

## Stand and deliver Business prof preaches benefits of standing versus sitting

From his third-floor office in Memorial's Business Administration Building, Tony Dearness can see directly into the busy atrium on the ground floor, he has a clear shot of the Earth Sciences Building and if he leans in the right direction he can keep an eye on traffic on the Prince Philip Parkway, which runs directly through the St. John's campus.

But this assistant professor of human resources and organizational behaviour doesn't have shiny floor-to-ceiling windows giving him this view. While most of us sit in front of our desks all day, Prof. Dearness prefers to stand – all day.

For more than eight or nine hours each day, he types at his computer, checks his e-mail, talks on the phone, prepares for his classes, marks exams, conducts research, and even grabs his lunch while in the upright position. Standing all day also gives him the vantage point of peering through his window whenever he wants without having to get up from his chair.

It's all part of a unique way to keep fit – a method that's catching on throughout the world and has been reported in academic journals such as *Science*. It's called NEAT or non-exercise activity thermogenesis. Prof. Dearness read about it in a newspaper article last year and was intrigued about the research being conducted on its benefits at a lab at the U.S.-based Mayo Clinic.

"The theory behind it is that by standing up I would be expending a lot more calories than sitting," he explained. "Standing is healthier. The other part of it is just keeping active. Instead of having everything in arm's reach at my desk, even though I have a small office, I force myself to walk to different ends when I need something.

"The thermogenesis is the heat creation. You are using calories even though you are not exercising."

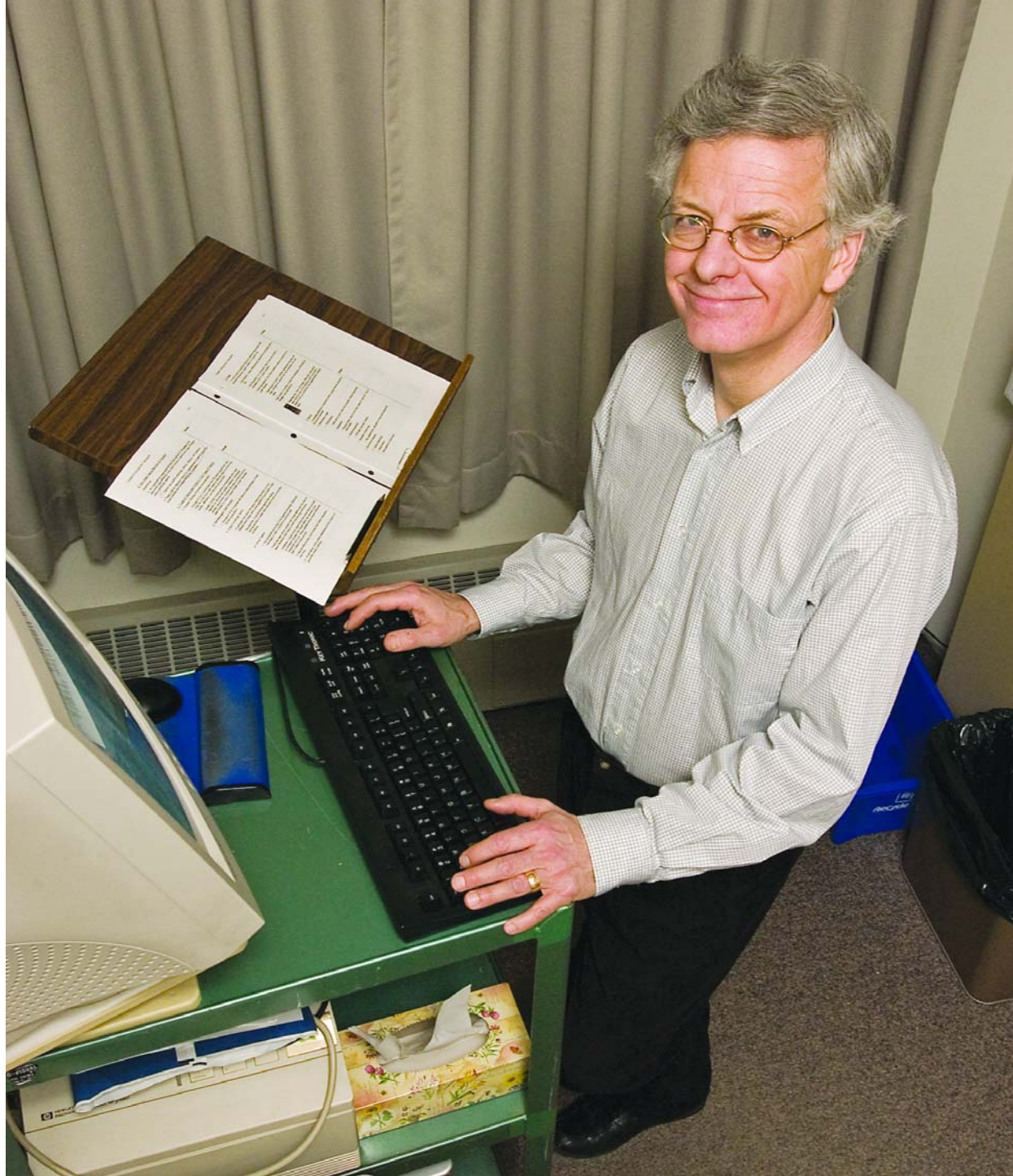
Some NEAT offices include setups actually equipped with treadmills – fully functioning offices which are strikingly similar to a gym. The treadmills serve as desks and computer platforms.

Always one to try something new, Prof. Dearness decided to create his own NEAT office – minus the treadmill.

"That wouldn't fit in here," he said with a laugh.

With the help of the Audio Visual Centre in the Faculty of Business, he was able to concoct a desk that fits perfectly into his office.

"What I am using is a three-level steel table with wheels. The top level of the cart is about 43 inches from the floor which happens to be about where my elbow can rest. I pitched the monitor at the right angle and



Business professor Tony Dearness has been standing every day – since last September – in his office. It's all part of a unique regime he insists will help lead to a healthier life.

I have a floor-standing lectern next to me for my paperwork.

"I've been pretty well standing in my office ever since last September."

An exercise enthusiast, Prof. Dearness walks to work from his home in downtown St. John's three or four times a week. On those days he is on his feet for the entire day without sitting once.

Deciding to kick the routine of sitting at his desk had nothing to do with a medial condition or back pain. For Prof. Dearness, it just came down to keeping active without doing any gruelling exercises.

As far as he knows, Prof. Dearness has the only NEAT office at Memorial. He said he has heard of a former employee who had a similar setup years ago but he hasn't come across any others currently on the campuses.

He said most people are puzzled and curious as to why he'd rather stand all day than sit, but he said once they hear his explanation they understand why he's such a NEAT advocate.

"I guess I have the neatest and coolest office on campus," Prof. Dearness said tongue-in-cheek. "At least that's what people are telling me."

## A little off the top, please

Ken Forward, aquatics co-ordinator with The Works, was all smiles on March 3 as he and 24 other employees had their heads shaved for charity. The lifeguards, swim instructors, fitness leaders and facility supervisors took part in Shave for the Brave, a fundraiser organized by RealTime Cancer (RTC), raising more than \$2,000. RTC was founded in 2000 by Geoff Eaton, a graduate of Memorial's business administration program who was diagnosed with Acute Myeloid Leukemia M-4 when he was 22. Doing the shaving honours was Kerri-Lynn Mitchell, a hairstyling student from the Woodford Training Centre in Kelligrews.



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## From the President

**Dr. Axel Meisen**

Recently, Memorial University's research reputation has been called into question mainly as the result of media stories about a former researcher. That is both unfortunate and unfair, especially to the thousands of faculty, staff, pensioners and students who are conducting research that meets the highest ethical standards. It is important to understand that Memorial is committed to – and values – research integrity. To that end, I've invited Dr. Christopher Loomis, vice-president (research), to comment on this matter.

