

Tugging for charity

Despite the rain Memorial staff, faculty and students showed their spirit during the Barnes House Truck Pull, a charitable event where university groups literally pulled a big truck to help raise money for the Iris Kirby House in St. John's. The event was part of Celebrate Memorial, which was held from Oct. 19-23. Hundreds of people from across the campuses took part in this year's events which ranged from random acts of music to a campus dash to a celebrity basketball game. This year's theme was I Love MUNDays on the St. John's campus while at Sir Wilfred Grenfell College in Corner Brook it was I Fell for Grenfell. Here (from front to back) Ania Polomska a proctor with Coughlan House; Catherine Strong, a resident with Coughlan House; Dr. Lilly Walker, dean of Student Affairs and Services; and Tracy Banner, health and fitness co-ordinator with Housing, Food and Conference Services, give it their best during the truck pull. The event raised about \$1,000.

For more information on Celebrate Memorial visit www.mun.ca/mundays or www.swgc.mun.ca/celebrate.



Great place to work

Memorial wins top award

Memorial University was honoured with the prestigious Employer of Distinction Award by the Newfoundland and Labrador Employers' Council (NLEC) at a gala ceremony Sept. 28 in St. John's.



Accepting the Employer of Distinction Award from Denis Mahoney of the NLEC (left) was Lisa Curran, employee relations officer, Department of Human Resources, and Memorial President Dr. Axel Meisen.

The university was recognized in the large employer category along with North Atlantic Refining Ltd.

The Employer of Distinction goes to organizations which encourage excellence in all areas of a progressive employment relationship and recognizes leadership, innovation and a fundamental belief in the value of a healthy, safe and motivated workforce.

The award underscores the notable programs and work-place initiatives Memorial has developed in recent years, said Claude Horlick, associate director of Human Resources.

He said when the university decided to apply for the award, officials looked at its criteria including the

presence in the community, compensation and advancement, as well as strategies for how well an organization communicates with employees in building stakeholder awareness. He said Memorial was an ideal candidate.

"The initiatives in particular that contributed to the strength of our application included the university's focus on the promotion of a healthy workplace through the development of wellness programs, especially the pilot preferred rate program at the Memorial University recreation complex," said Mr. Horlick.

The award is a major accomplishment for the university, added Lisa Curran, employee relations officer with HR, especially since Memorial was chosen as a provincial leader and an employer of choice.

"More importantly it acknowledges the dedication of our employees in delivering exemplary service to our students, fellow coworkers and the community as a whole," she said.

Mr. Horlick said the award also reinforces several key goals the Department of Human Resources has been working towards under the leadership of its director, Gerard McDonald.

"We have developed a process that establishes goals and objectives of the department that are in keeping with the university's overall strategic direction," he said. "We will continue to use this process and consult with employees and departments within the university community as we develop and introduce new initiatives and enhanced services in areas such as advisory services, wellness education, a respectful workplace program, improved work flex and the employee self service (ESS) portal."

Barbeque benefit

Hundreds of faculty, employees and students filled the courtyard outside the Arts and Administration Building on Memorial University's St. John's campus on Sept. 9 in support of a barbecue fund-raiser to help those affected by Hurricane Katrina in the U.S. Memorial's Office of Student Recruitment organized the event, selling hamburgers, hot-dogs and beverages. They also sold tickets on a number of prizes. The event raised \$2,842.29, which was turned over to the Canadian Red Cross. Meantime, fund-raising drives were also held at Sir Wilfred Grenfell College in Corner Brook and the Marine Institute in St. John's.



Photo by Jeff Green

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From the President

Dr. Axel Meisen

New directions for Memorial University

This fall has been important for charting the future direction of our university. In addition to university-wide strategic planning, important initiatives were considered for Sir Wilfred Grenfell College (SWGC), Memorial University's west coast campus, and for Labrador. These developments will have great impact on the future of our university and I am pleased that the deliberations are occurring in a spirit of collegiality and optimism.

Sir Wilfred Grenfell College

During the summer and early fall, I worked with members of SWGC to address their concerns regarding governance and administration. We discussed important changes to ensure a bright future for the college and I gained insight into the views of the SWGC community regarding the Ivany Commission report.

In the meeting, SWGC Principal Dr. John Ashton conveyed the following expectations for change that were based on earlier consultations with SWGC stakeholders:

- a seat on the senior executive committee
- financial certainty assured by formula funding or a direct allocation from government

- authority to approve programs
- integration of the Western Regional School of Nursing into SWGC

On my recommendation, the Board of Regents decided to schedule a special meeting on Dec. 7 where proposals based on these expectations will be addressed.

My overarching concern is to ensure that SWGC will grow and that its students will continue to receive a first-rate education.

Labrador

In September, the Board of Regents met in Happy Valley-Goose Bay to hear from community representatives and to consider actions for Labrador and Points North (Nunavut and other northern regions). Based on these meetings, a draft strategy has been developed. Some key elements of the draft plan are:

- An assessment of the needs of the people of Labrador, Nunavut and other northern regions in the area of post-secondary education.
- Determination of the appropriateness and feasibility of a training institute for the aboriginal peoples from

Labrador, Nunavut and other northern regions, in collaboration with the College of the North Atlantic and possibly utilizing the facilities of the Goose Bay Air Base.

- Identification of the most appropriate instructional methods for the diverse range of northern learners.
- An evaluation of Memorial University's programs, with the view of making them more relevant and accessible for learners, particularly aboriginal learners, from Labrador and other northern regions.

These are wonderfully challenging times for our university and I invite you to share in the shaping of our university's future.

Signed

Axel Meisen, PhD, P.Eng.
President and vice-chancellor

People Profile

Felicity O'Brien's life has taken on a whole new meaning since she retired from Memorial University more than a decade ago. The former professor of both geography and general science has traded in her lab coat and microscope to become one of Newfoundland and Labrador's most dedicated – and decorated – athletes. She has also become a tireless advocate for organ donations, a subject near and dear to her heart.

"In 1994, I had a kidney transplant and after it I was pretty sick for about five months. But when I got over all the infection that followed I got healthy again," said Ms O'Brien, 66. "I ended up being more energetic than I had been in the past 10 or 15 years and I really felt well again. That's when I got very involved with the Kidney Foundation and with the Canadian Transplant Association."

That's when she also began training non-stop for 1997's World Transplant Games, which were being held in Sydney, Australia. Already one of this province's elite athletes – she has a third degree black belt in judo and was a star field hockey player recording a three-year shut out at Memorial – Ms O'Brien captured three awards at the Games, a gold, silver and bronze. Since then she has travelled to Hungary and Japan, winning medals for everything from table tennis to race walking to badminton. Earlier this year she was in London, Ont., for this year's Games where she garnered another four awards. In total, she now has 13 medals, but Ms O'Brien is quick to point out that she doesn't go the Games simply to win.

