Monday Memo



July 01 & 08, 2019

DEPARTMENT NEWS

HIGHLIGHTED PUBLICATION

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Cooke, J.E., Racine, N., Plamondon, A., *Tough, S., & *Madigan, S. (2019). Maternal adverse childhood experiences, attachment style, and mental health: Pathways of transmission to child behavior problems. Child Abuse & Neglect, 93, 27-37. https://doi.org/10.1016/j.chiabu.2019.04.011

Investigations have found mothers' adverse childhood experiences (ACEs) confer an intergenerational risk to their children's outcomes. However, mechanisms underlying this transmission have only been partially explained by maternal mental health.

Read More: https://doi.org/10.1016/j.chiabu.2019.04.011

VOLUNTEER AND JOB POSTINGS

The **Department of Psychology** has been approved to hire 2 lecturers in the near future. The job ad can be found on the **University of Saskatchewan Career Centre**. Details of the requirements, credentials, anticipated start date, salary, etc can all be found in the ad. Please follow the instructions for applying, should you decide to submit an application. **Anyone without their official Ph.D cannot be considered for these positions** (sorry grad students). <u>https://usask.csod.om/EPM/CareerCenter/CareerCenter.aspx</u>

VOLUNTEER AND JOB OPPORTUNITIES Continued...

The **Psychology Department at Skidmore College** is recruiting applicants for two tenure line Assistant Professor positions for the 2020-2021 year; one in <u>clinical psychology</u> and one in <u>health psychology</u>. This interdisciplinary department is super productive, sincerely supportive of work/life balance, and has a strong commitment to open science practices (we're the only SLAC in the top 20 of the <u>preregistration challenge</u>).

The Healthy Families Lab is currently accepting Research Lab Volunteers. The commitment is an average of 5-6 hours a week. Ideal candidates will possess excellent interpersonal communication skills (especially oral, but also written), have superior organizational abilities, pay exceptional attention to detail, be reliable and have a strong work ethic, and are self-motivated and dedicated to the quality of their work. Interested candidates should email Ashley (dhillak@ucalgary.ca). Please complete the lab application form on the Healthy Families Lab website (https://www.healthyfamilieslab.com/join-the-lab-2). Please attach your current resume/CV, your cover letter, and course schedule if you will be taking summer classes.

The University of Windsor's Department of Psychology invites applications for a tenure-track faculty position in the area of Adult Clinical Psychology: Psychopathology, Assessment and Diagnosis of Severe Mental Disorders, at the Assistant or Associate Professor level, commencing as early as July 1, 2020. This position is subject to final budgetary approval. Candidates will have completed a PhD in clinical psychology from a CPA- or APA-accredited program with pre-doctoral or post-doctoral specialty training. If not presently registered in Ontario, successful candidates must be eligible for registration with the College of Psychologists of Ontario (CPO) and must initiate the registration process within the first six months of hire, as registration in Ontario is required for all clinical positions. Successful candidates will be committed to the scientist-practitioner model. Within their area of expertise, candidates will demonstrate research productivity, the capacity to develop a strong research program, and attract external research funding. They will have undergraduate teaching experience and the ability to teach undergraduate and graduate courses broadly related to their area of expertise; be able to supervise undergraduate and graduate student research; contribute to the service and administrative activities of the clinical program, the department, and the university; and provide clinical training and supervision to graduate students through on-campus practica at our Psychological Services and Research Centre (PSRC). Candidates will demonstrate expertise related to the assessment, prevention, and treatment of one or more of the following: psychotic disorders, substance use/addictive disorders, personality disorders, eating disorders, post-traumatic stress, and/or self-harm and suicide. In addition to the general requirements listed above, applicants must be competent to work with adults, and must be prepared and competent to teach graduate courses in clinical assessment of adults, psychopathology and psycho-diagnosis, and other clinical courses. Deadline date of August 15, 2019. For more information click HERE.

