

# Excursion in from around the bay

## Growing number of employees sharing rides to work

Memorial employees and faculty are being encouraged to become more environmentally conscious as part of new university-wide initiative. Project Green, a student-run volunteer group, is urging staff to take small steps to help preserve the environment – including carpooling.

The group launched its program, known as Ride Share, earlier this year. A new website – [www.mun.ca/rideshare](http://www.mun.ca/rideshare) – was created to highlight the benefits of sharing a ride to work. Information including listings of employees looking for either a ride to work or co-workers looking for somebody to share a ride with, has also been uploaded to the university portal, [my.mun.ca](http://my.mun.ca).

On the St. John's campus, Project Green is now hoping more employees will follow the lead of dozens of current staff and faculty who share a ride to work from places all over the Avalon Peninsula including Harbour Grace, Bay Roberts, Avondale and Green's Harbour.

Nancy Dawe, a phototypesetter with Printing Services, has been commuting from Coley's Point for more than 23 years. She said sharing a ride to work with her husband and two of his co-workers, who have jobs downtown, allows her to work in the city but enjoy living in a smaller town.

"My friends and family are in the area I live and my children wouldn't want to live anywhere else," said Ms. Dawe, who has worked at Memorial for 26 years. She said sharing one vehicle is a lot easier than having separate cars on the road. "We all get along and I get a nap before I get home and start my next job – housecleaning," she said with a laugh.

"Having the convenience of letting someone else drive – especially in the winter is also an added bonus," said Gloria McHugh, an accounting clerk in the Grant's Office with Financial and Administrative Services. She drives her car from Georgetown to Colliers and then shares a ride into St. John's. "Another benefit is the fact that I can sit back and let someone else drive. I also save on gas, there's less mileage on my vehicle and sharing a drive makes for some interesting conversation," said Ms. McHugh, who has worked at Memorial for 17 years.

"Environmentally, it's a good idea to keep as many cars off the roads as we can," added co-worker Rosalita Walsh, a clerk stenographer with the School of Human Kinetics and Recreation for the past five-and-a-half years. She carools from her



Photo by Chris Hammond

An increasing number of employees – many of whom live in areas outside of the St. John's area – are now sharing rides to and from work to do their part to help preserve the environment. From left: Memorial employees Gloria McHugh, Rosalita Walsh and Nancy Dawe.

home in Avondale.

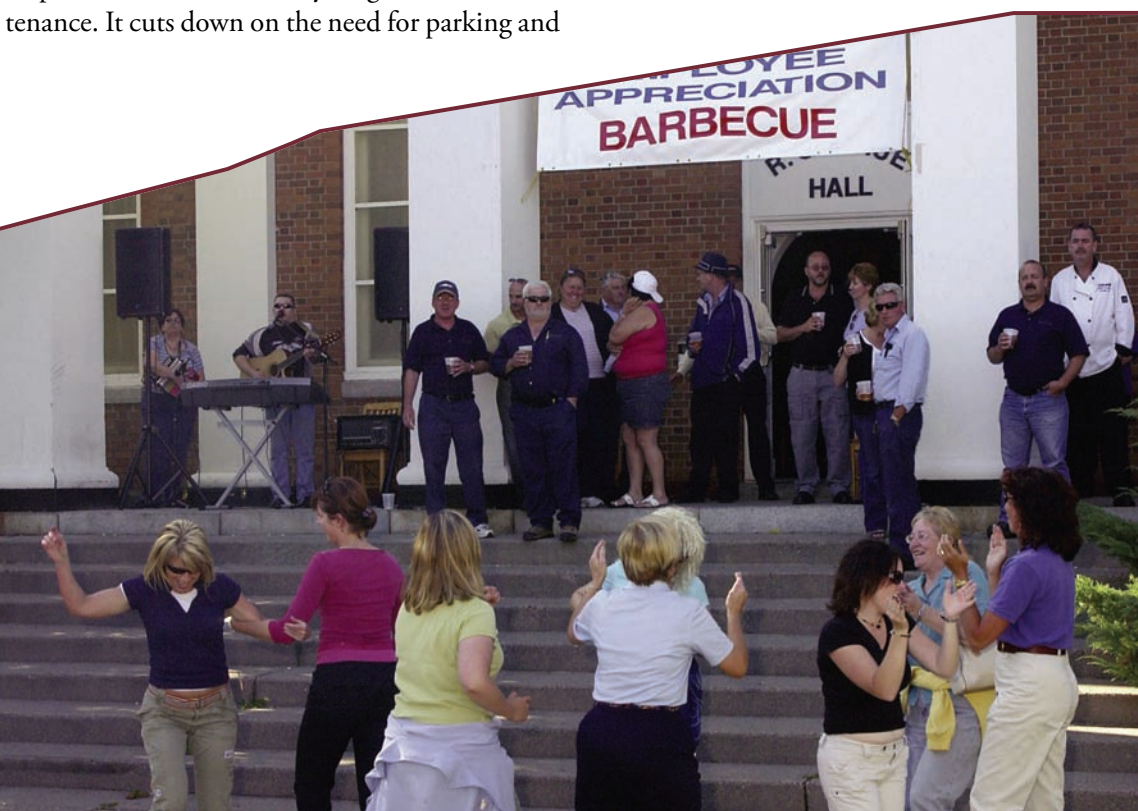
That attitude is comforting for Katie Temple, treasurer with Project Green and a graduate student in Community Health. She said it's great to know so many employees are environmentally conscious. "Carpooling has countless benefits," she said. "It helps individuals save money on gas and car maintenance. It cuts down on the need for parking and

reduces traffic congestion. And, of course, the environmental benefits of reducing air pollution and greenhouse gas emissions which contribute to climate change."

To learn more about Ride Share, visit [www.mun.ca/rideshare](http://www.mun.ca/rideshare) or [www.mun.ca/projectgreen](http://www.mun.ca/projectgreen).

## Summer social

Dancing up a storm was just part of the fun during this year's annual employee appreciation summer barbecue for faculty and staff from the Marine Institute and the St. John's campus. The event was held on Tuesday, Aug. 29, and was an opportunity for the university administration to thank employees – and pensioners – for their hard work and dedication. A similar event was held at Grenfell College.