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

Over the 80-year history of this institution, there have been very few allegations of research misconduct. In all cases, the university has investigated or has assisted others in investigating these allegations. Where there has been conclusive proof of fraud, the university has taken decisive action.

The case of Dr. Ranjit Chandra is no exception. The university investigated, the results of which proved inconclusive. Readers can find more details about this matter at [www.mun.ca/chandra.php](http://www.mun.ca/chandra.php).

Here at Memorial, and elsewhere in Canada, there are policies and procedures in place that address research integrity. They have been introduced or refined over the past 10 years to better deal with cases like the Chandra matter which occur occasionally throughout the academic world.

Many of the policies were developed in collaboration with the major research funding councils of Canada and include Memorial's Policy Statement on Integrity in Scholarly Research ([www.mun.ca/research/integrity.php](http://www.mun.ca/research/integrity.php)), and the Policy on Contract Research ([www.mun.ca/research/contract\\_research.php](http://www.mun.ca/research/contract_research.php)).

The university respects academic freedom and does not direct faculty members to engage in specific research themes nor determine funding sources. All faculty members are free to explore and engage in research opportunities of their choosing, whether they are grant-based or contract-based. All research conducted at Memorial, however, is governed by the university's research policies, regardless of the theme or the sponsor. This includes full compliance with our Policy Statement on Integrity in Scholarly Research mandating the highest standards of research integrity.

In 2004-'05, the total amount of contract research funding from domestic or foreign businesses at Memorial was \$6.7 million. This represents 8.2 per cent of the total research income (\$80.6 million) for the university that year. Expressed another way, more than 91 per cent of all research at Memorial University in 2004-'05 was sponsored by publicly-funded agencies and organizations. Readers interested in learning more about Memorial's research can access our annual Research Report at [www.mun.ca/research/research\\_report.php](http://www.mun.ca/research/research_report.php).

Our current research vision is sound, balanced and highly successful. To build on this and other successes, the university is now engaged in a strategic planning process, which includes public consultations that are currently in progress around the province. For more on the strategic planning exercise, see [www.mun.ca/strategicplanning/](http://www.mun.ca/strategicplanning/).

This university values research integrity and understands that its reputation as a research institution is created and maintained largely by the manner in which it ensures the veracity of research findings. Over eight decades, with very few exceptions, researchers here have conducted their work in accordance with these standards, yielding knowledge that continues to benefit our province, our country and indeed the world.

Sincerely,  
Christopher W. Loomis, PhD  
Vice-president (research)

## People Profile

Hanging on the wall of Dr. Janet Krantz's fifth-floor office in Memorial's Smallwood Centre, is a simple counted cross-stitch design with a profound message.

It's an inspirational quote from an American pastor and educator which has become her mantra for life and reads: we are all faced with a series of great opportunities brilliantly disguised as impossible situations.

"I truly believe that," Janet said with a slight smile while sitting in her quiet office.

Since coming to Memorial in October 2004, Janet has been confronted with her own fair share of challenges which she has faced head on with gutsy determination. In fact, she swears she wouldn't be alive today if she didn't take a leap of faith two years ago and move from her home in the U.S. to Canada.

Janet grew up in North Carolina and Tennessee and graduated with her PhD from the University of Memphis in 2004. Like all new grads, she started looking for a job and within a few months landed a position at Memorial as an assistant professor and outreach event co-ordinator with the University Counselling Centre, a Division of Student Affairs and Services.

"I thought 'shoot, nothing ventured, nothing gained'," Janet said with a hearty laugh. "On Sept. 27, 2004, I put my computer and my 12-year-old Springer Spaniel in the car and we headed north."

Janet said she chose Memorial because she wanted an opportunity to practice in a region that was culturally diverse and was professionally challenging.

Finding a job and a place to live, leaving her family and home country behind, and travelling more than 2,860 kilometres alone was easy, though, Janet contended, compared to what she faced shortly after starting her job.

During a training seminar she developed some minor back pain. At first she blamed it on moving a box in her office the day before. However, the pain intensified and she hit rock bottom on the night of Nov. 23, 2004.

"I called Peter Cornish, my boss, and my supervisor, George Hurley, and said that I've got to go to the emergency room," she explained. "I told them I have been screaming into a pillow for two days. They came to the apartment and

got me. And, as with any routine hospital admission, the doctors did some blood work."

The next day, Dr. Mary Frances Scully, a hematologist and faculty member in Memorial's Faculty of Medicine, met with Janet to talk about her results. The news wasn't good. Janet was diagnosed with Acute Myeloid Leukemia (AML) and she immediately started aggressive chemotherapy treatment.

Never a quitter, Janet was resolved to soldier through her treatments. "I decided that I didn't spend 14 years in school to die, so I stuck with the chemo," she said. "I left hospital 40 pounds lighter. I went home in a wheelchair and a walker to an apartment and a dog on my own."

Janet said she firmly believes she would never have survived if it weren't for the fact she was living in Canada and working at such a supportive university as Memorial. She credited the teams of doctors, nurses, social workers and home care help she received to helping her recover.

"I would have died if I was in the States because I was not a student anymore. I would have been a professional, hopefully employed, and maybe with insurance," she said. "But the way the insurance system works in the States is that you are treated based on what your insurance will pay for. Bad insurance equals bad treatment."

In remission for more than a year now, Janet said her prognosis looks good if she remains cancer free for the next five years. She admitted she has had to "completely change the way I think about life."

Her day job with the Counselling Centre keeps her busy, along with helping co-ordinate campus activities such as the highly successful Alcohol Awareness Week last November and the Healthy Body/Healthy Mind: Keeping the Balance day in February. She also participated in a number of activities during

Celebrate Memorial and is an active member of St. Mark's Anglican Church in St. John's.

"I get to do the work that I'm passionate about in a setting with excellent colleagues and friends," she said.

"I really feel like Newfoundland saved my life. I want to stay here now. I want to give something back to this province and the people who took care of me."



**Dr. Janet Krantz**

## — Obituaries —

**Dr. Joseph "Peter" Dawson**, retired from the Department of Philosophy, died peacefully on Tuesday, Feb. 14, 2006, aged 93.

**Dr. Anna Leslie**, a faculty member of the Division of Social Science, Sir Wilfred Grenfell College, passed away Feb. 7, 2006.

**John William Fairley**, a retired staff member from the Department of Technical Services, passed away Jan. 20, 2006, aged 80 years.

**Elizabeth Stone**, a staff member at Sir Wilfred Grenfell College, passed away suddenly on Monday, Dec. 5, 2005, at the age of 54 years.

**Dr. Deepa Khosla**, a faculty member in the Political Science Department, died suddenly Nov. 21, 2005.

**Debbie Rideout**, a staff member at the Marine Institute, passed peacefully away at her home in Upper Gullies after a courageous battle with cancer on Oct. 31, 2005.

**William Henry Matthew Selby** passed away in Tauranga, New Zealand, Oct. 27, 2005, aged 82. Mr. Selby was the first vice-president of administration and finance at Memorial University and worked with Lord Taylor and Dr. Mose Morgan.

**Elbert Ernest Coldwell**, aged 80, retired from the Marine Institute, passed away Oct. 22 in Halifax.

**Munden Bray**, a retiree from the Department of Biochemistry, died at St. Clare's Hospital at the age of 90.

## THE COMMUNICATOR

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**Managing Editor:**

Ivan Muzychka

**Editor:**

Jeff Green

**Contributors:**

Dr. Axel Meisen

Lynn Best

Wade Kearley

Jackie Pitcher-March

Robert Barker

Pamela Gill

Michelle Osmond

Dr. Christopher Loomis

Glen Roberts

**Graphics:**

David Mercer

**Photography:**

Chris Hammond

**Mail to:**

Editor, *The Communicator*

Division of Marketing and Communications

Room A-1024

Arts and Administration Building

Memorial University of Newfoundland

St. John's, NL, A1C 5S7

Telephone: 709-737-2142

Fax: 709-737-8699

e-mail: [jeffg@mun.ca](mailto:jeffg@mun.ca)

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MEMO *Campus News* UNIVERSITY

# Grenfell celebrates 30 years!

Thirty years ago the first principal of the West Coast Regional College gave an address at Memorial University's inaugural convocation in Corner Brook. Dr. Art Sullivan couldn't have known at the time how prophetic his words would prove:

"Who can imagine the development which will occur? I will only say that the development is certain to be a challenging and exciting one. I think that we – faculty, staff and students of the college – are exceptionally privileged to be able to participate in this important event."

