

THE LONG GAME Meet the Gaels' biggest fan. She's 96.  
SWEET AS HONEY A tour of the Queen's apiary. / INK VS. IMAGE What your tattoos say about you.

# QUEEN'S ALUMNI REVIEW

ISSUE 2, 2025

THE MAGAZINE OF QUEEN'S UNIVERSITY SINCE 1927

**BEYOND  
THE BLUR**

↳ How the Class of 2020 found focus after COVID-19.



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Issue 2, 2025



COVER PHOTOGRAPH EXCLUSIVELY FOR QUEEN'S ALUMNI REVIEW BY KYLA ZANARDI; (RIGHT) JOHNNY C.Y. LAM; SPOT ILLUSTRATION BY SOL COTTI

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The pandemic upended the lives of the Class of 2020. Where are they now?

BY TONY ATHERTON



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### The Gaels' Biggest Fan

At 96, Lois Hazlett is the most loyal fan a team could hope to have.

BY TONY ATHERTON

▲ This August will mark Lois Hazlett's 69th year as a season-ticket holder for Gaels football. She shared all her incredible scrapbooks with us, and also told us why she loves football – including the only thing that will ever keep her away from a game.

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“I developed a global mindset through [being a flight attendant] and that really helped me as I shaped and managed the company.”

— AISHA YANG, P. 31

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How I Got Here

David Nesbitt's efforts in inclusion are reshaping lives across Hong Kong.

↓  
Harneet Kang, MIR'20, photographed by Kyla Zanardi, Artsci'09, on July 3, 2025, in her Toronto studio.



The stark, blurred portrait on the cover symbolizes the uncertainty faced by the Class of 2020 during the isolation of the COVID-19 pandemic. Inside, Ms. Kang's image is brought into focus, an indication of the new directions and clarity that these resilient graduates had found in the five years since. “The white background makes the image feel like it's suspended in time, just like when we all stopped in 2020,” says Ms. Zanardi. “That same white space allows us to fill in the blanks, just as we all had to navigate a new future for ourselves, and this was especially true for Harneet and all her classmates.”



## SERVING A GREATER, COMMUNAL CAUSE

**H**aving focused in the last issue on current political challenges to universities and their mission, it is refreshing for me this time to be able to point to evidence that, at our university, the commitment to that mission is unabated and continuing to have a positive impact in the world at large. I am writing this on June 17, hours after it was announced in Istanbul that for the fifth straight year Queen's has placed in the top 10 in the Times Higher Education (THE) Impact Rankings, rising from eighth last year to sixth place overall and tied as the top North American institution in a pool of more than 2,500 institutions in 130 countries.

Since Shanghai Jiao Tong University issued the first Academic Ranking of World Universities in 2003, university league tables have increasingly become a fixture across the globe, notwithstanding concerns about their effect on the academic enterprise and their tendency to reinforce a conception of institutionalized higher learning that favours wealthier nations. The THE Impact Rankings, which began in 2018-19, adopted a different methodology that was calculated to level the playing field: universities' societal impact would be assessed using the 17 United Nations Sustainable Development Goals (SDGs) as a framework.

It was a welcome initiative, shifting emphasis from what universities simply do to what they are for and providing opportunities not only for comparison but co-operation between institutions in service to a broader cause. The Impact Rankings recognized that

the UN SDGs had the potential to be a kind of *lingua franca* for measuring the impact of universities worldwide and they built upon that insight. And in parallel, the International Association of Universities launched in 2018 its Global Cluster on Higher Education and Research for Sustainable Development (HESD), again using the SDGs as an organizing taxonomy. Queen's is now part of that Global Cluster, focusing on "Zero Hunger," the second of the SDGs, and working in partnership with institutions around the world. In the recent round of the Impact Rankings, we have placed first in the world for that goal.

The point of all this is that, for Queen's, the decision to participate in the THE Impact Rankings has brought many benefits, the most obvious, though not necessarily most important, being heightened profile and reputational gain. Perhaps more significantly, though, it has also given us a framework for both assessing and strategically directing our efforts to address global challenges. It has enabled us to become more intentional and therefore more effective in our engagement with the world. And perhaps most critically, it has demanded and facilitated active collaboration with institutions and agencies far afield as well as closer to home.

The 17th SDG focuses on implementing and revitalizing the Global Partnership for Sustainable Development, and every institution participating in the Impact Rankings must report on their co-operative efforts. This is as it should be. While one aspect of the university mission focuses on the actions and aspirations of individuals, there is a greater, communal cause that must be served: social justice, human well-being, and a vibrant future for the planet and all the life it sustains.

PRINCIPAL PATRICK DEANE



## Picture this: A new Homecoming tradition

Homecoming is, at its heart, all about the memories – the ones we make in the moment, and the ones we revisit from years past. For many, a trip to the *Alumni Review*'s Homecoming photo booth is now part of that tradition.

Introduced in 2023, it has quickly become a place for alumni to connect and capture the day. With professional photographer and Queen's alumna Jana Chytilova, Sc'89, behind the lens, alumni step into the frame and receive a special keepsake a short time later: their photo on a custom cover of the *Alumni Review*, delivered right to their inbox.

Some of our alumni models wear tams. Some wear well-worn jackets. Some arrive for their close-ups in paint-splattered coveralls. The photo booth brings everyone together: long-lost housemates, couples, grandparents, babies, and dogs (and, if you're lucky, you might even catch Boo Hoo striking a pose). For those on the sidelines, it's just as entertaining to watch the fun unfold. Everyone's there to capture a moment in time – and they do it in tricolour style.

But for one alumna, capturing that moment took on even greater significance after Homecoming.

Jennifer Stroebe, Sc'98, was happy to pose with her father, Rick Sterne, Sc'68, in 2023 (above) – she in her Engineering jacket and he in a Queen's tartan scarf, embracing.

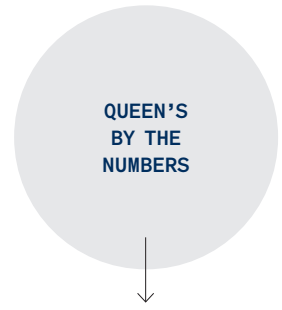
"Thank you so much for sending this photo cover! It turned out so great," she wrote to us after receiving her *Alumni Review* cover. "Not only did I love my time at Queen's, it was super special for me to share Homecoming weekend with my dad, who graduated from the same Queen's program exactly 30 years earlier than me."

Now, nearly two years later, she treasures the photo even more.

"This photo is extra special to me," she explains. "Sadly, my dad passed away unexpectedly a few weeks after it was taken."

Each photo tells a story – and for Jennifer, that story was about her dad, and the connection they shared with Queen's, and each other.

"I am so grateful that we were able to travel and spend Homecoming together."



Queen's University has once again earned a place among the world's top universities for its contributions to advancing the United Nations' Sustainable Development Goals (SDGs). This marks the fifth consecutive year that Queen's has placed in the global top 10, a milestone unmatched by any other Canadian institution since the rankings began in 2019. The THE Impact Rankings evaluate how universities perform across the UN's 17 SDGs, which call for global action to end poverty, protect the planet, and ensure peace and prosperity for all.

130 countries are reflected in the ranking

1st

in Canada out of 24 participating universities

6th

in the world out of 2,500+ participating universities

5 years for Queen's in THE's global top 10

1st

globally for SDG 2: Zero Hunger

6th

globally for SDG 15: Life on Land

2nd

globally for SDG 14: Life Below Water and SDG 16: Peace, Justice, and Strong Institutions

4th

globally in SDG 11: Sustainable Cities and Communities

**WHAT:**  
Homecoming photo booth

**WHEN:**  
Oct. 17 (1 to 6 p.m.) and Oct. 18 (8:30 a.m. to 12:30 p.m.)

**WHERE:**  
Grant Hall

**WHO:**  
All Queen's alumni are invited

**COST:**  
None – it's on us as a thank you to our alumni readers



**Tony Atherton** is not a Queen’s grad but proudly wears a hand-me-down Q ball cap from his son (Artsci’03). Mr. Atherton’s 44-year career as writer and editor has taken him around the world, including 17 years as the *Ottawa Citizen’s* television critic. Mr. Atherton was the winner of the National Magazine Awards B2B Gold prize for the Best Column or Regularly Featured Department category for “If These Walls Could Talk.” See, “The Long Goodbye” on page 18, “Keeper of the Faith” on page 24, and “If These Walls Could Talk,” on page 34.



**Leah Hennel** is an award-winning Calgary-based photojournalist. A graduate of the Southern Alberta Institute of Technology’s photojournalism program, her work has appeared in the *Globe and Mail*, *The Guardian*, *Maclean’s*, *Canadian Geographic*, *The Narwhal*, and major wire services around the world. She has also published two photography books: *Along the Western Front* and *Alone Together: A Pandemic Photo Essay*. See “Her Body of Work,” on page 16.



**John C.Y. Lam** is a commercial and editorial photographer based in Newfoundland. He is a regular contributor to the *Globe and Mail* and *Maclean’s* and is best known for his portraiture work. In 2023, Mr. Lam received the silver award in the Best Photograph category at the National Magazine Awards B2B contest for a photo he shot for the *Alumni Review*. See “The Queen’s Bees” on page 10 and “Keeper of the Faith” on page 24.



In 2012, **Kyla Zanardi**, Artsci’09, left behind a career in international public health to pursue her creative side behind the camera. She has produced several cookbooks and opened the digital production house Benson & Oak, where she has had the opportunity to produce, shoot, and direct for Food Network, SLICE.ca HGTV, and brands such as Bertolli, Empress Gin, Nature Valley, Chevrolet, and many more. See cover and “The Long Goodbye,” on page 18.



WRITE  
TO US

The *Queen’s Alumni Review* welcomes comments at [review@queensu.ca](mailto:review@queensu.ca). All comments may be edited for clarity, civility, and length.

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# QUEEN’S ALUMNI REVIEW

VOLUME 99, NO. 2, 2025

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The *Queen’s Alumni Review* is published by the Queen’s Office of Advancement. Queen’s is a member of the Council for Advancement and Support of Education and the Canadian Council for the Advancement of Education. Subscriptions are free to alumni, \$25 Cdn/year for others. Opinions expressed in the *Review* are not necessarily those of Queen’s University.  
*Queen’s Alumni Review* (circ. 109,000)

ISSN #0843-8048

## TO UPDATE YOUR ADDRESS

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Canada Post publications mail permit #41089017

*Queen’s Alumni Review*  
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# ON CAMPUS



For the first time in the team's history, the Ottawa REDBLACKS held their training camp outside the capital, landing at Richardson Stadium for their 2025 pre-season prep. It's a fitting choice: with its recent upgrades and the addition of the state-of-the-art Lang Pavilion, Richardson has become one of the premier high-performance facilities in Canadian university sports.

**What:** Ottawa REDBLACKS Training Camp **When:** Pre-season 2025 **Where:** Richardson Stadium  
**How:** Facilities funded by 300+ alumni donors through the Richardson Stadium revitalization project

# CAMPUS NEWS



## The Milestone

### **Queen's is 6th in the world, 1st in Canada in global rankings**

Queen's University has once again earned a place among the world's top universities for its contributions to advancing the United Nations' Sustainable Development Goals (SDGs). In the 2025 Times Higher Education (THE) Impact Rankings, Queen's was ranked sixth globally out of more than 2,500 institutions across 130 countries, and has reclaimed its position as the top-ranked Canadian university. This year's rankings were announced during the THE Global Sustainable Development Congress in Istanbul. This marks the fifth consecutive year that Queen's has placed in the global top 10, a milestone unmatched by any other Canadian institution since the rankings began in 2019. The rankings evaluate how universities perform across the UN's 17 SDGs, which call for global action to end poverty, protect the planet, and ensure peace and prosperity for all.

