

## WELCOMING THE CLASS OF 2022



PHOTOS BY BERNARD CLARK

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

the **gazette**

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**EDITOR**

Andrew Carroll  
613-533-6459, ext. 36459  
andrew.carroll@queensu.ca

**ASSOCIATE DIRECTOR,  
NEWS AND PUBLICATIONS**

Peter Jeffrey  
613-533-600, ext. 77491  
pjj@queensu.ca

**ADVERTISING COORDINATOR**

Peter Gillespie  
613-533-6000 ext. 75464  
advert@queensu.ca

[www.queensu.ca/gazette](http://www.queensu.ca/gazette)

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

Michael Fraser

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**Queen's**  
UNIVERSITY

New faculty members introduced to the many resources available to help make their first year at Queen's a successful one

**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 footsteps 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."

Sari Van Anders arrives at Queen's as the Canada 150 Research Chair in Social Neuroendocrinology, Sexuality, & Gender/Sex and is cross-appointed to



**Kristin Moriah (English), takes notes during one of the many presentations during the New Faculty Orientation event at Robert Sutherland Hall.**

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 applying for grants, getting my office set up," she says. "I'm excited about getting ready to apply for 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."

## Statement on new freedom of speech policy

On Thursday, Aug. 30, the Government of Ontario announced a new policy regarding freedom of speech. In his capacity as Chair of the Council of Ontario Universities, Principal Daniel Woolf issued this statement:

Ontario universities share the Ontario government's interest in protecting freedom of expression, and are committed to working with all stakeholders, including faculty, students, and the

province, to provide opportunities for thoughtful debate and discussion on our campuses.

We welcome further discussion with the government on how freedom of expression may continue to be protected, and believe any framework must balance the right to free expression with universities' duty to maintain a civil campus environment, along with physical safety and security for faculty, students, and staff.

For centuries, universities have encouraged the free flow of

ideas on campus. Universities have always been places for open discussion and free inquiry.

This has not changed. Universities are committed to creating learning environments that promote free expression and provide opportunities for dialogue to take place with civility.

Every day, on every university campus in the province, hundreds if not thousands of conversations and debates take place; facts and opinions are expressed that some participants may not

like, or even find offensive.

Ontario universities have policies that affirm the right to freedom of expression for students, faculty and staff, and have mechanisms in place to resolve disputes. We will work with the government and other stakeholders to ensure that freedom and expression is alive and healthy.

– Principal and Vice-Chancellor Daniel Woolf, Queen's University and Chair of the Council of Ontario Universities



PHOTO BY GARRETT ELLIOTT

First-year students and orientation leaders from the School of Nursing show off their dance moves during the Thundermugz event, on Tuesday, Sept. 4.



PHOTO BY GARRETT ELLIOTT

First-year students from the Faculty of Arts and Science stand on the podium after taking part in the Frosh Olympics on Tuesday, Sept. 4.



PHOTO BY BERNARD CLARK

New commerce students at Smith School of Business gather for a group photo at Summerhill during orientation.



PHOTO BY BERNARD CLARK

Concurrent Education students were introduced to Duncan McArthur Hall through the Academics on West Campus event.

## A closer look at Class of 2022

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

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 and Education 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 for everyone 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.



PHOTO BY GARRETT ELLIOTT

First-year students and orientation leaders from the Faculty of Engineering and Applied Science celebrate during the Thundermugz event.

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UNIVERSITY COMMUNICATIONS



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

## 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 Satur-

day 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.



UNIVERSITY COMMUNICATIONS

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.



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.



UNIVERSITY COMMUNICATIONS

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## 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

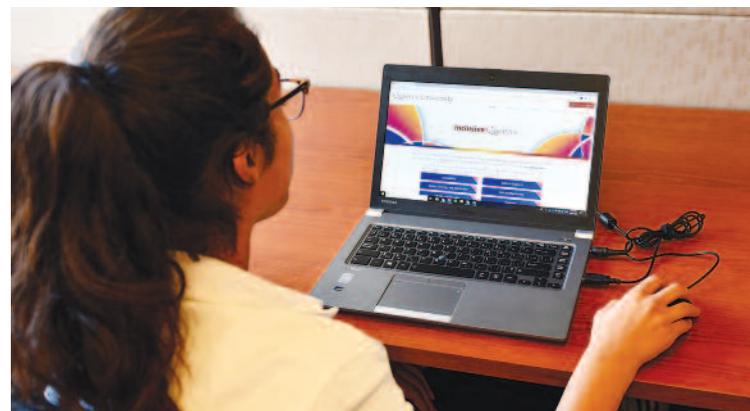
increasingly diverse work and study environments."

"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](http://queensu.ca/inclusive).



Employee and student Nour Mazloum browses the Inclusive Queen's website.

## 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 going down, and we will support each other when that happens. We will also call in



Speaker Farrah Khan made a pair of presentations regarding consent and sexual violence to all first-year students shortly after they arrived at Queen's University on Sunday, Sept. 2.

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/](http://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](http://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](http://farrahkhan.ca)).

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## view point

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

# Don't skip over getting ready

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

**BY THERESA NOWLAN SUART,  
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. It's important to recognize that, from a pedagogical perspective, this getting ready – either course prep, or "introduction to" instruction – isn't wasted time, but necessary steps along the way.

