

# University Council Newsletter-September 2020

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## COUNCIL UPDATES:



**Chancellor Search Advisory Committee Update:** Councillor Jim Leech's term as Queen's 14<sup>th</sup> Chancellor will come to an end next summer. (Stay tuned for updates on celebrating Jim's service!) Queen's will soon begin the search for its next Chancellor, which will start with the Council's Executive Committee approving the Councillors nominated for the search committee in early September. Council will have three representatives on the Committee (a Council Trustee -Cathy Matthews, an Executive Committee member-Marcus Wong, and a Councillor-at-large-John Armitage), in addition to the Chair of the Board of Trustees,

Mary Wilson Trider. Queen's community members will be given the opportunity to share their views on the desired attributes of the next Chancellor and to submit nominations in October and November, and it is hoped that the successful candidate will be announced early in the new year after approval by Council. Regular updates will be provided to the Queen's community via the [search website](#).

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**Board of Trustees:** Meeting dates can be found on Board [website](#). The next regular meeting will be held on September 24-26 via Zoom. You can check out the Board agenda/minutes on the [Governance Portal](#). To attend the Board's Open Session, please submit your request in advance to [trustees@queensu.ca](mailto:trustees@queensu.ca).

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**Senate:** Meeting dates can be found on the Senate [website](#). The next regular meeting will be held on September 29<sup>th</sup> via Zoom. You can check out the Senate agenda/minutes on the [Governance Portal](#). To attend any portion of the meeting, please submit your request in advance to [senate@queensu.ca](mailto:senate@queensu.ca)

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**Queen's Alumni Brand meeting:** The [Queen's Alumni](#) brand is going through a refresh process, including a redesign and a new alumni engagement campaign. The [Office of Advancement](#) Communications and Marketing team hosted a focus group with Councillors to present concepts for feedback. Thank you to **Kofi Adow, Richard Baugh, Heather Black, Judith Brown, Doug Bruce, Samantha Cheung, Mary Dodd, Nosa Eqiebor, Greg Frankson, John Frezell, Rico Garcia, Anita Jack-Davies, Amrita Singh, Susan Smith, Chuqiao Wang, Marcus Wong, Tom Woodhall, and Elaine Wu** for participating! If you were unable to attend and would still like to learn more about the refresh process and offer feedback, please email Ellen Babb, Office Of Advancement, Communications, Marketing, Events, and Donor Relations, at [ellen.babb@queensu.ca](mailto:ellen.babb@queensu.ca).

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This issue of the Alumni Review features **Dr. Anita Jack-Davies**, Council EDII Advisor, with the cover story 'After the Fires Burn: Engaging alumni on issues of race'. The [online issue](#) of the Alumni Review is now published and the print issue is in the mail.

QUAA President and University Councillor, Rico Garcia is also featured with '[From the QUAA: Belonging at Queen's](#)'.

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**ICOUNT Queen's Equity Census:** During the week of September 14, watch for an email from the Human Rights and Equity Office. Councillors will be asked to complete the Census to provide a more accurate summary of Council's current composition. The Census measures the representation of the four designated categories of the Federal Government's [employment equity legislation](#) (women, racialized groups/visible minorities, Indigenous/Aboriginal peoples, and persons with disabilities).

## COUNCILLOR PROFILES

We encourage you to get to know your [fellow Councillors](#). Please welcome our new Councillors who began their terms on September 1<sup>st</sup>. Check out their profiles and connect on LinkedIn.

- [Kofi Adow - MBA'17](#)
- [Richard Baugh - MBA'14](#)
- [Samantha Cheung - Sc'92](#)
- [Nosa O. Egiebor - PhD'85](#)
- [Abdul-Aziz Garuba - MBA'12](#)
- [Bittu George - Artsci'95, Law '98](#)
- [Kasmet Niyongabo - Sc'11, MBA'20](#)
- [Precious Nyarko-Antwi - MIB'18](#)
- [Sari Ohsada - BSc'19](#)
- [Opiyo Oloya - BA \(Hons\)'83, B.Ed'86](#)



Reach out to [terri.flindall@queensu.ca](mailto:terri.flindall@queensu.ca) with your ideas to encourage networking among Councillors.