## The Accolade

### **Queen's improves its global standing**

Queen's has improved its standing in the QS World University Rankings. The university is now ranked 191st out of 1,501 post-secondary institutions across 106 locations,

rising two places from last year and maintaining its place in the top 200 universities worldwide. Within Canada, Queen's has also advanced one place, now sitting 9th among the 29 Canadian schools evaluated. The QS World University Rankings evaluate universities across several broad performance indicators, spanning research, university partnerships, student learning experience and outcomes, and academic and employer reputation. Within Canada, Queen's stood out in employability, ranking in the top five nationally for employment outcomes for graduates, and for its reputation with global employers for producing the most job-ready graduates. Queen's has steadily improved its global standing in the QS rankings, gaining 55 positions in the last three years.

## The Honour

### **Distinguished University Professor receives one of the highest honours for scientists**

Dr. John Smol, Distinguished University Professor in Queen's department of biology, has been elected as an international member of the U.S. National Academy of Sciences (NAS). The organization is responsible for overseeing the U.S. National Research Council and fostering the broad understanding of science. Each year, a maximum of 120 members are elected. Dr. Smol is one of only 30 international scientists and five Canadians elected to the NAS in 2025. As a leading scientist in the field of

paleolimnology, Dr. Smol conducts research focusing on studying freshwater systems to track their long-term changes, specifically relating to climate change and other human impacts. His research on the effects of warming on High Arctic lake ecosystems identified the critical impact of greenhouse-gas-induced warming in the region years before most people recognized climate change as an environmental issue. His work has informed public policy, provided methods to track historical environmental conditions, guided future environmental action, and raised awareness of evidence-based climate-change research.

## The Prize

### **Early-career researcher wins prestigious Polanyi Prize for work developing cleaner chemical processes**

Queen's researcher Rachel Baker is the winner of the Polanyi Prize in Chemistry.

Queen's researcher Rachel Baker (chemical engineering) has been awarded the prestigious Polanyi Prize in Chemistry for pioneering greener approaches in chemical manufacturing. Modelled after the



PHOTOGRAPHY COURTESY OF SMITH ENGINEERING

five Nobel Prize categories, the Polanyi Prize recognizes outstanding early-career researchers whose innovations drive progress in fields vital to Ontario’s economic growth. Dr. Baker’s vision is to reduce the chemical industry’s reliance on fossil fuels with a two-pronged approach that uses electrolysis reactions to repurpose biomass and carbon dioxide (CO2) emissions. This cuts down on greenhouse gas production by utilizing clean electricity to power chemical reactions, while simultaneously using pollutants like CO2 as a feedstock. Dr. Baker, Sc’17, is the Robins Family Professor of Engineering Chemistry, a professorship endowed by the late DavosPharma founder and Kingston native Barry Robins, BSc’64, and family.

Materials Engineering and Smith Engineering’s inaugural Chair for Women in Engineering, has been named one of Canada’s top 100 most powerful women for 2024 by WXN, the Women’s Executive Network. Dr. Ploeg was recognized in the BMO STEM category. Her visionary leadership and dedication to advancing gender equity in science, technology, engineering, and math (STEM) has brought national attention to the impactful work underway within Smith Engineering. The awards site notes that Dr. Ploeg is “recognized internationally as a leader in orthopedic biomechanics. Her testing and modelling of live bone in culture is unique, made possible through a bioreactor and loading system. Through her industrial and clinical partners, Dr. Ploeg’s research impacts product design, orthopedic surgery, and therapy.”

**The Powerful**

**Smith Engineering’s Heidi Ploeg recognized for visionary leadership**

Heidi Ploeg, Sc’88, MEng’91, PhD’00, a professor in the Department of Mechanical and

**The Homecoming**

**Preparations underway to welcome alumni back to campus**

The countdown is on for Homecoming 2025, set for the weekend of Oct. 17–19. This year marks the 99th annual reunion, when alumni return to campus for three days of reconnecting, discovering what’s new at Queen’s, and meeting future grads. This year, milestone reunions are being celebrated for alumni who graduated in years ending in five or zero, along with the Tricolour Guard (those celebrating 50 years or more since graduation). Registration is open and you can start planning now. Register online (queensu.ca/alumni/homecoming) and be sure to see the Plan Your Visit page (queensu.ca/alumni/homecoming/plan-your-visit) for info on accommodation options, getting around town, and more.



▲ Mark your calendars – Homecoming is set for October 17–19! Scan to register now.



▼ Lucas Coster, Dax Miller, and Tyler Gunasekera earn medals at the World U24 Ultimate Championships in Spain.

**The Athletes**

**Ultimate players represent Canada at world championships**

A student, Dax Miller, Artsci’26, and two alumni, Tyler Gunasekera, Artsci’25, and Lucas Coster, Sc’24, were among 1,250 athletes from more than 25 countries who competed in the World Under-24 Ultimate Championships held in Logroño, Spain, in June. Miller and Gunasekera both played on the men’s (open) team, returning to Canada with the bronze medal. Coster played on the mixed team and came home with a silver medal. The trio are no strangers to success – they had already helped the Gaels win a Canadian University National Ultimate Championship in fall 2023 and helped the team to a bronze in fall 2024. 🏆

PHOTOGRAPHY BY CHRISTIAN FLORES; CALLUM LINDEN



# The Queen's bees

Over at West Campus, you will find the sweetest spot at the university – an apiary that's all about sustainability and science.

BY ROBERT GERLSBECK

**Q**ueen's is sometimes called a city within a city – a humming hub of student life tucked into the heart of Kingston. But hidden inside this city is another bustling metropolis most people pass without noticing.

Too bad. It's got a lot of buzz.

Welcome to the West Campus Apiary, a pocket of wildlife wedged between Richardson Stadium and Sir John A. Macdonald Boulevard. It's home to 10 honeybee colonies and hosts upwards of half a million bees at the height of summer.

Launched in 2022, the apiary helps restore urban pollinators and supports the UN's Sustainable Development Goals, says Theresa Couto, registered dietitian and wellness and sustainability manager at Queen's Hospitality Services. But it's more than a sanctuary for bees. It's a living, buzzing classroom. "There's so much we can learn from bees about our environment and our ecosystem," Ms. Couto says.

Then there's the honey, harvested from August through September. About half of the sweet stuff goes into the kitchens of Queen's eateries and coffee shops. For example, Café Union in Goodes Hall serves a delicious peanut butter and honey sandwich. The rest is bottled and sold under the Queen's Bee's Honey label at campus favourites like the Lazy Scholar and Mac-Corry dining hall.

Honeybees are remarkable creatures – hardy but fragile. They can



**Bees collect nectar from small flowers within a few kilometres of their hive, and the honey they produce from these blossoms has a different colour and taste depending on the season.**



## BY THE NUMBERS

# 50,000 to 80,000

Number of bees in each one of the 10 colonies at the West Campus Apiary during summer

# 3,500 lbs.

Total amount of honey harvested at the apiary since 2022

# 556

How many worker bees it takes to gather one pound of honey

operate in the hottest summers and coldest winters. Yet they remain oh so vulnerable to climate change, parasites, and pesticides.

A bee can't survive by itself. It depends on the colony, which is surprisingly democratic. Decisions, like how much honey to produce or when to relocate, are made through a sophisticated system of collective communication.

"Bees operate in massive societies the way we do and have these

incredibly complex interactions," says Andrew McCann, the apiary's beekeeper. "In some ways they are the most human-like of species."

Having grown up with bees (his father was also a beekeeper), Mr. McCann remains deeply impressed by them. For thousands of years, humans have taken bees wherever they've migrated. Perhaps we need them more than they need us.

"Sometimes I wonder who's domesticated whom," Mr. McCann says. 🐝



(opposite page and above) Beekeeper Andrew McCann inspects one of the colonies at the West Campus Apiary. A box like this can weigh more than 100 pounds when its hive frames are honey-laden.

(left) When working around the hive, beekeepers use smokers. Some believe smoke confuses bees while others say it mimics a forest fire, causing them to go into the hive and fill up on honey for a potential escape.

# Dr. Christopher Booth, Artsci'97, Meds'01, shares details on the breakthrough study that will change cancer care and save lives – one step at a time.



In a groundbreaking study that made headlines around the world, researchers working with the Sinclair Cancer Research Institute and Kingston Health Sciences Centre demonstrated that a three-year program of structured exercise significantly improves survival for patients with colon cancer by reducing the risk of disease recurrence and new primary cancers. The study was led by the Canadian Cancer Trials Group at Queen's and funded by the Canadian Cancer Society. We asked Dr. Christopher Booth, co-chair of the CHALLENGE trial and a professor in the Departments of Oncology and Public Health Sciences, what this means for patients, the health-care system, and the future of cancer research.

**This research resulted in a global first. Can you explain what makes it so groundbreaking?**

This is the first clinical trial in the world designed specifically to ask whether exercise can improve cancer survival. As oncologists, one of the most common questions we get asked by our patients when they finish chemotherapy is, "Doc, what else can I do to improve my outcomes?" We now have strong evidence that a structured exercise program delivered after surgery and chemotherapy for colon cancer improves survival. This finding has changed standard care overnight and has generated tremendous interest in studying the effects of exercise in other cancers.

**This study received tremendous media attention. In one interview, you said researchers were "astounded when we saw the magnitude of benefit of exercise." Explain a bit about why everyone was taken aback by the findings – the coverage suggests this is really a seismic shift in what we know about cancer.**

We launched this study in 2009 based on early data from other studies suggesting a potential association between exercise and cancer outcomes. However, until now, we did not have proof that exercise can improve survival. What was so astounding was the magnitude of benefit. For every 14 patients who went on

the exercise program, exercise prevented one person from dying. This magnitude of effect is comparable (and in some cases exceeds) the benefits of many of our standard chemotherapy treatments. The CHALLENGE trial has clearly demonstrated that surgery, chemotherapy, and an exercise program are together the new standard treatment for patients with Stage 2 and 3 colon cancer.

**The study does not reveal exactly how exercise reduces the new onset or recurrence of cancer. What are some of the theories about why exercise had such a powerful impact?**

Prior laboratory studies have suggested a number of different anti-cancer effects of exercise. Exercise has known beneficial effects on the immune system, inflammation, metabolic health, and cardiovascular circulation. It is plausible that several factors are driving the results we saw in the CHALLENGE trial. We collected blood specimens on all 889 patients who participated in this global trial at multiple points during the three-year study period. In the next one to two years, we will be doing detailed analyses of these specimens to try to better understand the effects of exercise on cancer.

**For patients currently going through cancer treatment or recovery, what kind of exercise are we talking about? In the study, patients could decide what kind of exercise they wanted to do – was any one kind of exercise better than another? And how intense did exercise have to be?**

Our study tested the role of aerobic exercise. Patients had a target level of exercise that could be met using any form of cardiovascular physical activity. A physical activity consultant worked with patients every two weeks for Year 1 and then monthly during Years 2 and 3. They played a crucial role as a motivational coach and designed an "exercise prescription" that would allow the patient to hit their physical activity target doing activities they enjoyed. This included everything from swimming to cross-country skiing to biking to





Dr. Christopher Booth, Artsci'97, Meds '01, is a medical oncologist at KHSC and professor of oncology at Queen's. He ran Varsity cross-country and track during his undergraduate studies and medical school.

kayaking and jogging. Most people, however, started a walking program and could hit their target if they walked at a brisk pace for 45-60 minutes three to four times per week.