So be in the moments of getting ready.

Meanwhile, we'll get back to work reviewing course evaluation feedback, revising preparatory materials and SGL sessions. Looking at which learning event worked well and which need

**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.**

some tweaking and which need a major overhaul. Are assessments well-mapped to learning objectives? Is the rubric clear or can we improve that? What about annotating those objectives...

(And, as always, if you're in need of help with any of the above, get in touch. We're here to help).

*Theresa Nowlan Suart is an educational developer for the Undergraduate Medical Education (UGME) and Queen's University Accelerated Route to Medical School (QuARMS) programs in the School of Medicine.*

## lives lived

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

# 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 (1970) specializing in moral philosophy.

Millard joined the faculty of Queen's Theological College in 1969, 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 reli-



**Millard Schumaker**

gious studies at Queen's. Perhaps this anonymous student opinion expresses an esteem for Millard as an instructor well as any: "This guy is amazing... the best prof I have encountered at Queen's. A topic/class so sensitive and painful and at times depressing, he brings something wonderful out of it. He is the best thing since smoothies."

Millard was a leader in establishing biomedical ethics as an important component in health sciences education at Queen's. For many years, his course on ethics was a staple for medical and nurs-

ing students. 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 (1976-77).

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 remembered for his superb 1992 monograph, *Sharing Without Reckoning*, which continues to be 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 commit-

ment 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 manifest 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 computing 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 din died down and James assumed they had given up and left. But a half-hour later as he left his office, he saw three remaining students sitting around Millard's desk while he explained, patiently and at length why it 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.

\* \* \*

This Lives Lived column was written by William Morrow, Professor of Hebrew and Hebrew Scriptures in the School of Religion with contributions from Professors emeriti Clifford Hospital and Bill James.

## Queen's in the news

Highlights of Queen's experts in the media from Aug. 21- Sept. 4

## NEWSPAPER

## Ed Struzik

(School of Policy Studies) says in his extended interview with the New York Times that too much attention is now focused on fighting wildfires, rather than dealing with future fires, and what will lead to them.



**David Murakami Wood's** (Sociology) co-authored op-ed in the Toronto Star says the Sidewalk Labs 'smart city' project in Toronto is not doing enough to protect privacy.

**Yolande Chan** (Smith School of Business) says in the Globe and Mail that in addition to a simple cost analysis, companies considering big tech upgrades should also look at other factors.

**Laura Murray** (English) commented in the Hamilton Spectator on Kingston examining the legacy of Sir John A. Macdonald.

**John S. Andrew** (School of Environmental Studies, Smith School of Business, School of Graduate Studies) says in the National Post that if people think foreign buyers are the cause of high housing prices (in Toronto), they're dead wrong.

**Paul Quick** (Law) says in the Toronto Star that the case of a Smartphone snapping a selfie of a snoop-prison guard is important because it clearly illustrates the dynamic that allows prison staff to commit

abuses and act outside the law without fear of being held accountable.

**Gordon Boyd** (Health Sciences, Critical Care Medicine Program) had his op-ed about the need for more focus on the neurological health of patients in intensive care units published by the Hamilton Spectator and Le Soleil.

## ONLINE

**Tim Abray** (Political Studies) says on CBC Online that it's probably a terrible idea to run a campaign without lawn signs, especially for new candidates running against incumbents, because the most crucial thing in an election is name recognition.

**Stephen Archer** (School of Medicine, Division of Cardiology) says in The Conversation that academic health science centres are Canada's high-performance vehicles for better health.

**Rebecca Luce-Kapler** (Dean, Faculty of Education) says on CBC Online that school boards throughout Ontario are scrambling to fill supply teacher positions, often trying to hire new teachers before they've even finished their programs.



**Warren Mabee** (Geography and Planning, Smith School of Business, School of Policy Studies) says on CBC Online that the Clean Fuel Standard

is going to be a concern for people in the oilpatch because it really asks them to put their money where their mouth is.

**Robert Wolfe** (School of Policy Studies) spoke to Bloomberg, CKWS Global, 570 News, and 1310 News about how ongoing NAFTA negotiations will affect Canada.



**Nicholas Bala** (Law) says in The Lawyer's Daily that children often do better when their voices are heard in family/custody-related court hearings.

**David Freeman** (Law) says in CBC Online that donating to a crowdfunding campaign might seem like a straightforward transaction, but there are often unanswered questions about who keeps the money at the other end.

**Michelle Cohen** (School of Medicine, Family Medicine) says in an op-ed published by CBC Online that the wellness industry taps into, and profits from, women's frustration with conventional medical treatment.

## TELEVISION

**Robert Wolfe** (School of Policy Studies) told CTV National Network News that the quota under NAFTA means the right to sell a certain amount of milk. But if anybody can sell milk, then that quota that you've spent a lot of money on is worthless.

This Canadian Press interview appeared in over 60 outlets across Canada; says that now that the US and Mexico have resolved their bilateral issues, they can move on to trilateral NAFTA discussions with Canada on CTV National News Network.

**Roel Versteeg**'s (School of Computing) MagicScroll 'rollable' tablet was covered by the BBC, TechCrunch, and Gadgetifycom and others.