"I get a sense of community and not being different," she said. "The Games promote the fact that organ recipients are healthy contributing members of society."

She also attends the Games to help promote organ transplants and to raise awareness for the need for donations.

"I'm just about to put a push on to attract as many transplant recipients in Newfoundland and Labrador," said Ms O'Brien, who is the eastern vice-president of the Canadian Transplant Association. "Everything to get the word out helps. It isn't enough to just sign your donor card. You have to go and talk to your families and make sure they know that's what your wishes are."



Felicity O'Brien

"The biggest problem nowadays with organ transplantation is the number of people on waiting lists is going up. At the same time the actual number of donors has gone down in the past few years. Last year in Canada over 200 people died waiting and there are hundreds of people on the wait list. So now my mission is to encourage people to donate."

A native of England, Ms O'Brien first came to Newfoundland in 1967 and began teaching in the geography department. Initially she came on a three-year contract with her first husband, Peter O'Brien, the first person appointed to the biochemistry department.

"Eventually I started doing my master's in geology all the while raising my three children," she said. "I'm a paleontologist. I was working on Conodonts, which are the teeth of an extinct marine worm."

"I left in 1991 and started dialysis shortly after. I was finishing in the lab at 5 p.m. and walking across to the Health Sciences for dialysis."

Ms O'Brien admitted there were days when she wasn't too sure what life was going to be like after her operation. "I had about six times amount of hair as I had before which stuck right up. My face was like a pumpkin and I looked a little bit like a laboratory brush," she said with

a hearty laugh. "I was a little down at this time, too. But, my doctor said the kindest thing anybody has ever said to me and that was 'You know, Felicity, the prettiness will come back.'"

After years of worrying about her health, Ms O'Brien said she is now doing fine. She enjoys her volunteer work, spending time with friends and family and taking long walks with her dog and her new husband, Dr. Allan Stein, a former chemistry professor at Memorial, whom she married eight years ago.

"He's a big supporter of me and the transplant association and what we're doing," she said with a wide smile. "That's so important to me. I'm contented with my life and how things are going."

If any vital transplant recipients would like to find out more about the Canadian Transplant Association, and enjoy the support of other transplant recipients, you can get in touch with Felicity O'Brien at 709-895-2056.

— Obituaries —

Rosemarie Murphy, a library assistant with the Health Sciences Library, passed away suddenly on Sept. 14, 2005, in St. John's, aged 45.

Dr. Gerald Thomas, retired from the Department of Folklore, passed peacefully away on Tuesday, Sept. 6, 2005, at his home in Torbay after a short illness. Dr. Thomas was also a member of the Department of French and Spanish. He served for a number of years in what was then the Department of Romance Languages before the Department of Folklore was established.

Dr. Joe Brown passed away suddenly at his home in Shoe Cove on Sunday, Sept. 4, aged 58 years. Donations may be made to the Dr. Joe Brown Scholarship Fund, Memorial University of Newfoundland.

Klaus R. Gries, manager of labs with the Faculty of Engineering and Applied Science, passed peacefully away in hospital on Aug. 2, 2005. Mr. Gries had been with the faculty since 1971.

Doug Seymour, retired from the Department of Technical Services, passed away in August.

THE COMMUNICATOR

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MEMORIAL *Campus News* UNIVERSITY

Better prices and no lineups

Memorial's Computer Purchasing Centre

Craig Head is still surprised by the number of Memorial University employees and students who head to big-box stores when buying new computers, equipment or software – especially when they could've gotten a much better deal within minutes on their lunch break. Mr. Head is the supervisor of the Computer Purchasing Centre (CPC), a year-round retail store located on the St. John's campus which is celebrating its 10th anniversary this year.

Tucked away in a small corner of the Computing Services Building – which is nestled between the new Inco Innovation Centre and the Science Building – the CPC, a division of the Department of Computing and Communications, offers a wide range of products including desktops, laptops, iPods, scanners, printers and monitors. It also stocks Web cams, digital cameras, headsets, mice and a long list of software products.

"You can buy anything you need," said Mr. Head, who has worked with the centre for nine of the 13 years he has been at Memorial. "The most important point about us, though, is that we offer academic pricing on most items we carry." That means products are discounted a certain amount below a list price. Most manufacturers publish a suggested retail price along with corporate, volume and academic discounts, the latter of which is the best for consumers. "Those discounts are complimented by the fact that we operate on a cost-recovery basis so we make every attempt to realize zero profit at the end of the year. In the unlikely event that profit is realized, it is put back into student computing like student labs," added Mr. Head.

Discounts can range anywhere from 10 per cent for some items, while some of the Microsoft products can be as much as 80-90 per cent off their list price.

According to quarterly market analysis done by CPC staff, their prices average to be 20-25 per cent lower than outside vendors.

The Computer Purchasing Centre is also a founding member of Campus Retail Canada (CRC), a national buying group comprised of university computer stores, which negotiates the lowest possible pricing for products with suppliers.



Craig Head, supervisor of Memorial's Computer Purchasing Centre.

This gives member schools – such as Memorial – access to prices they wouldn't get anywhere else.

"They also help us with nationally-funded advertising campaigns like back to school flyers and university newspaper advertising," said Mr. Head.

Memorial's CPC also offers experienced consultants who work with faculty, staff and students to recommend the best product for their needs.

Although the majority of the centre's users are departments and faculties, there has been a huge influx in the

number of students taking advantage of its prices.

Mr. Head said that the majority of the CPC's sales are probably 80 per cent university based. "It's more university sales as opposed to personal sales. On the personal side it's mostly students coming here," he said. "During the last year we have seen personal sales double from previous levels.

"This centre is here as a service to everybody at Memorial. We'll work with you to figure out what your computer needs are and then work to give you the best possible price."

MEMORIAL *Wellness* UNIVERSITY

Focus on Fitness



Photo by Jeff Green

Dave Sorensen, editor of Memorial University's *Gazette*, gets his blood pressure checked by nurse Shelia Dominaux of the Victorian Order of Nurses (VON) in the Physical Education building gymnasium on Thursday, Sept. 29. Mr. Sorensen is one of the more than 600 employees at Memorial who are taking part in the university's Fitness Facility Preferred Rate Program (PRP) offered by the Department of Human Resources' Wellness Program. Employees had their total cholesterol (non-fasting), blood glucose (non-fasting), and resting blood pressure tested. They also had their weight, height and body mass index (BMI) recorded, along with their grip strength and flexibility. The School of Human Kinetics and Recreation and the VON assisted in the testing. HR plans to track participant's health indicators over a 12-month period, with updates provided every four months. For more information about the Wellness program and other HR initiatives visit www.mun.ca/humanres/wellness.