**Many people think of cancer recovery as a time to rest. How can patients know when it's safe to start exercising?**

An exercise program is likely a good idea for everyone. However, for someone being treated for cancer, this needs to be done in conjunction with the treating oncologist. The amount of exercise that is appropriate will vary based on how sick the patient is and what other forms of treatment they are receiving. The patients in our study had completed surgery and chemotherapy and recovered from the treatment side effects before they started this program. Patients should speak with their oncologist before they start a new exercise program.

**One of the key components of the study was a physiotherapist or a personal trainer for the patients to check in with on a regular basis. How did those factors make a difference?**

My patients who participated in this study were emphatic that it was the human connection with their trainer that made a huge difference in their ability to start and maintain an exercise program. Patients felt

**“This is the first clinical trial in the world designed specifically to ask whether exercise can improve cancer survival.”**

accountable to their trainer and highly motivated to work on the goals they designed together.

**The New York Times noted that, after eight years, the exercise program had prevented one death for every 14 people who participated in the exercise arm of the study. So many people have been touched by cancer – can this give us all hope that we can improve cancer survival rates in the future, or are we getting ahead of ourselves?**

This is the first study to demonstrate that exercise can improve cancer survival, and it is specific to colon cancer. Our data provided a hint that exercise can also prevent new cases of breast cancer and prostate

cancer, but more work is needed to better understand this. In fact, there are ongoing trials in breast cancer and ovarian cancer exploring the extent to which diet, nutrition, and exercise can improve survival.

**For people who want to act now – whether they've had cancer or not – what advice would you give about exercise and cancer prevention?**

Exercise is good for the mental health, emotional well-being, and physical health of all of us. For patients currently being treated for cancer – it will be important for them to speak with their oncologist about what program might be appropriate for them. 🍷

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# Her body of work

Alyssa Grocutt's doctoral research explores how tattoos shape – and shift – professional identity.

BY TARA JACKSON

**R**esearch by Alyssa Grocutt, MSc'21, is infused in the personal. Her award-winning master's in management organizational behaviour, examining the impact of parental work injuries on children and how those experiences affect leadership development in young adulthood, was rooted in the familiar – her father died in an on-the-job incident when she was a child.

For her PhD, Grocutt again opted to pursue a topic with a meaningful connection: Her own self-described tattoo hobby and what was a “fun, personal side project” on tattoos in the workplace grew into a dissertation and direction for academic inquiry.

“Tattoos are a niche area, but they're a huge passion of mine,” explains Grocutt, whose body is more than half covered in ink. “Thinking about tattoos is such a source of joy to me, so I decided to explore how they're treated in professional settings.”

Grocutt is interested in perceptions of visible tattoos and the realities of being a tattooed employee or leader. Via extensive online surveys, she examined both the perceptions of and behaviours toward tattooed individuals in the workplace.

Using written descriptions and images of a worker with either no tattoos, a friendly tattoo, or an intimidating tattoo, Grocutt asked respondents to imagine the worker as their colleague, and then asked for their perceptions of the worker's competence, trustworthiness, “artistic-ness,” and riskiness. Additional questions sought information on how the respondent would

act towards the tattooed worker in terms of discriminatory and respectful behaviours.

She found that workers with intimidating tattoos are more likely to be discriminated against through perceptions that they are riskier. “At the same time, workers with intimidating tattoos are also less likely to be discriminated against through perceptions that they are more artistic,” she says.

Each of these different perceptions affects behaviours toward the person sporting the intimidating tattoos, Grocutt says, highlighting a need for awareness around conscious and unconscious attitudes toward tattooed employees in the workplace.

This could mean rethinking ingrained approaches found in some professional environments. “Organizations shouldn't require employees to cover their tattoos in the workplace,” says Grocutt, by way of an example, “but rather they should aim to enhance positive perceptions of tattooed workers.”

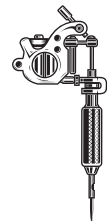
In September, Grocutt will begin a post-doctoral fellowship at the University of Calgary, under the supervision of Nick Turner, Com'96, Artsci'97, MSc'98, researching knowledge translation and dissemination of research insights. She will also continue to work on completing her own full-body suit of tattoos.

Grocutt's passion for tattoos shows no signs of fading, and she hopes workplaces will come to recognize the hidden advantages of their visibility.

“For many tattooed people, especially heavily tattooed people – myself included – having their tattoos showing increases their feelings of authenticity. We know from other workplace research that when people feel more authentic at work, their mental health is better and their performance improves. I'd like to see workplace appearance norms change to be more accepting of employees' self-expression, so they can show up as their true selves, which benefits both employees and organizations.” 🐾

“I'd like to see workplace appearance norms change to be more accepting of employees' self-expression, so they can show up as their true selves, which benefits both employees and organizations.”





## **TAT STATS**

A recent national survey asked Canadians about their tattoos.

### **How many?**

1 in 3 Canadians have tattoos.

### **Who's inked?**

Prairie residents are most likely to have tattoos.

### **Most likely:**

Millennials (51%) and Gen Xers (43%).

### **Least likely:**

Gen Z (35%) and Boomers (17%).

### **How visible?**

70% say their tattoos can be hidden under long sleeves and pants.

### **Most visible:**

Quebeckers are slightly more likely to show their tattoos.

### **Most covered:**

Ontarians and Atlantic Canadians tend to keep tattoos hidden.

Source: Narrative Research

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**BY TONY ATHERTON**

*The last time we spoke to these members of the Class of 2020, Canada was in some of the darkest days of the COVID-19 pandemic – it was a time of anxiety and isolation. Now, five years later, these alumni tell us how their stories ended. For some, the story is just beginning.*



Harneet Kang was one of the members of the Class of 2020 whose final year at Queen's was disrupted by COVID-19.



*The  
graduating  
class of  
2020...  
didn't.  
Graduate,  
that is.  
Well, they  
did, but  
not so you'd  
notice.*

There were no teary farewell parties, no special awards ceremonies, no faculty formals. The grads might have been able to eventually walk across the stage at Leon's Centre (now Slush Puppie Place) and bump elbows with the chancellor, but that would have been years later, when the Queen's campus was no longer the essential fact of their lives, instead more of a warm memory.

Just after the COVID-19 pandemic brought the world to a standstill, when no one was yet certain what the future held, Gillian Baker, Artsci'20, articulated a common lament of her class: "I had the best four years at Queen's and just thought it would finish with a big hurrah. And you didn't get that. You just trickled home; there was no cut-off or ending ... and we were left to scramble and ask, 'OK, what now?'"

Ms. Baker, 26, was one of several 2020 grads the *Alumni Review* interviewed that fall for a special cover story, "The Class of 2020: Heartbreak and Hope." Five years later, we thought it was time to catch up. As it turns out, the repeated theme among these alumni about their grad year – "It wasn't what we imagined" – could easily apply to their lives in the five years since. And not necessarily in a bad way.

↳ Take Ms. Baker, who majored in global studies. "Originally, when I first graduated from Queen's, I thought maybe I'd end up in the government, do something along the lines of international affairs and policy work."

Ms. Baker's career has been undoubtedly international, but not at all bureaucratic. A COVID pivot to teaching, inspired by the first job she could get after Queen's – education co-ordinator for a tutoring service – has enriched her life dramatically, she says. "It was honestly the best stepping stone I could have had."

After a year at Oxford Learning, Ms. Baker was accepted in the education program at the University of Ottawa, closer than Queen's to her family's Carleton Place, Ont., home. When she started, her course work was still all online, but eventually segued into hands-on classroom experience. Still feeling the pull of her global studies at Queen's, Ms. Baker's first job after the two-year teaching program was at an international school in South Korea. She taught social studies at Branksome Hall Asia, a centre associated with a Toronto private school and located on the remote volcanic island of Jeju.

"It was just a one-year contract; it was kind of like to see if I enjoy international teaching," she says.

After Korea, she landed a dream job teaching art to Grades 9 to 12 at Notre Dame Catholic High School in her hometown. Art has long been a passion; she had toyed with taking a BFA at Queen's before settling on global studies.

But the wider world still beckons. Her school in Carleton Place has given her a two-year leave to take another international posting, this time with a U.S.-affiliated school in Kathmandu, Nepal, beginning this summer.

"I measure my life to be quite successful," says Ms. Baker. "I've experienced lots of cool things, and I'm happy with how my life has turned out five years later.... COVID sucked, but it gave me a different opportunity that brought me to where I am now."

↳ Ellen Barss, Com'20, Comp'21, also opted to continue her education in the ominous void that followed the pandemic outbreak. She had been considering taking a



(above, left to right) Gillian Baker, Ellen Barss, Hamza Rizwan, Harneet Kang, Rebecca Maciver, and Chauntae De Gannes in 2020.

second degree in computer science anyway, and “when the world shut down, it seemed like the right time to keep going.”

Her decision, she admits, might have been influenced by “a little bit of fear because things were changing so rapidly.” But it was also “not feeling that my time was done yet ... at Queen’s. The chapter didn’t feel closed and what could be better ... than finding a different way to close it?”

Launching into online courses in the summer of 2020, and fast-tracking some of her requirements, Ms. Barss was able to finish the course in less than a year and a half, choosing to return to Kingston from her home in Calgary even though classes were still all online. By the spring of 2021, she says, restrictions were beginning to ease. “Finishing off my commerce degree at home [in Calgary] was a bit sad,” she says. Back on campus, “it felt like there was a bit of community.”

She landed a job with a national accounting and consulting firm even before wrapping up her second degree. It entails “technology consulting and strategy, so it is pretty relevant to both my degrees.”

The job brought her back to Calgary, but the COVID-induced shift to remote work meant that she was able to work with clients on both coasts and get “a lot of exposure to industry opportunities that would have [previously] required physical travel.”

This spring, looking for a new adventure, she was able to relocate within her firm to Montreal. The move was made possible by the pandemic, she says, and the broader professional experience it allowed her.

↳ Hamza Rizwan, MEng’20, now calls Windsor, Ont., home, and has forged a new life in Canada. None of that was on the 28-year-old’s radar when COVID hit five years ago.

Mr. Rizwan’s pandemic limbo was more dire than most. An international student from Dubai, he was cut off from his homeland and his family because of COVID restrictions. When his uncle in Lucknow, India, was hospitalized with the virus that spring, Mr. Rizwan could do no more than comfort his mother over the phone. Alone in Kingston after his housemates had left the city, life “was a struggle,” he admits.

His post-grad plans had been to return to Dubai, where his father is a civil engineer. He wanted to forge a career close to family. But with no idea when he might be able to go home, he decided to look for work in Canada “and see where that takes me.”

It took him to Windsor, a city he’d never heard of, and to one of the highest-profile engineering projects in the country, a \$6 billion international bridge named after someone called Gordie Howe, apparently a hockey player.

Mr. Rizwan almost didn’t take the job as a construction co-ordinator. It was early 2021 and he had only recently started working at a Toronto-based construction research lab, a position that had taken him months to find. “I thought ... it’s been so uncertain and so challenging finding this [job], I don’t know if I should make the move.”

A discussion with his father convinced him that hands-on construction work might better serve his career, and he hasn’t regretted the decision. Designated an essential worker, Mr. Rizwan was soon interacting daily with people in the company office and on site, though masked and observing social distancing.

He stayed with the project until late 2023, when he was hired by a Toronto-based firm working on highway projects in southwestern Ontario. “This company has been amazing,” he says.

He finally got back to Dubai in early 2022 to visit his parents, and continued to India, where his extended family lives. “My uncle was doing fine, and I was so happy.” His family has since visited him in Canada and together they explored his new home.

“I’m so rooted in the system [here],” he says. “I can’t really think of going back [to Dubai] at this time.” Five years ago, Mr. Rizwan says, “I wouldn’t have anticipated any of this.”