## INSIDE

People profile: Dr. Norman Lee . . . . .	2	Career Scene . . . . .	7
Memorial goes scent free. . . . .	3	Advice for new employees. . . . .	8
Annual fall celebrations kick into high gear . . . . .	4	Photo contest: Enter today! . . . . .	8
Celebrating employees who've done well. . . . .	5		

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# From the president



By the time you read this edition of *The Communicator*, we'll be well into the new academic year and past Thanksgiving. I hope that you had a good start to the year and enjoyed the peace and tranquility of the Thanksgiving weekend. We have much to be grateful for in this wonderful province.

Memorial University is playing an increasingly important role in the life of our province and we want to make the best possible contributions to the well-being of the people in Newfoundland and Labrador and beyond. This is one of the reasons we are in the process of developing a new strategic plan for the university — a plan that will guide us for the next five to 10 years. Key questions are whether we should grow, and if so, how to achieve this. Growth means not only more students and therefore more opportunities for them, but growth also means new programs, new faculty and new staff. It also means more financial resources and better facilities for everyone. Growth will not be easy to achieve because

**Memorial University is playing an increasingly important role in the life of our province and we want to make the best possible contributions to the well-being of the people in Newfoundland and Labrador and beyond.**

the number of high school graduates, our traditional source of undergraduate students, is declining in the province and there are many other universities which are competing for our students. However, I am convinced that we can be successful with a growth strategy if we generate good ideas and continue to offer our students and employees an excellent environment within which to study and work.

I therefore invite you to participate in the development of the strategic plan. You can learn about the plan by going to the web page [www.mun.ca/vpacademic/reports.php](http://www.mun.ca/vpacademic/reports.php), where you can also submit your comments. In addition, university assemblies have been scheduled for the St. John's campus and at Sir Wilfred Grenfell College to discuss the strategic plan.

I just mentioned the importance of a good environment for all members of our university community. This is why I am giving much thought to the issues that were raised in the recent report prepared by Dr. Shirley Katz. While the report has not yet been released due to privacy concerns, you

can read the key findings and recommendations at [www.mun.ca/marcomm/home/katz\\_report.php](http://www.mun.ca/marcomm/home/katz_report.php). For each recommendation, we identified some members of the university community to study the issue and make proposals. If you would like to participate in these deliberations or have comments, please let us know by writing to [president@mun.ca](mailto:president@mun.ca).

As you know, visitors frequently come to our campuses and I talk with many of them about our university. They always comment on our remarkable achievements, facilities, students and dedicated employees. It is therefore only fitting that we also celebrate them in a major way at least once a year. MUNdays will take place from Oct. 25 to 29 on our campuses in this province and I invite you to participate in its rich variety of programs. You can find information on the events at [www.mun.ca](http://www.mun.ca) and in the *Gazette* and in this issue of *The Communicator*.

With best wishes,

*Signed*

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

## People profile

More than 15 years after cracking his first book for his undergraduate studies in biochemistry, life has come full circle for the affable head of Memorial's Student Health Service.

Dr. Norman Lee is back at his *alma mater* heading up one of the busiest student clinics in Atlantic Canada. The native of Brookfield, Bonavista Bay, started working at Memorial in August 2005, taking over as chief physician from respected and long-time employee Dr. Russell Harpur.

Along with seven other staff members — including three physicians, a nurse, two receptionists and an office manager — Norman is now responsible for providing quality services to the roughly 70 patients a day — or 10,000 a year — who visit the clinic in the University Centre.

It's a hectic job, but he's up for the challenge.

"I get to help solve problems every day which makes a difference to people," he said with a smile. "There's always something new to learn here. I'm always challenged and it's never boring. That's partly because of the people I work with. We have a

great atmosphere here. We do our best to celebrate things and keep our morale up. Working here keeps me young at heart."

It has also helped Norman strike a balance between work and family life which he never had before when he practised in clinics in Twillingate, Carbonear, Whitbourne and Western Bay, and as a family and emergency physician and hospitalist in Port Perry, Ont., from 2002-2004. A year and a half into his job, he said he's delighted to be back at Memorial.

"Since coming here, I've had a chance to work with a

wide variety of interesting people in a range of fields," said Norman who also has a certificate in neuroanatomical acupuncture. "That's not possible in private family practice. As a physician, I've also had the opportunity to learn a great deal clinically about things such as sexually transmitted infections and be a resource for my colleagues in the province."

A father of two young children — three-year-old Milo

and one-year-old Oliver — Norman has a strong affinity with Memorial. Not only did he complete his undergrad and PhD here, he was also president of Burke House in Paton College, while his wife lived in Hatcher House. Today, his brother Bob is a lecturer for first-year English courses.

"I get confused for him all the time," Norman said with a chuckle. "I really do love working here and being a part of Memorial again."

Growing up "around the bay," Norman worked in a fish plant in Greenspond while in high school, where he sorted capelin for two years. He eventually followed in his father's footsteps and set his

sights on medical school.

To find solace from Memorial's busy student clinic, Norman enjoys recharging his batteries either trying his luck at either some Chinese wok cooking, oil painting or photography.

He said it is paramount that employees find a little time for themselves in the hustle and bustle of work and home life.

"I've always had the philosophy: work as hard as you play, play as hard as you work," he said in his office. "If you can do both at the same time, then you've got it made."



**Dr. Norman Lee**

## 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](mailto:jeffg@mun.ca) or call 737-2142.



## Obituaries

**Dr. James L. Butrica**, a faculty member from the Department of Classics, passed away July 20, 2006, at the Miller Centre in St. John's at the age of 55, after a year-long battle with cancer.

**John (Jack) Joseph Doody** passed away on July 31, 2006, after celebrating his 83rd birthday on July 7 with his family. He retired in 1985 after 28 years at Memorial at a youthful 65, took up downhill skiing and bought a new motorcycle, which he drove until last year.

**Dr. Charles Lee**, a faculty member from the Department of Mathematics and Statistics, passed away suddenly on Thursday, Aug. 31, 2006, aged 59 years.

## THE COMMUNICATOR

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Anne Hart

## Top honour for former librarian

Nearly 10 years after retiring from Memorial, a respected librarian, researcher and biographer was recently awarded an honorary doctor of letters degree during the fall session of convocation.

Anne Hart, who was head of the Centre for Newfoundland Studies (CNS) in the Queen Elizabeth II Library in St. John's for 20 years, was selected for her contributions to Newfoundland studies.