Wellness events
Getting active and staying healthy

Employees at Memorial's St. John's campus have an opportunity this fall to stay active during the workday. The Memorial Employee Lunctime Sports (MELTS) has started up again. Here's a schedule of events:

- Mondays – Volleyball 1-1:50 p.m.
- Tuesdays – Soccer 12-12:50 p.m.
- Wednesdays – Badminton 1-1:50 p.m.
- Thursdays – Basketball 12-12:50 p.m.

To register, visit the Wellness Web site listed below.

Peter Hynes, worklife programs co-ordinator, will be dropping by departments this fall to get feedback on the Wellness Program. Employees should check with their supervisors for more details.

And, wellness education sessions are being co-ordinated this fall and winter through a partnership with the Division of Lifelong Learning. Look for more details in the coming weeks. To find out more information on wellness events, visit www.mun.ca/humanres/wellness.

Ahchoo!!
Ten tips to help keep germs away

Cold and flu season is upon us once again. Fall and winter are primetime for catching nasty bugs that can cause sore throats, ear infections, fevers, body aches and chest discomfort. However, there are a few things you can do to help stay healthy this time of the year. We've compiled these tips to help prevent you from catching a cold or the flu.

1. Wash your hands frequently and well.
2. Get plenty of rest and sleep.
3. Eat a healthy, balanced diet.
4. Exercise regularly.
5. Consider getting a flu shot, especially if you are over the age of 50 or have a chronic health problem.
6. Cover cuts with bandages and wear gloves for added protection.
7. Keep your hands away from your eyes, nose or mouth.
8. Clean office telephone handsets, keyboards, mouse and door knobs frequently.
9. Don't sneeze into your hands. Multi-ply tissues are best or use your arm to cover up instead.
10. Clean your fingernails properly. Artificial nails and chipped nail polish have been associated with an increase in the number of bacteria on your fingernails.



New recycling rules

Thousands of pounds of paper diverted from garbage bins

A new mandatory office paper recycling program at Memorial University has caught on in a big way since being launched Sept. 1. Thousands of pounds of white paper have been recycled instead of being thrown into garbage bins. Faculty, staff and students are doing their part to create clean offices and campuses.

"In the first eight months of 2005 we averaged 5,300 pounds per month of white paper recycled. In the month of September, 18,960 pounds of fibre products were recycled or 3.5 times what we were averaging in white paper previously," said Darrell Miles, director of Facilities Management at Memorial. "The new program is a huge success."

The provincial government introduced the new office paper recycling program on Sept. 1 for hundreds of businesses in St. John's, Mount Pearl, Paradise and Conception Bay South, including Memorial's St. John's campus, the Marine Institute and the Ocean Sciences Centre. The list includes everything from white paper to business cards (see sidebar).

Sir Wilfred Grenfell College in Corner Brook implemented

its own recycling program about seven years ago, which goes hand-in-hand with the environmental programming the college offers. At first it recycled only white paper and pop cans but about three years ago officials started recycling newspaper, coloured paper and cardboard.

In order to significantly reduce waste brought to local landfills, the provincial Department of Environment and Conservation set up the new paper fibre recycling program that applies to industrial, commercial and institutional facilities with 25 employees or more. The new rules mean all recyclable paper products must be separated and diverted from regular waste. Organizations must also ensure that their employees and visitors are aware of the requirement to recycle paper products and understand how to do it.

"The university is complying with these regulations. Facilities Management has made significant changes to the system of paper recycling within the university," said Mr. Miles.

Under the new regulations paper products are to be disposed of separately in the blue recycling containers that exist

throughout most offices and workstations. Regular garbage shouldn't be placed in the same containers.

"Custodial staff will empty the blue recycling containers in addition to the traditional waste containers as part of their routine cleaning service," said Mr. Miles. "Office and workstation occupants are no longer required to remove recycling materials to the larger, centrally located bins."

According to the provincial Waste Management Strategy, government wants to reduce the amount of waste going to landfill by 50 per cent by the year 2010. Fibre product items such as paper and cardboard make up roughly 30 per cent of the current waste stream.

Businesses with less than 25 employees have until March 1, 2006, to comply with the regulations.

The new mandatory office recycling program includes a wide range of items including:

- | | |
|--|-------------------|
| ✓ White paper | ✓ Coloured paper |
| ✓ Newspapers | ✓ Flyers |
| ✓ Glossy magazines | ✓ Telephone books |
| ✓ Catalogues | ✓ File folders |
| ✓ Soft-covered books | ✓ Business cards |
| ✓ Post-it notes (white or coloured) | |
| ✓ Shredded paper (white or coloured) | |
| ✓ Hard-covered books (covers removed) | |
| ✓ Envelopes (with and without windows) | |

Items not covered by the new rules include:

- | | |
|---|-----------------------|
| ✗ Carbon paper | ✗ Tissue paper |
| ✗ Waxed paper | ✗ Boxboard |
| ✗ Food packaging | ✗ Styrofoam materials |
| ✗ Plastic binders and other plastic materials | |
| ✗ Paper plates and cups | |
| ✗ Padded (bubble) envelopes | |

Recycling the news

Business cards and Post-it notes are not the only things you can recycle here at Memorial. You can also toss issues of *The Communicator* – once you've read them, of course – into blue recycling bins.

A number of readers sent us e-mails recently wondering if we've ever considered printing the newsletter on recycled paper – an environmentally friendly move.

We want to let you know that *The Communicator* is, indeed, printed on recycled paper and is in fact 100 per cent recyclable.

Earlier this year we revamped the layout and design of the newsletter, which is printed on semi-glossy paper.

"*The Communicator* serves to bring the staff, faculty and

pensioners of Memorial University news about workplace issues and features about people who are part of the Memorial community and we're proud of the fact that our newsletter is printed on recycled paper," said Ivan Muzychka, managing editor of *The Communicator*. "When readers are finished with the newsletter we encourage them to discard it into the office paper recycling bins instead of garbage containers. Or better yet, pass them on to others and help spread the news about our employees and pensioners."

If you have any questions or concerns about *The Communicator*, please get in contact with our managing editor, Ivan Muzychka, ivanmm@mun.ca.

