

History hunters

Giving new life to province's past

Archivists at Memorial have formed a new group to help promote some of the hidden treasures from Newfoundland and Labrador's past that are housed at the university.

From stunning resettlement photos and early snapshots of this province's towns and outports, to crew lists from countless ships that docked here, as well as personal letters, political papers, extensive collections of Newfoundland and Labrador folk-songs and music, and documents from leading medical leaders – there are literally thousands of one-of-a-kind items available at employees' fingertips.

Now, the new organization is hoping to encourage more staff and faculty to visit their facilities and discover for themselves the fascinating bits of history tucked away on the St. John's campus.

Archivists@MUN was established this spring in an attempt to also raise awareness amongst the university community of the important work the employees have been doing for years. The group is made up of representatives from the MUN Folklore and Language Archive, located on the fourth floor of the Education Building; the Maritime History Archive (MHA), which is housed in the basement of the Henrietta Harvey Building; the Archives and Manuscripts Division in the Queen Elizabeth II Library; and the Faculty of Medicine Founders' Archive, located in the Health Sciences Centre. Dr. Melvin Baker, archivist/historian with the Office of the President, is also part of the new group.

"We want to increase our profile and let people know about our holdings," said Heather Wareham, an archivist with the MHA who has worked at Memorial for 29 years. "Personally, I don't think many employees realize the sheer volume of history we have. There may be items from their own family tucked away here."

"We can help individuals doing a wide variety of research, like family histories or genealogies, or looking for wartime letters or recitations or songs by somebody from their hometown that was recorded decades ago," added Linda White, who has worked with the Archives and Manuscripts Division for 16 years. "We do a lot of outreach work with people from around the world."



Archivists@MUN includes (back row, from left) Amanda Jamieson, Archives and Manuscripts Division; Heather Wareham, Maritime History Archive; and Linda White, Archives and Manuscripts Division. Front row, from left: Gail Weir, Archives and Manuscripts Division; Patricia Fulton, MUN Folklore and Language Archive; David Bradley, Maritime History Archive; and Stephanie Harlick, Faculty of Medicine Founders' Archive.

Each centre offers personal one-on-one reference time with an archivist.

"An alarming number of people don't know we exist and we want to change that perception," said Amanda Jamieson, an employee with the Archives and Manuscripts Division since 2005. "Our hope is to increase our profile and let people know what we're doing."

In addition, the group is also hoping to promote the importance of professional archivists at the university and the one-of-a-kind documents they're preserving, all the while collaborating with each other to share work concerns and various archival procedures.

"Each of our facilities has been around for years," added Ms. White. "There has been an archival presence at Memorial since the late 1960s and now we just want to promote our work and make people aware of the fact we can each, in our own way, offer a snapshot of this province's past."

Check out the following websites for hours of operation location and phone numbers:

Folklore and Language Archive:
www.mun.ca/folklore/munfla/

Maritime History Archive:
www.mun.ca/mha/

Archives and Manuscripts Division:
www.library.mun.ca/qeii/cns/archives/cnsarch.php

Faculty of Medicine Founders' Archive:
www.library.mun.ca/hsl/archives/fmfa.php



During a special ceremony on Wednesday, Nov. 22, the 2006 President's Awards were handed out to the university's outstanding teachers, researchers and staff. Here, the winners gathered for a congratulatory photo with some of Memorial's senior administration.

From left (front row): Carol Tibbo, Faculty of Business Administration; Shona Perry-Maidment, Office of Student Recruitment; Roxanne Rideout Scott, Student Affairs and Services; and Dr. Carole Peterson, Department of Psychology.

From left (back row): Dr. David Behm, School of Human Kinetics and Recreation; Kent Decker, vice-president (administration and finance); Rose Barrett, Distance Education and Learning Technologies; Dr. Chris Loomis, vice-president (research); Dr. Eddy Campbell, vice-president (academic); Dr. Ursula Kelly, Faculty of Education; Gary Green, Marine Institute; Michael Bruce-Lockhart, Faculty of Engineering and Applied Science; Dr. Wieslaw Kubiak, Faculty of Business Administration; and President Axel Meisen.

For more on the winners, see page three.

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Publication Mail: 40062527



From the president



Memorial University of Newfoundland is a wonderful place to work and study. Our university has a well-deserved reputation for its quality of education and research, as well as its administrative and student support systems. Yet, sometimes questions can arise about our working and learning environment and, when that happens, we should face them with sincerity and respect.

The recent investigation and report of Dr. Shirley Katz is one such case. Dr. Katz, an expert in gender and workplace issues, was given a mandate to examine employment and related issues at Memorial University. Her work resulted in 12 major recommendations. Her report and related information, including my complete briefings to the university community, are available on the web at www.mun.ca/marcomm/home/katz_report.php.

Action groups have been formed to follow-up on each of Dr. Katz's recommendations. In order to get the work started, I appointed some senior members of the university to the action groups and, following an invitation to the university community to make nominations, I invited others to indicate their interest in

Our university has a well-deserved reputation for its quality of education and research, as well as its administrative and student support systems.

contributing. Many have done so and have been appointed to the groups. The groups are comprised of faculty, staff and students, thereby reflecting the diversity of our university community. They will discharge their responsibilities with independence and report to the relevant university units as well as the university community at large. It is my expectation that we will hold, from time to time, open meetings to hear about the work of the

groups and the follow-up actions that need to be taken.

I wanted to reinforce to the importance of a wholesome working and learning environment in our university as we approach the holiday season and the end of the calendar year. This is always a time of reflection and special celebration for many religions. We will be spending more time with our families and contemplating the past as well as the future.

On behalf of Memorial University, I want to thank you for the contribution you have made during the past year. We have accomplished much and the future is bright for all of us.

Please enjoy the season safely and in good health, with family and friends.