"I was quite overwhelmed, actually," she said recently. "Memorial is a very fine university and very dear to me. To think I'll now be able to say I'm one of its alumnae is a great privilege."

Ms. Hart grew up in Nova Scotia and received an arts degree from Dalhousie University and a library science degree from McGill University. She started working at Memorial in 1973, eventually replacing Agnes O'Dea, who also received an honorary doctorate from Memorial in 1987, as head of the CNS. During Ms. Hart's tenure she worked tirelessly to add to the centre's massive collection focused on Newfoundland and Labrador.

Since retiring from Memorial, Ms. Hart – who is also an honorary research librarian with the university and a

member of the Order of Canada – has been busy working on several other writing projects. She collaborated with Dr. Roberta Buchanan, professor *emerita* in English, and geology alumnus Bryan Greene on the well-received, *The Woman Who Mapped Labrador: The Life and Expedition Diary of Mina Hubbard*.

She is also known for biographies of fictional characters including Agatha Christie's Miss Jane Marple and Hercule Poirot, both of which have been translated into seven languages.

Ms. Hart received her honorary degree during fall convocation on Oct. 20.

Meanwhile, another longtime employee of Memorial was also awarded an honorary degree on Oct. 20. Dr. Alison O'Reilly Feder, a leader in Irish studies, taught at Memorial for almost 40 years. She served as president of the Canadian Association of Irish Studies and organized a successful conference at Memorial in 1977 out of which came a collection of essays, *Literature and Folk Culture: Ireland and Newfoundland*. In the 1980s, she began a study of neglected Newfoundland novelist, Margaret Duley, which was published in 1983.

## Memorial launches scent awareness campaign

A new campaign is aiming to make Memorial an even better place to work by asking people to use their common sense instead of perfumed scents.

The scent-free awareness campaign kicked off this fall, encouraging anyone who works, attends or visits Memorial not wear strong-scented products such as perfumes and colognes or scented hairsprays and deodorants – anything that could potentially trigger life-threatening reactions for those with allergies.

A 2001 Human Resources' Wellness and Active Living survey indicated that four per cent of Memorial employees have been diagnosed with multiple chemical sensitivities and more than 50 per cent of workers said that having a scent-free workplace would be beneficial.

One of those people with multiple allergies is Judy Casey, manager of scholarships and awards, Student Success Programs, with Student Affairs and Services in St. John's. She has a range of allergies and sensitivities to things such as mint, smoke, dust, pollens and some foods. She said creating a scent-free workplace will help make life a little easier for her while at work.

"Allergies such as these can make life very miserable for people suffering with them but it's not like an illness that's visible to other people so it can be easily ignored," said Ms. Casey. "It can be quite serious to the sufferer."

Her symptoms can include watery eyes, headaches, shortness of breath and/or an all-out asthma attack. Nearly

all of her allergies cause her to be congested most of the time.

Ms. Casey said she was delighted when the scent-free campaign was rolled out this fall.

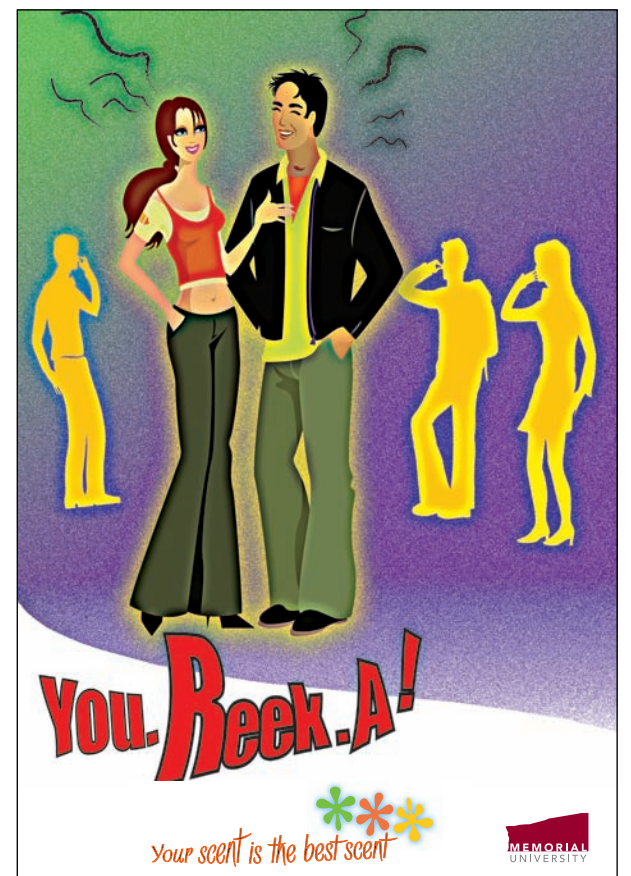
"In my opinion it's as important as the non-smoking campaign – more and more people are developing scent-related allergies and it's important that people around them are taking it seriously and doing something about it," she pointed out.

Implementing the new scent-free campaign follows other wellness initiatives Memorial has introduced over the past few years to create a healthier workplace. People can help make the university a better place to work – and study – by thinking twice before they leave their homes each day.

"By making an informed and cognizant decision today to stop wearing any scented products we can help make life easier for those who work here," said Craig Boyd, manager of safety and environmental services with Facilities Management and the group leader of the new scent-free campaign committee. "A little self-awareness and peer awareness can go a long way."

Meanwhile, employees like Ms. Casey are encouraging everyone at Memorial to help enforce the new campaign.

"This new policy is a great start and, while it will be difficult to enforce, eventually it will make more of a difference by creating awareness over time," she said.



One of three posters featured around campus for the new scent-free campaign. See pages five and eight for the other posters.

## Examining our workforce

### Memorial completing employment equity review this fall

The first of a four-phase mandatory review of Memorial's employment equity program recently wrapped up, giving officials a better idea of who works at the university. Earlier this fall all employees were asked to self-identify their gender and whether or not they're a visible minority, aboriginal person or person with a disability.

Memorial was required to conduct the employment equity census as part of the Federal Contractors Program (FCP) compliance review. Employers covered under the FCP are those that are provincially regulated with 100 or more employees and have received a federal contract valued at \$200,000 or more.

"In addition to the federal government requirements, Memorial is committed to ensuring that our workforce is diverse and is representative of the community," said Amy Wyse, employment equity officer with the Department of Human Resources.