↳ Before the pandemic, Harneet Kang, MIR’20, had a clear idea how her career in human resources was going to unfold: “I wanted to make a name for myself, I wanted to have my own personal professional brand,”

**AS IT TURNS OUT, THE REPEATED THEME AMONG THESE ALUMNI ABOUT THEIR GRAD YEAR - “IT WASN’T WHAT WE IMAGINED” - COULD EASILY APPLY TO THEIR LIVES IN THE FIVE YEARS SINCE. AND NOT NECESSARILY IN A BAD WAY.**

she says. “These things were really important to me. One day, I wanted to have a manager title and a director title and just kind of climb up the [corporate] ladder.”

She’s done some climbing since graduation and an equal amount of leaping from ladder to ladder, but only after a slow start, thanks to the pandemic.

When she did land a junior-level HR job with an organization that manages health services in Hamilton, it was remote work and not exactly on a career fast-track. “I was hearing about these [tech] startups ... popping off. I wanted something that was going to push me to grow in a different way.”

After eight months, she switched to a financial technology startup in Toronto. A lot of her work was recruiting staff during the tech bubble that peaked

with the pandemic. She was still working remotely but had moved to Toronto and was able to go into the office occasionally. Less than two years later, she was offered a job as a consultant with an “employer brand firm,” an agency that helps clients define and enhance their reputation as employers. Her career was progressing, but it began to feel a little hollow.

“It’s not that I didn’t like HR,” Ms. Kang says, “it’s just that I wanted something that felt like I was making a little bit more of a difference.”

When the COVID tech bubble burst and she, like so many others, was laid off, she knew it was time for a change. Her undergrad degree had been in psychology. “I’ve always been super interested in advocating for mental health,” she says, particularly in her own South Asian community, where she knows the subject can be taboo. She is now finishing a master’s degree in counselling psychology from Yorkville University.

“I think one of the things that came out of COVID for most people is just realizing how important human connection is,” she says. “After COVID, I just want to cherish every moment I have with my people and make the most of it.”

↳ Dr. Rebecca Maciver works at a job she didn’t even know existed when she was finishing her PhD in pharmacology during that first COVID spring. But that may have less to do with the pandemic than with Dr. Maciver’s serendipitous approach to her academic pursuits.

“The way I got here was that I’d find something I enjoy and keep pursuing it,” she says. She had no fixed career path, except for ruling out academia even before the pandemic. “I was always planning on looking at industry or government [but] I wasn’t super familiar with what was available.”

She did some course development at Queen’s while looking for a permanent position, and within six months she was hired as a medical writer for a Toronto-based company providing clinical research services. She had

(below) Ellen Barss, Rebecca Maciver, and Chauntae De Gannes, and (above, opposite) Gillian Baker, and Hamza Rizwan, today.

**MR. RIZWAN’S PANDEMIC LIMBO WAS MORE DIRE THAN MOST. AN INTERNATIONAL STUDENT FROM DUBAI, HE WAS CUT OFF FROM HIS HOMETLAND AND HIS FAMILY BECAUSE OF COVID RESTRICTIONS ... ALONE IN KINGSTON AFTER HIS HOUSEMATES HAD LEFT THE CITY, LIFE “WAS A STRUGGLE.”**



PHOTOGRAPHY BY JOHN KENNEY; CHRIS TANOUYE



actually applied for another job with the company and, during the interview, it was suggested she might be more interested in the medical writing position. She agreed.

Now she provides writing and editing support for the regulatory documents required in the clinical trials contracted by her firm's clients. The work is good, but the real bonus is the working environment, she says.

At grad school, "you kind of develop this feeling where you have to be working all the time ... it's very hard to take yourself out of grad school on the weekends or in the evenings."

During COVID, she realized she didn't want to recreate that kind of lifestyle in her career. "I think I'm much more confident ... because I've had to spend so much time with myself over COVID. I learned what I like, what I dislike, what I'm willing to put up with ... priorities, I guess."

Her new employer is "really amazing at promoting a good work/life balance," she says. "I have free time to explore activities that are not related to work or the lab. I can leave work when I leave work."

↳ Chauntae De Gannes, Artsci'20, enjoys a career that panned out pretty much as she had hoped, though not necessarily in the way she had expected. What saved her from the COVID doldrums, she says, was starting at the University of Ottawa law school five months after the lockdown.

"I didn't have the same [sense of] limbo because I was starting a new chapter anyway. Starting law school kind of trumps the pandemic."

COVID-era law school, of course, was not what she had imagined it to be when she first applied. The experience was entirely virtual until the second half of her second year, by which time she had moved to Ottawa from her family home in Ajax, Ont. For her, there would be no first-year moot court (mock appellate case), no drinks with new classmates at the end of the day. "I think that in-person element was something very much missed out on," she says, "really maximizing that opportunity to meet lots of people who would cross paths in my career."

There was good news at the end of first year – a rare student position at a big law firm – that again buoyed her spirits. She knew then, she says, "everything is going to work out."

She articulated at the same Toronto corporate law firm after graduation and now works there full time, practising corporate and regulatory law, including communications law. It's an interest rooted in the sociology of technology courses she had taken at Queen's. Her Queen's diploma, she notes, is proudly hung on her office wall.

↳ Queen's, it seems, still looms large in the minds of many of the graduating class of 2020. This fall marks the five-year homecoming for the class. Jessie Mercer, Student and Young Alumni Officer with the Queen's Office of Advancement, notices a keener interest in the fifth-year anniversary than has been typical in the past. Particularly, she says, the alumni are interested in events that allow them to casually mingle with other members of the class of 2020.

Ellen Barss would understand that need to reconnect.

"It does feel like that chapter has never fully been closed. It wasn't really a great send-off with my peers and my program. There are still some people that I haven't seen from March of 2020."

Gillian Baker no longer dwells on what she missed in her COVID-stunted grad year, but some regret lingers, she says: "I enjoyed my four years at Queen's so much and it felt like I didn't get to celebrate that."

She does keep in touch, however, and for good reason: "Still the finest friendships that I have, I made there at Queen's." 🍷

**"I THINK ONE OF THE THINGS THAT CAME OUT OF COVID FOR MOST PEOPLE IS JUST REALIZING HOW IMPORTANT HUMAN CONNECTION IS ... AFTER COVID, I JUST WANT TO CHERISH EVERY MOMENT I HAVE WITH MY PEOPLE AND MAKE THE MOST OF IT."**

**Harneet Kang**



# KEEPER OF THE FAITH

*She's weathered cold snaps, coaching changes, and generational shifts. For Lois Hazlett, Queen's football is forever.*

BY TONY ATHERTON  
PHOTOGRAPHY BY JOHNNY C.Y. LAM

# O

October 6, 1956. The thermometer topped 16 C at Richardson Memorial Stadium in the heart of Queen's campus for the Golden Gaels' home opener against their archrival, the University of Toronto's Varsity Blues – not an ideal temperature, perhaps, if you're wearing a helmet and shoulder pads and slamming into bodies as pliant as sides of beef, but glorious if you're sitting in the stands.

And the stands were pretty full. Students, alumni, faculty, and locals had come to watch the reigning Ontario University Athletics football champs begin their quest to win the Yates Cup for a second straight year. Gaels head coach Frank Tindall, a brilliant tactician beloved by his players, had seven losing seasons before 1955, but now there was a sense the tide was turning. Before he retired in 1975, Coach Tindall would lead the Gaels to eight Yates Cups and a national championship.

On one side of the field, students sang the Oil Thigh, the Queen's Bands played, the Varsity cheer squad performed acrobatics. On the other side, at the highest point in the covered grandstand, were a pair of new season-ticket holders who might have gone unnoticed except for one thing: Queen's newest associate professor of surgery, Dr. John Hazlett, an orthopedic surgeon who had recently spent a year in New York City studying cutting-edge treatments for scoliosis, stood six-foot-seven, which, in 1956, singled him out in any crowd.

Arrested by the imposing presence of Dr. Hazlett, one might have overlooked his wife sitting next to him. Lois Hazlett, a former nurse at Toronto Western Hospital, wouldn't have cared; she was intent on the game. You might say that theirs was a match made on the gridiron – their first date, a few years before, had been to an Argos game at Varsity Stadium.

If Frank Tindall was starting on the road to a Queen's football dynasty that day in 1956, it was nowhere near as enduring as the tradition Lois Hazlett launched that same year, one that continues to this day. This football season, opening Aug. 23 at the latest incarnation of Richardson Stadium, marks Mrs. Hazlett's 69th year as a season-ticket holder. Four coaches and two stadiums have come and gone since 1956, but Lois Hazlett, now 96, hasn't broken faith with her beloved Gaels. She still goes to every home game, "as long as it doesn't rain."

Cold doesn't faze her; she'll bring along the same heavy lap rug she and her husband used to share during late-season games. Hardship does not unnerve her; when her husband had a stroke in 1995 and needed a wheelchair, she got a van with a lift and drove him to every game

She doesn't think of it as maintaining a tradition or upholding a streak. "I just go. I enjoy it."

for 11 years. "They let me park just outside of the gate so I could easily get him out of the van," she recalls. Inconvenience is a mere piffle; she uses a walker now and has switched her seats to the east side, closer to the entrance where she is dropped off, even though it means looking into the sun. "It's pretty hard sometimes," she says with a shrug.

She doesn't think of it as maintaining a tradition or upholding a streak. "I just go. I enjoy it ... It's very nice to sit out in the fall weather in the fresh air and watch something interesting."

Sports have been in Mrs. Hazlett's blood since she was a kid in the 1930s, growing up near Baby Point in Toronto's west end. The streets around her home served served as the neighbourhood ball diamond, road hockey arena, and football field, depending on the mood of the children who played there, oblivious to gender.

Her father, one leg shortened by tuberculosis, didn't really play sports, she says, but he coached baseball, hockey, and lacrosse, and he would take her to practices and games. "That's probably why I got interested in sports," she says.

She credits her love of football to a sacrosanct tradition at her high school in the 1940s. Every Friday afternoon in the fall, she says, Humber College would cancel classes so students could take the streetcar to the stadium at Oakwood and St. Clair avenues and watch high school football.

Her familiarity with the game must have eased her introduction to her future in-laws, Queen's alumni Dr. Jack Hazlett (BA'15, MD'19) and Flora Fair Hazlett BA'16), both thorough football fans who bled tricolour.

Jack Hazlett was a bona fide Queen's football hero, a centre half and kicker who had single-handedly scored 43 points in back-to-back games in one of his seasons, years before the original Richardson Stadium was even dreamed of. He was inducted into the Queen's Football Hall of Fame in the 1980s.

Lois Hazlett figures her husband, Jack's son, might have played as well were it not for the fact he was at university during the Second World War when sports were curtailed. Since he was attending the University of Toronto, it would have meant playing for the cursed Varsity Blues, so maybe it's all for the best.

When John Hazlett moved with his wife to Kingston in the 1950s, he became more than a mere fan of Gaels football. Merv Daub, Com'66, author of *Gael Force: A History of Football at Queen's, 1882-2016*, remembers his presence in the Gaels' locker room as one of the team doctors in the 1960s.

A decade later, there was another Hazlett in the locker room, Lois's son Paul, Artsci'80, MSc'82, the second of her four boys. Paul Hazlett, an end, was a member of the 1978 national championship team — the first Vanier Cup for Queen's since Frank Tindall's boys had taken it in 1968.

"When Paul was playing, we went to all of the out-of-town games as

well," says Mrs. Hazlett.

Paul's son, Ian, PHE'07, continued the Hazlett tradition — and embellished it. Ian Hazlett was a linebacker for the Gaels in the mid-2000s and was selected as an OUA first-team all-star in 2005. His 61 tackles that year ranked first in the OUA and third in the country.