The University of Windsor's Department of Psychology invites applications for a tenure-track faculty position in the area of Child Clinical Psychology: Mental Health and Disorders in Children from Diverse Groups, at the Assistant or Associate Professor level, commencing as early as July 1, 2020. This position is subject to final budgetary approval. Candidates will have completed a PhD in child and adolescent clinical or counselling psychology from a CPA- or APA-accredited program with pre-doctoral or post-doctoral specialty training. If not presently registered in Ontario, successful candidates must be eligible for registration with the College of Psychologists of Ontario (CPO) and must initiate the registration process within the first six months of hire, as registration in Ontario is required for all clinical positions. Successful candidates will be committed to the scientist-practitioner model. Within their area of expertise, candidates will demonstrate research productivity, the capacity to develop a strong research program, and attract external research funding. They will have undergraduate teaching experience and the ability to teach undergraduate and graduate courses broadly related to their area of expertise; be able to supervise undergraduate and graduate student research; contribute to the service and administrative activities of the clinical program, the department, and the university; and provide clinical training and supervision to graduate students through on-campus practica at our Psychological Services and Research Centre. Preference will be given to candidates with expertise related to mental health issues in children and adolescents in one or more areas of diversity (e.g., Indigenous, disabilities, sexual minorities, refugees/immigrants, and/or other visible and cultural minorities). In addition to the general requirements listed above, applicants must be competent to work with children and adolescents and prepared and competent to teach graduate courses in developmental psychopathology, child clinical assessment, child and adolescent interventions, and other clinical courses. The capacity to teach and supervise family therapy would be an asset. For more information click HERE

The University of Windsor's Department of Psychology invites applications for a tenure-track faculty position in the area of Child Clinical Psychology: Mental Health and Disorders in Children from Diverse Groups, at the Assistant or Associate Professor level, commencing as early as July 1, 2020. This position is subject to final budgetary approval. In addition to serving a large undergraduate population, the Psychology Department offers doctoral degrees in Clinical Psychology and Applied Social Psychology. Our CPA-accredited Clinical Psychology Program offers specialized training in three areas: Adult Clinical, Child Clinical, and life-span Clinical Neuropsychology. The department has the largest doctoral program on campus, an energetic and collaborative culture of scholarship, and operates a state-of-the-art Psychological Services and Research Centre. For further details, visit our website at http://www.uwindsor.ca/psychology. Candidates will have completed a PhD in child and adolescent clinical or counselling psychology from a CPA- or APA-accredited program with pre-doctoral or post-doctoral specialty training. If not presently registered in Ontario, successful candidates must be eligible for registration with the College of Psychologists of Ontario (CPO) and must initiate the registration process within the first six months of hire, as registration in Ontario is required for all clinical positions. Successful candidates will be committed to the scientist-practitioner model. Within their area of expertise, candidates will demonstrate research productivity, the capacity to develop a strong research program, and attract external research funding.

VOLUNTEER AND JOB OPPORTUNITIES Continued...

They will have undergraduate teaching experience and the ability to teach undergraduate and graduate courses broadly related to their area of expertise; be able to supervise undergraduate and graduate student research; contribute to the service and administrative activities of the clinical program, the department, and the university; and provide clinical training and supervision to graduate students through on-campus practica at our Psychological Services and Research Centre. Preference will be given to candidates with expertise related to mental health issues in children and adolescents in one or more areas of diversity (e.g., Indigenous, disabilities, sexual minorities, refugees/immigrants, and/or other visible and cultural minorities). In addition to the general requirements listed above, applicants must be competent to work with children and adolescent interventions, and other clinical courses. The capacity to teach and supervise family therapy would be an asset. **Deadline date of August 15, 2019.** For more information click <u>HERE</u>

The **Department of Psychology** at the **University of Victoria** invites applications for a **tenure-track position in Clinical Psychology** at the rank of **Assistant Professor** to **commence July 1, 2020**. Qualified candidates will ideally have a PhD in Clinical Psychology or a related field (e.g., Counselling Psychology, Educational Psychology, School Psychology) at the time of employment or shortly thereafter. Be registered or eligible for registration with the College of Psychologists of British Columbia. For more information click <u>HERE</u>

The **Department of Critical Care Medicine** in the **Cumming School of Medicine** invites applications for a **Research Coordinator**. This Fixed Term Recurring Part-time position is for approximately 8 months (based on length of grant funding), with the possibility of extension. Reports to the Principal Investigator. The Research Coordinator must be proficient in qualitative research methods and qualitative analysis, and must be comfortable with planning, organizing, directing, and evaluating the activities surrounding the INSPIRE research project. This is a recurring part time position with variable hours. Recurring part time are hourly employees engaged to perform work on an irregular schedule Application Deadline: July 10, 2019. For more information click <u>HERE</u>

Are you interested in gaining experience working for a Private Psychology Practice?