Best wishes,

Signed

Axel Meisen
President and vice-chancellor

People profile

As a child growing up in Western Canada, Audrey (Purschke) Cole was always fascinated by visual art and equally captivated by images of rugged coastal scenery. So, you can imagine how delighted she was when she moved to this province in 1960 and quickly realized she had lots of inspiration right on her doorstep.

Since retiring from Memorial's Centre for Newfoundland Studies as a library assistant in 2000, Audrey's interest in art has taken on a new life and has become much more than just a hobby. She now devotes most of her free time to her passion for painting.

"I've always dabbled in art," she said recently from her home in the west end of St. John's. "But now I have more time to commit to it and I'm always trying to push myself to get better."

Born in a small town outside of Edmonton, Alta., Audrey, 66, moved to McBride, B.C. when she was just two years old. As a teenager she got the itch to see the world and by the time she was 18 she was ready for an adventure.

"I joined the Royal Canadian Air Force and eventually met my husband, Ern, who later in life also worked here at Memorial," she said. "We got married in 1960 in Carbonear where we lived for 13 years."

That's where they also had three children: Roger, who also joined the air force and now lives in Greenwood, N.S.; Scott, who's retired from the navy and now lives in Victoria, B.C.; and Joanne, who followed in her parent's footsteps and found a career here at the university.

"She works in the Map Library in the QE II," Audrey said.

After a number of years living in Central Newfoundland, Audrey and her family eventually moved to St. John's in 1987.

"That's the same year I started with the CNS. Ern had been working for the university before in Grand Falls.

When we moved into St. John's he became associate director of Continuing Studies until he retired in 1996. We both enjoyed working at the university," Audrey said with a proud smile. "I felt privileged to help all the students and professors and writers who came in. One of things I really enjoyed was helping care for the rare books. There's so much history in that centre."

Since retiring six years ago, Audrey has been able to

spend more time in front of her easel. She's serious about her art and dedicates much of her time to her new profession. She's taken classes with Stephenville artist Lloyd Pretty and has had two solo shows at Pollyanna Art and Antique Gallery in downtown St. John's. Her work has also been displayed at Spurrell Gallery in the capital city, and at Five Islands Gallery in Tors Cove. "I'm inspired by our province's landscape and scenery and rocks," she said. "I enjoy being able to paint and sketch. I'm able to get away from everyday life."

She's also been able to see the province quite a bit. Some of her favourite places she draws on for inspiration

include Woody Point, Gros Morne and the Tablelands, as well as the Ferryland Lighthouse, and Gallow's Cove, a scenic area in Torbay.

An avid outdoor enthusiast who likes to snowshoe and ski in the winter and tend to her vegetable and herb gardens during the summer, Audrey has also spent time travelling with her family and has visited Mexico, California, British Columbia, Alberta and Saskatchewan.

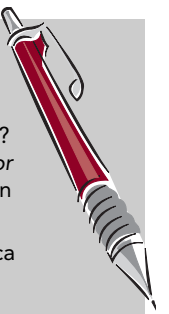
Even though she's kept busy in retirement, Audrey hasn't lost her association to Memorial. "I keep in contact with lots of co-workers like Sue Hadley, Linda White and Rosemary Healy who I worked with in the CNS," she said. "The best working years of my life were spent at Memorial, so I'm still attached to the university in some way."



Audrey Cole

Feedback

Like what you're reading? Got a suggestion? Share it with us. After all, *The Communicator* is your newsletter. We're always interested in stories from around our campuses. Send your ideas to Jeff Green, jeffg@mun.ca or call 737-2142.



Obituaries

Tom King, retired from the Marine Institute, passed peacefully at the Health Sciences Centre on Tuesday, Oct. 3, 2006, after a courageous nine-year battle with thyroid cancer, aged 75 years.

Dr. Erich Peter, former head of the Department of Commerce, now the Faculty of Business Administration, died in Vancouver on Nov. 10, 2006, aged 89. He was a faculty member from 1970-1982.

John Joseph (Jack) Power, a retired employee from DELT (Distance Education and Learning Technologies), passed away on Sunday, Nov. 19, 2006, aged 64.

Dr. Lotar Krein, a retired faculty member from the Faculty of Engineering and Applied Science, passed away on Nov. 28, 2006.

THE COMMUNICATOR

Memorial University's employee newsletter is published by the Division of Marketing and Communications and the Department of Human Resources, Memorial University of Newfoundland.

The Communicator is printed on recycled paper and is recyclable.

ISSN 1183-2789

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016-998-12-06-4,200

CELEBRATING EXCELLENCE

2006 PRESIDENT'S AWARDS

Memorial University honoured the efforts of its best educators, researchers and staff members at a special ceremony on Nov. 22 at the Fluvarium in St. John's. Ten Memorial employees were honoured at the reception – three for outstanding research; two for distinguished teaching and five for exemplary service. For details on the achievements of all the winners, see http://today.mun.ca/news.php?news_id=2589.

President's Award for Outstanding Research



The President's Award for Outstanding Research recognizes researchers who have made outstanding contributions to their scholarly disciplines. The award includes a \$5,000 research grant.