The last university-wide census took place nearly a decade ago in 1997. The latest census is therefore essential to determine the composition of Memorial's true workforce, added Ms. Wyse.

"The input of employees is critical to the success of employment equity programs. HR is pleased that over 500 employees volunteered to participate in committees and focus groups in order to improve employment equity

programs at Memorial," Ms. Wyse said.

The next step in the four-phase assessment will compare the representation of the designated groups (women, Aboriginal Peoples, persons with disabilities and visible minorities) at Memorial to their representation in the Canadian workforce, based on the most recent census data, in order to find any gaps or areas inadequately represented.

In total, it'll take Memorial officials about 10 months to complete the entire four stages of the review.

To learn more about the Federal Contractors Compliance review, visit [www.mun.ca/equity](http://www.mun.ca/equity), e-mail [equity@mun.ca](mailto:equity@mun.ca) or call Amy Wyse at 737-2548.

# I Love MUNdays and I Fell for Grenfell schedules

It's baacck: What better way to kick off the fall season than to celebrate why Memorial is such a great place to work? From Oct. 25-29, I Love MUNdays will invade the St. John's campus, while I Fell for Grenfell will hit Corner Brook. There's a variety of events taking place this year including a campus dash and international bazaar, plus a sports challenge and celebrity basketball game. In fact, that's just the tip

of the iceberg. Come out and help embrace the creativity, diversity, community service and leadership that have helped Memorial become such a special place.

To find out more about I Love MUNdays visit [www.mun.ca/mundays](http://www.mun.ca/mundays). Or to learn more about I Fell for Grenfell, log onto [www.swgc.mun.ca/celebrate](http://www.swgc.mun.ca/celebrate).



*Here's a snapshot of some events happening on the St. John's campus during I Love MUNdays*



**Wednesday, Oct. 25, 11 a.m. – 1 p.m., Field House: TA Loeffler Mount Everest Lap-a-thon:** Two-hour event to encourage physical activity, raise awareness about Dr. Loeffler's personal challenge to climb Mount Everest, and to raise money towards this cause. Individuals and groups can walk or run up to approximately 35 laps around the Field House which is the equivalent of the distance to climb Mount Everest. A registration fee and donations will be collected.

**Wednesday, Oct. 25, 12-2 p.m. University Centre: International Bazaar:** Students will staff booths where they'll be selling international cuisine, crafts and souvenirs.

**Thursday, Oct. 26, 6-8 p.m., Field House: Fog Devils vs. Sea Hawks Basketball Game:** Come watch the St. John's Fog Devils show off their basketball skills, as they take on the MUN Sea-Hawks women's basketball team. The Sea-Hawks took the crown last year – can the Fog Devils rebound?

**Friday, Oct. 27, all day. Kindness Friday:** Staff, faculty and students will be asked to make an extra effort and do little acts of kindness for another member of the university community, or to engage in a volunteer activity in the larger community. Groups can organize special events, individuals can support their favourite charity and get colleagues to help out, or join in one of the larger events that will be organized by the human resources group.

**Saturday, Oct. 28, 7 p.m, Mile One Centre: Memorial night at the Fog Devils:** Faculty, staff, pensioners, students, alumni, friends and family are invited to gather as a community to support the Fog Devils at their regularly scheduled hockey game vs. the Lewiston MAINEiacs.

**Sunday, Oct. 29, 1-5 p.m., Phys. Ed. Gym: Outside the Box Challenge:** Teams from across campus will compete to find out who has the most innate ingenuity, as they use their team skills and creativity to solve a series of challenging problems.

*And, here's what is happening in Corner Brook for I Fell for Grenfell*



**Wednesday, Oct. 25, 7:30-9 a.m., Food Court: Healthy Start Breakfast:** Everyone will need lots of energy to participate in five days of I Fell for Grenfell events. This will be the start of a beautiful relationship.

**Wednesday, Oct. 25, all day. Random Act of Kindness:** Faculty, staff and students will perform small acts of kindness to not-for-profit organization(s). Continues Oct. 26 and 27.

**Wednesday, Oct. 25, 4 p.m., lawn outside the GCSU Food Court: Official Launch and Barbecue** to officially fall for Grenfell.

**Wednesday, Oct. 25, 4:15 p.m., outside the GCSU Food Court: Campus Dash:** Rain or shine! Walk it! Run it! Crawl it! Two-km for runners. One-km for walkers. Registration is 3:30-4 p.m. Open to all Grenfell students, faculty, staff, high school and junior high students, and general public. Prizes awarded to the top male and female, top residence and chalet.

**Thursday, Oct. 26, 7 p.m. to midnight. Dooley's: Dooley's Pool Party:** Join your co-workers and students for FREE pool, snacks and prizes. Students must be 19 to attend. Sponsored by Grenfell College Off Campus Housing.

**Friday, Oct. 27, 3 p.m., Gymnasium: Fun 4 Everyone "Sports" Challenge:** Teams of faculty, staff and students will play beach volleyball as it has never been played before.

**Sunday, Oct. 29, 2 p.m., Food Court: Internationally Speaking!** Join our international students for a parade of flags and an afternoon of music, food and camaraderie.

**Sunday, Oct. 29, 2 p.m., Faculty lounge, Arts and Science Building: Teddy Bear Clinic:** Have your child's teddy bear checked out. Healthy snacks will be served.

## L'il bits & bites



The **Memorial** family welcomes its newest additions

**Dr. Anne-Marie Sullivan**, assistant professor in the School of Human Kinetics and Recreation, and her husband Conrad Sullivan welcomed their daughter Maisy Teresa Ellen Sullivan born on July 14, 2006.

**Dr. Debbie Kelly**, associate professor in the School of Pharmacy, and her husband Kevin Kelly welcomed their son Joshua Edward Harris Kelly born on July 24, 2006. Big sister Abby is quite pleased with her brother's arrival.

**Janice Galliot**, wellness educator, with Student Services, at Sir Wilfred Grenfell College and her husband Gord Andrews, welcomed their precious daughter Jillian Daphne Andrews on June 25, 2006.