## FEATURED OPPORTUNITIES:

The Office of the University Secretariat and the Office of Advancement are partnering to investigate additional opportunities for Councillors. We will continue to roll out opportunities as they arise. Or, if you are interested in a particular area, please contact [terri.flindall@queensu.ca](mailto:terri.flindall@queensu.ca)

**[Human Rights and Equity Office](#)** (HREO): The school year is starting with many changes and uncertainties. But in times of crisis, solidarity becomes key. During 2020, several events of international relevance have prompted equity-seeking communities to keep challenging the oppressive systems that have made them more vulnerable. In this 6th year, [Together We Are blog](#) will explore how equity-seeking communities are supporting each other during times of crisis, and how equity-seeking groups can ensure that the 'new normal'

is built on equity principles. The HREO is looking for contributors to the blog. Check out the [blog](#) and [past contributors](#). If interested, please contact Equity Advisor [Vanessa Yzaguirre](#). And, follow HREO on [facebook](#).

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**Student Human Resource Committee:** The committee was created earlier this Summer by the [Office of the Rector](#) to identify gaps in resources that student leaders face within clubs and organizations. Co-chaired by the AMS Clubs Manager, the committee has identified eight areas where gaps exist and will begin a full consultation process this Fall. This committee offers a unique platform to collaborate widely and ultimately provide recommendations to the AMS, SGPS, University, and student leaders themselves on best practices and changes that need to be made. The eight areas of focus are as follows:

- Sexual Violence Prevention and Response
- Hiring, Interview, and Election Practices
- Conflict Resolution and Mediation
- Mental Health and Well-being
- Alcohol Substance Use and Abuse
- Environmental Sustainability
- Student Code of Conduct and Non-Academic Misconduct
- Equity, Diversity, and Inclusivity

As members of the University Council you are uniquely positioned to provide guidance to the students taking on this work. At the Committee's previous meeting they were lucky enough to host former long-serving **Councillor Colin Lynch** who shared his student experience at Queen's and how it helped lead him to governance work. Another guest they were happy to have was Patrick Deane, Principal and Vice-Chancellor. If you are interested in hearing more or coming to chat with the team, they would love to have you! Please direct all inquiries to [rector@queensu.ca](mailto:rector@queensu.ca).

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**Ban Righ Centre Alumnae Mentor Program:** This new program was created to connect current students and Ban Righ Centre's alumnae. The goal of the program is to provide students additional non-academic support in their professional and personal growth. Mentors can help students in setting up professional and personal goals and preparing for the transition from university to employment. The initial commitment will be three months after which the pair can assess whether or not to continue. Ban Righ will provide some facilitated support in the early stages.

While the exact nature of the mentoring relationship can vary from one mentor-mentee pair to another, effective mentoring is based on mutual respect, trust, and understanding. Does this sound interesting to you? Please contact [susan.belyea@queensu.ca](mailto:susan.belyea@queensu.ca) if you'd like to know more about this pilot program.

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**Queen's Toronto Alumni Branch:** The Queen's Toronto Alumni Branch invites all Toronto-based University Councillors to attend its upcoming quarterly meeting on Monday October 26th at 6:30pm on Zoom. For those who are interested, please [register here](#).

**For this meeting, the Toronto Branch is looking to feature 3-4 Toronto-based University Councillors who are interested in introducing themselves to the wider Queen's Toronto Alumni Community.** They are interested

in learning how you became involved as a Councillor, and your life and experiences pre- and post-Queen's! Interested Councillors will be asked to introduce themselves and speak informally for 3-5 minutes.

If you are interested in this opportunity, please send an email to [queenstoalumni@gmail.com](mailto:queenstoalumni@gmail.com) by September 16th, 2020.

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**The Faculty of Education** is seeking volunteers from the University Council. The Faculty is currently evaluating the role of [philanthropy](#) and [alumni engagement](#) in its activities and is seeking volunteers to help build meaningful relationships with alumni. The role of the Council members will be to help identify alumni that may be interested in being engaged with the Faculty of Education as well as those who are interested in supporting the Faculty through philanthropy.

The Faculty has identified the following fundraising priorities: a Chair in Student Success and Wellness, support for [Sistema Kingston](#), [the Indigenous Initiatives Fund](#), as well as [financial support for students](#).

Please contact Rebecca Carnevale if you are interested in being involved at [rebecca.carnevale@queensu.ca](mailto:rebecca.carnevale@queensu.ca).