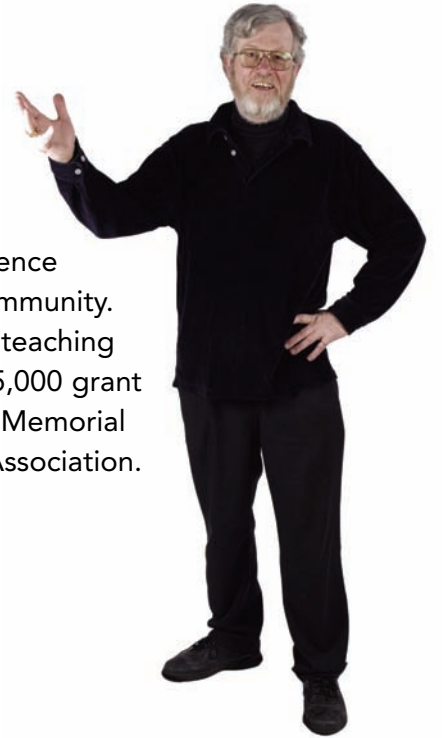
DR. DAVID BEHM
School of Human Kinetics
and Recreation

President's Award for Distinguished Teaching

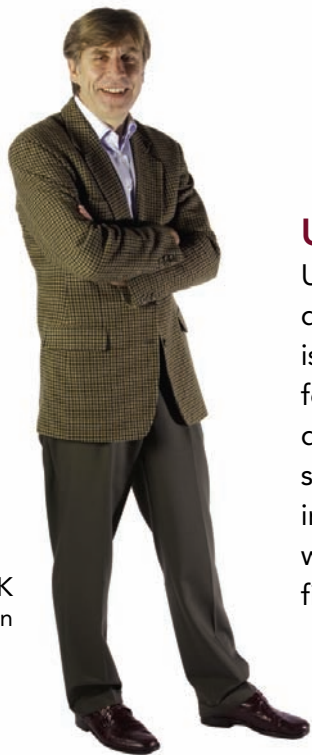


President's Awards for Distinguished Teaching recognize the teaching excellence in the university community. Each winner of the teaching award receives a \$5,000 grant contributed by the Memorial University Alumni Association.

DR. URSULA KELLY
Faculty of Education



MICHAEL BRUCE-LOCKHART
Faculty of Engineering and Applied Science



DR. WIESLAW KUBIAK
Faculty of Business Administration

University Research Professor

University Research Professors have acquired a designation above the rank of professor. The title is the most prestigious award the university gives for research, and goes to faculty who have demonstrated a consistently high level of scholarship and whose research is of truly international stature. The designation carries with it a \$4,000 research grant each year for five years and a reduced teaching schedule.



DR. CAROLE PETERSON
Department of Psychology

President's Award for Exemplary Service

The President's Award for Exemplary Service is presented each year to recognize employees who have demonstrated outstanding service and/or who have made significant contributions to the university community beyond that normally expected for their positions.



CAROL TIBBO
Faculty of
Business Administration



ROXANNE RIDEOUT SCOTT
Office of Student Affairs and Services



SHONA PERRY-MAIDMENT
Office of Student Recruitment



GARY GREEN
Student Affairs,
Marine Institute



ROSE BARRETT
Distance Education and
Learning Technologies

Employees honoured for dedication to Memorial

A special ceremony was held on Oct. 10 on the St. John's campus to mark the 20th annual presentation of Employee Service Awards. It was a chance for the university to acknowledge the hard work and dedication of more than 200 of our co-workers who've marked special anniversaries here at Memorial for 20, 25, 30, 35 and 40 years of service, respectively. Meanwhile, Grenfell College held its Employee Service Awards event in late November. Stay tuned for coverage in the Spring issue of *The Communicator*. *The Communicator* congratulates all of this year's recipients!

20 Year Recipients



Deanne Newhook accepted her certificate for 20 years of service from Dr. Eddy Campbell, vice-president (academic).

Photo by HSIMS

Hilda R. Arnott
Aspi Balsara
Eileen Maria Barnable
Donna G. Best
Neil Breton Bishop
Theresa Bishop-Stirling
Edita Bosak
James A. J. Bradley
Jean Brown
Amanda Browne
Hermann Brunner

Eleanor M Butler
Wayne Gerard Caddigan
S. Clyde Churchill
Kevin Clarke
Alice Collins
Eileen Collins
J. Michael Coyne
Elsie Critch
Philip Davis
Barbara Marie Dawson
Christopher Deacon
Diana Ruth Deacon

L. Michael Deal
James Frederick Duffy
Beverly Earle
Darrell Ronald Ellis
Beverly Evans-Hong
Sharon A. Fagan
Christopher G Flinn
Judith D. Ford
Brian Gillett
Glenn L Gleeson
Diane Ellen Goldstein
Alan Edward Goodridge
E. Jennifer Gosse
H. Louise Green
Mahmoud M R Haddara
Diane Mary Hall
Christopher Hammond
Donald James Hanames
Victor C Hancock
Fred Hawksley
Edward Hearn
Robert J. Helleur

Denise Jones
Keith Montgomery Kean
Susan Kearsey
Vincent G. Kelly
Frances Dorothy Kirby
Kenneth D. Livingstone
Angela Lonardo
Donna Catherine Manning
Viola Martin
Cheryl Annie Miller
Michael R. Morrow
Sheila R. Mullins
Deanne Marie Newhook
Richard Wallace Lenn Newman
Margaret S. Nixon
Wayne David Olford
Sharon Anne O'Neill
James Overton
Peggy Ann Parsons
Cheryl P. Peckham
Gregory Dean Penney
Sharon D. Peters

Peter Graham Pickup
Mary B. Pope
Colleen A. Porter
Shirley Roberts
John Joseph Robinson
Sandra Jean Sansome
Regina B. Squires
Karen J. Stapleton
David Ralph Starkes
David R. Stirling
Jacqueline Lorraine Stone
Howard R. Strong
Annette N. Sullivan
Linda Mae Tilley
Linda Mary Vecchi
Marguerite Wade
Carol Ann Walker
Mary T. Wall
Robert S. Wells
Louise Margaret White
Wayne James Whiteway

25 Year Recipients

Azmy Aboulazm
Luanne M. Agriesti-Cleary
Joan A. Andrews
Deborah M Barnes
Joan M. Barry
Donna Batten
George H. Beckett
Edita Bosak
Elzbeth Brett-Williams
Doreen E. Browne
Brenda A. Burke
Linda Carter
Wayne T. Clarke
Jacqueline Collins
Paula C. Corbett
Robert W. Davis
Beatrice K. Dickers