## THE HOME COOK

*MUN Employees share their culinary creations*

**Got other recipes you want to share with us?**

*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).*

### TROPICAL DESSERT

*Submitted by Ellen Foulkes, retired archaeological curator with the Archaeology Unit, Anthropology Department*

1 cup low fat (or no fat) yogurt 1-2 tbsp honey 1 ounce orange juice	2-3 tbsp unsweetened coconut 1 sliced banana 2/3 of a can of drained pineapple chunks
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*Mix yogurt with honey and orange juice. Mix in coconut. (Optional, add one or two teaspoons of rum). Fold in bananas and pineapple chunks. Chill and serve with low-fat cookies.*

# Well done!

Memorial is thriving with interesting employees who are doing all sorts of great things – everything from making our university a better place to work, winning awards for professional achievement and volunteering in our communities. The Communicator salutes these co-workers for creating a cause for applause! Tell us about your awards or achievements. Send an e-mail to [jeffg@mun.ca](mailto:jeffg@mun.ca) or call 737-2142.

On Aug. 4, Memorial University of Newfoundland signed a Memorandum of Agreement to extend the Memorial/CUPE Collective Agreement to March 31, 2008 with three per cent increases in salaries effective April 1, 2006 and 2007.



From left (front row): Charlie Gosse, Faculty of Science and member of the employer's team; Claude Horlick, associate director, Department of Human Resources and university negotiator; and Dawn Learning, an employee with the Queen Elizabeth II Library and president of CUPE Local 1615. From left (back row): Mary Clarke, Department of Human Resources and member of the employer's team; Lisa Hollett, director of Human Resources; Rick Meaney, Technical Services and member of the employer's team; Frank Pippy, an employee with the Faculty of Engineering and Applied Science and member of the union team; Ed Whelan, an employee in the Department of Biology and member of the union team; and Brian Farewell, CUPE negotiator. Memorial has also recently concluded four collective agreements with NAPE representing maintenance,

custodial, Campus Enforcement and Patrol and Marine Institute support staff. All agreements provide for a three per cent increase on April 1, 2006 and 2007.

Grenfell College's rowing team participated in the summer regatta in Corner Brook and achieved its fastest time ever – a time of 7:26. The team members are, from left, Grenfell employees Golda Thomas, Holly Pike, Beth McNeil, Jennifer Mitchell, Carolyn Parsons and Dawn Hardy, a friend of Grenfell.



Well-known university archivist Gail Weir recently released the second edition of a book which was first issued in 1989. *The Miner's of Wabana* is published by St. John's-based Breakwater Books and is part of the respected Canada's Atlantic Folklore-Folklife Series. It details the history of iron ore mining on Bell Island and tells the story of miners and their working conditions. It includes a new chapter on the Murals Project, an initiative in the 1990s whereby scenes from of the area's mining past were painted on public buildings. The book was a

special project for Ms. Weir who grew up on Bell Island.

"I enjoyed revisiting my original book and updating some of the material and adding a new chapter," she said. Ms. Weir works with the Archives and Manuscripts Division in the Queen Elizabeth II Library. *The Miner's of Wabana* is available at bookstores throughout the province.



Photo by Jeff Green

Dr. Jack Strawbridge recently completed his term as director of Faculty Relations, a post he has held since 1992. An informal farewell and thank you for Dr. Strawbridge was held Aug. 31. From left: Karen Hollett, the new director of Faculty Relations and interim legal counsel; Lori Cook, secretary, Office of Faculty Relations; Dr. Strawbridge; and Greg French, faculty relations officer and assistant legal counsel.

Dr. Strawbridge will return full time to the Department of Psychology.



Photo submitted

## Dedicated employee helps Grenfell win lifesaving award

Sir Wilfred Grenfell College has been awarded the Kean Award for the second year in a row.

The award is presented by the Newfoundland and Labrador branch of the Lifesaving Society to a member of its group operating a year-round facility with the largest life-saving programs, in a community with a population between 10,000 and 30,000. Grenfell's Division of Community Education, under the auspices of Jana Walsh, facilities co-ordinator, won the same award in 2005.

"Receiving the Kean Award is an affirmation of the work we're doing through Community Education," said Ms. Walsh.

The Lifesaving Society annually recognizes its members who deliver lifesaving training in communities throughout Newfoundland and Labrador. The society assigns a point value for each life-saving and life guarding course offered by an aquatic facility and the facility with the highest number of points will be presented with the appropriate award.

"We had the top standing in our category with a total of 5,000 points," added Ms. Walsh.



Credit: [tim@nofixedaddress.com](mailto:tim@nofixedaddress.com)

# To me, you wearing



# would be like me wearing



**FYI:** Today's perfume is not made from flowers but from toxic chemicals. Ninety-five percent of chemicals used in fragrances are synthetic compounds derived from petroleum. In fact, just one perfume can contain more than 500 chemicals.

*your scent is the best scent*



**Lisa Hollett,**  
*Director of Human Resources*



This is my favourite time of the year. I was amazed at the change on the St. John's campus as the relative quiet of August ended and the frenzy of another school year began as thousands of students returned to class.

Things have been hectic in our department, too, as we lay the groundwork for the upcoming year. From recruiting initiatives to employee service awards and all points in between, we have been kept hopping.

Memorial University, through the strategic planning process, has identified our need to create the highest calibre working environment possible – one in which our employees feel their work is important and that their contributions are valued – an environment in which employees can “become.” Human Resources must provide the university with structures and tools to respond to the changing needs of our workforce. To

ensure that we have qualified people to fill critical positions, we must develop a career management program for all employees and find ways to encourage people to broaden their skills, find creative ways to pass the wisdom of long-term employees on to new employees and develop a comprehensive mentoring and coaching program. The Department of Human Resources is pleased to be able to add two Learning and Career Development Officer positions to assist us with these endeavours. Together with the rest of the Human Resources team, we are confident we will be able to move in the right direction.

There are lots of things happening on our campuses over the coming days and weeks. I encourage everyone to participate in the **I ♥ MUNdays** and **I ♥ Grenfell** events. The entire slate of events is exciting, and Human Resources has contributed substantially to the Lap-a-thon and Kindness Friday initiatives. On Kindness Friday be especially aware of your ability to impact the lives of

others including your colleagues and your community. Often small gestures mean the most to those who receive them. For people who want to participate, but are not sure what to do, Human Resources has organized a food drive for the Campus Food Bank and a blood donor clinic. Visit [www.mun.ca/mundays](http://www.mun.ca/mundays) for more ideas. Also, be sure to attend the Fog Devil's game on Oct. 28 and see if you can spot me in my Mardi Gras costume.