**John S. Andrew** (School of Environmental Studies, Smith School of Business, School of Graduate Studies) talked to CTV National News Network, Maclean's Magazine, and CBC TV about how a Supreme Court of Canada decision not to hear an appeal from the Toronto Real Estate Board regarding home sales data could affect home buyers.

**Christian Leuprecht** (Political Studies, Smith School of Business, School of Policy Studies) spoke to CTV's Your Morning about election security threats from Iran and North Korea.

## RADIO

**John-Kurt Plinius** (Business) discusses Second Cup possibly turning to cannabis sales on CBC's Ontario Morning.

**Ed Struzik** (School of Policy Stud-

ies) says the passenger ship he was aboard running aground should be a warning to seafarers in an increasingly open Arctic ocean on CBC Radio.

**Tim Abray** (Political Studies) discussed the effectiveness of campaign signs used during municipal elections on CBC's Ontario Morning.

**David Gordon** (Geography and Planning) told NewsTalk 770 (Calgary) that Canada's population has grown more suburban from 2006-2016.

## MAGAZINE

**Bill Flanagan** (Dean, Faculty of Law) says in Canadian Lawyer that law schools do a great job of teaching about the law, but things that go more into the business of the practice of law are not something that traditionally law schools have seen as their role.



**John Holmes** (Geography and Planning) says in Maclean's that if the U.S. applies tariffs to Canadian automobiles it would be a losing scenario for both countries; though Canada would come out as the biggest loser.

**Veldon Coburn** (Political Studies) discusses how systemic state policies have had much to do with the poor economic conditions of Indigenous communities in Canada in an op-ed for Maclean's Magazine.

## 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 – Access to Information and Protection of Privacy Policy and Policy on the Handling of Personal Health Information – were recently approved by the Vice Principals' Operations Committee (VPOC).

Both policies apply to the whole Queen's community and are a re-

sponse 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 and personal health information the university collects and uses, explains Carolyn Heald, Director, University Records Management and Chief Privacy Officer.

As a public institution Queen's must comply with the requirements of the Freedom of Information and Protection of Privacy Act

(FIPPA). FIPPA gives people a right 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.

"We collect a lot of personal information here at Queen's, whether it's for students, parents, or even summer campers, and we need to make sure that this information is protected appropriately as per the legislation," Heald says.

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 cloud 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 provide 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 people's reasonable expectations of 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/](http://queensu.ca/secretariat/)).

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PHOTO BY BERNARD CLKARK

Wendy Parulekar, Canada Cancer Trials Group Senior Investigator and oncologist, is one of six Queen's researchers who recently received Project Grant funding from the Canadian Institutes of Health Research (CIHR).

## An investment in health

Six Queen's researchers awarded funding to improve human health and health care

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 treatments 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 Woodhouse, 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 study, which is investigating the potential benefits of the de-escalation of treatment for patients with tonsil cancer.

Oropharyngeal squamous cell carcinoma (OPSCC) is one of the most common forms of head and neck cancer. Although this type

cancer is often associated with other risk factors, OPSCC related to human papillomavirus (HPV) infection has seen a dramatic increase globally. Radiotherapy is frequently used to cure 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) – \$765,000 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) – \$726,750 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 and a second grant for \$975,376 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.

For more information on the Project Grants program, visit the CIHR website (cihr-irsc.gc.ca).

## through the lens



UNIVERSITY COMMUNICATIONS

Ahead of the start of the academic year, the Queen's University International Centre (QUIC) hosted a number of events, facilitated by a dedicated group of orientation leaders, above. Matthias Hermann, below, a doctoral student in the Department of Chemistry, led a tour of campus for some of the newly-arrived international students at Queen's.



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# Creating change, empowering entrepreneurs

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

BY PHIL GAUDREAU, SENIOR COMMUNICATIONS OFFICER

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



Karina Bland and James Hantho present on behalf of ClimaCube, which took home \$30,000 at the pitch competition.

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 \$105,000, 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 - \$15,000**

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 - \$10,000**

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 child cancer survivors with awareness, peer support, and access to care to childhood cancer survivors across Canada.

**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, Firefi 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 \$5,000. Durabyte also added \$5,000 to their total for the day.

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## 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 ex-



Rembrandt's Portrait of a Man with Arms Akimbo.

hibition – 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 stu-

dents 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.



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# Why we need academic health science centres

This article was originally published on *The Conversation*. Read the original article at [theconversation.ca](http://theconversation.ca).



BY STEPHEN ARCHER, HEAD OF DEPARTMENT OF MEDICINE

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 forward for years to come. However, if neglected and ignored, they may ultimately leave us sick 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.

I would argue that academic medicine is currently experiencing the best of worlds and the worst of worlds. We possess new and powerful diagnostic and therapeutic tools and are poised to deliver more innovative care. However, our ability to accomplish these goals is challenged by a number of sociological, demographic and governmental factors.

This article aims to highlight these challenges, not as a com-



PHOTO BY PIRON GUILLAUME / UNSPLASH

**A few woefully underfunded academic health sciences centres are responsible for providing complex care to patients with life-threatening illnesses as well as training future doctors and testing the latest in new surgical techniques.**

plaint, rather to identify potholes in the road so that they can be avoided or repaired and we can accelerate our progress forward.