Douglas A. Dunsmore
Avery G. Earle
Alex J. Faseruk
P. Bruce Faulkner
Isabell Fleming
John Foley
Jean Guthrie
Mary E. Halliday
Lois J. Hammond
June A. Harris
Elaine M. Healey
Clyde S. Hillier
Javis Hulan
Richard Ilgner
Donna M. Jackman
Wallace K. Jacobs
Deborah Janes

Roy Knoechel
Beverly Mahoney
Patrick Mansfield
Lester G. Marshall
Janet A. McHugh
Brenda L. Mullett
David B. Murphy
Keith Nicol
Kevin J. O'Leary
Leslie O'Reilly
Donna Marie Osborne
Frank Pippy
M. A. P. Renouf
Brian Alan Roberts
Hans Rollmann
Francis G. Shapter
Dennis B. Sharpe



George Beckett, right, associate university librarian with the Health Sciences Centre Library, received a certificate marking 25 years of service from President Axel Meisen.

Photo by HSIMS

Sheila B. Silver
Clarinda Skanes
Ken C. Stanley
George C. Summers
Donald A. Tennent

Sharon M. Wall
Patrick W. Webber
Randy G. White
Nolan White
Irene A. Whitfield
Annette Williams

30 Year Recipients



Teresa Toope, who works in the Department of Chemistry, was honoured for 30 years of service.

Photo by HSIMS

Shirley V. Atkins
Paul Bendza
Lillian M. Beresford
Rosalyn Blackwood
Brian J. Cahill
Marilyn L. Collins
Douglas W. Collins
Jennifer C. Dawe
Lewis R. Fischer
Joan Fowlow
Harold J. Gibbons
Gail D. Green

Virginia A. Harger-Grinling
Carol Hawco
Christopher D. Hayes
Mary C. Hayes
Kjellrun K. Hestekin
Edward F. Hipditch
Fred A. Hiscock
Robert Hyde
Carol A. Kennedy
William J. McGrath
Eric P. Mintz
Elizabeth Oates

Ingrid U. Pardoe
Margaret Y. Pippy
Richard D. Predham
M. D. Azizur Rahman
Wayne Rowe
Jane T. Ryan
Shirley M. Solberg
Leo Spurrell
Brian W. Tiller
Teresa Toope
Sharon L. Walsh
Wayne F. Yetman

35 Year Recipients

Eleanor E. Bennett
Theresa B. Bradbury
Walter Joseph Cherwinski
Richard H. Ellis
Adrian J. Fowler
Norman Garlie

Morley D. Garrett
Lan T. Gien
Verena F. Gosse
Malcolm J. Grant
Carolyn A. Harley

Sonja M. Jerkic
Madonna J. King
Luis J. Lobo
Bernard T. O'Dwyer
Wanda M. Parrott
Catherine G. B. Penney

Gordon J. Power
Gary E. Riser
Shannon Ryan
Ronald D. Schwartz
John A. Scott

Michael F. Sherrick
Keith Storey
John E. Strawbridge
Danny Summers
Donna Walsh
Steven B. Wolinetz

40 Year Recipient

Peter Booth

Retirements



A respected and admired member of Memorial's Faculty of Education recently retired. **Dr. Norm Garlie** worked at the university for 35 years. A special reception was held in his honour on Oct. 31. From left: Dr. Lynda Younghusband, assistant professor in the university's Counselling Centre and former grad student of Dr. Garlie's; Sister M. Perpetua Kennedy, retired from the Faculty of Education; Debbie Forward, president of the Newfoundland and Labrador Nurses' Union who is also a former grad student of Dr. Garlie's; Dr. Mildred Cahill, Faculty of Education; Dr. Garlie; and Dr. Glenn Sheppard, retired from the Faculty of Education.



Co-workers, friends and family gathered on Oct. 20 for a farewell party for **Selena Delahunty**, a math learning instructor with Memorial's Mathematics Learning Centre for the past 15 years. Selena was a valued employee at the university and was presented with a number of gifts for her service to Memorial.



Longtime Memorial employee **Jeanette Doran** was surrounded by friends, co-workers and family during her retirement party on Oct. 10 at Bitters. Jeanette, who was a work control dispatcher with the Department of Facilities Management, devoted 27 years of her career to Memorial. From left (front row): Linda Renouf, Jeanette's daughter and Jeanette. From left (back row): Steve Doran, Jeanette's husband; Clyde Snow, planner/estimator, Work Control; Beverly Preston, work control dispatcher; Tim Marshall, manager, Work Control; and Bob French, planner/estimator, Work Control.

Bob Dillon, manager of custodial services with the Department of Facilities Management, bid adieu to Memorial earlier this fall. A special reception was held in his honour on Oct. 24. Bob, who worked with the university for 13 years, was joined by staff from his unit during the ceremony. Here he proudly shows off a print presented to him as a retirement gift.