The establishment of the Corner Brook campus of Memorial University, renamed Sir Wilfred Grenfell College in 1979, heralded a new era on the west coast – one that would bring about economic expansion, social growth, cultural development and, most importantly, higher education in the city and surrounding area.

Grenfell's first 30 years will be celebrated in its first-ever newsletter, due to be published in April.

"This newsletter is a testament to our commitment to teaching, research and our partnerships with the people of this region," said Dr. John Ashton, principal.

In the fall semester of 1975, Grenfell College looked very different than it does today. The sparsely landscaped campus was devoid of trees, shrubs and ivy. The one-building campus – now the ivy-clad Arts and Science Building – housed the 400 students who registered for first- and second-year courses in arts, science and education.

From this single complex, housing classrooms, laboratories, library, bookstore, gym, pool, dining hall and residence, the college has developed into a liberal arts and science institution serving 1,400 students, with four academic buildings, a Student Centre and eight chalet apartment buildings. In fact, Grenfell now offers 14 distinct Memorial degree programs in arts, fine

arts, nursing and science, with others under development.

Grenfell's importance to the west coast community continues to grow. Grenfell provides the community with cutting edge exhibitions in the art gallery and provocative productions in the theatre. The outreach work of Grenfell's faculty, staff and students is reflected in their volunteer efforts for organizations such as the Museum Society, the Humber Natural History Society and the Environmental Network. Grenfell's facilities are used by the community regularly for recreational purposes, volunteer meetings and public lectures. On the community partnerships front, recently the college welcomed the Institute for Biodiversity and Ecosystem Science (IBES) and the Centre of Environmental Excellence to the campus. Stories like these will be featured in the newsletter.

"The articles in the newsletter focus on the tremendous successes Grenfell College has experienced in the last 30 years and the people who've made them happen," said Dr. Ashton.



Photo by Pamela Gill

Grenfell College is celebrating its 30th anniversary this year. As part of the celebrations, Memorial's Corner Brook campus is launching its first-ever newsletter. The premiere issue is due in April. Connie Boland, second from right, has been contracted to develop the issue and has made some interesting finds in researching the project. Here, she shares the contents of a scrapbook that was compiled by Ferriss Hodgett Library staff with Principal's Office staffers Golda Thomas, far left, and Beth MacNeil, as well as vice-principal Holly Pike, far right.

For more information about events and activities for the 30th anniversary, visit [www.swgc.mun.ca/anniversary](http://www.swgc.mun.ca/anniversary).

## FEEDBACK

*The Communicator* is your newsletter! It's a publication geared towards you – the employees here at Memorial. We're always interested in your thoughts on what we've written.

**Did you like the articles?  
Have an idea or photo for a future story?**

E-mail your ideas to Jeff Green, editor of *The Communicator*, at [jeffg@mun.ca](mailto:jeffg@mun.ca) or call 737-2142.



## Exemplary employee

Jane Barry, student placement administrator with the Faculty of Engineering Co-operative Education Program, recently received the Director's Award for Exemplary Service.

Ms. Barry was nominated by Anil Raheja, program manager in Engineering Co-operative Education, who said he has been

"continuously impressed with her ongoing professional performance of her duties, her dedication to this co-op program in all of its aspects, and the exemplary service and support she provides to our students, employers and my colleagues."

In the nomination, Mr. Raheja goes on to say that Ms. Barry knows almost every student and graduate by name and that "her performance is always competent and professional and consistently exceeds the requirements of her job. This is in large measure due to her dedication to our students, her highly-developed sense of responsibility, her sensitivity and caring, her wonderful ability to get along with everyone even under the very heavy and sometimes frustrating demands of an unrelenting and increasingly difficult workload, her attention to detail and quality of work and her motivation to do the very best job she can."

The Director's Award for Exemplary Service recognizes the exceptional contribution of members of the administrative, clerical and technical support staff working in co-operative education at Memorial.

Ms. Barry has worked as a student placement administrator in the Office of Co-operative Education at the Faculty of Engineering and Applied Science since 1991.



Jane Barry receives her award from Associate VP (Academic) Dr. Michael Collins.

## Recycling pays off

Memorial's Department of Financial and Administrative Services recently handed over a \$1,200 cheque to the Janeway Children's Hospital Foundation in St. John's. Earlier this year, the department, in collaboration with an Ontario-based recycling firm, collected and recycled inkjet printer cartridges as part of a unique office effort to not only help protect the environment, but to raise money for the charity. Collection boxes were set up in various departments and staff were made aware of the project. In light of the success of this initiative, Financial and Administrative Services plans to alternate between a donation to the Janeway and a donation for two \$500 bursaries to Memorial students. The department wishes to thank all the staff and students of Memorial for their participation in the initiative.

From left, Jason Noseworthy, Life Science Stores, who was the liaison with the recycling firm; Paula Eddy, Janeway Children's Hospital Foundation; and Brian H. Colbourne, director, Financial and Administrative Services.





## Steering the ship

## New HR director jumps aboard



Photo by Jeff Green

The Department of Human Resources has a new director at its helm. Lisa Hollett, who is originally from Ontario but has strong ties to this province, started in late February. She succeeded Gerard McDonald.

Memorial's Board of Regents approved her appointment at its Feb. 2 meeting.

Ms. Hollett has 15 years of progressively responsible human resources management experience with private and public sector organizations in both unionized and non-unionized environments.

As director of Human Resources, Ms. Hollett's mandate will be to continue to build an outstanding working environment for all Memorial University employees. She will be responsible for human resource policies and their implementation for both academic and administrative departments at the university.

She said she is looking forward to the challenges and working with employees at Memorial.

"It's an honour to be involved in an organization that is one of the predominate employers in the community and is focused on advancing Newfoundland and Labrador," she said. "My husband Andre, my mother Effie and my two children, Katelyn and Andrew are all Newfoundlanders and I am always pleased when people are surprised that I am from 'away'."

Ms. Hollett holds a bachelor of arts degree in labour studies from McMaster University (1987), as well as a master of industrial relations from the University of Toronto (1989). She is also

a certified Canadian Human Resource Professional (2004).

She comes to Memorial from Labatt Breweries Newfoundland where she was the human resources manager. She was responsible for, among other things, providing leadership to the local business as a member of the management team; leading negotiations for collective agreement renewals with the Newfoundland and Labrador Association of Public and Private Employees (NAPE); and implementing a coaching and performance management process for hourly employees. In her position with Labatt, she was well-respected by management and union alike.

Prior to working with Labatt Breweries, Ms. Hollett worked as human resources manager with both DuPont Canada Inc. and Cargill Foods Ltd. in Ontario. As well, she was a labour relations consultant /human resources officer with Ontario Hydro; a staffing and employment officer with the Municipality of Metro Toronto; and an education and research officer with the International Ladies' Garment Workers Union in Toronto.

Ms. Hollett is currently a volunteer representative for the Avalon region with the Newfoundland and Labrador Employers' Council's board of directors, and is also a member of the 2006 executive.

Ms. Hollett said she is looking forward to working with the various departments and units at Memorial and moving ahead with HR initiatives.

"I encourage staff, faculty and pensioners to contact me directly by phone at 737-4615 or by e-mail at [ljhollett@mun.ca](mailto:ljhollett@mun.ca)."