## Research and specialized facilities

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 practise 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.

## Congested hospital wards

To put into perspective how unique these organizations are, we can look at the numbers. Out of approximately 231 hospital sites in Ontario, only 16 are acute care academic centres and only five are fully-fledged AHSCs with medical schools.

These are located at McMaster University, University of Ottawa, Queen's University, University of Toronto and Western University. Such classifications are however complicated, because the Northern Ontario School of Medicine also has a school of medicine and many of the features of an AHSC.

A 2010 report from the National Task Force on the Future of Canada's Academic Health Sciences Centres concluded that AHSCs provide the majority of complex care in Canada.

However, one of the problems we face is the influx of Canada's aging population of baby boomers into hospitals. Many of these people require alternate levels of care (ALC) and social support, rather than acute, tertiary care. But Canada lacks a comprehensive senior care network and in many hospitals in Ontario, ALC's occupy 10 to 20 per cent of acute-care beds.

This, along with challenges such as the opioid crisis and homelessness, is congesting emergency departments and overcrowding inpatient wards. This compromises delivery of quality care and challenges physician wellness.

## 'What makes dollars makes sense'

Academic health science centres are poorly understood by government. Often, to cater to public opinion, the government focuses on enhancing outpatient

care, ignoring the importance of accessing state of the art, innovative care.

Compensation models are also misaligned with services provided. Most doctors in the community are paid on what we call a "fee for service" (FFS) payment plan. This means that they bill for each patient they see, for the service rendered.

This model disproportionately rewards clinical activity, particularly procedural activities, while failing to fund many important and time-consuming consultative services, and not funding research and educational activities at all.

At its worst this can lead to a culture where, "what makes dollars makes sense."

Training pipeline goals at medical schools are also misaligned. While Canada needs large numbers of general practitioners, AHSCs need highly specialized physicians — cardiologists and cardiac surgeons, neurosurgeons and neurologists, gastroenterologists and general surgeons, nephrologists and transplant surgeons, laboratory medicine specialists, anaesthetists and radiologists. A focus on training more general internists is also important to the sustainability of our health-care system.

Finally, Canada lacks a funding mechanism to support the training of our most advanced learners, who are referred to as "fellows." These are the doctors that go on to provide complex care such as coronary angioplasty, endovascular therapy for stroke, transplant medicine or catheter-based treatment of heart arrhythmias.

In the absence of fellowship funding, Canadian AHSCs rely increasingly on importing international medicine graduates to staff their hospitals.

## No funding for outstanding research

Finally, we have inadequate research funding models. The creation of a clinician scientist takes approximately three additional years of postgraduate medical training. This is followed by five years as a junior faculty member, during which substantial time protection and mentorship are required.

This is difficult to provide when the rate of success for research proposals at Canada's agency for funding biomedical research — the Canadian Institute of Health Research (CIHR) — is below 15 per cent.

Due to lack of funds, CIHR has been rejecting 80 to 90 per cent of funding applications, including those deemed outstanding by peer review. CIHR was intended to

have a budget equal to one per cent of public health spending, but this has not kept up with health expenditures or inflation.

The 2017 Naylor report, from the expert panel on Canada's Fundamental Science Review notes:

"Canada ranks well globally in higher education expenditures on research and development as a percentage of GDP, but is an outlier in that funding from federal government sources accounts for less than 25 per cent of that total, while institutions now underwrite 50 per cent of these costs with adverse effects on both research and education."

The report recommended an increase in CIHR funding of, "\$485 million, phased in over four years, directed to funding investigator-led research." However, while some of the report's recommendations were taken up in the 2018 Federal budget, many outstanding grants will continue to be unfunded.

## The future is a federally-funded network

Alternate funding plans (AFPs) need to be considered, which reward activities in education, research and clinical care equally.

AHSCs also need more research funding — to enable the next wave of researchers to save lives. To achieve this they need an improved budget structure.

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. Queen's University is a founding 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](mailto:knoxm@queensu.ca).

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## 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 scampering 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 Straznicky, 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



SUPPLIED PHOTO

Nevena Martinović, Suyin Olguin, and Jhordan Layne found a spot by the lake to work on their dissertations during the recently held Dissertation on the Lake retreat at Elbow Lake.

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 socializ-

ing with their peers.”

The Lake Shift, which takes place at QUBS 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 purposeful 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 such length and depth,” says Ms. Olguin. “I have produced incredible work at Dissertation on the Lake, all of which is now part of a chapter, 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/](http://queensu.ca/sgs/)).

### grad studies

#### Wednesday, Sept. 12

Andre Brault, Civil Engineering, ‘Novel sensors for Improving Reinforced Concrete Design and Assessment’. Supervisor: N. Hoult, 212 Ellis Hall, 9 am.

Jeremy Martin Ladd, Political Studies, ‘Winning At All Costs: Explaining Opposition Party Success and Failure in Hybrid Regimes’. Supervisors: Z. Csörgö; G.G. Amyot, D120 Mac-Corry Hall, 9:30 am.