The Department of Human Resources

Strengthening partnerships with departments

In 2004, the Department of Human Resources (HR) conducted a business process review to analyze its processes and identify improvement opportunities. This review concluded with the documentation of a process improvement plan this past February which was later endorsed by the university's senior administration. A number of the changes in the plan are currently being implemented or will be over the next several weeks and months.

In addition to the focus on process improvements, the review examined how Human Resources could strengthen its strategic role within the university, while providing more effective support to departments in HR advisory services areas. To do this, the department considered how to make the most effective use of its resources, and in the process, help it fulfill its departmental mission of ensuring Memorial's reputation as an employer of choice.

The Department of Human Resources will be revising its approach to service delivery in the areas of recruitment, job evaluation and compensation, organizational development employee/labour relations, leave management and employment policy. Its new delivery model will enhance its working

relationships with each of the university's faculties and departments, while at the same time providing departmental administrators with the tools, resources and support they need to effectively manage their human resources requirements.

A key change for Human Resources over the next few months will be the implementation of some organizational changes which will feature the following:

- The establishment of a team of HR advisers who will strengthen relationships with university departments by providing a single point of contact on a variety of HR issues and areas. This relationship will streamline the interaction between Human Resources and departmental administrators, provide generalist HR consulting services, and better enable HR to provide greater strategic service.
- A group of senior HR functional leaders working with both the advisers and university units to provide strategic/proactive HR advisory services and support in the development of plans for addressing longer term and broader human resources issues.
- A continuation of Human Resource's current single-point-of-contact structure for services provided by its staff in

both the payroll and pensions and benefits sections.

- A more efficient use of the human resource management system and other technology to improve service levels and create more effective tools for both administrators and employees.

The first movement towards the revised structure was the recent appointment of Colleen Butler as the new team lead, advisory services. Ms Butler was formerly a human resources officer in the recruitment, job evaluation and compensation section. She is working closely with the director of Human Resources, the associate directors and other senior managers within Human Resources to plan the changes in organizational structure and internal processes which are scheduled for January 2006. Consultation with departments will be ongoing before that time, and additional details will be communicated over the coming months.

Further information regarding these changes and others flowing from the department's business process review may be viewed on the department's Web site, www.mun.ca/humanres. You may also e-mail Ms Butler at colleenw@mun.ca.



Photo by Jeff Green

Welcome aboard!

Memorial's Department of Human Resources held its Employee Orientation session on Sept. 30 for roughly 30 new staff. The one-day workshop included an overview of the services and benefits offered to employees, a history of the university and sessions on the main functional areas of Memorial. From left: new employee Daph Crane, senior instructional designer with Distance Education and Learning Technologies; presenters Pam Murphy worklife programs specialist with HR and Lisa Curran, employee relations officer with HR; and new employee Dave Rideout, project technician with Facilities Management. HR holds the session each semester. For more information contact Pam Murphy at 737-7408 or pamela@mun.ca

Employee Service Awards

Memorial University held its 19th Annual Employee Service Awards ceremony on Oct. 11 at the University Club. Awards were handed out to employees with 20, 25, 30 and 35 years of service. To view a listing of this year's recipients visit www.mun.ca/humanres/award_cert.php.

Congratulations to all!

MEMORIAL UNIVERSITY **Retirements**



Dr. Brian Johnston has officially retired from Memorial University after more than three decades of service and several accolades. He stepped down as director of Housing, Food and Conference Services Oct. 5; he was with that unit for the past 25 years. Dr. Johnston first came to Memorial as a student in 1966 and become an employee in 1972. Christine Burke, the former assistant director of Housing, Food and Conference Services, has taken over as the new director.

Dr. Johnston said one of the biggest changes he helped implement at the university was a residence life program to make living away from home much more bearable for students. "We very quickly developed my motto, which is still used, that residence is more than just housing. And that's what I tried to promote," said Dr. Johnston, who was awarded the 2005 Atlantic Association of College and University Student Services Award for Merit. "There will definitely be things I'll miss," he said. "The contact with students, which was my joy, that's what kept me young. I'll miss the camaraderie and the excitement and the challenges my staff and I faced over the years. But, I won't miss the three o'clock in the morning phone calls!"

From left: Christine Burke, Memorial's new director of Housing, Food and Conference Services; Dr. Brian Johnston, the former director; Dr. Lilly Walker, dean of Student Affairs and Services; and Mary Johnston, Dr. Johnston's wife.



Photo by HSIMS

At a retirement party on Sept. 21 for Dr. Theodore A. Hoekman, right, Basic Medical Sciences, the associate dean of the division, Dr. Karen Mearow, was among those who gathered to celebrate his career at Memorial's Faculty of Medicine. A gentle roast included tales of skipping from reception to reception in search of finger food and the woes of his many cars.



Photo Submitted

Memorial University's geography department said goodbye to five longstanding and well-admired faculty members on April 16 during an event at Murray's Pond. From left, Drs. Michael Staveley, John Mannion, Jo Shawyer, John Jacobs and Clifford Wood were the guests of honour at a dinner to recognize their contributions to the department. Collectively they had more than 130 years of experience at Memorial. Live entertainment was provided by Jonathon Pittman, an undergraduate geography student.

THE HOME COOK

MUN employees share their culinary creations

Got a favourite recipe?

Are you a whiz in the kitchen? Maybe you're just an occasional cook. Either way we want to hear from you! *The Communicator* is on the hunt for new healthy home-made meal ideas from you – our readers. This section includes recipes from employees here on our campus. Send your recipes to jeffg@mun.ca.

GREEK BRIAMI (VEGETABLE STEW)

Submitted by Gillian Noseworthy, archaeology curator, Queen's College

- 2 tbsps olive oil
- 1 large onion, sliced
- 2-3 potatoes, sliced
- 1 large can of chopped tomatoes or (5-6 fresh individual ones)
- Salt
- Pepper
- Worcestershire (optional)
- Paprika

Heat olive oil in a deep skillet, preferably one with a cover. Sauté onions for several minutes, then add potatoes, tomatoes and seasonings. Reduce heat and simmer. Cover. Next, add liquid (water, white wine or broth). Add peppers and chickpeas. Cook for 15-20 minutes then add eggplant or zucchini. Simmer until vegetables are tender but not mushy. Add olives, put

- 1 bay leaf
- Rosemary
- Water, white wine or broth (approx. 1½ – 2 cups)
- 1-2 peppers (any colour), sliced
- ¾ cup chickpeas, soaked (optional: 14 ounce can of rinsed peas)
- 1 small eggplant or zucchini, chopped
- Olives
- Feta cheese

on serving plates and sprinkle with crumbled feta. Serve with crusty bread and olive oil/balsamic vinegar for dipping. This recipe can be adopted with any vegetables you have on hand or substituted with favourites such as: Broccoli, cauliflower, kidney beans, carrots, mushrooms etc.