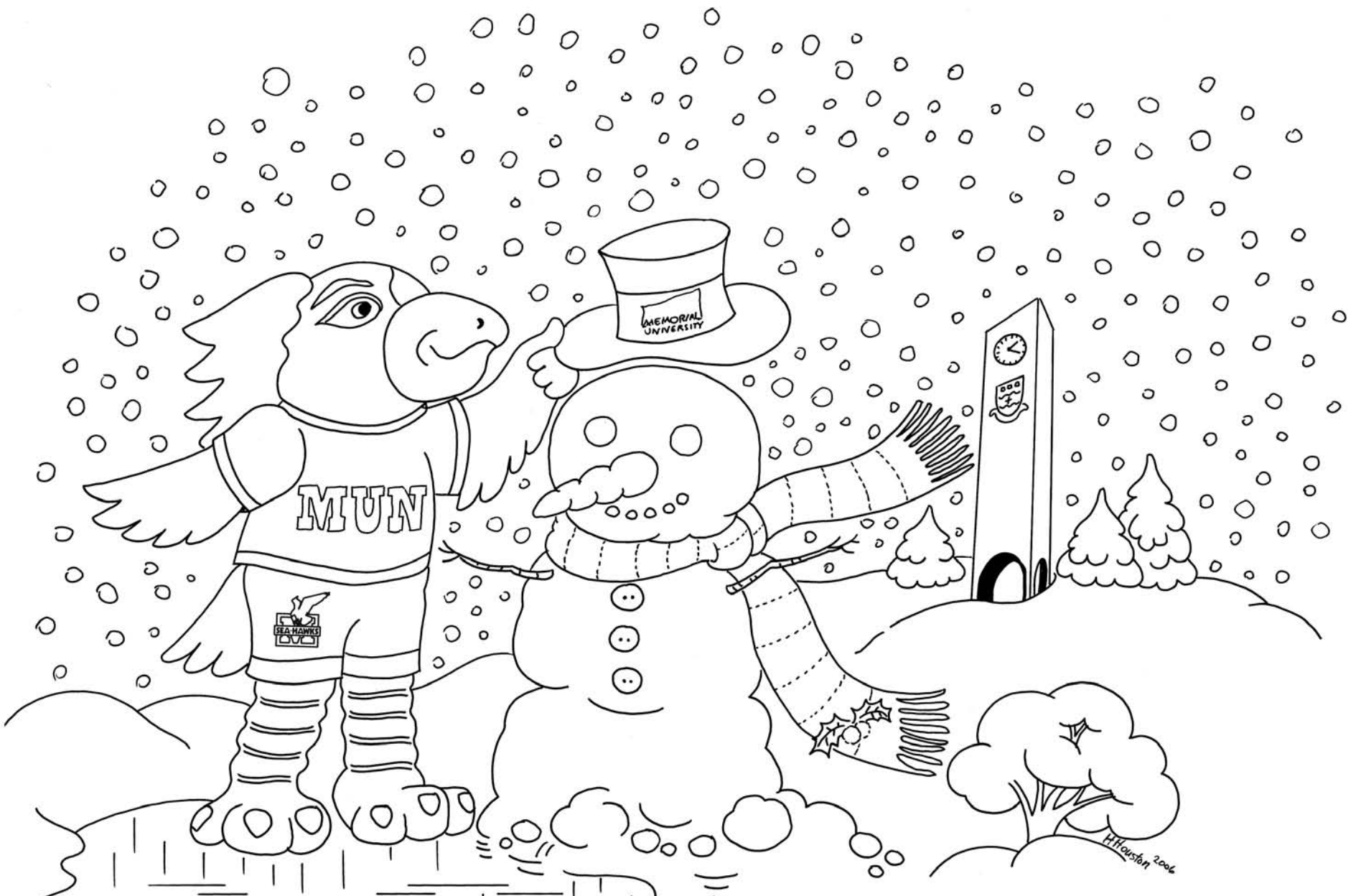
A well-known – and longtime – member of Memorial's Campus Enforcement and Patrol (CEP) team retired on Oct. 13. **Maurice Gillingham** worked at the university for 31 years and was the assistant manager of CEP (traffic and parking). Here Maurice (right) accepts a gift from Darrell Miles (left), director of Facilities Management, and John Browne (centre), manager of CEP, at a reception in his honour this fall.



2006 Colouring Contest!

In the spirit of the winter season, we're starting a new contest here at *The Communicator*. Pass this colouring page onto a young family member, encourage them to put their magic touch on Sammy the Sea-Hawk and this winter wonderland, and then bring the sheet back to work with you. We'll award prizes for individual age categories in the new year.

The contest is open to all relatives of Memorial employees between the ages of 3 and 10. Send submissions via internal mail to the Department of Human Resources, A-4031. Deadline for entries is **Jan. 8, 2007**. Be sure to help them fill out the form below!



Name of child: _____	Age category: (circle one) 3-5 6-8 9-10	Boy or girl (circle one): Boy Girl
Relative's name: _____	Department: _____	Work number: _____

Lisa Hollett,
Director of Human Resources



Where did 2006 go? Each night, when I answer my daughter's question: "How many more sleeps until Santa?" I am aware that 2006 is almost behind us. For me, 2006 was a year of authenticity as I learned that in order to contribute my best, I have to be the truest version of me possible.

The Department of Human Resources has had a number of successes over the past few months. We have entered a partnership with the School of Human Kinetics and Recreation to provide ergonomic assessments and follow-ups internally using university resources and expertise to benefit students and employees. The remaining staff collective agreements were concluded. The wellness fair and flu clinics were well received. An employment equity survey was conducted and the analysis has begun.

The Employee Benefits Committee has been working closely with our department to establish a new optional life insurance benefit to provide greater protection for spouses and dependent children. As with our current "employee only" optional life insurance, this new benefit will be fully paid by employees who are interested in

acquiring additional coverage for their spouses and dependent children. Coverage on spouses will be available in units of \$10,000 up to a maximum of \$200,000 and premiums will be determined based upon the spouse's age and whether they are a smoker or non-smoker. Coverage for dependent children will be a flat amount of \$10,000. Preparations are underway to introduce this new benefit and we expect to provide employees with individual information packages shortly.

Over the next few months we will be working on understanding the impact of changes to the Human Rights Code around age discrimination; pursuing initiatives arising out of the Katz Report, including the finalization and roll-out of a Respectful Workplace Policy; conducting an employee opinion survey; and we will be engaged in a review of our employment systems to identify and correct any systemic discrimination in our processes.