#### Thursday, Sept. 13

Valérie Martin, History, ‘The Honest Man/L’Homme Honnête: The Colonial Gentleman, the Development of the Press, and the Race and Gender Discourses of the Newspapers in the British “Province of Quebec,” 1764-1791’. Supervisor: E.J. Errington, 207 Watson Hall, 10:30 am.

Haley Sanderson, Environmental Studies, ‘A Study of Vancomycin-Resistant Enterococci Derived 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. Helland, D120 Mac-Corry Hall, 10 am.

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

Santino Dau, Law, ‘Between Universalism and Cultural Relativism: A

Justification for Universality in the Application of International Human Rights Standards to Contemporary Africa’. Supervisor: S.J. Aiken, 102 Macdonald Hall, 10 am.

Caitlin Elizabeth Miron, Chemistry, ‘Organic and Metallo-organic Platforms for Nucleic Acid Recognition: Synthesis, Self-Assembly, and Biophysical Studies’. Supervisor: A. Petitjean, 300 Chernoff Hall, 2 pm.

Obai Mohammed, Civil Engineering, ‘Hydrogen Gas Production and Effects During Nano-Scale Zero-Valent Iron Remediation Application’. Supervisor: K. Mumford, 212 Ellis Hall, 1 pm.

Freddy Monasterio Barsó, Cultural Studies, ‘Music Production and Cultural Entrepreneurship in Today’s Havana: Elephants in the Room’. Supervisors: S. Lord; K.E. Dubinsky, 402B Gordon Hall, 10 am.

Ksenia Polonskaya, Law, ‘Examining the Mechanisms for Dismissal of Frivolous and Abuse of Process Claims in the International Investment Regime: A Case of Failed Legal Transplant?’. Supervisor: J. Karton, 102 Macdonald Hall, 2 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 Studies, ‘Neuromodulatory and metaplastic regulation of long-term synaptic plasticity in the pri-

mary visual cortex of adult rats’. Supervisor: H.C. Dringenberg, 122 Bracken Library, 1 pm.

#### Tuesday, Sept. 18

Ashley Clare Parr, Neuroscience Studies, ‘Understanding the Neurobiological Basis of Mixed-Strategy Decision-Making in Health and Disease’. Supervisor: D.P. Munoz, 124 Bracken Library, 9 am.

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

Raymond Sturgeon, Physiology, ‘Lipid Signalling Modulates Neuroendocrine Cell Excitability and Cation Channel Function’. Supervisor: N.S. Magoski, 449 Botterell Hall, 1:30 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.

Daniela Garroux Gonçalves de Oliveira, Geological Sciences & Geological Engineering, ‘EPB Excavation and Conditioning of Cohesive Mixed Soils: Clogging and Flow Evaluation’. Supervisor: M.S. Diederichs, 527 Bruce Wing, 10 am.

#### Friday, Sept. 21

Jue Wang, Management, ‘Essays on Customer and Firm-Side Learning in Pricing and Campaign Optimization’. Supervisors: M. Nediak; Y.G. Levin, 100 Goodes Hall, 9 am.

Katie Hunt, English Language

and Literature, ‘The Romantic Insomnia of John Keats and Samuel Taylor Coleridge’. Supervisor: C.J. Fanning, 406 Watson Hall, 3 pm.

Tara Diesbourg, Kinesiology & Health Studies, ‘The Effects of Age and Stiffness on Seated Work’. Supervisor: G.A. Dumas, 212 Kinesiology Bldg, 1:30 pm.

Yue Peng, Education, ‘Task-Based Language Teaching for Chinese as a Second Language: Teaching Practice and Teacher Cognition’. Supervisor: J. Pyper, A115 McArthur Hall, 1 pm.

#### Monday, Sept. 24

Marwa Elsayed, Computing, ‘Advancing Security Services for Cloud Applications’. Supervisor: M. Zulkernine, 524 Goodwin Hall, 9 am.

Mina Ghahremaninezhad Gharehlar, Biology, ‘A High-Mannose Glycoform of the Purple Acid Phosphatase AtPAP26 Interacts With a GNA-Apple Domain-Containing Lectin (AtGAL1) in Cell Walls of Phos-

phate-Starved Arabidopsis Thaliana’. Supervisor: W.C. Plaxton, 3101 BioSciences Complex, 1:30 pm.

Margaret Jones, Economics, ‘An Economics Analysis of the Treaty Right to Education’. Supervisors: C. Cotton; T. Jaworski, 515 Mac-Corry Hall, 2:30 pm.

#### Tuesday, Sept. 25

Ehsan Noei, Electrical & Computer Engineering, ‘Succeeding in Mobile Application Markets (From Development Point of View)’. Supervisor: Y. Zou, 302 Walter Light Hall, 10 am.

Jackson Edmund Tait, History, ‘The English State Lottery-Loan and the Origins of Modern Public Finance in the Atlantic World, 1694-1826’. Supervisors: S.M. den Otter; J. Collins, 402B Gordon Hall, 9:30 am.

Ru Zhang, Mathematics & Statistics, ‘Modeling and Analysis of Dynamic Computer Experiments’. Supervisors: C.D. Lin; P. Ranjan, 521 Jeffrey Hall, 9:30 am.