Little fingers, little toes

The Memorial family welcomes its newest additions

Pamela Gill, communications co-ordinator with the Division of Community Education and College Relations at Sir Wilfred Grenfell College, and her husband Mark Bradbury welcomed their son Thomas Paul Bradbury born on Feb. 4, 2005.

Sandi Tulk, development officer for research and information management, Office of Alumni Affairs and Development, and her husband Ken welcomed their daughter Sera Sandra Tulk on Feb. 15, 2005, at the Health Sciences Centre.

Rojean Williams, development officer, Office of Alumni Affairs and Development, and her husband Robert Rose welcomed a baby girl, Anna Elizabeth Madonna, on Feb. 15, 2005, at the Health Sciences Centre, weighing seven pounds, two ounces.

Brigitte Parsons, statistical consultant for Facilities Management, and her husband Chris welcomed their daughter Jessica Marie Parsons on April 26, 2005, weighing eight and a half pounds. Jessica had a full head of black hair which is now pretty well all gone!

Grace Sybil Hyde Parsons was born on June 30, 2005, to **Angela Hyde**, a MD/PhD student in the discipline of genetics, Faculty of Medicine, and Jim Parsons, a faculty member at the School of Maritime Studies, Marine Institute.

Angela Reid, intermediate clerk stenographer, Office of Alumni Affairs and Development, and her husband Robbie would like to announce the birth of their baby girl, Samantha Joy Reid who was born on July 16, 2005, at the Carbonear General Hospital, weighing eight pounds, 10 ounces.

Dr. Sherrie Komiak, assistant professor in the Faculty of Business Administration, and her husband Paul, welcomed their son (first born) Adam Ping Komiak on Aug. 21, 2005, weighing nine pounds, four ounces.

Leanne Squire, a laboratory technical assistant for the Centre for Sustainable Aquatic Resources (CSAR) at the Marine Institute, and her husband Leon welcomed a little bundle of joy on Sept. 2, 2005. Frank Aaron Squire weighed seven pounds and three ounces.

Dr. Antony Card, School of Human Kinetics and Recreation, and his wife, Michelle, are pleased to announce the birth of their twin boys Alexander Thomas Card and Benjamin Francis Card. Alexander weighed nine pounds, six ounces and Benjamin weighed seven pounds, seven ounces. They were born on Sept. 10, 2005.

MEMORIAL UNIVERSITY Career Scene

The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human Resources and are current at the time of publication.

ACADEMIC

Confirmation in Appointments – Tenure

Dr. Samuel J. Bentley, Sr., Department of Earth Sciences, associate professor, June 1, 2005

Gillian Byrne, Queen Elizabeth II Library, librarian II, Sept. 1, 2005

Susan Fahey, Health Sciences Library, librarian II, Sept. 1, 2005

Lisa Goddard, Queen Elizabeth II Library, librarian II, Sept. 1, 2005

Dr. Paul C. Marino, Department of Biology, associate professor, Aug. 1, 2005

Dr. Marshall Godwin, Faculty of Medicine, professor, Nov. 1, 2005

Appointments – Tenure-Track

Dr. Yuanzhu Peter Chen, Department of Computer Science, assistant professor, Aug. 1, 2005

Dr. Ratana Chuenpagdee, Department of Geography, associate professor, July 1, 2006

Dr. J. Concepción Loredó-Osti, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2005

Dr. Zhaozhi Fan, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2005

Dr. Travis D. Fridgen, Department of Chemistry, assistant professor, Aug. 1, 2005

Dr. Robert Gallant, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2005

Dr. Andria Jones, Faculty of Medicine, assistant professor, Oct. 17, 2005

Dr. Francesca Kerton, Department of Chemistry, assistant professor, Sept. 1, 2005

Dr. Christopher Kozak, Department of Chemistry, assistant professor, Sept. 1, 2005

Dr. Mano Krishnapillai, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2005

Dr. Ronald Labelle, Department of French and Spanish, associate professor, July 1, 2005

Dr. Sue Moore, Faculty of Medicine, assistant professor, Oct. 3, 2005

Dr. Sharon Penney, Faculty of Education, assistant professor, Aug. 1, 2005

Dr. Murray Rudd, Sir Wilfred Grenfell College, assistant professor, April 1, 2006

Dr. Andrew Vardy, Department of Computer Science, assistant professor, Sept. 1, 2005

Dr. Gwoing Yu, Department of Computer Science, associate professor, Oct. 1, 2005

Appointments – Regular Term

Dr. Donna Bulman, School of Nursing, assistant professor, Aug. 15, 2005

Michael Edward Burns, Faculty of Business Administration, professor, Aug. 1, 2005

Peggy Coady, Faculty of Business Administration, assistant professor, Aug. 1, 2005

Lynn Cooze, School of Nursing, lecturer, Sept. 1, 2005

Dr. Danny Dyer, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2005

Tracy-Lee Faulkner, School of Nursing, lecturer, Sept. 1, 2005

Erin Glynn, School of Nursing, lecturer, Sept. 1, 2005

Elena Hannah, Department of Psychology, assistant professor, Sept. 1, 2005

Matthew Janes, Sir Wilfred Grenfell College, lecturer, Sept. 1, 2005

Lynn Morrissey, Faculty of Business Administration, assistant professor, Sept. 1, 2005

Susan E. Myrden, Faculty of Business Administration, lecturer, Sept. 1, 2005

Dr. Chun-Hua Ou, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2005

Janet Squires, School of Nursing, lecturer, Sept. 1, 2005

Malgorzata Zuberek, Department of Computer Science, lecturer, Sept. 1, 2005

Appointments – Other

Dr. Samuel J. Bentley, Sr., Department of Earth Sciences, associate professor and Canada Research Chair (Tier II), June 1, 2006

Glenn Blackwood, Marine Institute, executive director, Sept. 1, 2005

Dr. Peter Boswell, Department of Political Science, interim head, Sept. 8, 2005

Christine Burke, Housing, Food and Conference Services, director, Oct. 6, 2005

Dr. Ratana Chuenpagdee, Department of Geography, associate professor and Canada Research Chair in Natural Resource Development and Community Sustainability (Tier II), July 1, 2006

Dr. Jim Connor, Faculty of Medicine (Community Health), associate dean, Dec. 1, 2005

Dr. Philip Davis, special adviser to the associate vice-president (Academic), Sept. 1, 2005