The Department of Human Resources has taken steps to ensure that Memorial can achieve the people aspects of the strategic plan. We have recently hired two full-time learning and development officers. I would like to congratulate Lynn Best and Anne Marie O'Keefe-Penney on their appointments to these roles which

report to Robert Barker, manager of Organizational Development. Anne Marie is immediately moving to a secondment as manager of Continuing Professional Development Programs with the Faculty of Medicine. Kim Slaney, data entry operator, has accepted a one-year appointment to the position of senior clerk in Administration and Systems Integration and will work with Karen Stockley to provide systems support over the next year. Gail Greenslade is rejoining our department in Kim's position. I would also like to take this opportunity to welcome Tina Mulcahy as our compensation analyst in Recruitment.

I believe 2007 will be a year of creation, a year of transformation for Memorial and for Human Resources, a year of respecting our history and celebrating our future.

Please join other members of the Memorial community to celebrate the season with the university Christmas party on Dec. 19 and the Annual Carol Sing on Dec. 22. Please remember to celebrate in a safe and respectful manner and enjoy all that the season has to offer.

I would like to hear from you and make sure this column meets your needs. Please send any comments or questions to ljhollet@mun.ca or call 709-737-4615.

Cheers, Lisa



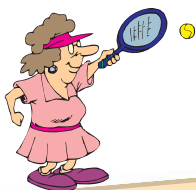
Submitted photo

Signed, sealed and delivered

On Nov. 14, 2006, the members of the Marine Institute and the Newfoundland and Labrador Association of Public and Private Employees (NAPE) bargaining teams met with the executive director of the MI and Memorial's director of the Department of Human Resources to sign a recently negotiated collective agreement. The parties celebrated the successful negotiation of an agreement for 110 support staff at the MI. The agreement will be in place until March 31, 2008.

From left (front row): Claude Horlick, associate director, Human Resources; Dinah Helpert, president of the MI Support Staff Local 7850; Glenn Blackwood, executive director of the MI, and Colleen Morrison, Employee Relations Office, NAPE.

From left (back row): Lisa Hollett, director of HR; Mike Fowler, manager HR at the Marine Institute; Ray Fitzgerald, aquaculture custodian; Dave Casey, School of Maritime Studies; Fred Christian, manager, Finance and Contracts; and Ken Hall, custodian, MI.



UNIVERSITY HOLIDAYS FOR 2007

NEWFOUNDLAND ASSOCIATION OF PUBLIC EMPLOYEES LOCALS 7801, 7803 AND 7804

New Year's Day
Good Friday
Victoria (Commonwealth) Day
Memorial Day
Regatta Day

Labour Day
Remembrance Day
Christmas Day
Boxing Day

ADMINISTRATIVE, TECHNICAL AND TECHNICAL SUPPORT STAFF

New Year's Day
Second January Holiday
Mid-March
Good Friday
Victoria (Commonwealth) Day
Discovery Day
Memorial Day
Mid-July
Regatta Day

Labour Day
Thanksgiving
Remembrance Day
Christmas Day
Boxing Day

Monday, Jan. 1
Friday, April 6
Monday, May 21
Monday, July 2
Wednesday, Aug. 1
(or as designated)
Monday, Sept. 3
Monday, Nov. 12
Tuesday, Dec. 25
Wednesday, Dec. 26

Monday, Jan. 1
Tuesday, Jan. 2
Monday, March 19
Friday, April 6
Monday, May 21
Monday, June 25
Monday, July 2
Monday, July 9
Wednesday, Aug. 1
(or as designated)
Monday, Sept. 3
Monday, Oct. 8
Monday, Nov. 12
Tuesday, Dec. 25
Wednesday, Dec. 26

ACADEMIC STAFF MEMBERS

New Year's Day
Second January Holiday
Good Friday
Memorial Day
Labour Day
Thanksgiving
Remembrance Day
Christmas Eve
Christmas Day
Boxing Day
New Year's Eve

MARINE INSTITUTE

New Year's Day
Mid-March
Good Friday
Easter Monday (management and support staff only)
St. George's Day (instructors, demonstrators & tech. assistants only)
Victoria (Commonwealth) Day
Discovery Day
Memorial Day
Mid-July
Regatta Day

Labour Day
Thanksgiving
Remembrance Day
Christmas Day
Boxing Day

Monday, Jan. 1
Tuesday, Jan. 2
Friday, April 6
Monday, July 2
Monday, Sept. 3
Monday, Oct. 8
Monday, Nov. 12
Monday, Dec. 24
Tuesday, Dec. 25
Wednesday, Dec. 26
Monday, Dec. 31

Monday, Jan. 1
Monday, March 19
Friday, April 6
Monday, April 9
Monday, April 23
Monday, May 21
Monday, June 25
Monday, July 2
Monday, July 9
Wednesday, Aug. 1
(or as designated)
Monday, Sept. 3
Monday, Oct. 8
Monday, Nov. 12
Tuesday, Dec. 25
Wednesday, Dec. 26



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

Appointments – tenure-track

Dr. Jeff Webb, Department of History, assistant professor, Sept. 1, 2007

Appointments – regular term

Tashia Batstone, Faculty of Business Administration, lecturer, Sept. 1, 2006

Appointments – other

Peggy Coady, Faculty of Business Administration, acting associate dean (academic programs), Oct. 1, 2006

Noeleen Wadden, Co-operative Education, co-operative education co-ordinator I, Oct. 19, 2006

Cross Appointments

Dr. Dale Corbett, Faculty of Medicine, to the Department of Psychology, Sept. 1, 2006

Dr. Daniel MacPhee, Faculty of Medicine, to the Department of Biochemistry, Sept. 1, 2006

Retirements

Dr. William Bavington, Faculty of Medicine, associate professor, Aug. 31, 2006

Dr. Peter Booth, Department of Mathematics and Statistics, professor, Aug. 31, 2006

Dr. Ian Bowmer, Faculty of Medicine, professor, Oct. 31, 2006

Dr. Hermann Brunner, Department of Mathematics and Statistics, professor, Aug. 31, 2006