## CAREER SERVICES PROFILE

[Career Services](#) is the central provider of career education and employment support services at Queen's University for [undergraduate](#), [graduate students](#) and recent [alumni](#) from all disciplines. The unit offers a comprehensive range of [accessible services](#) to support and empower students in making informed decisions about their career, further education, and employment goals.



**Now, more than ever, students will benefit from your assistance. You can contribute to student success with Career Services as an:**

**Alumni:** share your story, share your support...

- Your LinkedIn Profile – use your profile to indicate your connections with Queen’s so that current students can find you. In the education section include your specific degree(s) so current students pursuing the same degree can locate you when searching for Queen’s alumni! You may even want to include a note in your “About” section to encourage current students to connect with you. Consider reviewing the [communications](#) section of your privacy settings so that “everyone” on LinkedIn, especially students, can connect with you.
- [Queen’s Connects Career Network for Students and Alumni](#) - Join our online alumni/student group! It is a supportive space for current students and alumni to connect and discuss career questions. If you are interested in offering information interviews, post a brief summary of your career highlights, some time slots that you are available and how you prefer group members to contact you within the Queen’s Connects group. We are particularly interested in alumni from equity-seeking backgrounds to strengthen connections for students from all backgrounds. *(Please note: This group does not allow the promotion of products or services; it is exclusively intended to support networking, information gathering, and the sharing of resources related to career development. )*
- In general, as much as you can, say yes when students and recent alumni ask for career information. Students are frequently looking to connect with alumni who can answer specific questions about careers or organizations of interest as they explore their career options.

**Employer/Recruiter:** create and offer job opportunities to students and new graduates...

- [Hire a QUIP Intern](#) – internships can make a huge difference in a student’s career development. Consider how your organization could use a 12-16 month (paid) intern to both accomplish your organization’s goals and provide a rich learning opportunity to a student.
- [Create other experiential learning opportunities for students](#) – if you have a short term project that a student could assist with, our EL Hub would be happy to connect you with students in experiential learning courses that would be a good fit. Contact [el.hub@queensu.ca](mailto:el.hub@queensu.ca).
- [Post a job](#) to hire students, new grads and other alumni.
- [Attend a Career Fair](#) Book your organization’s booth in order to meet students and alumni who are planning their careers and/or actively looking for jobs.
- [Become A Sponsor](#) – If you would like your organization to have a higher profile with future student talent, we have many opportunities including sponsoring resume clinics, student preparation areas, Student Ambassador attire, door prizes, etc.
- [Advertise](#) - Purchase ads in the annual Career Services magazine, become a featured employer, or feature a specific job.

**Parent/Aunt/Uncle/Friend:** refer the students in your lives to career supports...

- Do you know students who have career questions? Please help make sure Queen’s students know about the services available to them at Career Services. Popular referrals:
  - Job Search questions: [Support for Students and New Graduates During Covid-19](#)
  - Career questions: [Drop-in Career Advising](#) – no appointment necessary to speak with a career counsellor
- Choosing a Major: the [Major Maps](#) help students find their way through Queen’s and beyond! Each one features major-specific advice on academics, extra-curriculars, networking, international opportunities and career development all in one place.
- For high school students, even if they are not yet set on coming to Queen’s, consider referring them to the award-winning [Major Maps](#) and [Grad Maps](#), which can help them explore university pathways
- Follow Career Services on [Facebook](#) and [Twitter and share and retweet when you see things that students in your network might find helpful](#)

For additional information, please contact: [Cathy.Keates@queensu.ca](mailto:Cathy.Keates@queensu.ca), Director, Career Services & Experiential Learning

91% of grads are employed 6 months after graduation  
98% of students who have used Career Services would recommend us to a friend  
269 000+ hits to the Major Maps and Grad Maps since launch

## FEATURED EVENTS – BE AN AMBASSADOR:

In light of COVID-19, in-person gatherings have been suspended, but online activities are still taking place! Check the calendar to review upcoming [Alumni events](#).



A weekly virtual lecture series, Queen's Contagion Cultures, helps make sense of the COVID-19 pandemic through the expertise and insights of Arts and Science faculty members. This public-facing series asks important questions and explores complex responses to help society grapple with turbulent times. Lectures are livestreamed on Zoom every Tuesday at 4 pm EDT/EST with events scheduled until December 2020. The lectures are open to the public and participants are asked to [register](#) in advance. For more information on the series, including links to recordings and speaker bios, please visit the [School of Policy Studies website](#).