We are looking for an undergraduate psychology student interested in doing 8-10 hours of work a week for our practice. I am psychologist who specializes in personal and career counselling. My firm is: Defining Solutions (www.definingsolutions.ca) We are located downtown in Bow Valley Square within Optimum Talent and offer the opportunity to assist with psychology office administration, assessment, editing, research and marketing. We are looking for a motivated, professional and detail-oriented student who has some office and research experience.

If interested, please send your cover letter and resume by email to: Amy Barron, Office Administrator at <u>info@definingsolutions.ca</u> Please send us a resume and cover letter which outlines why you are interested, what your availability is (days/evenings etc.), and what your future career plans are. We look forward to hearing from you!

Want to get involved in serial homicide research?

The Lifespan Adaptations Lab is currently looking to recruit several volunteer research assistants. This opportunity requires volunteers to help populate a serial homicide database. Therefore, volunteer(s) should have an intellectual curiosity and passion for learning about human development, psychopathology, law, and the criminal mind. The work: Each week student volunteers will be assigned a digital form for one serial killer. The student will have the week to locate information (via a Google search) to help populate thee form which will then be submitted to the larger database. This is an entry-level volunteer position with data-entry being the primary objective. Student volunteers can work from home or school and can set their own hours. Volunteers are expected to commit 5 hours each week. Students will learn the basics of data collection, entry, and cleaning. Students will also learn how to gain proficiency in archival research. Students may also learn novel techniques for data visualization. Opportunities for advancement are also available. How to apply: Please email a copy of your CV or resume and unofficial transcript to Sasha Reid (sasha.reid@ucalgary.ca).Qualified applicants will be invited to interview.

The Children's Hospital at Montefiore is seeking a full-time clinical Pediatric Psychologist to work as part of a multi-disciplinary Quality In Life Team caring for children engaged in palliative care and hospice support. The Children's Hospital at Montefiore is consistently recognized among the top hospitals nationally by *U.S. News & World Report.* Our academic affiliation with Albert Einstein College of Medicine, a National Cancer Institute-funded cancer center, results in the availability of unique treatment options for our patients. Successful candidates should have a doctoral degree in psychology (PhD/PsyD) from an APA-accredited program and have completed an APA-approved internship. Licensure as a psychologist in the State of New York is required. We are particularly interested in candidates fluent in Spanish who have training in pediatric psychology with an emphasis in counseling children and families who face life threatening and life limiting conditions. Responsibilities will include providing clinical treatment for various pediatric populations, collaborating with research faculty, supervising psychology trainees, and formal lecture/seminar teaching both within Pediatrics and Psychiatry & Behavioral Sciences. Review of candidates will begin immediately and will continue until the position is filled. A competitive compensation package and potential for academic appointment within Albert Einstein College of Medicine commensurate with training and experience are available. Interested candidates should send their C.V. and a brief statement of interest to: Sarah Norris, MD, Med, Director of Pediatric Palliative Care, The Children's Hospital at Montefiore, Bronx, New York 10467, sanorri@montefiore.org

VOLUNTEER AND JOB OPPORTUNITIES Continued...

The **Department of Psychology** at the **University of Kansas** is looking for a **Long term Lecturer** to join our faculty, with a **start date of August 2019**. Please see the job posting for more details: <u>http://www.employment.ku.edu/academic/14641BR</u>

Department of Psychiatry at Mount Sinai Hospital and the University of Toronto are now welcoming applications for a **Postdoctoral Research Fellow** and a **Clinical Trials Manager**. These are exciting opportunities to work with a large and interdisciplinary group of researchers, clinicians and diverse stakeholders in real-world settings. We were recently <u>awarded by the Patient Centered Outcomes Research Institute (PCORI)</u> to conduct a large, multi-site trial that aims to scale-up psychological treatments for perinatal depression and anxiety.

Responsibilities, qualifications and submission procedures are detailed in the links below.

- Postdoctoral Fellow position, begins July 2019 (full-time)
- <u>Clinical Trials Manager</u>, begins immediately (full-time)

For further questions please contact Sarah Rachel Katz (SarahRachel.Katz@sinaihealthsystem.ca).