## Completing the course

## Employees finish certificate program

Ten Memorial employees received their certificates in workplace communications for administrative professionals during a reception in November. The program is comprised of sections on customer service, communications, conflict resolution, change management and stress management – all of which are relevant to the needs identified in an earlier training survey. The program was developed by the Division of Lifelong Learning and it has since been offered to the general public with great response.

Participants found the interactive nature of the sessions to be meaningful. That sentiment was echoed by Linda Cuff, a participant from the Department of Human Resources. "The change management session was excellent. The material was very relevant to the workplace," said Ms. Cuff.

Those attending the ceremony were from left (back row) Doreen Whelan, director, Lifelong Learning; Dan Dillon, business development officer, Lifelong Learning; Craig Driscoll, Registrar's Office; Audrey MacInnis, Lifelong Learning; Louise Webb, Marine Institute; Jill Hudson Charlebois, QEII Library; Lynn Best, learning and development officer, Human Resources; Robert Barker, manager, Organizational Development, Human Resources;

From left (front row): Dianne Hussey, Academic Advising; Cathy Baker, DELT; Cathy Purcell, Engineering; Josephine Thompson, Arts Publications; and Genevieve Howell, Facilities Management.



## Keeping you informed

## Update on the Memorial University Pension Plan

In December 2005, a series of amendments to the *Memorial University Pensions Act* (the Act) were officially passed by the provincial legislature. These changes had been recommended by the University Pensions Committee and were approved by the Board of Regents on Oct. 21, 2004. Pension plan changes were made in the following areas:

- Participation of employees of Separately Incorporated Entities (SIEs) of Memorial University of Newfoundland;
- Transfer of pensionable service from the City of St. John's pension plan, in respect of Aquarena employees;
- Formal recognition of the participation of contractual employees;
- Flexible reciprocal transfer legislation;
- General incoming portability on an actuarial basis; and
- Repeal of outdated plan provisions dealing with rounding of pensionable service and implicit 35-year service accrual cap, where no such cap exists under the plan.

Changes with respect to SIE and contractual employees were made to reaffirm and codify in the Act the eligibility requirements for pension plan participation. It is important to note, however, that the plan amendments do not alter, where applicable, current Board of Regents policy in these areas. For example, the policy governing the participation of contractual

employees hasn't changed; the Act has simply been amended to clarify their eligibility. With respect to SIE employees, the amendments provide for the continued pension plan participation of all eligible employees of the Memorial University Recreation Complex (MURC). For C-CORE and the Botanical Gardens, however, only those employees who were members of the pension plan on the date of amendment are eligible for participation. No other SIEs have employees who participate in the pension plan and the amendments will reaffirm their ineligibility.

Some of the more significant changes are in the areas of improved pension portability. Employees who come to Memorial from other employers may now elect to transfer their pension entitlements from their prior employer's registered pension plan to the Memorial University Pension Plan. The transfer must be made directly from the former plan and the amount of service credited in the Memorial plan will be determined based upon its actuarial cost. The Department of Human Resources has already begun to process some requests for transfers from other employer plans such as universities and government employers, including the Newfoundland Government Money Purchase Pension Plan. The Act has also been amended to allow the university to enter into a transfer agree-

ment with the City of St. John's to transfer the pension entitlements of former city employees who joined the plan when the university assumed responsibility for the Aquarena. In addition, outdated reciprocal transfer provisions have been replaced with more current, flexible language broadening the scope of employers with whom the university might negotiate a transfer agreement.

The remaining changes, dealing with rounding of pensionable service and an implicit 35-year service accrual cap, may be viewed as housekeeping changes more than anything else. These provisions of the Act are no longer valid under the plan in the current pension environment. The 35-year service accrual cap was removed in 1997 by a previous plan amendment. In addition, rounding under the plan has not occurred since 1997 as it is inconsistent with the spirit and intent of both the *Income Tax Act Regulations [Canada]* and the *Pension Benefits Act, 1997 [Newfoundland]*. Furthermore, rounding introduces certain elements of unfairness and cost to either the pension plan or employee, depending on whether service is rounded up or down.

Questions related to these plan amendments may be directed to the Benefits and Pensions Office at 737-7406 or by e-mail at [pensions@mun.ca](mailto:pensions@mun.ca).



# MEMORIAL UNIVERSITY Retirements

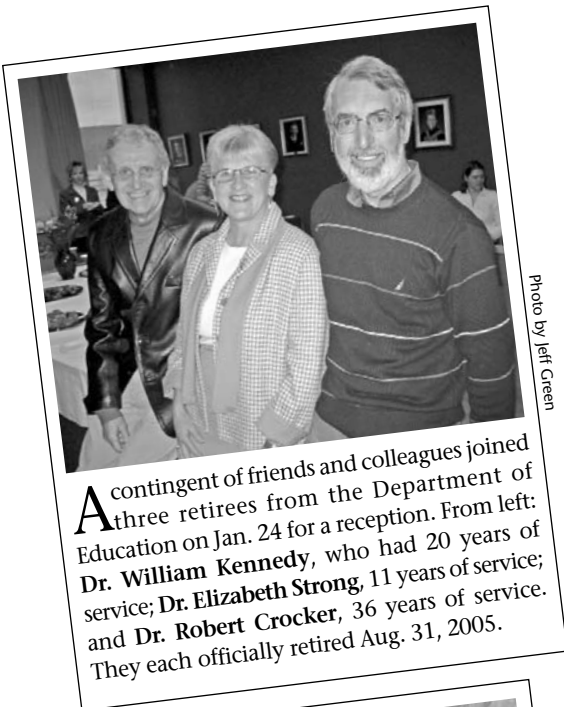


Photo by Jeff Green

A contingent of friends and colleagues joined three retirees from the Department of Education on Jan. 24 for a reception. From left: **Dr. William Kennedy**, who had 20 years of service; **Dr. Elizabeth Strong**, 11 years of service; and **Dr. Robert Crocker**, 36 years of service. They each officially retired Aug. 31, 2005.



The Department of Biology said goodbye to six dedicated faculty members recently. A reception was held on Nov. 10 for the professors who officially retired last August. In lieu of gifts, the retirees decided to establish the Sculpin Scholarship fund to benefit a third-year biology student. Anyone wishing to make a contribution to the fund should contact the Department of Alumni Affairs and Development. From left: **Dr. Alan Whittick**, professor, 32 years of service; **Doreen Singleton**, associate professor, 35 years; **Dr. Thakor Patel**, professor, 26 years; **Dr. Patrick Dabinett**, associate professor, 30 years. Missing from photo: **Dr. John Green**, professor, 37 years of service; **Dr. D. Roger Lee**, associate professor, 29 years.



A huge group of friends and colleagues from the Department of Biology said goodbye to **Bill Brown**, a science technician III, who officially retired after 30 years on Jan. 11. Bill was in charge of the Chemical Preparation Room where he prepared all the chemicals for the teaching and research needs of the department. From left (back row): Pat Garrett, Rhonda White, Shirley Hawco, Paul Hynes, Cathy Antle, Gary Collins, Rick Soper, Nicole Garrett, Bill Gin and Debbie Bruce. Front row: Bill Brown.



This unique-looking cake was one of the highlights at **Richard Noseworthy's** retirement as supervisor, animal technician III at Memorial's Vivarium. Richard officially bid farewell on Nov. 25 after being with Animal Care Services for over 34 years. From left: Ken Austin, manager, Animal Care Services; Dr. Lenka Husa, director, Animal Care Services, Richard Noseworthy and his wife Yvonne.



**Maire O'Dea**, Memorial's longtime deputy registrar received an armload of presents during a special coffee break and retirement party on Nov. 25. She was joined by faculty and staff from across the university, all who bestowed best wishes on her well-deserved retirement after 37 years of service!