Meanwhile, congratulations to Gary Pike who has accepted a temporary assignment as the associate director in the Department of Finance and Administrative Services. Congratulations as well to Connie Hatcher who moved into the vacated role of acting manager, finance and payroll, and Patsy Burry who has been assigned to the role of acting payroll supervisor. As well, the department congratulates Brenda Mullett on her new position of manager, administration and systems integration.

I want to wish everyone a safe and chocolate-laden Halloween.

*Cheers, Lisa*

## Memorial set to launch new online orientation website

A new interactive website will be launched this fall giving employees – particularly new staff – a chance to learn more about Memorial at the click of a mouse. The site is part of an improved staff orientation organized by the Department of Human Resources.

In the past, new employees have gone through two orientation components – a departmental orientation with a senior employee from their unit and a general orientation session which is held three times a year. In the coming weeks, however, the Department of Human Resources is moving to introduce a third component, making information employees need to know available online.

“The new site is intended to supplement what we are currently offering, not replace it,” said Lisa Hollett, director of Human Resources. “The online orientation program allows employees to access the information when they need it – which is not necessarily when they receive it. It will also allow employees to refer back to information.”

Thanks to a partnership with *ccwebworks* and Distance Education and Learning Technologies (DELT), the new website will include a wide range of information about working at Memorial. The site will be available through the Employee Self-Service portal [my.mun.ca](http://my.mun.ca) in November.

“New employees will be encouraged to review the information and then sign up for a general orientation session,” added Ms. Hollett. “The general orientation will give employees an opportunity to interact with members of the senior executive team.”

Meanwhile, Ms. Hollett said the site will also be a great “refresher” tool for current employees and faculty who are looking for information about what Memorial has to offer. The site will also be the platform for web based training.

## Katz Report follow-up

### Action groups to follow up on Katz Report

In late September, Memorial President Axel Meisen announced follow-up measures to deal with the recommendations of Dr. Shirley Katz stemming from her investigation into the employment experience of Dr. Deepa Khosla.

The measures were outlined in a memo from Dr. Meisen to the university community which was circulated and posted online.

The president has appointed action groups of senior university officials to follow up on each of the 12 recommendations in Dr. Katz's report. Membership in these committees will be supplemented by other university officials and the president has invited the university community to provide suggestions for additional members. Those suggestions can be e-mailed to [president@mun.ca](mailto:president@mun.ca).

The action groups have been tasked with delivering interim reports before the end of this year.

For more information on the Katz Report briefing, visit [www.mun.ca/marcomm/home/katz\\_report.php](http://www.mun.ca/marcomm/home/katz_report.php).

Meanwhile, the university has identified an independent expert to review the Katz report for the purpose of redacting (i.e. severing) information that must be protected under privacy law. Brian Bowman, a lawyer with Pitblado L.L.P. in Winnipeg, will undertake the work. Once that work is completed, the redacted report will be released publicly.

## CEP thanks university for support

In recognition of Memorial's long-standing tradition of supporting Campus Enforcement and Patrol (CEP) Torch Run fundraisers for the Special Olympics, CEP presented President Axel Meisen with a certificate of appreciation on Sept. 27.

The annual torch runs help raise money to support athletes attending the Special Olympics. Each year, members of CEP lead the university's involvement with this initiative. The 2006 Special Olympics were held in Brandon, Man., in July.

CEP officer Jeff Fifield travelled to Brandon to represent Memorial and the province in the final leg of the Torch Run.



From left: Dr. Axel Meisen and Jeff Fifield.



The Department of Human Resources hosted the 2006 Atlantic University Human Resources Association Conference in St. John's from Sept. 27-29. The theme of the conference was Ingenuity in Human Resources. Representatives from all the major universities in the Atlantic Provinces enjoyed both the interactive sessions and the entertainment, including a special showing of Peter Macdonald's dinner theatre production, *The Admiral's Feast*. Shown above are *The Admiral's Feast* cast members and payroll officer Susan Hann.

Photo by Susan James

Photo by HSIMS

# 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. Catherine Donovan, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Reeta Tremblay, Department of Political Science, professor, Aug. 15, 2006

Dr. Debrah Wirtzfeld, Faculty of Medicine, associate professor, Sept. 1, 2006

### Appointments – tenure-track

Dr. Edward Addo, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. M. Shafiq Alam, Faculty of Engineering and Applied Science, assistant professor, Nov. 1, 2006

Dr. Katherine Ashley, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. Edwin Bezzina, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. Marie Croll, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. Minglun Gong, Department of Computer Science, assistant professor, June 1, 2007

Dr. Paul Benedict Grant, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. Olga Heath, Counselling Centre, assistant professor, Sept. 11, 2006

Dr. Anne Kearney, School of Nursing, assistant professor, Sept. 1, 2006

Dr. Jonathan Kibble, Faculty of Medicine, associate professor, Jan. 1, 2007

Dr. Dale Kirby, Faculty of Education, assistant professor, Nov. 1, 2006

Dr. Margarita Kondratieva, Faculty of Education, assistant professor, Sept. 1, 2006

Dr. Alex Marland, Department of Political Science, assistant professor, July 1, 2006

Dr. Stephen Noseworthy, Faculty of Medicine, assistant professor, Sept. 1, 2006

Dr. Angela Robinson, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. Bruno D. Stuyvers, Faculty of Medicine, associate professor, Nov. 1, 2006

Dr. Lev Tarasoff, Department of Physics and Physical Oceanography, associate professor, Jan. 1, 2007

Dr. Jacqueline Vanderluit, Faculty of Medicine, assistant professor, May 1, 2007

Dr. John Weber, School of Pharmacy, assistant professor, Nov. 1, 2006

### Appointments – regular term

Dr. Chanchal Bhattacharya, Department of Political Science, assistant professor, Aug. 1, 2006

Lisa Bishop, School of Pharmacy, assistant professor, July 17, 2006

Dr. Peter Boswell, Department of Political Science, associate professor, July 1, 2006

Dr. Donna Bulman, School of Nursing, assistant professor, Sept. 1, 2006

Lynn Cooze, School of Nursing, assistant professor, Sept. 1, 2006

Mary Furey, Faculty of Business Administration, lecturer, Sept. 1, 2006

Erin Glynn, School of Nursing, lecturer, Sept. 1, 2006

Gregory Harris, Faculty of Education, assistant professor, Dec. 1, 2006

Dr. Robyn E. Jamieson, Department of Earth Sciences, assistant professor, Sept. 1, 2006