N. Bruce Bussey, Sir Wilfred Grenfell College, associate professor, Dec. 31, 2006

Dr. Murray Colbo, Department of Biology, professor, Aug. 31, 2006

Selena Delahunty, Math Learning Centre, math learning instructor, Aug. 31, 2006

Dr. Goverdina Fahraeus-Van Ree, Department of Biology, associate professor, Aug. 31, 2006

Dr. Dzintra Fernandez, Faculty of Medicine, professor, Aug. 31, 2006

Dag A. Friis, Faculty of Engineering and Applied Science, professor, Aug. 31, 2007

Dr. Richard N. Hiscott, Department of Earth Sciences, professor, Aug. 31, 2007

Helen Jones, Department of English, Language and Literature, associate professor, Aug. 31, 2006

Dr. Ming-Hsiung Kao, Department of Biology, associate professor, Aug. 31, 2006

Dr. Sandra Kromm, Department of English, Language and Literature, associate professor, Aug. 31, 2006

Dr. Maurice Oleson, Department of Mathematics and Statistics, associate professor, Aug. 31, 2006

Dr. Shannon Ryan, Department of History, professor, Aug. 31, 2006

Dr. David Thompson, Department of Philosophy, professor, Aug. 31, 2006

ADMINISTRATIVE

Appointments

Sally Ackerman, Faculty of Medicine, education specialist, Sept. 5, 2006

Craig Collins, Department of Computing and Communications, pc consultant II, Oct. 16, 2006

Darryl Pike, Faculty of Engineering and Applied Science, manager of engineering laboratories, Sept. 7, 2006

Contractual to permanent

Donna Barron, Queen Elizabeth II Library, library assistant I, Sept. 6, 2006

Grace Butler, Queen Elizabeth II Library, library assistant I, Sept. 6, 2006

Juanita Ford, Division of Marketing and Communications, intermediate clerk stenographer, Oct. 3, 2006

Kelly Knight, Office of the Registrar, co-ordinator – university liaison, Sept. 25, 2006

Sheila Penton, Office of the Dean of Science, mathematics learning instructor, Aug. 27, 2006

Stephen Scott, Sir Wilfred Grenfell College, microcomputer support specialist, March 3, 2006

Diane Stuckless, Faculty of Medicine, secretary, Sept. 14, 2006

Adam Taylor, Department of Computing and Communications, postal clerk I, Sept. 4, 2006

Colleen Woolgar, Queen Elizabeth II Library, library assistant I, Sept. 19, 2006

Contractual appointments (one year or more)

Lynn Best, Department of Human Resources, learning development officer, Nov. 13, 2006

Hayward Blake, Faculty of Education, co-ordinator – field services, Sept. 1, 2006

Amanda Butt, Faculty of Medicine, program co-ordinator – safetyNet, Oct. 2, 2006

Erika Hansford, Faculty of Medicine, research assistant I, Sept. 5, 2006

John Hunter, Faculty of Medicine, instructional design specialist, Oct. 10, 2006

Marc Kawaja, Faculty of Medicine, research assistant II, Sept. 29, 2006

Rebecca Lam, CREAT Network, research laboratory co-ordinator II, Sept. 1, 2006

Carl Noseworthy, Sir Wilfred Grenfell College, staff accountant, Oct. 30, 2006

Tammy Perry, Faculty of Medicine, multimedia specialist, Oct. 10, 2006

Glenn Piercey, CREAT Network, research laboratory co-ordinator I, Sept. 1, 2006

Alain Potrel, CREAT Network, research laboratory co-ordinator II, Sept. 15, 2006

Marsha Roche, CREAT Network, senior clerk, Nov. 6, 2006

Kelly Squires, Faculty of Engineering and Applied Science, intermediate clerk stenographer, Oct. 3, 2006

Tracy Thorne, Office of the Registrar, assistant registrar, Oct. 9, 2006

Cynthia Whitton, Faculty of Medicine, manager, continuing professional development, Oct. 23, 2006

Promotions and transfers

Beverly Evans-Hong, Department of German and Russian, administrative secretary, Sept. 21, 2006

Linda Holwell Tibbo, Sir Wilfred Grenfell College, library assistant VII, Sept. 1, 2006

Karen Hulan, Department of Facilities Management, accounts clerk, Sept. 8, 2006

Patrick Miskell, Queen Elizabeth II Library, library assistant VI, Sept. 12, 2006

Henry Murphy, Department of Biochemistry, supply supervisor, Oct. 2, 2006

Heather O'Brien, Office of the Vice-president (Research), senior secretary, May 29, 2006

Deborah Parrott, Faculty of Medicine, secretary, Nov. 1, 2006

Nancy Parsons, Housing, Food and Conference Services, assistant director – operations, Oct. 9, 2006

Lisa Small, Sir Wilfred Grenfell College, library assistant IV, Sept. 26, 2006

Mike Woodfine, Department of Facilities Management, tractor operator, Oct. 26, 2006

Retirements

Robert Dillon, Department of Facilities Management, manager of custodial services, Oct. 27, 2006

Jeanette Doran, Department of Facilities Management, work control dispatcher, Sept. 25, 2006

Carol Earle, Queen Elizabeth II Library, library assistant IV, Oct. 2, 2006

Maurice Gillingham, Department of Facilities Management, assistant manager – campus enforcement and patrol, Oct. 13, 2006

Marie Iams, Sir Wilfred Grenfell College, laboratory instructor, Apr 28, 2006

Secondments

Bridget Ghaney, Housing, Food and Conference Services, intermediate secretary, Sept. 1, 2006

Crunching the numbers

Phase two of four-step review underway

The numbers are in and officials from the Department of Human Resources are currently taking a closer look at the make up of Memorial's workforce.

Earlier this fall, the first of a four-phase mandatory review of the university's employment equity program was completed, giving the department a better snapshot of who works at Memorial.