After nearly three decades of service **Gary Clarke** retired as assistant manager, Answers, Student Success Programs, Student Affairs and Services. He was with Memorial for 29 years. A party was held Nov. 21. From left: Dave Kirkland, a retiree from Memorial; Dave Clarke, Gary's brother; Gary; and Dr. Lilly Walker, dean of Student Affairs and Services.



Photo by HSIMS

**The Birdman flies the coop:** After 31 years of service to the Faculty of Medicine, **Mike Goldsworthy** retired at the end of November. His colleagues at the Medical Education and Laboratory Support Services threw him a goodbye coffee hour on Nov. 29, complete with an oversize card carrying good wishes. His wife, Judy Goldsworthy, is also retiring from her job at Eastern Health. Mike got his nickname "The Birdman" because he raises hens and sells eggs from his home in Pouch Cove.



**Virginia Barrett** was all smiles as she was joined by colleagues during a special coffee break held on Jan. 19 in her honour. Ginny, as she is affectionately known, recently retired as academic adviser, co-ordinator of university liaison with the Academic Advising Centre after more than 18 years of service. From left: Minerva Cramm, Roxanne Preston, Kelly Knight, Penny-Lynn White, Phyllis Parsons, Virginia Barrett, Julie Green, Marie Donovan, Roger Chafe, Dianne Hussey and Ron O'Neill.



It was a family affair as **Patricia Squires**, an administrative staff specialist III with the Department of Biology, retired after 30 years of service. A party was held in her honour on Dec. 2, 2005. From left: Patricia's grandson Brandon; her husband Jerome; Patricia and her daughter Gayle.

## Little fingers, little toes



The Memorial family welcomes its newest additions

**Tracey Mills**, communications co-ordinator with the Faculty of Arts, and her husband Robert Mills, welcomed their daughter Lucinda Jane on Nov. 29, 2005.

**Ruth Hungerland**, co-ordinator of the English as a Second Language Program, and her husband Peter Gaskovski happily welcomed their daughter Maia Gabrielle born on Dec. 29, 2005.

## New transfer agreement with federal government

This January, the university concluded the process of negotiating a new Pension Transfer Agreement with the Government of Canada. This agreement allows the transfer of pensionable service, on an actuarial basis, between the Memorial University Pension Plan and the federal Public Service Superannuation Plan.

Under the actuarial model, transfer amounts are calculated by each pension plan with reference to the actuarial assumptions used by the plan as the basis for funding pensions (e.g. mortality, interest rate, salary progression, etc.)

Amounts available for transfer from the exporting plan would represent the actuarial reserve held by that plan to fund an employee's future pension benefit based upon the service accrued to the date of transfer. In a similar fashion, the amount required by the importing plan would represent the actuarial reserve necessary to credit the same amount of service in that plan based upon its actuarial funding assumptions. Any surplus that might arise on transfer, which would

otherwise be payable to an employee on a termination basis, would be payable to the credit of the employee in accordance with the provisions of the exporting plan. Likewise, where there is a deficiency in the funds transferred, an employee would have the option to either accept a reduced amount of service in the importing plan or pay the deficiency and receive full service credit.

To be eligible for a transfer under this agreement, an employee must be a member of the importing plan and request a transfer estimate within one year of becoming a member or one year from the effective date of the agreement, whichever is later. In addition, the transfer must be made directly from one plan to the other. The Department of Human Resources has already begun to process some requests for transfers to and from the Memorial University Pension Plan under this agreement.

Questions related to the new Pension Transfer Agreement may be directed to the Benefits and Pensions Office at 737-7406 or by e-mail at [pensions@mun.ca](mailto:pensions@mun.ca).



## Making a promise

# Memorial set to launch new marketing campaign this year

After more than a year of planning, meetings with focus groups, consultations with people around the campuses, brainstorming with the university's senior officials, and one-on-one discussions with stakeholders, Memorial University will start rolling out a new marketing campaign later this year.

The effort is being headed up by a team drawn from around the university and led by the Division of Marketing and Communications.

Spearheading the effort is Michael Pickard, associate director (marketing). He was recruited from a local marketing firm in the winter of 2005 to help develop a long-term marketing plan for Memorial, including the creation of a brand focus for the university.

Mr. Pickard said the efforts to create a well-recognized brand for Memorial really boil down to delivering a promise to stakeholders – employees, students, alumni, funders and donors.

"When people think about the concept of 'brand' they may think about Microsoft and what they are trying to sell," he said. "Really, brand theorists would say that a brand is a promise; at its core, the process is about defining and achieving a common understanding of the promise we want to make to our stakeholders and then delivering on that promise.

"We've gone through a process to try and understand the core things that differentiate Memorial from other universities that are competing for the same students or research dollars or donations."

### What makes Memorial unique and appealing?

Last year the university hired Manifest Communications, a social marketing company experienced in building university brands, to do an analysis of Memorial's reputation, its strengths and its competition, and to recommend the most compelling points to focus on to help achieve a variety of institutional objectives. After dozens of meetings with internal and external groups, Mr. Pickard said some key core points became evident.

"It became obvious that the issues important to most people were the high value placed on creativity and ingenuity, and that this is a place where people transform," he explained. "People said, for example, that those who thrive at Memorial are the curious and intrepid, the problem solvers, '21st century explorers' – these could be students who come here, or faculty or staff we're trying to recruit, or those who have been here for years and have helped build what this institution is, or donors or groups that we partner with."

### Defining the Memorial promise

Getting the opinions of employees, students and alumni – as well as the greater community – has been vital to the project, added Victoria Collins, director of Marketing and Communications.

"Because part of this process has been defining who we are and want to be, it has been vital to get input from representatives of our stakeholder groups and get buy in to the brand

development process across the institution. We have been most fortunate – many people value Memorial and want to help shape its future so they were generous with their time and their thoughts."

Some other Canadian universities are undertaking or have just completed similar processes to bring a strategic focus to their marketing efforts. Like Memorial, they also see the multiple benefits of delineating a clear brand in today's higher education marketplace, Ms. Collins said.

## Our brand is the promise that we stand for – how we want people to see us and talk about us, and what are we saying about ourselves.

"With increased competition from other universities and organizations, it is critical that we have a shared vision and expression of Memorial," she said. "Our brand is the promise that we stand for – how we want people to see us and talk about us, and what we are saying about ourselves. We must present Memorial's unique brand promise in a unified and compelling way that speaks clearly to each of our audiences, so marketing efforts across the university must be co-ordinated and complementary."

### Launching the brand

Mr. Pickard said his team is fine tuning some of the key brand messages and will be rolling out their efforts later this year.

"Whether it is our recruitment material or the way we conduct our orientation, or even some of the signage around campus, when the new school year starts in September, it's all going to look a little bit different," he said. "There will be no radical changes. It's more like we have learned some core ideas

that set the Memorial experience apart and we want to communicate them consistently, creatively and continuously."

And communicating, he noted, will happen in many ways, through formal communications vehicles and through informal ways in virtually everything the university does – from how it supports students, to the design of a campus building, to the programs offered to alumni. "As Dr. Jim Barnes, professor of marketing in Business Administration, likes to say, 'Everything communicates!'"

What does that mean for members of the Memorial community? "We don't think people need to do things differently; rather that they need to view things differently. One way to do this is to ask yourself how can I foster ingenuity in the work I do each day? For example, there's value when faculty and staff explicitly encourage and then recognize ingenuity and creativity in others," added Mr. Pickard.

Memorial will showcase the new marketing campaign on campus this spring but most people, particularly those outside of faculty and staff, likely won't really notice a major difference until this fall.

### Keeping the promise

Mr. Pickard said the university wants to execute a strong brand building campaign about a solid promise. He said he wants employees, faculty and pensioners to know about and care about the brand building process. That's why his team will be posting updates on the brand campaign on Memorial's website to keep people informed.

"At its core, Memorial's vision is to foster ingenuity and creativity, to be a place where people and ideas become. We want this to be more than a marketing strategy – this is something that is true to who we are and why Memorial is such an amazing place. We simply want to recognize it, celebrate it, and keep living it."