Paula M. Kelly, School of Nursing, lecturer, Sept. 1, 2006

Dr. Robert Lawson, Department of German and Russian, assistant professor, Sept. 1, 2006

April Manuel, School of Nursing, assistant professor, Sept. 1, 2006

Daniel J. Mosher, Sir Wilfred Grenfell College, assistant professor, Aug. 26, 2006

Janice Ryan, Sir Wilfred Grenfell College, lecturer, Aug. 21, 2006

Amy Warren, Faculty of Business Administration, lecturer, Sept. 1, 2006

Dr. Douglas Wharram, Department of Linguistics, assistant professor, Sept. 1, 2006

Russell Williams, Department of Political Science, assistant professor, Sept. 1, 2006

Dr. Lihong Zhang, Faculty of Engineering and Applied Science, assistant professor, Oct. 1, 2006

### Appointments – other

Peggy Coady, Faculty of Business Administration, acting associate dean academic, Sept. 1, 2006

Dr. Mary Courage, Faculty of Science, associate dean (research), Sept. 1, 2006

Dr. Donna Moralejo, School of Nursing, acting associate director, Sept. 1, 2006

Graham Mowbray, Department of Computing and Communications, director, Sept. 5, 2006

Leroy Murphy, Division of Co-operative Education, co-operative education co-ordinator II, June 1, 2006

Dr. Doreen Neville, associate vice-president (academic), Oct. 1, 2006

Alison Reid, Faculty of Medicine, librarian I, Sept. 1, 2006

Wendy Rodgers, Queen Elizabeth II Library, librarian II, Oct. 30, 2006

Dr. John Strawbridge, MUNFA, chief negotiator, Sept. 1, 2006

Dr. Reeta Tremblay, Faculty of Arts, dean, Aug. 15, 2006

Dr. Maureen Volk, School of Music, interim associate director for graduate studies and research, Sept. 1, 2006

### Promotions

Dr. Mark Borgaonkar, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. David Buckley, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Michael Grant, Faculty of Medicine, professor, Sept. 1, 2006

Dr. Sean Murphy, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Mark Tate, Department of Anthropology, associate professor, Sept. 1, 2006

Dr. Debrah Wirtzfeld, Faculty of Medicine, associate professor, Sept. 1, 2006

### Retirements

Dr. Dennis Bartels, Sir Wilfred Grenfell College, professor, Aug. 31, 2006

Rennie Gaulton, Department of Psychology, associate professor, Aug. 31, 2006

Dr. Dorothy Milne, Queen Elizabeth II Library, librarian IV, Dec. 31, 2006

Dr. Donald Rideout, Department of Mathematics and Statistics, associate professor, Aug. 31, 2006

Wayne Rowe, Sir Wilfred Grenfell College, associate professor, Aug. 31, 2006

## ADMINISTRATIVE

### Appointments

Phillip Bonnah, Faculty of Engineering and Applied Science, programmer consultant, Aug. 21, 2006

Helena Codner, Department of Biochemistry, science technician III, Aug. 14, 2006

Carl Dohey, Faculty of Arts, administrative staff specialist III, Aug. 21, 2006

Michelle Hickey, Faculty of Medicine, intermediate secretary, Aug. 14, 2006

Michael Sheehan, Department of Technical Services, craftsperson II, Aug. 14, 2006

Steve Steele, Faculty of Engineering and Applied Science, engineering technologist III, Aug. 21, 2006

### Contractual to permanent

Penny Abraham, Division of Co-operative Education, intermediate clerk stenographer, June 13, 2006

Diane Guzzwell, Department of Earth Sciences, intermediate secretary, June 16, 2006

Sheila Silver, Faculty of Medicine, intermediate secretary, June 1, 2006

Corey Stamp, Department of Computing and Communications, IT consultant, June 9, 2006

### Contractual appointments (one year or more)

Jason Adams, Department of Facilities Management, project technologist, June 19, 2006

Alex Ambrozic, Department of English Language and Literature, academic program officer, Aug. 1, 2006

Cindy Anne Andrews, Faculty of Medicine, secretary, July 24, 2006

Shawna Delaney-Martin, School of Nursing, nursing laboratory instructor, Aug. 28, 2006

Rahul Dhond, Department of Computing and Communications, programmer analyst, June 15, 2006

Elizabeth Kirby, Faculty of Medicine, research assistant II, May 23, 2006

Cathy LeBlanc, School of Pharmacy, drug information pharmacist, Aug. 7, 2006

Dana Parsons, The Leslie Harris Centre, research assistant I, Aug. 21, 2006

Elizabeth Perry, CREAT Network, research laboratory co-ordinator II, July 24, 2006

Marie Rowe, Faculty of Science, mathematics learning instructor, Aug. 28, 2006

Anna-Lynn Russell-Mercier, Sir Wilfred Grenfell College, off campus housing co-ordinator, Aug. 14, 2006

Celine Schneider, CREAT Network, research laboratory co-ordinator II, July 17, 2006

Brian Scott, Department of Facilities Management, development and renewal projects manager, June 12, 2006

Lynette G. Snelgrove, Faculty of Engineering and Applied Science, research and development liaison officer, June 1, 2006

Allison Stamp, Housing, Food and Conference Services, off campus housing co-ordinator, July 4, 2006

Wayne Walsh, Housing, Food and Conference Services, programmer consultant, July 3, 2006

Meaghan Whelan, Division of Marketing and Communications, communications co-ordinator II, Aug. 14, 2006

Susanne Whiteway, Office of the Dean of Arts, publications assistant II, July 17, 2006

### Promotions and transfers

Chad Antle, Financial and Administrative Services, staff accountant, July 7, 2006

Dana Aylward, Centre for Career Development and Experiential Learning, graduate placement/career adviser, June 16, 2006

Robin Baggs, Office of the Registrar, assistant registrar/systems manager, June 27, 2006

Phillip Baluk, Faculty of Engineering and Applied Science, programmer consultant, Aug. 22, 2006

Gregory Bourgeois, Queen Elizabeth II Library, library assistant VI, June 16, 2006

Mary Daley, Faculty of Medicine, financial analyst, June 5, 2006

Dawn Gulliver, Department of Facilities Management, work control dispatcher, July 4, 2006