When he was drafted by the Calgary Stampeders in 2007, one sports commentator called him "a tackling machine." Injuries would keep him from playing in the Canadian Football League, his grandmother says, but his time with the Gaels is still recalled with pride. Mrs. Hazlett says Ian's eight-year-old son, Aiden, has already decided he'll be a Golden Gael when he gets big enough.

The Hazlett sports dynasty at Queen's isn't restricted to football, however. Emily Hazlett, Artsci'17, daughter of Lois's third son, Mark, was a starting point guard in all five of her basketball seasons with the Gaels, and captain of the team in her final two years. Her teams won two OUA silver medals and made two appearances at the national championship tournament.

For those five years, Lois Hazlett was a regular at the ARC varsity gym as well as Richardson Stadium.

"I had never been to basketball, but I went to all her games," says Mrs. Hazlett.

But football remains her enduring love, and she's got high hopes for the team in the coming season. "From what Mr. [head coach Steve] Snyder says, they're supposed to be pretty good, so we'll hope so."

Last year's team, she says, "was good. They didn't quite have enough to pull them through, but it was good."

Mrs. Hazlett has certainly earned the right to comment on the team. This year will mark 143 seasons in Queen's football history, making the team one of the three oldest in Canada. Remarkably, Mrs. Hazlett has been on the sidelines for almost half of the Golden Gaels' epic saga.

Merv Daub, Queen's football historian, former player, and professor emeritus at Smith School of Business, is in awe of Lois Hazlett's

# GAMEDAY

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## Vindication for the Golden Gaels



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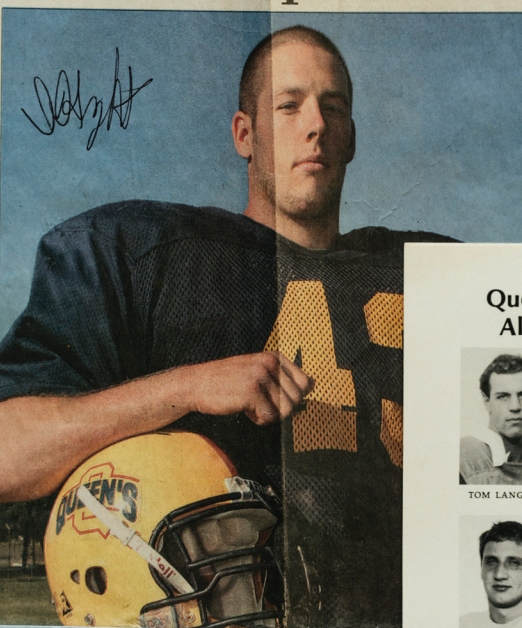
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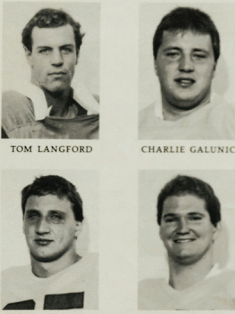


### The match

**What:** Opening game of the Ontario University Athletics football season.  
**Who:** Toronto Blues vs. Queen's Golden Gaels.  
**Logistics:** Monday, 2 p.m., Richardson Stadium.  
**Background:** Both teams missed the playoffs last year, each sees the other as an opportunity to turn that around.  
**History:** This will be the 169th time the teams have met since 1887. Variety hasn't been Queen's since Oct. 4, 1975, and in six games since 1999, the Gaels have outscored the Blues 333-36, with 23 of those Toronto points coming in one game.



### Queen's OQIFC All-Stars 1986



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### '87 Hall



## Queen's Golden Gaels 1986 Football Statistics

Scoring	TD	FG	C	S	TP
Connie Mandala	1	5	24	6	69
Steve Porter	4				24
Stuart Harshaw	4				24
Chris Ruskay	4				24
Doug Corbett	3				18
Trevor Hains	2				12

Punting	No.	Yds.	Avg.	L
Connie Mandala	49	1685	34.4	60
Paul Senyshyn	6	188	31.1	36

Interceptions	No.	Yds.
Mark Burleigh	4	63

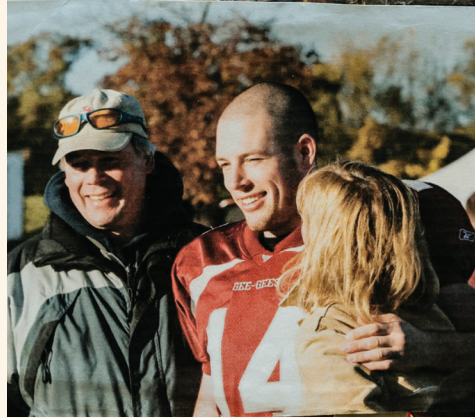
Rushing	Carr.	Yds.	Td.	Fum.	Ya.	Avg.
Chris Ruskay	60	324	4	1	35	5.4
Trevor Hains	60	302	4	3	18	5.0
Ted Bergeron	48	261	1	1	18	5.4
Doug Corbett	19	131	2	3	47	6.9
Trevor Hains	23	91	2	1	13	3.9

Passers	Att.	Comp.	Yds.	Td.	Int.	Ya.
Trevor Hains	134	63	1041	8	7	60
Paul Senyshyn	34	29	421	3	3	60

Receiving	Comp.	Yds.	Td.	Ya.	Avg.
Kelly Kinahan	22	342	2	40	15.6
Connie Mandala	17	326	3	44	19.2



CITY OF KINGSTON  
WATERWORKS

1854 ENGINEER - W VINCE (BORN 1821)  
FIREMAN - JERRY CASEY  
MANAGER CO. - JAMES WILSON  
1887 - WATERWORKS TAKEN OVER BY  
CITY - KELLY MACHINE 1889  
THEN INGLIS ENGINE  
1894 VINCE RETIRED AFTER 40 YRS.  
1894 - ENGINEER - WM HAZLETT  
ASSISTANT - FELIX LENNON  
VINCE APPEARED FOR SON ROBERT  
1897 - HAZLETT RESIGNED  
1898 - LIVED 77 CLERGY ST.  
TO SEA - ALGERIAN  
1899-1916 - HAZLETT AT RMC (17 yrs)  
THEN CHIEF ENGINEER CSL (Present)



Their Fifty-Fifth Anniversary.  
Mr. and Mrs. William Hazlett, 151  
Frontenac street, to-day celebrated the  
55th anniversary of their marriage in  
county Derry, Ireland. Mr. Hazlett has  
been a resident in Kingston since 1854,  
and has been with the Calvin company  
for the past forty years. Both Mr. and  
Mrs. Hazlett are hale and hearty, and  
both seventy-two years of age. They are  
the parents of John, William, Thomas,



▲ A page from one of the albums curated by the late Dr. Hazlett.

◀ In June, Coach Snyder presented Mrs. Hazlett with a Gaels game ball and shared the news that she would receive the inaugural Fan of Distinction award at this year's Football Hall of Fame ceremony in late September.

▶ Mrs. Hazlett proudly displays the Gaels game jersey that was gifted to her granddaughter, Emily, in honour of her final season of basketball. And, above, the heavy blanket Mrs. Hazlett often takes to games.

achievement. "I know there are a lot of loyal old Kingstonians who go to Queen's football games, but I don't think I've ever heard of a longevity record like that," says Prof. Daub. "She would have seen a massive evolution [in the game] from a small-scale intimate university of maybe 4,000 people, all the way up to now, when there are 20,000-plus students, and there's a big stadium with digital scoreboards."

... Football is a big part of Queen's ... "and always has been, and I think there's still a lot of the diehards."

don't do it later. You have to have an idea about football, and what it is."

Still, she says, football is a big part of Queen's heritage "and always has been, and I think there's still a lot of the diehards that are [at the games] all the time. And," she adds hopefully, "some students now."

There are a lot of mementos from Lois Hazlett's long and eventful life scattered around her apartment: dollhouses furnished with the delicate miniatures she used to craft; a collection of teddy bears frolicking on her sofa, bed, and bureaus ("My great-granddaughter says she counted 109"); her tapestry rendition of an historic view of Kingston Harbour; and a poster-sized photo of her late husband towering over Pierre Trudeau during Dr. Hazlett's run for a seat for the federal Liberals in 1972 (he lost to Flora MacDonald).

But there is also a framed game jersey given to her granddaughter Emily after her last season with the Gaels, and two fat albums bulging with clippings once curated by her husband. She returns to these albums often, she says. They tell in

detail the remarkable story of the Hazlett family at Queen's, but there is nothing in them to commemorate Lois's achievement as a fan of unparalleled dedication.

That's about to change. Coach Snyder recently visited Mrs. Hazlett to present her with a Gaels game ball and tell her she would be honoured with a Fan of Distinction award at this year's Football Hall of Fame ceremony. He said she would also be recognized at the Homecoming Game on Oct. 18, which, given her record, he was sure she'd attend.

"Well," Mrs. Hazlett replied, unfazed, "as long as it's not raining." 🏴



The original Richardson Stadium was a modest affair near where Tindall Field now sits, northeast of Victoria Hall. The stadium was already 36 years old when Mrs. Hazlett first sat in its stands. The newest version of Richardson Stadium on West Campus is modern, well equipped, and, with its recently opened pavilion, "probably the best small stadium in Canada," says Prof. Daub.

While her surroundings might have improved over the decades, Mrs. Hazlett is adamant that her best experience of football at Queen's was at that original stadium in the 1960s, when the team was playing well and the tradition of Saturday afternoon football was at its peak. "The students all went ... I remember the noise," she says.

But football, in general, has lost its place in our culture, figures Mrs. Hazlett, thinking back to her days at Humberside Collegiate. "If you don't grow up in high school [attending football games], you



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**QUEEN'S ALUMNI REVIEW**

# OFF CAMPUS



## First Up

## Aisha Yang Entrepreneur, CEO

*Born and raised in Taiwan, Aisha Yang, EMBA'24, immigrated to Canada nearly 25 years ago, inspired by her early experiences as a flight attendant. Travelling extensively in her early 20s profoundly shaped her world view and was foundational in preparing her for leadership. That first job not only influenced how she approaches life and business but also led her to discover the kind of society she wanted to be part of. It was ultimately what drew her to Canada. In 2009, Aisha and her husband founded Herband Naturals Inc. at their kitchen table. Today, the company exports its products to more than 45 countries.*

**My first job** after university was with an international airline; I was very lucky to be able to travel to more than 30 countries in my early 20s. Being a flight attendant really opened my mind to different cultures and to learning and respecting perspectives different from my own – it's something that stayed with me as an entrepreneur. I developed a global mindset through this experience and that really helped me as I shaped and managed the company.

When you work as a flight attendant, you serve passengers who →

→ kind of demonstrate their country and culture through how they react and how they treat people. It's sometimes positive, sometimes not, but every interaction was meaningful and an opportunity to learn.

The decision to immigrate to Canada came directly from this exposure. Through my first job, my husband and I were able to see what kind of environment we wanted for our family. We knew we wanted to raise our children in a place that embraced cultural diversity and provided a global perspective.

Canada was that place.

As Herbrand grew, that international outlook became a cornerstone of the company's growth mission. To succeed globally, we knew we had to build a team and a network that understood the world from multiple perspectives – not just one.

Sometimes I reflect on how I handled chaotic situations with 200- or 300-plus passengers and thousands of different demands, while still ensuring we had a safe and successful flight. You feel good about yourself and about being part of a team, because you can't do it alone. That gave me flexibility as a team player and then once I became the leader, I tried to be thoughtful about creating a positive and inclusive working environment for everyone in the company.