## Celebrating 30 years of service

Memorial held a special employee service recognition luncheon on Thursday, Jan. 19, to honour employees who have achieved 30 years of service in 2005. Here, Maureen Lewis, an accounting clerk in the Grants Office, Division of Financial and Administrative Services; Delores Wheeler, an administrative assistant at the Ocean Sciences Centre; and retiree Vieve Edison, look over a copy of the *Memorial Gazette* from 1975 – the same year they started working at the university. To hear memories from some of the honourees, visit <http://today.mun.ca> and type in: **Celebrating 30 years of service.**



Photo by Jeff Green

## 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. Send your recipes to [jeffg@mun.ca](mailto:jeffg@mun.ca).

### SLOP

Submitted by Luanne Agriesti-Cleary, Family Medicine, Faculty of Medicine

Olive oil or 1 tbsp Becel margarine  
2 halves of chicken breasts, de-boned and cubed  
4 carrots sliced in 1/2 inch coins  
6 medium potatoes, cubed

1 can of Campbell's Cream of Chicken soup (low fat/fat free)  
2 cups shredded cheddar cheese  
Extra chopped vegetables such as broccoli, onion, celery and turnip are optional

In a frying pan, fry cubed chicken breasts in a few drops of olive oil or 1 tbsp Becel margarine until lightly golden and fully cooked. In a large saucepan, boil vegetables to desired tenderness. Discard most of the water from the veggies when cooked, leaving about a cup of water in the pot. Gently fold in cooked chicken cubes, Campbell's Cream of Chicken Soup, and shredded cheese. Heat as desired. Plop "slop" into bowls with a ladle for full effect.



# 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. Tana Allen, Department of Classics, assistant professor, Sept. 1, 2006

Dr. Mary Bluehardt, School of Human Kinetics and Recreation, professor, Dec. 1, 2005

Dr. Linda Cullum, Department of Sociology, assistant professor, Sept. 1, 2006

Dr. Stephanie Curnoe, Department of Physics and Physical Oceanography, assistant professor, Sept. 1, 2006

Dr. Omrane Guedhami, Faculty of Business Administration, associate professor, Sept. 1, 2006

Dr. Kellie L. Hadden, Department of Psychology, assistant professor, Sept. 1, 2006

Prof. Todd Hennessey, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2006

Dr. Amgad Hussein, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2006

Dr. Tariq Iqbal, Faculty of Engineering and Applied Science, assistant professor Sept. 1, 2006

Prof. Pierre Le Blanc, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2006

Dr. Rudi Meyer, Department of Earth Sciences, associate professor, Sept. 1, 2006

Dr. Amin Ali Muhammad, Faculty of Medicine, professor, Jan. 1, 2006

Dr. Ian Neath, Department of Psychology, professor, July 1, 2006

Dr. Karen Parsons, School of Nursing, assistant professor, Sept. 1, 2006

Dr. Bruce Sheppard, Faculty of Education, associate professor, Nov. 1, 2005

Dr. Karen Stanbridge, Department of Sociology, assistant professor, Sept. 1, 2006

Dr. Aimee Surprenant, Department of Psychology, associate professor, July 1, 2006

Dr. Robin Whitaker, Department of Anthropology, assistant professor, Sept. 1, 2006

### Appointments – Tenure-Track

Dr. Valerie Booth, Department of Biochemistry, assistant professor, Jan. 1, 2006

Dr. Stephen Bruneau, Faculty of Engineering and Applied Science, assistant professor, Jan. 1, 2006

Dr. Jennifer Connor, Faculty of Medicine, associate professor, Oct. 1, 2005

Dr. Morteza Haghiri, Sir Wilfred Grenfell College, assistant professor, July 1, 2006

Dr. Mikhail Kotchetov, Department of Mathematics and Statistics, July 1, 2006

Dr. Graham Layne, Department of Earth Sciences, associate professor, March 1, 2006

Dr. Alejandra Premat, Department of Mathematics and Statistics, assistant professor, June 30, 2006

Dr. Geoff Rideout, Faculty of Engineering and Applied Science, assistant professor, Jan. 1, 2006

Dr. Matthew Rise, Ocean Sciences Centre, assistant professor, Sept. 1, 2006

Dr. Gerard van Herk, Department of Linguistics, assistant professor, July 1, 2006

Dr. Michael Woods, Faculty of Medicine, assistant professor, Nov. 1, 2005

### Appointments – Regular Term

Dr. Peter Boswell, Department of Political Science, associate professor, Sept. 7, 2005

Jeannette Byrne, School of Human Kinetics and Recreation, assistant professor, April 1, 2006

Tony Dearness, Faculty of Business Administration, assistant professor, Sept. 1, 2005

Carla Dillon, School of Pharmacy, lecturer, Oct. 1, 2005

Dr. Michael O'Brien, Department of History, assistant professor, Sept. 1, 2005

### Appointments – Other

Dr. Penny Blackwood, Alumni Affairs and Development, director, April 1, 2006

Dr. Mary Bluehardt, School of Human Kinetics and Recreation, director, Jan. 1, 2006

Dr. Valerie Booth, Department of Biochemistry, Canada Research Chair in Proteomics (Tier II), Jan. 1, 2006

Lisa J. Hollett, Department of Human Resources, director, Feb. 20, 2006

Dr. Gerard Martin, Department of Psychology, interim head, Sept. 1, 2005

Dr. Matthew Rise, Ocean Sciences Centre, Canada Research Chair in Marine Biotechnology (Tier II), Sept. 1, 2006

Dr. Gerard van Herk, Department of Linguistics, Canada Research Chair in Marine Biotechnology (Tier II), July 1, 2006

### Cross Appointments

Dr. Rob Greenwood, The Leslie Harris Centre of Regional Policy and Development to the Faculty of Business Administration, Dec. 1, 2005

Dr. David Pike, Department of Mathematics and Statistics to the Department of Computer Science, Jan. 1, 2006

Dr. Serpil Kocabiyik, Department of Mathematics and Statistics to the Faculty of Engineering and Applied Science, Nov. 1, 2005

Dr. Gary Tarrant, Faculty of Medicine to the Discipline of Psychiatry, Jan. 1, 2006

### Promotions

Dr. Karen Goodnough, Faculty of Education, associate professor, Sept. 1, 2006

Dr. Omrane Guedhami, Faculty of Business Administration, associate professor, Sept. 1, 2006

Dr. Roberta Hammett, of Education, professor, Sept. 1, 2006

Dr. Trudi Johnson, Faculty of Education, associate professor, Sept. 1, 2006

### Retirements

Azmy Aboulazm, Marine Institute, instructor, Jan. 13, 2006

Dr. Donald Buell, School of Music, professor, Aug. 31, 2006

Dr. Andrew Crichton, Faculty of Business Administration, co-op education co-ordinator I, Aug. 31, 2005

Dr. James Greenlee, Sir Wilfred Grenfell College, professor, Aug. 31, 2007

Dr. John Myers, Department of Earth Sciences, professor, Dec. 31, 2005

Dr. Peter Narvaez, Department of Folklore, professor, Aug. 31, 2005

Dr. Thomas Scott, Faculty of Medicine, professor, Sept. 15, 2005

Dr. Evan Simpson, Department of Philosophy, professor, Aug. 31, 2005

Douglas Skinner, Marine Institute, instructor, Jan. 11, 2006

Dr. John Steffler, Sir Wilfred Grenfell College, professor, Aug. 31, 2006

Dr. Daniel Stewart, Sir Wilfred Grenfell College, associate professor, Aug. 31, 2006

Dr. Martin Ware, Sir Wilfred Grenfell College, associate professor, Aug. 31, 2006

Leo White, Faculty of Engineering and Applied Science, co-op education co-ordinator II, Nov. 30, 2005