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kyle@subaruofkingston.com  
www.subaruofkingston.com

## events calendar

### 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 anything 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-knowledge, identifying and 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, 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, Rm, 202

### Thursday, Sept. 13, 4-5:30 pm 2018 W.A. Mackintosh Lecture

Professor Itzhak Gilboa (HEC Paris / Tel-Aviv University) is the 2018 W.A. Mackintosh Lecturer. Title: "Rationality and the Bayesian Paradigm." Chernoff Hall, Rm. 117

### Thursday, Sept. 13, 5:30-7 pm Preventing, Recognizing & 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

### Saturday, Sept. 15, 7:30-9:30 pm Isabel String Quartet and Double Bass with Joel Quarrington

Joel Quarrington, one of the finest double bass players on the world stage, joins the Isabel String Quartet in Dvořák's String Quintet, Opus 77. The concert begins with Bach and Beethoven. Isabel Bader Centre for the Performing Arts

### Monday, Sept. 17, 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. Catarqui Building, Rm. 108

### Wednesday, Sept. 19, Noon-1 pm International Community Lunch

Students, staff and faculty are invited to join us for vegetable soup and good conversation. Bring a friend and get to know your community. Queen's University International

Centre (QUIC)

### 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 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, Rm. 202

### ACROSS

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- 6 Press down
- 10 South Pacific boat
- 14 Actor Werner
- 19 Appliance brand
- 20 Space vehicles
- 22 African tongue
- 23 Memos
- 24 Contrue folks
- 25 Bradley et al.
- 26 Ledger pg.
- 27 NFL scores
- 29 Over again
- 30 Actress Skye
- 32 "La \_\_\_ en rose"
- 33 Kind of yarn
- 35 Cyrillic USSR
- 36 Behold: Lat.
- 37 Aral and Azov
- 38 Salad green
- 40 Grassy land
- 41 Eastern path
- 43 Hiker's snack
- 45 Garden entrance
- 46 Yo-Yo Ma's ax

- 48 Metric weights
- 52 Slugger's hope
- 53 Corn concoction
- 54 Trinitron maker
- 55 Informs
- 57 Making piggy sounds
- 59 Trial software
- 60 "Hoid on!"
- 61 Capote, for short
- 62 Outfits
- 63 Pager sound
- 64 "\_\_\_ Vogue"
- 65 Catch flies
- 66 Time pds.
- 67 Neighborhood hangout
- 69 Gorilla, e.g.
- 70 Varicolored
- 72 Shortly
- 73 Comparison word
- 74 Barroom fights
- 77 Make a boo-boo
- 78 Condemn
- 79 Wicked glance
- 80 Tavern
- 81 Item in a vegan's fridge
- 83 Author Simpson
- 84 River bottoms

- 85 European deer
- 86 Barbara of "GWTW"
- 87 Reviewer Roger
- 89 Primo
- 90 Actress Sommer
- 91 Stately tree
- 93 Backing
- 94 Put a roof on
- 96 Future sign
- 99 Publisher's inventory ID
- 101 Dams, e.g.
- 102 Gravei \_\_\_
- 105 Actor Ferrer
- 106 Satiated
- 107 Legal lead-in
- 108 ISP option
- 109 Sturm \_\_\_ Drang
- 110 Sluggard
- 112 Hinted at
- 115 Secret alternative
- 117 Disney heroine
- 118 Famed organic-foods restaurant
- 119 Nursemaid
- 120 Cheeky but cute
- 121 "Need You Tonight" group
- 122 Ironside's

- employer: abbr.
- 123 Classroom rows

### DOWN

- 1 Former airline, for short
- 2 Company that merged with BP in 1998
- 3 Salinger work, with "The"
- 4 Compass dir.
- 5 Fir tree resin
- 6 Cooking amts.
- 7 Had supper
- 8 Fetter
- 9 Heir apparent
- 10 Sigh of relief
- 11 Tenth of a sen
- 12 \_\_\_ illusion
- 13 Org.
- 14 Reed instrument
- 15 Actor Elliott
- 16 Cad
- 17 Open courtyards
- 18 Tricks
- 21 Tread
- 28 Knightmares?
- 31 Gauze
- 34 Egyptian snake
- 35 \_\_\_ d'Azur

- 36 Like a conger
- 37 Painful
- 39 Told
- 40 2014 TV retiree
- 42 Water, to Pedro
- 43 Corsair's quaff
- 44 Acting award
- 46 Quite able
- 47 Earthy pigment
- 49 Oakdale soap
- 50 Star in Cetus
- 51 Seaworthy
- 53 Spots
- 54 Perceived
- 56 Chaney of films
- 58 Iraqi rebel
- 59 Laura of "Wild"
- 60 Break from a habit
- 63 Microphone mover
- 64 Vail conveyor
- 65 Sail support
- 67 Alistair of PBS
- 68 Moon of Saturn
- 69 Some Dadaist works
- 70 Mexicali moola
- 71 Waffle \_\_\_
- 72 Author Yurick
- 74 Good-for-nothings
- 75 Take a peek
- 76 Hook's aide
- 78 Salmon garnish
- 79 Manor boss
- 80 So. state
- 82 Attitude
- 83 Chow \_\_\_
- 84 Forest: Fr.
- 88 Hammurabi's home
- 89 Leading
- 90 Election ending
- 92 Wire measure
- 94 Kate et al.
- 95 Tycoon Stanford
- 96 Skips
- 97 Mass \_\_\_
- 98 Logan et al.
- 100 "Me too!"
- 101 "Marat/ \_\_\_"
- 103 Not easily erased
- 104 Singer Nelson et al.
- 106 Bluesman Robert
- 107 Face, slangily
- 108 Molly or Christopher
- 111 Naval off.
- 113 Smoked salmon
- 114 Crest
- 116 Field role

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## New HR Learning Catalogue has something for everyone

BY COMMUNICATIONS STAFF

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:



Plaques are given to graduates of the Human Resources certificate programs during a special ceremony hosted at the University Club.