As a result of the equity questionnaire completed by employees in September 2006, Human Resources has employment equity data on almost 90 per cent of Memorial's workforce. According to the results, 4.23 per cent of employees self-identified as visible minorities; 2.71 per cent said they were a person with a disability and 0.78 per cent said they were aboriginal, while 49 per cent of Memorial's workforce is female.

Amy Wyse, employment equity officer with the Department of Human Resources, said she's encouraged by the response rate. She said the questionnaire is important because it helps officials gauge the true composition of Memorial's workforce.

"This information will help the university determine whether or not Memorial's workforce properly reflects the population and labour force," she said. "Human Resources is now in the process of producing a detailed analysis of our workforce based on job classifications.

"This process ensures that the university will be in compliance with the Federal Contractors Program," Ms. Wyse added. "Compliance with this program allows the university to continue to receive contracts and research money from the federal government. It also ensures that the university is an equitable employer and that our workforce is diverse."

Employees will be asked to update and confirm their employment equity information periodically.

As well, the Employment Equity Committee began meeting on a regular basis in December 2006. That group is made up of representatives from the more than 500 Memorial employees who volunteered to participate in committees and focus groups in order to support the employment equity program.

"It's definitely encouraging that so many employees are willing to contribute," Ms. Wyse added.

To find out more information about the Federal Contractors Compliance review, visit www.mun.ca/equity, e-mail equity@mun.ca or call Amy Wyse at 737-2548.

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Carol Sing, 2006

In preparation for the Christmas season, I extend a cordial invitation to all faculty, staff, students and those retired from the university community to come along to the annual Carol Sing on Friday, Dec. 22, 2006.

Arrangements have been made for refreshments to be served in the foyer of the Arts and Administration Building at 10 a.m., followed by lots of singing and merriment in the Robert G. Reid III Theatre at 10:45 a.m.

I would be very happy if you would add to the spirit of the occasion by having your family join in the festivities.

Merry Christmas to you all!

Santa
North Pole
Ho! Ho! Ho!

How will you ring in 2007?

New Years is a time to look back and to look ahead. My wife and I will be trying to fit in a trip to Ireland this coming year – to experience the music, culture and people first hand. Professionally I'm looking forward to acquiring some new skills by learning Adobe Flex, a new technology for developing rich Internet applications. My wife and I both lost a parent in the last 12 months as well, so we'll be looking back and remembering them with fondness as we ring in the New Year with friends.



Photo by Jeff Green

Allan Farrell
Research Computing Specialist
Faculty of Arts

This year, my husband and I will be celebrating with my friends who do not have family in St. John's. We're planning to have dinner at my house and then play a few games of cards. At midnight, we'll head downtown to watch the fireworks. If we still have any energy after that, we'll drop by a café to warm up with some hot drinks and enjoy chatting about the New Year.



Photo by Kimberly Thornhill

Jinghua Nie
International Student Co-ordinator
Marine Institute

Until this year I was away from the province and away from my relatives for a long period of time. I'm looking forward to a down-home Christmas on the Northern Peninsula. Hopefully, we'll do some snowmobiling and get reacquainted with family. And of course there'll be some good old Newfie kitchen parties to ring in the New Year! I've missed that for a long time and our children need to rediscover their roots.



Photo by Pamela Gill

Bruce Bryne
Shop supervisor/stagecraft carpentry instructor, Theatre program
Sir Wilfred Grenfell College

This year I will be going to Flemington, N.J. to spend the holidays with my brother and his family. Maybe you'll see me in Time Square on New Year's Eve! I never make



Photo by Jeff Green

New Year's resolutions. My philosophy is that if you want to do something, just do it. About 13 years ago, I decided to live a more active lifestyle. Keeping fit is the key to being able to enjoy everything else in life, and now that the university offers employees the Preferred Rate Program at The Works, it's really convenient. This year, I think I'll try something new. I don't know what yet, but when I find it, I'm going to just do it.

Maria e Silva
Secretary to the Assistant Directors
Department of Facilities Management

What do you like about working at Memorial?

“I'm very happy to be at Grenfell because of the small class size and the opportunity to work with students on a more individual basis. I think that Memorial offers a number of advantages to junior faculty: access to good research support, a collegial atmosphere and hard-working students.”

Dr. Edwin Bezzina
assistant professor
Historical Studies Program
Sir Wilfred Grenfell College



Photo by Pamela Gill

Little fingers little toes



The Memorial family welcomes its newest additions

On Saturday, Aug. 26, 2006, **Wayne Mitchelmore**, manager, QE II information technology services, and his wife Tina proudly welcomed their second son, Ash Carter Mitchelmore.

Eli Diamond, a lecturer in the Philosophy Department at Grenfell College, and his partner Kieva Diamond welcomed their first child, Harlow Solomon Diamond, on Friday, Oct. 13.

Days Gone By

We admit it was a tough one to guess. In the fall 2006 issue, we asked you where this interior photo was taken. Only a handful of people correctly identified it as the entrance of what's now known as the Henrietta Harvey Building, which housed our library before our current facility was built. Congratulations to **Dr. John Hewson**, professor *emeritus* from the Department of Linguistics who also has the apt title of Henrietta Harvey Professor. As Dr. Hewson pointed out, when this picture was taken, the building “wasn't the Henrietta Harvey Building at the time; it was simply the Library Building. The new name came later, after the Henrietta Harvey Endowment was made.”



Take a look at the picture to the right. **Where was it taken? Again, be as specific as possible.** Send your submissions to jeffg@mun.ca for a chance to win a unique Memorial prize. The contest is open to all Memorial faculty, staff and pensioners, and the deadline is **Feb. 2, 2007**. One entry per submission. Include your name, work number and your department in the e-mail.

Thanks to Linda White in the Archives and Manuscripts Division in the Queen Elizabeth II Library for helping with this contest.

Enter to win a unique Memorial prize!