Dr. Robert Davis, Department of Chemistry, interim head, Sept. 1, 2005

Dr. David Dibbon, School of Human Kinetics and Recreation, interim director, July 1, 2005

Dr. Peter Fisher, Marine Institute, interim executive director, July 1, 2005

Dr. Virginia Harger-Grinling, Department of French and Spanish, interim head, Sept. 1, 2005

Heather Joyce, Faculty of Business Administration, co-operative education co-ordinator, Aug. 15, 2005

Dr. Ken LeDez, Faculty of Medicine, chair (anesthesia), July 1, 2005

Dr. Paul C. Marino, Department of Biology, head, Aug. 1, 2005

Dr. Terry O'Grady, Faculty of Medicine (Obstetrics/Gynecology), acting chair, Oct. 1, 2005

Dr. Patrick Parfrey, Faculty of Medicine, associate dean of clinical research, Aug. 1, 2005

Reverend Jacintha Penney, Office of Student Affairs and Services, campus chaplain, Sept. 1, 2005

Dr. Murray Rudd, Sir Wilfred Grenfell College, assistant professor, and Canada Research Chair in Environmental Economics (Tier II), April 1, 2006

Dr. Asoka Samarasena, Faculty of Medicine (Postgraduate Medical Studies), assistant dean, Sept. 1, 2005

Dr. Shirley Solberg, School of Nursing (Graduate Programs and Research), acting associate director, Sept. 1, 2005

Dr. Steven Wolinetz, Faculty of Arts, interim dean, Aug. 1, 2005

Shelagh Waterspoon, Health Sciences Library, acting associate university librarian, Sept. 1, 2005

Dr. Terry-Lynn Young, Faculty of Medicine, Canada Research Chair in Genetics/Genomics in the Discipline of Genetics (Tier II), Sept. 8, 2005

Cross Appointments

Glenn Blackwood, Marine Institute to Department of Geography, Sept. 1, 2005

David Miller, CREAT, to the Department of Chemistry, Sept. 1, 2005

Dr. Walter Okshevsky, Faculty of Education to the Department of Philosophy, Sept. 1, 2005

Dr. Daryl Pullman, Faculty of Medicine to the Department of Philosophy, Sept. 1, 2005

Dr. Andrew Vardy, Department of Computer Science to the Faculty of Engineering and Applied Science, Sept. 1, 2005

Promotions

Dr. Ross Klein, School of Social Work, professor, Sept. 1, 2005

Retirements

Dr. Grenfell Adams, Faculty of Medicine, professor, Aug. 31, 2005

Dr. Steven Antler, Department of Economics, associate professor, May 20, 2005

Dr. John Atherton, Department of Chemistry, associate professor, Aug. 31, 2005

Dr. Stella Algoo-Baksh, Department of English Language and Literature, professor, Aug. 31, 2005

Dr. Peter G. Boswell, Department of Political Sciences, associate professor, Aug. 31, 2005

Dr. Robert Crocker, Faculty of Education, professor, Aug. 31, 2005

Dr. Patrick Dabinett, Department of Biology, associate professor, Aug. 31, 2005

Dr. Thomas Daniels, Sir Wilfred Grenfell College, professor, Aug. 31, 2005

Dr. John H. Evans, Department of Psychology, department head, associate professor, Aug. 31, 2005

Dr. David Graham, Faculty of Arts, dean and professor, Aug. 1, 2005

Dr. John Marshall Green, Department of Biology, professor, Aug. 31, 2005

Dr. Eleana Rozen Hannah, Department of Psychology, assistant professor, Aug. 31, 2005

Dr. Gary Haardeng-Pedersen, Sir Wilfred Grenfell College, associate professor, Aug. 31, 2005

Dr. Joseph Hodych, Department of Earth Sciences, professor, Aug. 31, 2005

Dr. Theodore Hoekman, Faculty of Medicine, professor, Sept. 1, 2005

Dr. Frederick Johnstone, Department of Sociology, associate professor, Aug. 31, 2005

Dr. Ian Jacques Jordaan, Faculty of Engineering and Applied Science, professor, Aug. 31, 2005

Dr. William Kennedy, Faculty of Education, professor, Aug. 31, 2005

Dr. D. Roger Lee, Department of Biology, associate professor, Aug. 31, 2005

Dr. John Mannion, Department of Geography, professor, Aug. 31, 2005

James Martin, Marine Institute, instructor, Aug. 31, 2005

Dr. Volker Meja, Department of Sociology, professor, Aug. 31, 2005

Dr. Shannon Moeser, Department of Psychology, associate professor, Aug. 31, 2005

Dr. T.R. Patel, Department of Biology, professor, Aug. 31, 2005

Dr. Herbert Rose, Department of Psychology, associate professor, Aug. 31, 2005

Dr. A. J. Shawyer, Department of Geography, associate professor, Aug. 31, 2005

Doreen Singleton, Department of Biology, associate professor, Aug. 31, 2005

Dr. Michael Staveley, Department of Geography, professor, Aug. 31, 2005

Dr. Elizabeth Strong, Faculty of Education, associate professor, Aug. 31, 2005

Dr. Arisi S.J. Swamidass, Faculty of Engineering and Applied Science, professor, Aug. 31, 2005

Dr. Mireille Thomas, Department of French and Spanish, associate professor, Aug. 31, 2005

Dr. James A. Tuck, Department of Anthropology, professor, Aug. 31, 2005

Dr. Alan Whittick, Department of Biology, professor, Aug. 31, 2005

Alberta Auringer Wood, Queen Elizabeth II Library, associate university librarian, Aug. 31, 2005

Alberta Auringer Wood, Queen Elizabeth II Library, associate university librarian, Aug. 31, 2005

ADMINISTRATIVE

Appointments

Bruce Bryne, Sir Wilfred Grenfell College, scenic carpenter/workshop supervisor, Sept. 27, 2005

Matthew Curtis, Faculty of Engineering and Applied Science, engineering technologist III, July 4, 2005

Contractual to Permanent

Christina Glavine, Queen Elizabeth II Library, intermediate clerk stenographer, July 12, 2005

Cynthia Priddle, Office of Alumni Affairs and Development, administrative program assistant, Aug. 22, 2005

Sharon Tucker, School of Pharmacy, administrative staff specialist II, July 13, 2005

Contractual Appointments (one year or more)

Kerri Buckle, Faculty of Medicine, research assistant I, Sept. 1, 2005

Moya Clarke, Faculty of Business Administration, Web specialist, Aug. 9, 2005

Glen Collins, Faculty of Medicine, IT consultant, July 25, 2005

Noel Collins, Department of Facilities Management, locksmith, Aug. 22, 2005

Daphne Crane, Distance Education and Learning Technologies, senior instructional design specialist, Sept. 6, 2005