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 side-tracked 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/](http://queensu.ca/humanresources/)).

For more information, contact Alison Cummings at ext. 78418 or [hrod1@queensu.ca](mailto:hrod1@queensu.ca).

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## for the record

### APPOINTMENTS

#### Successful applications for Renewal/Tenure/Promotion 2018 Reappointment/Renewal

Brant Abbott, Department of Economics  
 Rene Allard, Department of Anesthesiology and Perioperative Medicine  
 Yuka Asai, Department of Medicine, Division of Dermatology  
 David Barber, Department of Family Medicine  
 Davide Bardana, Department of Surgery  
 Robert Bechara, Department of Medicine, Division of Gastroenterology  
 Karine Bertrand, Department of Film and Media  
 Jason Beyea, Department of Otolaryngology  
 Sita Bhella, Department of Medicine, Division of Hematology  
 Bronwyn Bjorkman, Department of Languages, Literatures and Cultures  
 Lysa Boisse Lomax, Department of Medicine, Division of Neurology  
 Erin Brennan, Department of Emergency Medicine  
 Julia Brook, Dan School of Drama and Music  
 Pilar Camargo Plazas, School of Nursing  
 Sally Brooke Cameron, Department of English  
 Francesco Cellarosi, Department of Mathematics and Statistics  
 Robert Colautti, Department of Biology  
 Theresa Claire Davies, Department of Mechanical and Materials Engineering  
 Vincent DePaul, School of Rehabilitation Therapy  
 Joanna Dion, Department of Anesthesiology and Perioperative Medicine  
 Catherine Donnelly, School of Rehabilitation Therapy  
 Qingling Duan, Department of Biomedical and Molecular Sciences and School of Computing  
 Scott Duggan, Department of Anesthesiology and Perioperative Medicine  
 Christopher Evans, Department of Emergency Medicine  
 Matthew Faris, Department of Physical Medicine and Rehabilitation  
 Leslie Flynn, Department of Psychiatry  
 Imelda Galvin, Department of Anesthesiology and Perioperative Medicine  
 Margaret Gemmill, Department of Family Medicine  
 Nader Ghasemlou, Department of Biomedical and Molecular Sciences and Anesthesiology &

Perioperative Medicine  
 John Gonder, Department of Ophthalmology  
 David Good, Department of Pathology and Molecular Medicine  
 Karen Hall Barber, Department of Family Medicine  
 Kyle Hanniman, Department of Political Studies  
 Kelly Howse, Department of Family Medicine  
 Katherine Kovacs, Department of Medicine, Division of Endocrinology  
 Tabitha Kung, Department of Medicine, Division of Rheumatology  
 Joshua Lakoff, Department of Medicine, Division of Endocrinology  
 Clementine Janet Pui Man Lui, Department of Medicine, Division of Hematology  
 Elinor MacDonald, Department of Paediatrics  
 Stephen Mann, Department of Surgery  
 Alina Marin, Department of Psychiatry  
 Kristen Marosi, Department of Medicine, Division of General Internal Medicine  
 Ryan Martin, Department of Physics, Engineering Physics and Astronomy  
 Michael McDonnell, Department of Emergency Medicine  
 Michael McMullen, Department of Anesthesiology and Perioperative Medicine  
 Shaila Merchant, Department of Surgery  
 Anne Moffatt, Department of Paediatrics  
 Norma Möllers, Department of Sociology  
 Joseph Newbigging, Department of Emergency Medicine  
 Michael O'Reilly, Department of Medicine, Division of Cardiology  
 Raveen Pal, Department of Medicine, Division of Cardiology  
 Sunil Patel, Department of Surgery  
 Eric Prost, Department of Psychiatry  
 David Reed, Department of Medicine, Division of Gastroenterology  
 Michael Reyes, Department of French Studies  
 Avena Ross, Department of Chemistry  
 David Saleh, Department of Paediatrics  
 Michael Sartor, Smith School of Business  
 Ian Sempowski, Department of Family Medicine  
 Stephanie Sibley, Department of Emergency Medicine  
 Matthew Simpson, Department of Family Medi-

Stephen Steele, Department of Urology  
 Yi Ning Strube, Department of Ophthalmology  
 Adam Szulewski, Department of Emergency Medicine  
 Robert Tanzola, Department of Anesthesiology and Perioperative Medicine  
 Julie Tessier, Department of Obstetrics and Gynaecology  
 Don Thiwanka Wijeratne, Department of Medicine, Division of General Internal Medicine  
 Jennifer Tomasone, School of Kinesiology and Health Studies  
 Richard van Wylick, Department of Paediatrics  
 Maria Velez, Department of Obstetrics and Gynaecology  
 Francisco Vera-Badillo, Department of Oncology  
 J. Frederick Watkins, Department of Surgery  
 Jacob Weinrib, Faculty of Law  
 Laura Wells, Department of Chemical Engineering