Michelle Healey, School of Human Kinetics and Recreation, director of varsity athletics, July 10, 2006

Michelle Honeygold, Centre for Career Development and Experiential Learning, career/technical/IT specialist, June 16, 2006

Chris Hounsell, Centre for Career Development and Experiential Learning, employer relations officer, June 16, 2006

Lisa Jones, Office of the Vice-President (academic), intermediate secretary, June 19, 2006

Marjorie Mercer, Faculty of Engineering and Applied Science, administrative staff specialist II, Aug. 28, 2006

Martin Nolan, Queen Elizabeth II Library, library assistant III, Aug. 8, 2006

Jennifer Porter, Office of the Registrar, assistant registrar/enrolment services manager, July 11, 2006

Carmelita Power, Queen Elizabeth II Library, library assistant III, June 16, 2006

Brian Pretty, Faculty of Engineering and Applied Science, engineering technologist II, Aug. 21, 2006

Sharon Rose, Department of Psychology, administrative staff specialist III, June 5, 2006

Barbara Ryder, Faculty of Education, academic program administrator, July 11, 2006

Margaret Shaw, Department of Computing and Communications, manager – personal computing group, Aug. 21, 2006

Lynn Walsh, Centre for Career Development and Experiential Learning, employer relations officer, June 16, 2006

### Retirements

Shirley Atkins, Faculty of Medicine, intermediate secretary, Aug. 21, 2006

P. John Blackwood, Department of Technical Services, craftsman III, Aug. 25, 2006

Dorothy Burke, Queen Elizabeth II Library, library assistant VI, Aug. 31, 2006

Robert Collins, Department of Facilities Management, custodian I, June 30, 2006

Terrence Dyer, Faculty of Engineering and Applied Science, draftsman II, Aug. 22, 2006

Morley Garrett, Department of Biochemistry, supply supervisor, July 14, 2006

Donna Haynes, Sir Wilfred Grenfell College, library assistant VII, Aug. 31, 2006

Maureen Howard, Department of Psychology, administrative staff specialist III, Aug. 31, 2006

Arnold Johnson, Department of Facilities Management, custodian I, Aug. 31, 2006

Leslie O'Reilly, Marine Institute, executive director, June 30, 2006

Lynda Parsons, Office of Alumni Affairs and Development, assistant director, July 21, 2006

Raymund Pätzold, Department of Earth Sciences, undergraduate officer, June 30, 2006

# What advice do you have for new employees?

Constantly challenge yourself. More and more, the challenges we face are open-ended. Knowledge alone isn't enough to reach innovative solutions. Creative thinking skills are required. Therefore, if an opportunity arises to take a course, to travel or attend a conference or workshop – take it. I would encourage new employees to maintain a good working relationship with faculty, students and other staff members. These people will be friends for life. Promote Memorial and what it has to offer at every opportunity; it is a very special place.



Photo by Chris Hammond

**Danny Boyce**  
Facility and business supervisor  
Aquaculture Research and Development Facility  
Ocean Sciences Centre  
Employee for 14 years

The first couple of semesters can be especially challenging, like many new jobs. Once you have “hit your stride,” it is a good time to consider additional activities. MUN provides many opportunities for personal and professional development through departmental committees, seminars, social activities and wellness initiatives. These activities also provide exposure to the workings of your department and other parts of the university. Your participation can help you to contribute to MUN in ways that you hadn't previously imagined.



**Adam Courage**  
Engineering technology instructor  
Marine Institute  
Employee for eight years

My advice would be to take pride in being an employee here. Memorial is really a community of its own. We have lots of services and opportunities for new employees to try and expand their horizons including the possibility to improve yourself both academically and physically. I think new employees should also appreciate that our staff have the unique chance of advancing in their careers without actually leaving the university. Some, for example, can move around from different units and departments and learn so many skills. Get out there and meet co-workers and show support for things like our varsity teams.



**Vera Mitchell**  
Secretary to the director,  
School of Human Kinetics and Recreation  
Employee for 29 years

My advice to new employees would be to try to meet as many people as you can. When I started everyone was friendly and supportive. I now have a network of people in various departments that I can call on when I have a question or need help. My other suggestion would be to join any professional associations that relate to your field. Talking with people at other universities who are doing similar work has been invaluable to me. Enjoy your work and don't be afraid to ask for help.



Photos by Jeff Green

**LuAnne Kelly**  
Manager,  
University Bookstore  
Employee for three years



Photo by Chris Hammond

## What do you like about working at Memorial?

“Working at Memorial's School of Pharmacy provides me with the opportunity to offer essential drug information services to health care professionals and to provide students with the skills necessary to provide the best care for their patients when they graduate.”

**Cathy LeBlanc**  
Drug information pharmacist  
School of Pharmacy

**On TuesDay**  
Came to **MEMORIAL UNIVERSITY** She Left  
in an **MEMORIAL UNIVERSITY** Because  
Decided to wear  
Your scent is the best scent

**Scented products can cause**  
• headaches  
• dizziness  
• nausea • fatigue  
• weakness • insomnia  
• loss of appetite  
• depression • anxiety  
• upper respiratory symptoms  
• shortness of breath  
• skin irritation

The severity of symptoms can vary. Allergic and asthmatic patients report that certain odours, even in the smallest amounts, can trigger an attack.

Because of the health concerns arising from exposure to scented products, Memorial University would like to provide a scent-free environment for all students, faculty, employees and visitors.

Please be considerate of those around you.  
*Your scent is the best scent*

**MEMORIAL UNIVERSITY**

## Days gone by



Congratulations to retired Facilities Management Employee **Albert Morgan** who correctly identified the picture we ran in the summer 2006 issue of a surveying camp from 1956. Albert, who worked at Memorial for more than 34 years, correctly guessed that the photo was taken on the site of our current St. John's campus. His dad was the university carpenter

and Albert can remember him transporting engineering students from the old Parade Street campus to our present location. “At the time I was a mere school student, but during my summer vacation the late S. J. Carew, dean of Engineering, ensured I had a summer job as helper for my dad,” Albert said.

Take a look at this picture. Where was it taken? Again, be *as specific as possible*. 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 **Nov. 24, 2006**. One entry per submission. Include your name, work number and department in the e-mail for a chance to win a special Memorial prize.

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