Kelly Daly, Office of the Registrar, co-ordinator – university liaison, July 1, 2005

Jill Hampton, Division of Lifelong Learning, co-ordinator – student connections centre, July 4, 2005

Elizabeth Hatfield, Faculty of Medicine, clinical research program manager, Aug. 1, 2005

Brenda Kirby, Faculty of Medicine, administrative staff specialist II, Aug. 29, 2005

Darren Newton, Housing, Food and Conference Services, residence life officer, Aug. 8, 2005

Promotions & Transfers

Donna Ball, School of Music, manager of finance and administration, Sept. 19, 2005

Shelly Buffett, Sir Wilfred Grenfell College, administrative program assistant, Aug. 8, 2005

Colleen Butler, Department of Human Resources, team lead – advisory services, June 10, 2005

Sherry Lynn Caines, Faculty of Engineering and Applied Science, secretary, June 14, 2005

Deborah Canning, School of Social Work, manager of finance and administration, Aug. 15, 2005

Laura Chapman, Department of Human Resources, human resources adviser, Sept. 26, 2005

Dion Collins, Queen Elizabeth II Library, systems administrator II, Feb. 14, 2005

Allan Farrell, Office of the Dean of Arts, research computing specialist, July 14, 2005

Thomas Mallard, Department of Facilities Management, maintenance repairperson, Sept. 9, 2005

Cecilia Mesh, Faculty of Medicine, administrative program assistant, June 21, 2005

Jeanette Kerrivan, Sir Wilfred Grenfell College, intermediate secretary, June 7, 2005

Retirements

Wilf Bussey, Department of Computing and Communications, director, July 4, 2005

George Cammie, Sir Wilfred Grenfell College, fine arts workshop supervisor, Aug. 31, 2005

Edward Collins, Department of Facilities Management, custodian I, Aug. 31, 2005

Vieva Edison, Distance Education and Learning Technologies, customer service co-ordinator, Aug. 15, 2005

Raymond Greene, Department of Facilities Management, power engineer 2nd class, Aug. 31, 2005

Beatrice N. Hall, Department of Biochemistry, research assistant III, Aug. 31, 2005

Eileen M. Hayes, Faculty of Science, senior secretary, Aug. 31, 2005

Sing Hoi Lee, Ocean Sciences Centre, research assistant II, Aug. 31, 2005

Barbara Noel, School of Social Work, executive assistant to the dean, Aug. 11, 2005

George Pardy, Division of Technical Services, division manager, July 29, 2005

Sheilagh Rahal, Faculty of Medicine, research assistant III, Sept. 7, 2005

Patricia Squires, Department of Biology, administrative staff specialist III, Aug. 26, 2005

George Walsh, Department of Facilities Management, assistant manager of central utilities, Sept. 5, 2005

Christmas cards with Newfoundland appeal

Visit the St. John's campus bookstore, where you will find specially-designed cards featuring unique words from this province's rich vernacular, on sale for \$13.95 (plus tax).



The cards were designed and printed in-house by Image Services and Printing Services. They are available in four designs, in packages of 12 cards with envelopes. The cards are packaged flat (scored only) so they can be overprinted (customized) with your personal holiday message. Printing Services will do customized overprinting for \$60 per setup.

Supervisory skills development program underway

Memorial's Department of Human Resources, with the support of the university's senior administration, has



sponsored the development of a supervisory skills development program specifically designed for the university environment.

The target group for this pilot program is front-line supervisors. The number of nominations received from across campus has been overwhelming and 20 employees from various units and departments have been selected to participate in the program, which was launched Oct. 6. Human Resources Director Gerard McDonald highlighted the university's focus on people during his opening remarks at the session. He also welcomes feedback from participants on the program.

Designing the content was both challenging and rewarding for Learning and Development Officer Ann Marie O'Keefe-

Penney. She collaborated with many key stakeholders to bring the program to life. It consists of 12 distinct components including: planning and goal setting; the importance of active listening, effective meeting management; effective presentations; problem solving and decision making; performance coaching; banner finance; respectful workplace; developing a customer service approach; conflict management; interview skills; and project management.

Both the Centre for Management Development and the Division of Lifelong Learning are key providers for much of this training, with some of the training being delivered by Financial and Administrative Services and the Department of Human Resources.



MEMORIAL UNIVERSITY News and Views

Gerard McDonald
Director of Human Resources

Strategic Planning and Human Resources

One of the key strategic issues identified for discussion during Memorial University's strategic planning process is people. Employees are central to the success of any organization, and this is particularly so in a university setting, where we are so people-intensive – both in terms of the services we provide and the students and others who benefit from them. I am delighted there will be an emphasis placed on the human dimension of our institution. The vital areas of recruitment, retention, and people development and renewal will be obvious areas of focus, as they should be. But I am sure other people issues of strategic importance to the university will also receive attention.

All units throughout the university have been asked to formulate submissions to the Strategic Planning Working Group. In the brainstorming sessions we have done in Human Resources, we have identified several people-related areas which we feel will be relevant to the university's planning. I expect that others within the university, including individual faculty and staff, and members of both the Strategic Planning Working Group and the KSI Group dealing

with people, will bring many of these forward as well.

For example, we have talked about how Human Resources can more effectively facilitate and support a culture of innovation within our institution. Ingenuity is a distinctive characteristic and strength of our institution and our people, and we can play a key role in building on this strength through expanded training and other initiatives.

Succession planning and the development of employees to meet the growing needs of the university in the years to come will be an increasingly important people priority. An aging workforce both inside and outside the university, a declining birth rate and forecasted trends regarding the availability of qualified faculty and staff will oblige us to consider how we will meet possible shortages in key skills areas. The public policy areas of mandatory retirement age and immigration may factor into our discussion of options and strategies.

An issue I know administrative departments encounter frequently, and I'm sure academic areas do as well, is the availability of physical office space. Employees deserve and

require adequate facilities to do their jobs well. As we discuss targets for future growth in our student population, consideration needs to be given not only to student infrastructure requirements, but to facility requirements for our people.

I hope we will have a discussion about our organizational philosophy relative to the place and value of our employees, and the kind of environment and culture we feel we must sustain in order to encourage the best in our people. A statement of organizational values is something which commonly accompanies a statement of mission in many organizations. I do feel that many of our HR practices are quite progressive, and are becoming more effective, and that they reflect a commitment to some key underlying values. However, we have an ideal opportunity during this strategic planning process to reflect on our people values and to state them as a clear and visible reference point for us all. I am looking forward to our discussion of these and other topics, and hearing what I expect will be a diverse range of perspectives and suggestions.