The School of Psychology at the University of Southern Mississippi invites applications for 4 full-time, 9 month, Visiting Assistant Professor positions beginning August 2019. This is an exciting opportunity to join the School of Psychology which is home to 125 graduate students enrolled in APA-accredited doctoral programs in Clinical, School & Counseling Psychology, an MPCAC accredited Counseling Psychology MS program, and 600 undergraduate psychology majors. More information can be found at www.usm.edu/psychology. Three positions will be designated to generally support the undergraduate and graduate training programs. Primary responsibilities will include teaching 4 undergraduate classes each semester with potential for graduate courses in the applicant's areas of expertise, and academic advisement. Openings include applied undergraduate courses, introductory psychology and behavioral neuroscience. Graduate level courses include practicum supervision in our in-house training clinic, multicultural counseling, and behavioral neuroscience. One position will be designated to support the clinical psychology doctoral and undergraduate programs. Primary responsibilities will include teaching 4 classes each semester with openings for introductory and applied undergraduate courses and opportunities to teach graduate level courses including practicum supervision in our in-house training clinic, developmental psychology, introduction to clinical skills, and/or cognitive assessment. These are ideal positions for a post-doc interested in obtaining more extensive experience in teaching undergraduate and graduate courses for individuals preparing for a career in academia. Opportunities to obtain post-doctoral supervision towards licensure (which includes mentorship, professional development) and/or to conduct and collaborate on research are available. Qualifications include: a doctoral degree from an APA-accredited program in school, clinical or counseling psychology, or a doctoral degree in general psychology (experimental, brain & behavior, etc.), by August of 2019 and strong teaching skills. Hattiesburg is located approximately 70 miles north of the Mississippi Gulf Coast and 100 miles from New Orleans and is a great place to live. Hattiesburg offers a unique blend of a high standard of living at reasonable costs. In 2014, Hattiesburg was recognized by Livability.com as one of the nation's top college towns. Review of applications will begin immediately and continue until the positions are filled. (9/1/19)Applications should be submitted to jobs.usm.edu. Please feel free to contact Dr. Bonnie Nicholson (bonnie.nicholson@usm.edu) to inquire about the positions. A completed application will include 1) a cover letter, 2) a CV, 3) names and contact information for three references, and 4) academic transcripts (unofficial transcripts are acceptable). The program is committed to increasing diversity; we encourage applications from those who identify as diverse in terms of gender, race, ethnicity, and/or sexual orientation AA/EEO/ADAI.

The **Department of Psychology, Faculty of Arts**, at the **University of Manitoba** invites your consideration of a move to a vibrant and friendly city, Winnipeg, to join a research-intensive department and program in Social Psychology at the Province's most comprehensive (U15) university as a SSHRC Tier 2 Canada Research Chair (CRC). This will be a full-time tenured or tenure-track appointment in the Department of Psychology at the rank of **Assistant or Associate Professor** commencing July 1, 2019 or as soon as possible thereafter. Rank and salary will reflect the qualifications and experience of the chosen candidate. Tier 2 CRC positions are intended for exceptional emerging researchers at an early phase of their careers (i.e., normally within 10 years of receiving their Ph.D.) These positions are for five-year terms and are renewable once. For the duration of the CRC, the successful candidate will have reduced teaching responsibilities. The candidate selected for this position will be required to work with the Department of Psychology and the Faculty of Arts to prepare a formal nomination to the CRC Secretariat according to the CRC program guidelines. However, this faculty appointment is not contingent on the success of the nomination to the CRC. We are seeking an exceptional emerging leader in research on any aspect of Social Psychology. The successful candidate will be someone who has an outstanding publication record and innovative research program in this area, who can further build on existing strengths and forge connections within and beyond the community of Winnipeg that will catalyze the University of Manitoba as a nationally and internationally leading institution for research and undergraduate and graduate training in this vitally important field for the basic understanding of society, social change, and individual well-being. For more information click <u>HERE</u>

The Department of Psychology and Neuroscience at **UNC Chapel Hill** is seeking a **postdoctoral scholar** to work on a joint project with Drs. Eva Telzer, Kristen Lindquist, and Mitch Prinstein. They specifically are looking for a postdoc with excellent writing and analytic skills who is interested in gaining training and writing many publications using a unique dataset that combines theories and methods in developmental neuroscience (longitudinal fMRI data), developmental psychopathology (data on peer interactions, psychopathology, risk behaviors), and social affective psychology (emotional processing). The ideal applicant will have experience analyzing fMRI data, a strong publication record, experience with social or developmental neuroscience methods, and an interest in adolescent interpersonal experiences, psychological symptoms, affect, or risk behaviors. The applicant must have a PhD in Psychology (Developmental, Clinical, or Social Psychology, for instance), Neuroscience, or related field by the time the position begins.