Dr. Clifford Wood, Department of Geography, professor, Aug. 31, 2005

## ADMINISTRATIVE

### Appointments

Erin Bourgeois, Sir Wilfred Grenfell College, library assistant III, Nov. 7, 2005

Brian Duffy, Sir Wilfred Grenfell College, finance officer, Jan. 16, 2006

Sheldon Huelin, Office of the Dean of Science, laboratory instructor, Sept. 6, 2005

Stephanie Kelly, Financial and Administrative Services, budget assistant, Jan. 30, 2006

Peter Mooney, Financial and Administrative Services, financial analyst, Nov. 21, 2005

Angela Power, Department of Computing and Communications, network administrator II, Sept. 4, 2005

Rhonda White, Department of Biology, science technician III, Jan. 9, 2006

### Contractual to Permanent

Colleen Brennan, Department of Computing and Communications, purchasing consultant I, Jan. 10, 2006

Tina Dwyer, Faculty of Medicine, intermediate clerk stenographer, Feb. 19, 2006

Sheila Mullins, Faculty of Medicine, secretary, Sept. 1, 2005

Ann Ryan, Faculty of Medicine, medical researcher I, Dec. 21, 2005

### Contractual Appointments (one year or more)

Patrick Abgrall, Faculty of Medicine, research assistant II, Oct. 3, 2005

Sara Adams, CREAT Network, research laboratory co-ordinator I, Sept. 20, 2005

Michael Clair, The Leslie Harris Centre, associate director (public policy), Nov. 14, 2005

Dianne Codner, Faculty of Medicine, research assistant III, Jan. 23, 2006

Jonathan Collins, Division of Lifelong Learning, co-ordinator – student connections centre, Jan. 16, 2006

V. Glen Collins, Distance Education and Learning Technologies, multimedia specialist, Oct. 25, 2005

Sheri-Lynn Conway, University Bookstore, administrative program assistant, Oct. 17, 2005

Ana Garcia Fernandez, Faculty of Business Administration, international program officer, Oct. 31, 2005

Todd Jeans, Faculty of Medicine, IT consultant, Oct. 24, 2005

Laurie Keefe, Department of Human Resources, human resources adviser, Nov. 7, 2005

Kim Kelly, Student Affairs and Services, student life programs liaison officer, Oct. 3, 2005

Heather Hunt-Smith, School of Nursing, research assistant I, Sept. 1, 2005

Sheri McConnell, School of Social Work, co-ordinator of continuing education, Oct. 19, 2005

Farah McCrate, Faculty of Medicine, research assistant III, Jan. 9, 2006

Carolyn Parsons, Sir Wilfred Grenfell College, co-ordinator, Jan. 9, 2006

Jessica Penney, School of Graduate Studies, graduate enrolment officer, Jan. 9, 2006

Andrea Pike, Department of Psychology, research assistant II, Oct. 31, 2005

Angie Power, Faculty of Medicine, research assistant II, Sept. 5, 2005

Peggy Sheppard, School of Nursing, research assistant I, Sept. 1, 2005

Rosemary Smith, Office of the Vice-President (Administration and Finance), privacy and access co-ordinator, Oct. 5, 2005

Jennifer Thorburn, Department of Linguistics, senior clerk, Sept. 1, 2005

Daniel Vasiliu, CREAT, research laboratory co-ordinator I, Nov. 16, 2005

Elaine Warren, School of Nursing, research assistant I, Sept. 1, 2005

Jennifer Wells, Faculty of Engineering and Applied Science, research and project oceanographer, Oct. 17, 2005

### Promotions & Transfers

Theresa Antle, QE II Library, supervisor of acquisitions, Jan. 11, 2006

Patricia Barker, Animal Care Services, animal technician III, Nov. 28, 2005

Paul Bishop, Faculty of Engineering and Applied Science, engineering technologist III, Jan. 23, 2006

Sean Bulger, Department of Facilities Management, enforcement and patrol officer II, Jan. 3, 2006

Marc Bolli, Ocean Sciences Centre, research computing specialist, Jan. 4, 2006

Terry Clarke, Department of Facilities Management, maintenance repairperson, Sept. 19, 2005

Denise Collins, Office of the Vice-President (Academic), assistant to the vice-president (academic), Jan. 23, 2006

Pauline Cox, Department of Folklore, archival assistant, March 9, 2006

Minerva Cramm, Department of Biology, administrative staff specialist III, Oct. 24, 2005

Mary Daly, Faculty of Engineering and Applied Science, administrative staff specialist II, Dec. 12, 2005

Connie Dinn, Financial and Administrative Services, senior clerk, Nov. 14, 2005

Michael Harding, Office of the Dean of Arts, administrative staff specialist III, Oct. 17, 2005

Darlene Kennedy, Office of the Dean of Arts, senior secretary, Feb. 6, 2006

Heather King, Financial and Administrative Services, manager, financial reporting and analysis, Nov. 7, 2005

Frances Kirby, Faculty of Medicine, director OPD/TETRA, Aug. 15, 2005

Patrick Morgan, Financial and Administrative Services, stores clerk I, Jan. 16, 2006

Lisa O'Brien, Student Health Services, administrative staff specialist II, Jan. 9, 2006

Joyce Prowse, Department of Facilities Management, custodian I, Jan. 9, 2006

Patrick Quirk, Department of Facilities Management, enforcement and patrol officer II, Nov. 12, 2005

Margaret Shaw, Housing, Food and Conference Services, assistant director – operations, Feb. 6, 2006

David Snook, Department of Technical Services, craftsman IV, Jan. 13, 2006

Richard Squires, Department of Facilities Management, power engineer 3rd class, Oct. 3, 2005

Ralph Tapper, Queen Elizabeth II Library, manager – library facilities services, Jan. 4, 2006

Harold Whelan, Department of Computing and Communications, network administrator III, Dec. 1, 2005

### Retirements

Patrick Bolger, Department of Facilities Management, custodian I, Oct. 14, 2005

William Brown, Department of Biology, science technician III, Jan. 6, 2006

Roger Burry, Distance Education and Learning Technologies, electronic technician IV, June 24, 2005

Terry Chaplin, Distance Education and Learning Technologies, production technologist II, Dec. 2, 2005

Edward Clarke, Department of Facilities Management, campus enforcement and patrol officer III, Jan. 27, 2006

Gary Clarke, Student Success Programs, assistant manager – student life, Nov. 14, 2005

Burke Emberley, Department of Facilities Management, assistant manager – student life, Nov. 14, 2005

Michael Goldsworthy, Faculty of Medicine, confocal laboratory supervisor, Nov. 30, 2005

Bernard Healy, Faculty of Engineering and Applied Science, engineering technician III, Oct. 14, 2005

Fred Hollingshurst, Distance Education and Learning Technologies, executive producer, Jan. 6, 2006

Jiri Husa, Department of Computing and Communications, manager – personal computing, Dec. 9, 2005

K. Brian Johnston, Food, Housing and Conference Services, director, Oct. 5, 2005

Ann Lamb, Financial and Administrative Services, senior clerk, Nov. 11, 2005

Linda Longerich, Faculty of Medicine, medical researcher I, Nov. 14, 2005

Maureen Moore, Department of Earth Sciences, intermediate secretary, Nov. 10, 2005

Maire O'Dea, Office of the Registrar, deputy registrar, Nov. 25, 2005

William O'Shaughnessy, Department of Facilities Management, campus enforcement and patrol officer III, Dec. 31, 2005

Leo Spurrell, Department of Facilities Management, craftsman IV, Jan. 4, 2006

Helen Stapleton, Department of Facilities Management, custodian I, Jan. 6, 2006

C. Bruce Strong, Office of the Dean of Science, laboratory instructor, Oct. 21, 2005

Leo White, Faculty of Engineering and Applied Science, co-operative education co-ordinator II, Nov. 30, 2005

Dr. Andrew Vardy, Department of Computer Science, was reported in error as being cross appointed to the Faculty of Engineering and Applied Science in the Fall 2005 issue of *The Communicator*.