The Mission is Possible

Memorial employees offer tips on leading a healthier lifestyle

Keeping active and eating right – that's the mantra organizations such as the Heart and Stroke Foundation have been preaching for years. According to the group's Web site, active living is the best way to maintain a good heart throughout your life. That could mean anything from walking or running to gardening, dancing or coaching a soccer team. Physical activity can help lower your cholesterol, manage your stress and help you drop a few inches off your waist. It can also help prevent type 2 diabetes, osteoporosis and mental health problems such as depression. Now more than ever, keeping active has become a vital component of people's lives here in Canada, where heart disease and stroke remain the number one killers of both men and women. Each year, 79,000 Canadians die from heart disease and stroke. To put that into perspective, imagine more than half of the City of St. John's dying each year!

Leading active lifestyles and watching what they eat is also of prime importance for an increasing number of Memorial faculty and staff.

Take **Kathleen Wall**, for example. The graduate recruitment co-ordinator with the Centre for Career Development on Memorial's St. John's campus not only hits the gym several times a week, but is training to become a fitness instructor at The Works.

"I've been working out for some time doing resistance training for a couple of years now and have done a variety of cardio like running, mountain biking and rollerblading," she said. "I also weight train and do Pilates. This past June The Works offered this course looking for fitness instructors and I thought 'Hey, why not?'"

Ms Wall said she decided to take the course to help motivate others to get active and eat healthier. "You can't lead a healthy lifestyle without incorporating healthy meals into your schedule," she added. "I work out right after work. I really find it helps balance things out if you have a really busy day."

Kevin Hicks, duplicating satellite supervisor with Printing Services in the



Science Building on the St. John's campus, tries to keep active by doing everything from volunteer work to exercising several nights a week. "I've got an elliptical trainer at home and a Bowflex-style machine so I do a bit three or four nights a week," he said. "When I think of keeping active, I also do a fair amount of volunteer work for CUPE 1615, the local union here at the university and my local church in Carbonear."

For **Dr. Michael Newton**, a religious studies professor at Sir Wilfred Grenfell



College in Corner Brook, staying active usually means physical exercise outdoors – running or jumping on his bike. When winter hits, he straps on his cross-country skis. "I keep myself motivated by preparing for specific events like the Sydney Marathon [in Nova Scotia] and the World Cup Duathlon in Corner Brook next year," he said. He and his

wife also like to stay active whenever they travel.

"This spring we hiked in Chile and Peru. We hiked and camped in Patagonia in southern Chile and on the 4,000 metre high trails in the Macchu Piccu area of Peru."

Leading a healthy lifestyle and staying active doesn't have to include trips to exotic locations or fancy exercise machines, though. For **Adele Petten**, the concert assistant with Memorial's



School of Music in St. John's, it can be as simple as making sensible decisions when it comes to your diet. "I don't eat a lot of junk food. I eat a lot of yogurt, vegetables and fruit. As for exercising, I don't really do that. I avoid that at all costs," she said laughing. "Seriously, though, I keep active around the building moving equipment and setting up for concerts and running up and down the stairs. I don't really have time to go to the gym. I'd love to be a girl that does Pilates and runs the marathon. Maybe there's hope yet!"

What do you like about working at Memorial?



“I love to work at Memorial University because of the people I interact with everyday. I work with a wonderful, dedicated group of fellow MUN employees who not only do good work but are fun to be around and are supportive of each other. As well, as a laboratory instructor I meet great students from near and far and hopefully help them get through their university careers. I really do enjoy coming to work each day!”

VALERIE POWER, laboratory instructor,
Department of Biology

Days gone by

Does this photo look familiar? *The Communicator* is launching a **brand new contest** to showcase some of the amazing photos, objects and archival treasures tucked away in our own Archives and Manuscripts Division – located on the ground floor of the Queen Elizabeth II Library.

Thanks to the great folks there, we're going to rummage through their collection and pull out an object for each issue of our newsletter. Correctly identify the object or photo and you could win a great prize.

If you've never visited the archives, what are you waiting for? It's open to the public, staff, faculty and students and houses an extensive collection of historical photos, original manuscripts, personal papers and scrapbooks which document various aspects of Newfoundland and Labrador society. Major collections include literary, labour, theatre and the performing arts, women and post-Confederation Newfoundland politics.

This photo was taken from a campus building in the 1960s and is part of the photograph collection of Dr. S.J. Carew, who was dean of applied sciences at Memorial University from 1950-1968. The photograph is on deposit at the Archives and Manuscripts Division.

Do you know where this photo was taken from and what it is of? Send your submissions to jeffs@mun.ca for a chance to win a prize. The contest is open to all Memorial faculty, staff and pensioners. The deadline is Dec. 16, 2005. One entry per submission. Include your name, work number and your department in the e-mail.

To find out more about the Archives and Manuscripts Division of the Queen Elizabeth II Library, visit www.library.mun.ca/qeii/cns/index.php or call 737-4349.



Are you in the loop?

With 2,300 administrative and support staff, 950 full-time faculty and 850 sessional instructors, plus 2,000 part-time student jobs and close to 18,000 students, there's lots of news, events and employment opportunities happening here at Memorial University.

In addition to logging onto today.mun.ca and reading the *Gazette* newspaper, there are other ways to stay connected with what is happening on our campuses. Be sure you're signed up for the following:

✓ Newsline

Administered by the Division of Marketing and Communications, Newsline is your main source for information on campus. Everything from upcoming lectures and concerts to book sales and important notices are sent directly to your e-mail. Every Thursday you'll also receive an events listing. If you're not receiving Newsline, e-mail randy@mun.ca.

✓ my.mun.ca

Want to view your pay information online? Use the Employee Services tab on my.mun.ca to access information on some of your personal employee information and a host of other services. Go to my.mun.ca to find out how to obtain your MUN login account to access this data.

✓ listserv@mun.ca

When you register to listserv@mun.ca you receive employment opportunity notices about internal jobs for non-faculty positions sent directly to your e-mail account. To register, e-mail listserv@mun.ca and follow these points:

- Use a plain text email message
- Type a single line of text: subscribe jobs
- Remove any signature files
- Do not use a title on your message
- Do not use *hotmail.com* addresses as some mail software that performs spam filtering will reject listserver mail as spam. *Hotmail.com* is the most notorious example of this.

To unsubscribe from this list, send an e-mail to listserv@mun.ca using the procedure as stated above. Type a single line of text: signoff jobs.