Susan Brogry, Department of Surgery  
 Thomas Davidson, Dan School of Drama and Music  
 Jocelyn Garland, Department of Medicine, Division of Nephrology  
 Andrew Hall, Department of Emergency Medicine  
 Nazik Hammad, Department of Oncology  
 Annette Hay, Department of Medicine, Division of Hematology  
 Bruce Kelly, Dan School of Drama and Music  
 Wenjue Knutsen, School of Policy Studies  
 Michael Leveridge, Department of Urology  
 Matt Rogalsky, Dan School of Drama and Music  
 Nancy Salay, Department of Philosophy  
 Randy Wax, Department of Critical Care Medicine  
 Khaled Zaza, Department of Oncology

#### Reappointment and Promotion to Associate Professor

Gordon Boyd, Department of Medicine, Division of Neurology and Critical Care Medicine  
 Douglas Cook, Department of Surgery  
 Benedict Glover, Department of Medicine, Division of Cardiology  
 Mark Harrison, Department of Surgery  
 Dawa Samdup, Department of Paediatrics  
 Khaled Shamseddin, Department of Medicine, Division of Nephrology  
 Benjamin Thomson, Department of Medicine, Division of Nephrology  
 Jagdeep Walia, Department of Paediatrics  
 Alex Wright, Department of Physics, Engineering Physics and Astronomy

#### Renewal and Promotion to Assistant Librarian

Francine Berish, Queen's University Library

#### Tenure

Susan Bartels, Department of Emergency Medicine  
 Ryan Bicknell, Department of Surgery  
 Renee Fitzpatrick, Department of Psychiatry  
 Sulaiman Nanji, Department of Surgery

#### Promotion to Associate Professor

Amy Acker, Department of Paediatrics

#### Promotion to Associate Professor with Tenure

Amanda Cooper, Faculty of Education  
 Evan Dudley, Smith School of Business  
 Luc Martin, School of Kinesiology and Health Studies  
 Richard Reeve, Faculty of Education  
 Trish Salah, Department of Gender Studies  
 Norman Vorano, Department of Art History & Art Conservation and Agnes Etherington Art Centre

#### Promotion to Professor

Johanne Bénard, Department of French Studies  
 Laura Cameron, Department of Geography and Planning  
 Christopher Cotton, Department of Economics  
 Lindsay Davidson, Department of Surgery  
 Thomas Dean, Department of Electrical and Computer Engineering  
 Philippe Di Stefano, Department of Physics, Engineering Physics and Astronomy  
 Alois Freundorfer, Department of Electrical and Computer Engineering  
 Stephen Harrison, Department of Mechanical and Materials Engineering  
 Valerie Kuhlmeier, Department of Psychology  
 Joshua Mozersky, Department of Philosophy  
 Karen Smith, Department of Physical Medicine and Rehabilitation  
 Dean Tripp, Department of Psychology  
 David Zechel, Department of Chemistry

## human resources

### Successful Candidates

**Job Title:** Administrative Assistant (Research and Graduate Studies)  
**Department:** Faculty of Engineering and Applied Science  
**Competition:** J1017-0307

**Successful Candidate:** Jessica Youles

**Job Title:** Administrative Assistant/Communications Coordinator  
**Department:** SEAMO Office, Faculty of Health Sciences

**Competition:** J1217-0205

**Successful Candidate:** Kathleen McGrath

**Job Title:** Staffing Assistant  
**Department:** Faculty Office, Faculty of Health Science  
**Competition:** J1217-0631

**Successful Candidate:** Lindsay Davidson

**Job Title:** Clinic Clerk  
**Department:** Department of Family Medicine  
**Competition:** J0118-1149  
**Successful Candidate:** Kendra Biggs

(Family Medicine)

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

### PUZZLE SOLUTIONS

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Narek Hakhnazaryan / Jan Lisiecki

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Danish String Quartet / I Musici with  
Nareh Arghamanyan / Juilliard String Quartet  
Smetana Trio / Soundstreams Canada

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Miss Emily / The Pritneers

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Shuffle Demons / GTA Swing Band  
Russell Drago / Tribute to Herb Alpert

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Rachel Podger and Juilliard415  
Claire Jones / Tafelmusik Baroque Orchestra

## GLOBAL

Julie Fowlis / Alicia Svigals / Digging Roots

## KA'TAROHKWI FESTIVAL OF INDIGENOUS ARTS

Dylan Robinson, Curator

A remarkable festival of Indigenous music,  
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Digging Roots / Jeremy Dutcher / Bracken Hanuse  
Corlett / Dean Hunt / Lisa Cooke Ravensbergen  
Tanya Lukin Linklater / Peter Morin *and more!*

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McGill Symphony Orchestra  
Beijing Guitar Duo / Open Voices Community Choir  
Okavango African Orchestra  
Yolanda Bruno (*Winner of the Isabel Overton Bader  
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SpiderWebShow FoldA: Festival of Live  
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