The position also includes opportunities for professional development and unique interdisciplinary training that will be useful for a variety of academic career paths. Applicants should submit a CV for initial review to Karee Jones at kjones92@email.unc.edu.

The School of Arts and Social Science at Grenfell Campus, Memorial University invites applications for a two-year regular term position with the potential for renewal. A specialization in cognition and/or perception, within Psychology's Bachelor of Arts and Bachelor of Science programs at the rank of Assistant Professor. The position will begin on August 1st, 2019.

The **Department of Psychology** in the **Faculty of Arts** at the **University of Regin**a invites applications for a tenure-track appointment at the rank of Assistant Professor; the successful applicant will be nominated for a Tier II Canada Research Chair in the area of Children and the Justice System, with an expected appointment date of July 1st, 2020. The ideal candidate would develop a research program that uses the methods of experimental forensic psychology to investigate children's experiences within the justice system. Examples of such research programs could include the development of evidence-based practices to guide how police/attorneys collect information from children; perceptions of child witnesses; or, research that advances theory in the development of memory and morality/lie-telling in children. For more information or to apply click <u>HERE</u>

RESEARCH NOTES AND ACTIVITIES RESEARCH PUBLICATIONS

RESEARCH PUBLICATIONS

Griep, Y., & Cooper, C. (2019). *Handbook of psychological contract research*. Northampton, MA: Edward Elgar Publishers, Inc. https://www.e-elgar.com/shop/handbook-of-research-on-the-psychological-contract-at-work

Roll, L. C., Van Zyl, L. E., & **Griep, Y**. (in press). Brief positive psychological interventions within multi-cultural organizational contexts: A systematic literature review. In Van Zyl, L.E., Efendic, E., Rothmann, S., & Shankland, R. (In press). Best practice guidelines for positive psychological intervention research designs. In L.E. van Zyl & S. Rothmann (Eds.), Theoretical Approaches to Multi-cultural Positive Psychological Interventions. Cham, Switzerland: Springer

Sosnowska, J., & Griep, Y. (in press). Well-being at work: Applying dynamics of affect in positive psychological interventions. In L. E. van Zyl, & S. Rothmann (Eds.), Theoretical Approaches to Multi-cultural Positive Psychological Interventions. Cham, Switserland: Springer

Griep, Y., Cooper, C., Robinson, S., Rousseau, D. M., Hansen, S. D., Tomprou, M., Conway, N., Briner, R., Coyle-Shapiro, J. A.-M., Horgan, R., Lub, X., de Jong, J. Kraak, J. M., O'Donohue, W., Jones, S. K., Vantilborgh, T., Yang, Y., Cassar, V., Akkermans, J., Jepsen, D., Woodrow, C., de Jong, S., Sherman, U., Bezzina, F., Erdem, C., Niebader, A-M., Romeike, P., Bankins, S., Bal., P. M., Wiechers, H., Pezer, L., Achnak, S., & Linde, B. J. (in press). Psychological contracts: Back to the future. In Y. Griep, & C. Cooper (Eds.), Handbook of research on the psychological contract at work. Northampton, MA: Edward Elgar Publishers, Inc.

Yamakawa, G., Weerawardhena, H., Eyolfson, E., **Griep, Y.**, Antle, M., & Mychasiuk, R. (in press). Investigating the role of the hypothalamus in outcomes to repetitive mild traumatic brain injury: Neonatal monosodium glutamate does not exacerbate deficits. Neuroscience; IF = 3.382

Germeys, L., **Griep, Y.**, & De Gieter, S. (2019). Differential spillover effects of autonomous and controlled organizational citizenship behaviors on an employee's family life: a daily diary study. Frontiers in Psychology, 10, 395. doi: 10.3389/fpsyg.2019.00395; IF = 2.089