Even though we have received many kinds of recognition and awards, I'm most proud of the diversity we built in our company. As an immigrant, I truly believe that creating a Canadian brand that exports to more than 45 countries only happens through respecting different cultures and creating a positive environment for everyone. We've hired talent from different backgrounds and more than 20 countries, but we all call Canada home, and that's something I cherish. It makes me really proud to see our team reflecting the very same multiculturalism that first attracted me to Canada years ago as a young flight attendant discovering the world and, later, as an entrepreneur building a life here.

– As told to Jeff Pappone

▶ Author  
Claire Cameron,  
Artsci'95



## THE BACKSTORY



### Into the wild and back again

Claire Cameron's bestselling new memoir tracks a lifelong obsession with a deadly bear attack and the personal reckoning that followed her own brush with mortality.

**I**n October 1991, Claire Cameron, Artsci'95, was barely a month into her first year at Queen's when she picked up a copy of the *Globe and Mail*. On the cover was a story about a black bear that had killed a couple camping on an island in Ontario's Algonquin Park.

Ms. Cameron can still remember how the bear was described: "308 pounds of black fury."

The 19-year-old history major was both riveted and haunted by what she read. After her dad died of cancer when she was 10, Ms. Cameron found comfort in the outdoors, spending time in places like Algonquin Park. She sometimes crossed paths with black bears out there and rarely felt afraid – they always seemed timid, "almost like overgrown raccoons," she says. And for the most part, she wasn't wrong. Over the last 20 years, there have been just 24 fatal black bear attacks in North America.

## New content from faculty and alumni



“So, when I read that story, a gap opened up between those two things,” remembers Ms. Cameron. “There was what I knew had happened on that island and what I knew of reality – and my imagination went wild in between those two.”

Flash forward 30 years and three novels to her name – including one loosely based on that bear attack – and Ms. Cameron was still fascinated and frightened by what exactly had happened on that cool fall evening in Algonquin in 1991. She was also facing a perplexing battle of her own: the same type of cancer that had taken her dad.

And so, she took to the page to try to unpack it all. The result is Ms. Cameron’s debut memoir, *How to Survive a Bear Attack*. Combining nature writing, true-crime investigation, and a deeply personal story of recovery, it dives into themes of fear, love, and facing the wildness within.

Back in 2018, when Ms. Cameron first started working on the book, she wasn’t sure what connections she’d find between her two big questions – why such an ugly event happened in such a beautiful place, and why she was stricken by cancer at just 45 years old. “But I knew I needed to find answers,” she says.

Getting them took her from doctors’ offices to interviews with wildlife experts to trips to Algonquin – including to the site of the attack – and beyond.

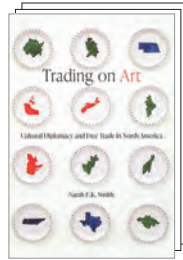
Now, at the end of that journey, Ms. Cameron says the big lesson to take from it all is right in front of her – and us.

“There are so many big worries in the world right now, so this brought home for me to focus on what you can control rather than what you can’t, to focus on the day-to-day experience of life, of the people you love and doing what you love.”

In short, as she writes in the book, “Don’t let a fear of death eclipse your life. Run toward love, fight for it, and die for it.”

*How to Survive a Bear Attack* is available from Penguin Random House Canada.

— By Jordan Whitehouse



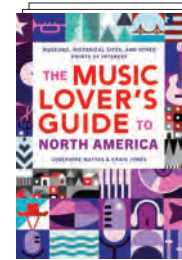
01

Given the climate between Canada and the United States, insight into navigating that relationship is vital. *Trading on Art* examines how visual art and exhibitions have played a key role in North American free trade relationships in the past, and how artists and cultural institutions have been central to constructing this understanding. Authored by **Sarah E.K. Smith, BFA’06, MA’08, PhD’13**, it explores how Canadian artists engaged with, contested, and reflected on free trade to create a continental unity, and yet were paradoxically left out of this vision. Published by UBC Press.



02

Ever since she was young, **Melodie Campbell, Com’78**, wanted to be either Carolyn Keene (the pen name used by authors of the Nancy Drew series) or Agatha Christie, and she’s well on her way to achieving that, having authored 19 novels, many of them mysteries. Her latest whodunnit, *The Silent Film Star Murders*, involves former mob goddaughter Lucy Revelstoke (from her Merry Widow series) confronting another murder. This one is set on an ocean liner during the roaring ’20s. Published by Cormorant Books.



03

Take two music lovers and add a desire for North American travel and you get a guidebook for the musically obsessed. Co-authored by **Craig Jones, MA’87, PhD’97**, and his wife, Josephine Matyas, *The Music Lover’s Guide to North America* explores the familiar (think Nashville) to the less well known: including the Celtic Interpretive Centre in Cape Breton, N.S., featuring Ashley MacIsaac’s and Natalie MacMaster’s fiddles, to the Hank Snow Home Town Museum in Liverpool, N.S. Available from Bloomsbury Publishing October 2025.



04

Learning to understand “who you are talking to, what the situation is, and how to filter yourself accordingly” are fundamental to building stronger relationships, according to **Ami Trivedi, Artsci’19, MIB’21**. This aptitude helped inform the entrepreneur’s philosophy behind her podcast, *Ask For It*, in which she shares sales strategies, mindset shifts, and real-world lessons to help people elevate their performance. Her episodes address how to nail an interview, ask for a raise, and take control of one’s career. It’s found on most platforms offering podcasts.





250  
VICTORIA  
STREET

**BUILDING**  
2½-storey brick veneer, built about 1911 in a new subdivision with grand pretensions, the “Westmount of Kingston.”

**STYLE**  
Built for the middle class, it’s plain and functional with hints of modern style.

## Through thick and thin

BY TONY ATHERTON

When Owen Crawford-Lem, Artsci’23, moved into 250 Victoria Street in the fall of 2021, he knew he’d lucked into a great house: it was away from the hustle and bustle of the university district’s centre but still only a seven-minute walk to class; it had a great backyard, shared with the other half of the 2½-storey semi; and it backed onto a school with a massive playing field, perfect for impromptu football scrimmages.

But it wasn’t until the fall of 2022 that this great house became an even better home, Mr. Crawford-Lem says. A wholesale change of housemates – and his new gig as rector, the

university’s third-highest-ranking officer – kicked his Queen’s experience into high gear.

Mr. Crawford-Lem makes clear that the four housemates with whom he shared 250 Victoria in 2021–22 – and a frame house on Johnson Street the year before that – were good friends. But when they all drifted to other living arrangements in the spring of 2022, Mr. Crawford-Lem saw an opportunity he had been waiting for since the second week of first year.

You see, there are good friends and then there are best friends, brothers from another mother. It was just such a coterie of confreres

## Who deserves our highest honour?



You can contribute by recommending our next honorary degree recipients.

**A**t the time of writing, I am just back from attending convocation in Kingston, where I had the pleasure of pinning approximately 600 new graduates, welcoming them into the Queen's University Alumni Association.

When I convoked at Grant Hall more than 15 years ago in 2009, it was during the period after Jock Harty Arena closed and before spring convocation moved to what is now Slush Puppie Place in downtown Kingston. I admit I was more than a little skeptical that convocation at Slush Puppie Place could feel every bit as magical as I remembered my own at Grant Hall. But I was pleasantly surprised at the joy I felt watching the newest crop of Queen's graduates proudly and triumphantly cross the stage surrounded by their loved ones.

The students at the ceremony I participated in were also treated to a very special convocation address by honorary degree recipient Cheryl L'Hirondelle. Ms. L'Hirondelle is a mixed-blood, multi- and interdisciplinary artist, singer/songwriter, and critical thinker and, as her website notes, her "family roots are from Papaschase First Nation, Amiskwaciy Waskahikan (Edmonton, Alberta) and Kikino Métis Settlement, Alberta." Those roots informed her convocation address, which was full of valuable insight, wisdom, and humour. While her life experiences and artistic contributions make her a very deserving recipient of the highest honour the university can bestow, she was also a joy to listen to and incredibly inspiring to the next generation.

It made me think about who else might be deserving of the university's highest honour, awarded to individuals who have made an outstanding contribution to society or to the university. This is not the first time I have thought about this, as I also currently sit on the Honorary Degrees Committee, the group tasked with receiving and considering nominations and making recommendations to the Senate for the awarding of honorary degrees.

On the University Secretariat's website, they describe the conferring of honorary degrees as "a collaborative and community-based activity. Anyone – faculty, students, alumni, and community members – can nominate a deserving individual for this honour." Having just sat through a beautiful convocation ceremony, so enriched by the celebration of Cheryl L'Hirondelle's achievements, I hope that our alumni are aware that yet another way they can contribute to Queen's is by identifying and nominating exceptional people for these degrees, to bring them to the committee's, and subsequently the community's, attention. Note that nominations for the next cycle of honorary degree recipients are due in February. Who do you think Queen's should honour?

Sincerely,  
ALLISON WILLIAMS,  
PRESIDENT, QUAA

whom Mr. Crawford-Lem gathered to the bosom of 250 Victoria for one momentous year in the fall of 2022, the beginning of his two-year stint as Queen's rector.

"These are the people you go through thick and thin with, you know. The people you're in the library until 2 a.m. with and next day at the Hub, at Stages or Trinity [Social]; the people you're playing intramurals with, going to the grocery store with, going on adventures with ... These are the guys I continue to stay in touch with, and think that they'll be life-long friends, in a friendship that really started in the second week of university," says Mr. Crawford-Lem.

Research by Kingston architectural historian Jennifer McKendry suggests "80 Victoria Street," as it was known before street renumbering, was built in 1911 with the rental market in mind. Even the earliest rental ads for the property heralded its proximity to campus, so it's a safe bet that Queen's students and faculty have a long history at this address.

Mr. Crawford-Lem knows that student rental houses like 250 Victoria are a blessing, and he knows from his time as rector, representing the student body at the highest levels of Queen's administration, that not all students are equally blessed.

As rector, he says, "almost weekly I would hear horror stories of students showing up to a house showing and there's 20 other groups all vying for the same five-person [house]. It's a stressful experience: no longer are you looking for the house that best suits your need, it turns into whatever house you can get."

Spotlighting the need for more and better student housing became a theme of his tenure as rector, says Mr. Crawford-Lem. It made him appreciate 250 Victoria all the more.

Being rector "is a really big role, there's a lot of responsibility," he says. "Your days are long and they can be stressful ... but [250 Victoria] was not only a space where I was able to share some of the weight that was on my shoulders but at the same time ... [where] I could just be a university student again."

"It was an experience so many Queen's students have, and one of the reasons why living in a town like Kingston in the university district is so special," says Mr. Crawford-Lem.

"So many of us have these really fond memories [of student digs]. It's because you're living with your best friends." 🏰

▲  
[Tell us about the University District house you lived in and the memories you made: review@queensu.ca](mailto:review@queensu.ca)

# The business of belonging

David Nesbitt turned his Queen's education into a powerful mission: redefining possibility for people with disabilities across Hong Kong.

BY VANESSA CHIASSON

**H**ong Kong may be the embodiment of big-city spirit, but for David Nesbitt, MBA'70, one of the most exciting spots is a minuscule café named The Nest. Tucked beside a leafy courtyard by St John's Cathedral, The Nest may be tiny, but it's part of a huge endeavour from the Nesbitt Centre and its six social enterprises, which include cafés, coffee shops, and a bakery.