## De-stressing 101

Memorial employees share how they relieve tension

Let's face it, we have all experienced it and have gone home frustrated at the end of the day because of it – workplace stress. Although we cannot avoid it, some of our co-workers have developed their own techniques to deal with the hustle and bustle of busy workdays.

Take **Harriett Taylor** for example.



The administrative staff specialist II in the Department of Geography enjoys some R&R to re-charge her batteries.

"When I feel my everyday life becoming stressful and I know that I need to log-off, I make a cup of tea, find a quiet space, and bring along a good book," she said. "Sometimes it can be for very short periods other times it takes a little longer but I find after I take this special time for me, I can focus, think clearer and my stress levels are certainly minimized."

Leading a hectic life leaves **Joan Butler**, secretary to the Women's Studies and the Humanities Programs at Memorial, little time to be stressed. She is raising two teenagers, on top of working full time and volunteering with groups at the community, provincial and national levels. "To relax I row five kilometres four or five days a week and get outside as much as possible on the weekends, whether that is taking the dog for a walk or shovelling in winter or gardening in the summer," she said. "One event I do to keep my sanity is 'Survivor Night.' From 8 o'clock onwards on Thursday evenings I dedicate to myself. I will



not plan, nor attend meetings, and my children know that they do not disturb me for any reason. I sit back with a nice bottle of wine and watch, without having to think or move, my favourite TV show, *Survivor*."

For **Michelle Healey**, program co-ordinator with Memorial Athletics, de-stressing usually involves jumping into her sneakers and heading to the gym. "Whether it's squash, basketball or indoor soccer, the joy of competition and 'getting into the game' really takes your mind off the stress," she said. "And it provides a chance for your body to recharge and refocus."

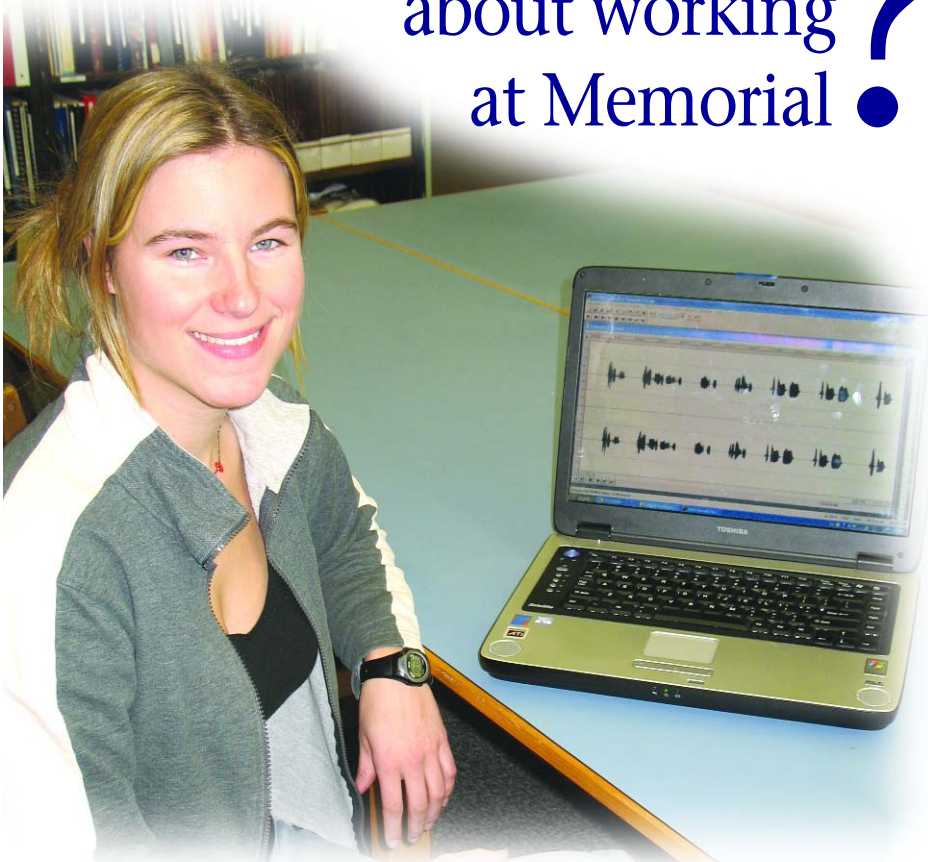


**Darren Smith**, the research computing specialist with the Earth Sciences Department, said walking to and from work each day – 30 minutes each way – helps reduce his stress. He believes it also rejuvenates him physically and mentally. When he's not walking, he likes to take it easy to get rid of his stress. "More sedentary stress-reducing activities include reading, writing, and playing or listening to music, basically things that have nothing to do with work. When all else fails, a stiff drink will save the day," he said with a laugh.



Photos by Jeff Green

## What do you like about working at Memorial?



“Working at Memorial has given me opportunities I would otherwise never have had. I've travelled to Labrador and Quebec and have had the chance to learn about the Innu language and culture and to meet and work with fabulous, dedicated people. Also, it's rewarding to know our work is making a valuable contribution.”

LAUREL ANNE HASLER,  
project manager, Knowledge and Human Resources for Innu Language Development,  
Department of Linguistics

## New award recognizes faculty and staff giving

As the next phase of its faculty-staff campaign, Alumni Affairs and Development has created a new award that will recognize employees who give to Memorial.

The award is part of a new campaign aimed at encouraging faculty and staff to support scholarship and research through payroll giving.

The faculty or department that garners the highest percentage of its members giving to the university will win the soon-to-be-coveted 'FAST' (Faculty And Staff Together) award.

Each month the alumni website will be updated to show the number of people from each faculty, school or department who have donated. Each quarter the division that shows the greatest increase in the number of givers will be presented with the FAST award and featured in internal media such as *today.mun.ca*, as well as in *Luminus*, the alumni magazine.

"A gift from the people who work within these walls, no matter which campus they call home, carries a very strong message to the students and the community at large," said Dr. Dale Foster, outgoing director of AAD. "Every

member of the staff of the Office of Alumni Affairs and Development appreciates the value of this message and I'm proud to say 100 per cent of the staff in our office have pledged to this campaign."

And if the response to the campaign – which was launched in December 2005 – is evidence, the people who work on Memorial's campuses agree. Every dean and director has pledged at least \$1,000, and by the end of February 2006, faculty and staff payroll giving had more than doubled from the initial three per cent of people to seven per cent for an additional \$31,000 annually.

"It is our hope that faculty and staff together at all our campuses will choose to support students and researchers through payroll deduction. We believe that within a few years we can surpass the average at other Canadian universities," added Dr. Foster.

For more information e-mail [munalum@mun.ca](mailto:munalum@mun.ca) or go to the alumni/friends website off the MUN main page and click on "Faculty and Staff Campaign" in the related links.

## Days gone by New photo contest garners lots of interest

In our last issue we launched a brand new contest to showcase amazing photos, objects and archival treasures in the Archives and Manuscripts Division in the Queen Elizabeth II Library.

We were blown away by the overwhelming response from staff, faculty and pensioners. Congratulations to **Lori Pike**, manager of budgets, Financial and Administrative Services, who correctly identified the photo in the fall issue. It was taken from the Science Building looking towards the Physical Education Building in the 1960s – long before the extension to the Arts and Administration Building.

Let's keep the momentum going for this great contest! Take a look at this photo. What occasion is this man preparing for? *Be as specific as possible!* It was taken in 1961 by Frank Kennedy, a photographer for the former *Daily News*. It is part of the Dr. S.J. Carew Collection, which includes about 1,300 photographs from the early years of Memorial to 1977.

Send your submissions to [jeffg@mun.ca](mailto:jeffg@mun.ca) for a chance to win a prize. The contest is open to all Memorial faculty, staff and pensioners. The deadline is May 15, 2006. One entry per submission. Include your name, work number and your department in the e-mail.