Tabor, J., **Griep**, Y., Collins, R., & Mychasiuk, R. (2019). Investigating the neurological correlates of workplace deviance using a rodent model of extinction. Scientific Reports, 8(1), 17316. doi: 10.1038/s41598-018-35748-y; IF = 4.122

Paterson, C., Lacroix, E. & von Ranson, K. M. (2019). Conceptualizing addictive-like eating: A qualitative analysis. *Appetite*. https://doi.org/10.1016/j.appet.2019.104326 https://authors.elsevier.com/a/1ZHapiVKTPR-N

Roulin, N., Bourdage, J. S., & Wingate, T. G. (2019; In Press). Who is conducting "better" employment interviews? Antecedents of structured interview components use. *Personnel Assessment and Decisions*.

Wingate, T. G., & Bourdage, J. S. (2019; In Press). Liar at first sight? Early impressions and interviewer judgments, attributions, and false perceptions of faking. *Journal of Personnel Psychology*. doi: 10.1027/1866-5888/a000232

Andrew Szeto, Keith S. Dobson, Dorothy Luong, Terry Krupa, and Bonnie Kirsh Workplace Antistigma Programs at the Mental Health Commission of Canada: Part 1. Processes and Projects. *The Canadian Journal of Psychiatry* <u>https://journals.sagepub.com/toc/cpab/64/1_suppl</u>

Andrew Szeto, Keith S. Dobson, Dorothy Luong, Terry Krupa, and Bonnie Kirsh Workplace Antistigma Programs at the Mental Health Commission of Canada: Part 2. Lessons Learned. *The Canadian Journal of Psychiatry* <u>https://journals.sagepub.com/toc/cpab/64/1_suppl</u>

Andrew Szeto, Keith S. Dobson, and Stephanie Knaak The Road to Mental Readiness for First Responders: A Meta-Analysis of Program Outcomes. *The Canadian Journal of Psychiatry* <u>https://journals.sagepub.com/toc/cpab/64/1_suppl</u>

RESEARCH PUBLICATIONS Continued....

Stephanie Knaak, Dorothy Luong, Robyn McLean, Andrew Szeto, and Keith S. Dobson Implementation, Uptake, and Culture Change: Results of a Key Informant Study of a Workplace Mental Health Training Program in Police Organizations in Canada. *The Canadian Journal of Psychiatry* https://journals.sagepub.com/toc/cpab/64/1_suppl

Keith S. Dobson, Andrew Szeto, and Stephanie Knaak The Working Mind: A Meta-Analysis of a Workplace Mental Health and Stigma Reduction Program. *The Canadian Journal of Psychiatry* <u>https://journals.sagepub.com/toc/cpab/64/1_suppl</u>

Withnell, S., **Sears, C.R.**, & von Ranson, K.M. (2019). How malleable are attentional biases in women with body dissatisfaction? Priming effects and their impact on attention to images of women's bodies. *Journal of Experimental Psychopathology*, *10*, 1-16. https://journals.sagepub.com/doi/full/10.1177/2043808719837137

Willems, S., Schroyen, S., Dehon, H., & Bodner, G. E. (2019). Independent recollection/familiarity ratings can dissociate: Evidence from the effects of test context on recognition of event details. Canadian Journal of Experimental Psychology, 73, 100-104.

Williams, H. L., & Bodner, G. E. (2019). Independent recollection-familiarity ratings: Similar effects of levels-of-processing whether amount or confidence is rated. Canadian Journal of Experimental Psychology, 73, 94-99.

Huff, M. J., & Bodner, G. E. (2019). Item-specific and relational processing both improve recall accuracy in the DRM paradigm. Quarterly Journal of Experimental Psychology, 72, 149-1506.

PSYCHOLOGY IN THE NEWS

Dr. Susan Boon in BBC - "Why we need to talk about cheating" to read more click HERE

AWARDS AND HONOURABLE MENTIONS



Congratulations to Joshua Bourdage on receiving an Insight Development Grant, Social Sciences & Humanities Research Council of Canada (SSHRC). *The Effects of Job Advertisement Messaging and Applicant Traits on Job Pursuit Decisions*



Happy Monday!

Congratulations to everyone included in the Monday Memo! The department recognizes your hard work and dedication. Keep it up!

Do you have something you would like to include in the Monday Memo newsletter? Please send it to_ ggallo@ucalgary.ca_before Thursday at noon.

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