Established by David and Wendy Nesbitt as the Hong Kong Vocational Centre in 1993, the Nesbitt Centre utilizes vocational education and social enterprises to empower individuals with disabilities to live independently, care for themselves, and advocate for their needs. The Nest is one of the crown jewels in a program that includes several cafés, a bakery, and a variety of programs. Currently, the centre and its social enterprises employ eight full-time and 35 part-time persons with disabilities (as well as 25 full- and part-time staff without disabilities). Since its inception, more than 350 people have participated in its programming and it's one of the most significant organizations of its kind in Hong Kong.

Gabriel Hok Hang Lai, the Nesbitt Centre's Head of Special Education Needs, has seen firsthand the difference the organization makes. "The Nesbitt Centre stands as a pillar of our community, providing much-needed services through individualized, strength-based programs that holistically empower learners, foster their independence, and create opportunities for a stronger, more inclusive Hong Kong."

Before there was the Nesbitt Centre and its social enterprises, the Nesbitts were a busy



The Nest is a not-for-profit social enterprise in Hong Kong that aims to empower people with learning disabilities.

Nest photos by Vanessa Chiasson



David Nesbitt and his daughter, Laurie, at their home in Richmond, B.C. Although his initial goal was to help Laurie, Mr. Nesbitt's work with the Nesbitt Centre has assisted many more adults with disabilities, empowering them to live independently and care and advocate for themselves.

family, raising their three children in Hong Kong. However, they soon realized that while there were services for schoolchildren with disabilities, there was virtually no support for them as adults. They knew things had to change, not least of which because their daughter was one of those children.

"Because there were a number of parents in that situation, including our own special-needs daughter, we set up a centre ... and the government and Social Welfare Department said they would fund it on a specific formula basis, and they gave us space for free," says Mr. Nesbitt, whose business skills were essential to their operations.

He likes to joke that he "went to Queen's when the Earth was cooling," but many of the skills he started honing through his MBA have come in handy. "The marketing courses allowed me to understand a little personal sales and service," he reflects, adding, "I was lucky enough to have an introduction to the world of computer skills and a little bit in the world of marketing skills." (In fact, he was an early adviser at the Queen's computer centre.)

After studying psychology and economics at the University of Manitoba, Mr. Nesbitt came to Queen's for an MBA, following in the footsteps of his brother, Dr. Bruce Nesbitt, MA'65. (Continuing the tradition, Mr. Nesbitt's son, James, Artsci'96, is also an alumnus). After graduation, he was working for Richardson Securities in Winnipeg when an opportunity arose in Hong Kong. The family (and their golden retriever) made the move. While they called Hong Kong their home for decades, Canadian connections remained tight, including Mr. Nesbitt's links with many Queen's classmates. The Nesbitt Centre's rooftop café at Hong Kong's Maritime Museum, Cafe8, has even hosted a Queen's Alumni Association event.

Today, the family has returned to Canada, but the organization remains a significant part of their lives, and Mr. Nesbitt continues to serve on the board as chairman emeritus. 🍷

# CLASS NOTES



## WRITE TO US

If you have memories of friends, faculty, and colleagues you would like to share, email us: [review@queensu.ca](mailto:review@queensu.ca).

All comments may be edited for clarity, civility, and length.



@queensureview

## 1960s

### Greg Duncan

Arts'68

Greg recently published a Second World War novel, *Champagne in a Broken Teacup*, into which is woven detailed historical reality. The novel was inspired by the activities of his aunt, who was an art teacher in France and a member of the French Resistance during the war. The aunt referred to in the novel was the sister of Greg's mother, Françoise Duncan, formerly of the Queen's French department and the sister-in-law of his father, Prof. A.R.C. Duncan, who was former head of philosophy and dean of arts at Queen's. The book is published by Kennebec Media via Amazon Kindle Direct Publishing.

▲ This haunting late-1890s image is part of the Vosper Collection, a trove of glass negatives discovered decades ago in a William Street building. The photographer and location are unknown. Queen's University Archives safeguards many such mysteries. Discover their stories - and how you can help preserve them.



### Dorris Heffron

Arts'67, MA'69

Dorris's sixth novel, *Bear With Me*, was launched October 2024 in Toronto and Thornbury, Ont. - the latter where about 150 people squeezed into L.E. Shore Library to celebrate the publication as well as her 80th birthday. The novel is not about bears, rather it's about an adventurous wildlife photographer in a marriage that has become dangerous. It portrays some Queen's grads and uniquely Canadian scenes with universal connectivity. It's published by Rock's Mills Press.

### Nancy Quattrocchi Salvador

Arts'68

Nancy fondly remembers her days at Queen's, especially studying in the Students' Union and frequenting Newman House, as well as the friends she made there. Her son, John Salvador (Sc'93, MSc'97), also attended Queen's. Nancy has a blog site



at [Jesusthebridge.info](http://Jesusthebridge.info), where she posts blog entries and introduces her book set, *Jesus the Bridge*, published by HigherLife Publishing & Marketing.

#### **John Weaver**

Arts'69  
McGill-Queen's University recently published John's sixth book, *Adam Smith's Islands: New Zealand's Incomparable Restructuring, 1980–1995*. It is the first comprehensive inside account of the turning point in global history when numerous states embarked on free-market economic restructuring, led by New Zealand. Through the lens of New Zealand, the book examines larger questions about policy dilemmas, the global flow of capital, and the sustainability of social adjustments in economic restructuring. In so doing, it casts new light on the formation and history of what is casually labelled today as the neoliberal state.

## 1970s

#### **Dr. Michael Brennagh**

Meds'71  
Michael was recently honoured by Southlake Regional Health Centre in Newmarket, Ont. He was a physician at Southlake for 45 years and has been honoured with a clinic in his name.

#### **Rosemary Doyle**

MA'74  
After working in France and studying in Spain, Rosemary spent almost 30 years as chief of correspondence and protocol adviser at Rideau Hall. Her latest book, *The Spanish Note*, is a full-length novel whose themes of love, family, and friendship are interwoven into a story blending history, travel, medicine, and different cultures. The novel involves the passionate journey of several generations of two families, one Canadian and one Spanish. Rosemary lives in Ottawa with her husband, where they enjoy the company of their four children and five grandchildren. She has published three children's books: *Les voyages de Caroline* (2016), *Le monde de Rosemarie* (2017), and *Aloha, hola et salut de Caroline* (2020). *The Spanish Note* is published by FriesenPress.

#### **Bill Kitcher**

Artsci'79  
Bill's comic noir novel, *Farewell and Goodbye, My Maltese Sleep*, was published in October 2023 by Close to the Bone Publishing and is available on Amazon. In the "second funniest novel ever written," a mysterious woman hires L.A. private dick Dave Wyznicki. She's not who she says she is and, as it turns out, she doesn't even look like herself. Her story is probably a lie, but that doesn't deter Wyznicki from entering a world of valuable

coins, missing sisters, Hollywood, baseball, HUAC, shady nightclubs, and a myriad of nefarious characters. Bill can be contacted at [billkitcher3000@outlook.com](mailto:billkitcher3000@outlook.com).

#### **Reverend Susan (Bennett/Moreland) McAllister**

Artsci'77, MDiv'00  
Susan retired on Aug. 31, 2024, after 25 years of ministry with the United Church of Canada. She moved to Fredericton, where she's enjoying East Coast life and travelling to visit family and friends. Susan continues to teach fitness as a volunteer at the YMCA and is delighted to have more time to read and to sort through a lifetime of accumulated household "treasures." She and her husband, Rev. Dr. Stephen McAllister (MDiv'00), welcome Queen's friends and alumni to visit their beautiful city and province.

#### **Diana (Royal) Schaffter and Tim Schaffter**

Artsci'79 and Com'79  
Diana and Tim recently moved back to Canada after being away in Asia and Eastern Europe for 42 years, where Tim worked with the UN (UNICEF), and Diana worked in international education. They have now settled in Sidney on Vancouver Island and welcome visitors. Diana and Tim will now focus on promoting Diana's newly released middle-grade eco-adventure novel, *Armando and the Amazing Animal Race*, in Canada and internationally. It is available on Amazon.

#### **Timothy Zahavich**

Com'75  
Timothy and Joy Baird are celebrating their 50th wedding anniversary! Joy was part of the last graduating class from Kingston General Hospital School of Nursing in 1974. They were married on June 7, 1975, at the RMC Officers' Mess, as Joy's father was a major, and his military sword was used to cut the cake. They are both retired and living



in Oakville, Ont. They have two daughters, Laura and Kelly, along with five grandchildren: Anna, Olivia, Noah, Theo, and Gavin. They also have many other family members who graduated from Queen's, including Tim's father, Joy's brother and sister, their daughter Laura (Artsci'06), as well as her husband.

## 1980s

### Stephen Douglas

Artsci'84

Stephen is in the process of writing a book about his great-aunt, Dr. Allie Vibert Douglas (LLD'75). He's interested in getting in touch with alumni (especially alumnae) who may have known her, as he would love to receive any memories, stories, or thoughts about Allie and her time at Queen's (1939–1988), either as dean of women, professor of astronomy, and/or during her retirement years in Kingston as professor emerita. In particular, he's interested in her role as mentor, guide, and helping hand. Stephen is asking that alumni/alumnae contact him at [bellecote240@gmail.com](mailto:bellecote240@gmail.com).

### Jodie Schnurr

ConEd'89

In November 2024, Jodie was honoured to receive the King Charles III Coronation Medal,



presented by Burlington MP Karina Gould. Nominated by a community member for completing 35 years as a dedicated educator, and in appreciation for 12 years as an auxiliary officer with the Halton Regional Police Service, she was incredibly humbled to be recognized for service to the community in this way. She retired from the Halton District School Board in June 2024 and has taken on a new role as an education liaison with the Halton Industry Education Council–Career Centre to launch the Ontario Career Lab Career Coach program for Grades 9 and 10 students in Ontario.

## 1990s

### Thomas Stuart Harrison

Artsci'89, Ed'92, Law'01, PhD'16

Thomas has written a book about his investigation of Richard Nixon's secret 1957 trip to Eastern Ontario, the Bay of Quinte, and the author's hometown of Picton. Framed by the former U.S. vice-president's visit, the book – *Searching for Richard Nixon: Finding Refuge and Making a Home in Prince Edward County* – uses this remarkable and

largely undocumented historical event to reflect on the author's personal journey to making a new rural home in Prince Edward County, as well as current political developments like the election of Donald Trump. The book is available on Amazon and through IngramSpark at independent bookstores and libraries.

### Matt Hodgson and Dave Sinnett

Law'96 and Law'96

Matt and Dave are celebrating 25 years in practice together at the corner of Princess and Bagot in downtown Kingston. Hodgson Sinnett Law Firm first opened its doors in June 2000 and primarily assists those caught up in the criminal justice system.

### Mahesh Uttamchandani

Artsci'96

Mahesh has been appointed as the World Bank's regional director of digital transformation for East Asia and the Pacific and South Asia. In this role, Mahesh will oversee large teams delivering a multi-billion-dollar portfolio of lending and advisory projects that assist countries in Asia with their adoption of digital technologies.



### Scott Woodland

Sc'98

In the spring, Scott attended the iron ring ceremony for his nephew, Samuel (Sc'24). Scott, along with his father, Keith (Sc'68), and Samuel had a picture taken



of themselves with their leather jackets on (his father's was more nylon) – three generations of Queen's engineers!

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## 2000s

### Holly Blair

Sc'07

Holly's latest book, *Lean Transformation for Small and Mid-Size Manufacturers: A Practical Guide to Efficiency, Profitability, and Sustainable Growth*, was published in October 2024. This, her second book, is a comprehensive guide that demystifies lean principles and tailors them to the unique challenges of smaller manufacturing enterprises. It is independently published and is available from Amazon.