**Smith Business Insight** - Cutting-edge research and commentary from world-renowned faculty and industry experts. From articles on strategy, leadership, and teams to podcasts on entrepreneurial start-ups to webinars on the latest issues, visit [smith.queensu.ca/insight](http://smith.queensu.ca/insight) for more and to [subscribe](#). Insight's

webinar series is back for the fall, you won't want to miss it! All welcome.



Welcome to the First-Ever [Queen's Virtual Homecoming](#) - Queen's alumni volunteers and staff are working hard behind the scenes to ensure our first ever virtual Homecoming is every bit as exciting as it would have been in person. We've condensed all of the magic of a traditional Homecoming weekend into one exciting day. We'll re-awaken your Tricolour spirit, whether you're re-living your favourite moments in Queen's sports history or seeing how your old campus haunts have stood the test of time. Registration opens Monday, Sept. 21. Questions? [Contact the Reunions Team](#).

**November 13-14, 2020 - 145<sup>th</sup> Council AGM:** Our first online AGM will have the theme: *Setting the Stage – Queen's and Council Moving Forward*. Our agenda will include an update and dialog with Principal Deane regarding his vision for Queens, a special session on EDII at Queen's with the goal of setting the stage for Council involvement throughout the coming year, and an online social to re-connect and to meet the new members of Council. Engaging discussions and plenty of interaction provided - bring your own "Q" donut!



Looking forward to seeing everyone in November – watch for a special package delivered to your doorstep in advance of the meeting.

**Doug Bruce**, Chair, Program Committee

## NATIONAL DIALOGUES AND ACTION FOR INCLUSIVE HIGHER EDUCATION AND COMMUNITIES OCTOBER 1 & 2, 2020

This year's [Dialogues and Action](#) will focus on sharing experiences and ideas, exploring and learning best practices, and contributing to the formulation and implementation of concrete actions that resolutely reject anti-Black racism and drive meaningful, enduring Black inclusion. Registration is free! To register for this important conversation, please visit <https://uoft.me/nationaldialogues>

## STUDENT PROFILE:



### Sam Hiemstra, 37<sup>th</sup> Rector of Queen's University

BA (Hons)'21, Sociology Major/Political Studies Minor

This position, unique among Canadian universities, was established in [1912](#) and modelled after similar positions at Scottish universities. The primary function of the Rector is to represent students on the [Board of Trustees](#). Some Rectors, however, have also used the office in a more informal way to help students with administrative problems by providing information and advice.

The Rector also has certain ceremonial responsibilities, the most important of which is to join the [Chancellor](#) and the [Principal](#) on the dais at [convocations](#). The Rector is frequently called upon to represent students on university committees, such as those which select the Principal and [honorary degree](#) recipients.

The Rector is now elected by students to a three-year term, but until 1969 no students were chosen; instead, the Rector tended to be some prominent friend of Queen's. In 1969, students forced the resignation of the Rector, Senator Grattan O'Leary - since that time, students have been elected to the post ever since.

*"Princeps Servusque Es" (Be a leader and a servant) is the motto of the Office of the Rector, and truly embodies what the Rector strives to do for Queen's students.*



Contact Sam by [email](#), [twitter](#) or [Instagram](#)

## DID YOU KNOW?



Biosciences Phytotron: The Department of Biology maintains a large T-shaped greenhouse on the roof of the BioSciences Complex, also known as the Phytotron. The facility, which dates from the construction of Earl Hall in 1966, contains hundreds of varieties of plants from all over the world.

The greenhouse has three main sections: the largest of its rooms contains specimens used for teaching, another room holds research specimens and, in the stem of the "T," there are numerous "growth chambers" (containers, ranging from the size of a refrigerator to the size of a small room, to allow researchers to grow specimens in highly controlled conditions). There are also several growth chambers in the basement of the BioSciences Complex.

## QUEEN'S LINKS TO KEEP YOU INFORMED:

Subscribe and commit to sharing information through Queen's [Social Media](#)



**COVID update:** Look for the latest updates and more information on COVID-19 on this website.

- [Queen's Gazette](#)
- [Queen's Law Reports](#)
- [Inclusive Queen's](#)
- [Queen's Alumni Review](#)
- [Smith Magazine](#)
- [Viewbooks](#)
- [Queen's Quarterly](#)
- [The Complete Engineer](#)

## CONTACT INFORMATION



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