deputy Minister of Public Safety. Prior to this appointment, Mr. Brown served as Special Advisor to the Clerk of the Privy Council on the Syrian Refugee Initiative since Nov. 9, 2015. Mr. Brown holds a Bachelor of Arts degree in Political Studies from Queen’s and a Master of Arts degree in Political Science from York University. He began his federal public service career in the Federal Provincial Relations Office, then worked at Health Canada and latter at the Privy Council Office where, among other senior positions, he served as Assistant Deputy Minister responsible for the Reference Group of Ministers on Aboriginal Policy. Robert Sutherland Hall, Room 202

Thursday, Sept. 13, 11:30 am-12:30 pm
School of Nursing Academic Series: Margaret Harrison
Join us for our Academic Series with guest presenter Dr. Margaret Harrison. This is a lunch and learn event, so we ask that you bring your lunch with you. Details on the presentation title will be announced closer to the date. Please email us at nursing@queensu.ca with any questions you may have. This event is free, and open to all. CATARAQUI BUILDING, ROOM 108

Thursday, Sept. 19, Noon-1 pm
International Community Lunch
Join us for our academic series lunch with you. Details on the presentation title will be announced closer to the date. Please email us at nursing@queensu.ca with any questions you may have. This event is free, and open to all. CATARAQUI BUILDING, ROOM 108

Thursday, Sept. 20, Noon-1 pm
Policy Talks: Ontario Election 2018 - A conversation with David Herle, Kathleen Monk, and Jaime Watt
Three political insiders will discuss what has happened in the recent Ontario provincial election and why; their assessment of how the new government is doing so far; what the implications and challenges are for the three parties going forward, and what the implications are for Canada. Robert Sutherland Hall, Room 202
New HR Learning Catalogue has something for everyone

The 2018-19 HR Learning Catalogue provides Queen’s employees with opportunities to develop new skills, deepen their knowledge, and thrive in the workplace.

With more than 135 offerings, including lunch-and-learns, certificate programs, and an extensive variety of health and fitness classes, there is something for everyone, explains Alison Cummings, Training Coordinator with Human Resources.

At the same time, programming helps grow professional networks.

“Both participants and instructors are able to meet people from other departments they might not otherwise interact with and develop new professional connections that will continue throughout their time at the university,” Ms. Cummings adds.

In 2017-18, nearly 1,500 employees benefited from HR Learning Catalogue programming.

The catalogue’s centerpiece is a series of certificate programs: Queen’s Volunteer Engagement Certificate (QVEC); From Diversity to Inclusion in the Workplace Certificate (DIW); Certificate in Workplace Communications (CWC); Certificate in International Perspectives (CIP); Administrative Professionals at Queen’s Certificate (APAQ); and Administrative Professionals at Queen’s Master Certificate (APAQM).

Insights from Instructors

Vital to the success of the certificate programs is the instructors who contribute their insights, knowledge and expertise. Last year, 42 individuals representing 14 units across Queen’s facilitated courses or workshops.

One of these instructors is Jordan Phoenix, Records Manager with the University Secretariat and Legal Counsel. He teaches a section of the CWC focused on helping employees make the best use of their work time.

Effectively managing email is a common challenge, says Mr. Phoenix. Most people respond to an email within minutes of receiving it, and as a result, get sidetracked from whatever they were working on for up to 30 minutes.

“What I focus on is getting into better habits and acknowledging that the average person will burn somewhere up to eight hours a week doing email replies,” he says. “So what I talk about is handling emails and acknowledging that the volume keeps getting greater as time goes on. It’s a reality of the workplace and I provide methods of being able to address that type of issue more easily.”

Being an instructor has also proven beneficial for Mr. Phoenix in his role as Records Manager, as it requires him to keep up-to-date with new developments in the information management field.

Learning something new every time she teaches a module of the QVEC is a tremendous reward for Kathryn Vilela, Alumni Officer with Volunteer Relations.

“I’ve consistently been amazed by the breadth and depth and variety of expertise that exists in the Queen’s community. It’s also encouraging to see how Queen’s staff have such a desire to learn and improve, and a willingness to share the expertise that we each have,” she says. “As an instructor, it’s rewarding to see the group discussions and the connections that grow between participants over the course of the program each year, but as a current manager of Queen’s volunteers myself, my own work has benefited from the connections I’ve made with QVEC participants.”

To view all the offerings and to register, visit the Human Resources website (queensu.ca/humanresources/).

For more information, contact Alison Cummings at ext. 78418 or hrodl@queensu.ca.

Plaques are given to graduates of the Human Resources certificate programs during a special ceremony hosted at the University Club.
Successful candidates
Job Title: Administrative Assistant (Research and Graduate Studies)  
Department: Faculty of Engineering and Applied Science  
Successful Candidate: Jessica Youles  
Competition: J1017-0307

Human resources

Successful candidates
Job Title: Administrative Assistant/Communications Coordinator  
Department: SEAMO Office, Faculty of Health Sciences  
Successful Candidate: Kathleen McGrath  
Competition: J1217-0205

Job Title: Staffing Assistant  
Department: Faculty Office, Faculty of Health Sciences  
Successful Candidate: Lindsay Davidson  
Competition: J1217-0631

Job Title: Office Assistant  
Department: Department of French Studies  
Successful Candidate: Julie Viau  
Competition: J0118-0855

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Blue Canoe Productions / Trilola

TICKETS: 613.533.2424 (M-F, 12:30-4:30 PM) queensu.ca/theisabel