### Michael Johnston

Artsci'04

Michael is pleased to announce that his book, *The People's Champion: Trial by Jury*, has been published. It provides information about all aspects of trial by jury, including a brief history, elections, eligibility, pre-trial motions, jury selection issues, constitutional considerations, opening and closing addresses, deliberations, jury nullification, mistrials, and even sentencing following a jury's verdict. It is published by LexisNexis Canada.

### Kristine Beese Lowas

Sc'03

Kristine, founder and CEO of Untangle Money, is excited to share with Queen's alumni the launch of the company's digital tool, MINI Self-Serve, which helps women understand where they stand financially and where they can go for help. The MINI Self-Serve tool is aimed at the 90 per cent of women who want financial help but haven't liked what



they've been offered so far. She's encouraging alumni to email her for more information ([kristine@untangle.money](mailto:kristine@untangle.money)) or to check out the website ([www.untangle.money](http://www.untangle.money)), especially if they know someone feeling overwhelmed by their finances.

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## 2010s



### Alexus White and Eric Cheng

Artsci'19 and Artsci'19

Alexus and Eric are thrilled to announce their engagement!

The couple first met on their very first day at Queen's in 2015 and have since grown together, building a life full of joy and love. They got engaged on March 22 and are excited for this next chapter.



#### NOTE

Full obituaries submitted by family members and friends can be found on the *Queen's Alumni Review* website.

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## IN MEMORIAM

### George Campbell Becking

BSc'58, MSc'60, PhD'62

### Gervis Beecher Black

BA'53, MDiv'56

### Ann Blomberg

BNSc'82

### Earle Leslie Covert

MD'63

### W.R. "Bob" Dengler

BSc'65, DSc'88

### Scott Gammon

BA'00

### Norman Donald Garbutt

BSc'52, MSc'53

### Jutta Hinrichs

BSc'78

### Arthur Joynt

BA'72

### Jean M. Lund

BA'51

### Ian Ross MacFarquhar

BSc'71

### Lino John Marcon

BSc'52

### Peter A. Masson

BCom'60

### Michael Neill

BA'66

### Gary Ralph Peck

BEd'72

### Clive David Pickles

BA'88

### Ngūgĩ wa Thiong'o

LLD'24

### The Honourable Justice

### Kevin Whitaker

BA/PHE'79

# LEGACY

1943-2024

## Judith Brown

Teacher, advocate, community builder, 'Aunt Judi' spoke up for generations of Black students at Queen's.

**I**n 2020, a few months after American civil rights leader and congressman John Lewis died, Judith Brown, Queen's University Council member and Kingston school board trustee, gave a speech titled "Trustee Talk on Anti-Black Racism." In it, she channelled Mr. Lewis, who had been beaten by police during a 1965 march in Selma, Ala.

"Never ever be afraid to make some noise and get in good trouble, necessary trouble," she said, quoting Mr. Lewis.

Over more than 50 years in Kingston, Mrs. Brown, BA'69, was always willing to make some "good trouble" to help those around her.

As an elementary school teacher, she raised awareness among colleagues about anti-Black bias in the classroom. As a Kingstonian, she championed the often-overlooked stories of Black Canadians. As a Queen's alumna, she fought discrimination and built community.

"She was instrumental in making sure that Black students at Queen's had their dignity recognized and their ambitions realized," says her niece, Deanna Heron, ConEd'92. "She would meet with Queen's principals, whether they wanted to or not. She did not shy away from difficult conversations. But she would help you find solutions, too."

Mrs. Brown's combination of energy, intellect, experience, and a vibrant personality with a warm smile made her a mentor to generations at Queen's.

"She was really everybody's Aunt Judi," Ms. Heron says.

Mrs. Brown passed away at Providence Care Hospital in Kingston on Oct. 11, 2024. She was 81. She is survived by her three sons, her

daughter, and her five grandchildren. Her husband, John Brown, died in 2019.

Mrs. Brown's involvement with Queen's took many forms. She served on University Council from 2019 to 2023 and taught in the Faculty of Education. She co-organized the university's Black History Month opening ceremony and was a Queen's Black Alumni Chapter member.

But her greatest impact may have been with students, whether it was connecting Black students on campus or supporting their ideas.



▲ Judith Brown served on University Council and taught in the Faculty of Education. She co-organized the university's Black History Month opening ceremony and was a Queen's Black Alumni Chapter member.

Stephanie Simpson, Artsci'95, Ed'97, MEd'11, LLM'19, met Mrs. Brown as an undergraduate in the mid-1990s. Ms. Simpson, then president of the Queen's Black History Collective, wanted to nurture links between the new student group and Kingston's wider community. Mrs. Brown, a strong advocate of Black Canadian history, played an important role in helping.

For years, "Black history in Canada was understood through the lens of African-American history," Ms. Simpson says. "But Judi focused on

## “She was instrumental in making sure that Black students at Queen’s had their dignity recognized and their ambitions realized.”

– DEANNA HERON, ConEd’92

Canadian Black history and, more specifically, Kingston Black history.”

Mrs. Brown spoke frequently on this topic – at libraries, Black History Month events, and anywhere people would listen. She highlighted figures such as Canadian civil rights pioneer Viola Desmond and Queen’s alumnus Robert Sutherland.

Sutherland (1830–1878), the first person of colour to graduate from Queen’s in 1852 and British North America’s first known Black university graduate, left his \$12,700 estate to the university. That bequest allowed Queen’s to avoid annexation by the University of Toronto during a financial crisis in the 1870s.

For years, his legacy was forgotten. Mrs. Brown was among a vocal and passionate group of students, staff, faculty, and alumni who sought to change that. In 2001, the Afro-Caribe Community Foundation of Kingston, which she helped found, established the Robert Sutherland Memorial Admission Award for first-year undergraduate students.

“Judi had such a generous and vibrant spirit about her,” recalls Ms. Simpson, now Queen’s vice-principal (culture, equity, and inclusion). “She was an adviser and guide to a lot of people.”

Mrs. Brown was born Judith Elaine Wellman in Pembroke Parish, Bermuda, on Feb. 15, 1943. Her father was a mason while her mother stayed home with Judi and her siblings.

Bermuda in the 1940s and ’50s was a segregated society where a small white population controlled the British Overseas Territory. Hotels, restaurants, and cinemas

openly discriminated. Later in life, Mrs. Brown recalled attending segregated schools, sitting in the Black section at church, and not being allowed upstairs in movie theatres to watch from the good seats.

A Bermuda government scholarship brought her to Canada in the 1960s, where she attended Ottawa Teachers’ College. She returned home to teach, then enrolled in Queen’s courses offered in Bermuda. There, she met John Brown, a Jamaican studying to become a teacher.

They lost touch when John moved to Kingston. Later, Mrs. Brown arrived to pursue her degree at Queen’s. She asked other Caribbean students if they knew a John Brown. Soon the pair reunited, and, in 1969, married.

Kingston became their home. John was hired by the Limestone District School Board. Mrs. Brown began teaching in local prisons, then joined the board herself, teaching Grades 7, 8, and kindergarten.

“She loved children and she loved teaching,” says her son Andrew Brown, Artsci’94. “She saw how important education was as a foundation for success.”

He also remembers how quickly she embraced life in Canada. When Andrew and his brothers asked to play hockey (“My mom and dad didn’t grow up with hockey,” he says), she instantly became a fan, cheering from the stands in freezing rinks.

Having experienced discrimination, Mrs. Brown didn’t hesitate to advocate when others were mistreated, including her children. Whether dealing with playground name-calling or unequal treatment in the classroom, she was quick to act.

Andrew recalls: “My mom had a big personality and so she would march right down the next day to the teacher or vice-principal and ask them what they were going to do about it.” But she wasn’t confrontational, he adds. “Her style was to encourage people to do better.”

Retirement didn’t slow her. Instead, she launched a second act abroad, teaching in elementary schools in Cairo and Shanghai.

Next came public service. In 2018, at age 75, she ran for school board trustee in Kingston – and won. Four years later, she was re-elected with 45 per cent of the vote.

Krishna Burra, ConEd’96, Limestone’s director of education, worked with her in those years. “She had so much lived experience, wisdom, and kindness. When she spoke, you couldn’t help being moved by her words.”

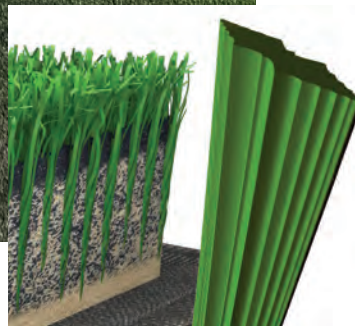
In 2019, the Kingston branch of the Queen’s Alumni Association presented her with the prestigious Jim Bennett Award for her efforts to advance racial inclusion on campus. Three years later, the Ontario Public School Board Association gave her the Dr. Harry Paikin Award of Merit for her outstanding service as a trustee.

She took such recognition in stride, always focused on the work ahead. “Every little change can lead to a big difference,” she once said. Mrs. Brown’s life was proof of that. 🙌

By Robert Gerlsbeck

Judith Brown, centre, with three of her four children in 2021: from left, Michelle, Andrew, and Jerome.





Over the coming decade, it's estimated the new Nixon Field will absorb about as much carbon as 165 trees.

weathering. Carbon in the air chemically bonds to it and attaches permanently to the wollastonite. Over its 10-year lifespan, Nixon Field's new surface will absorb about as much carbon as 12 acres of forest.

"Wollastonite naturally absorbs carbon dioxide, and when you pulverize it, more of the mineral is exposed to the air, and it absorbs dramatically more carbon dioxide," says Warren Mabee, Director of the Queen's Institute for Energy and Environmental Policy.

To maximize Nixon Field's carbon sequestration potential, a thin layer of wollastonite dust was included in the field's infill layer — the materials below the turf that act as a cushion for the field above. At a glance, the new Nixon Field looks no different than any other but, below the surface, the wollastonite gradually draws carbon out of the atmosphere — a bit like an invisible forest.

"You need an open area to do this, and wollastonite is sometimes spread on large ware-

house roofs to absorb carbon," says Dr. Mabee. "When it is spread thin, more of the mineral is exposed to the air, so there are more chemical bond sites for carbon to attach to. Nixon Field is a great place for this because it is right in the middle of the city. So, it absorbs carbon emissions essentially at their point of origin."

Over the coming decade, it's estimated the new Nixon Field will absorb about as much carbon as 165 trees. But this partnership between Queen's, FieldTurf, and Canadian Wollastonite will put more concrete numbers to the design's capabilities. Queen's researchers will undertake a long-term study to quantify how much carbon is sequestered.

"This is a great opportunity to put this technology to work and see if it can deliver what it promises," says Dr. Mabee. "Wollastonite is not a super expensive material, and it doesn't require a lot of engineering to do this. It's a great opportunity to demonstrate a new technology." 🏴󠁧󠁢󠁥󠁮󠁧󠁿

## A forest in the heart of campus

Nixon Field gets a striking new look with an environmentally friendly makeover.

BY TY BURKE

**On any given evening,** Nixon Field hums with the shouts of rugby players practising a lineout or the sounds of intramural athletes' laughter echoing through the night air. The patch of green beside Kingston Hall is the home turf of the multi-championship-winning Gaels rugby teams, and of intramural flag football and ultimate frisbee leagues. Nixon Field has been a gathering place for the Queen's community since the earliest days of the university. And this green space at the heart of campus recently got a climate-friendly makeover.

The new Nixon Field has an innovative Field Turf surface that removes carbon dioxide from the atmosphere. The design uses a mineral called wollastonite, mined at the Canadian Wollastonite mine about 35 kilometres northeast of Kingston. Wollastonite naturally absorbs carbon through a process known as enhanced rock

# HOMECOMING

OCT. 17-19



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