

Globetrotter

Joan Bessey turned her year-long break from Memorial into an incredible humanitarian journey



Photo submitted

People profile

Longtime Memorial employee Joan Bessey travelled to New Orleans to build houses in the aftermath of Hurricane Katrina.

Of all the things Joan Bessey squeezed into her year off from Memorial, the adventure that her co-workers get the biggest kick out of is her week-long trek across Canada driving an oversized pickup truck from Fort McMurray, Alta., to this province for her brother – alone.

“This is the one that gets the most reaction,” said Joan, the soft-spoken co-ordinator of academic program reviews with the Centre for Institutional Planning and Analysis. She lets out a hearty laugh.

It was certainly a memorable journey but far from the only thing she did during her break, which officially started in July 2006. Joan said her

motivation for taking the year off was simply to recharge her batteries.

A lifelong volunteer with a goal of wanting to make a difference in her community, Joan spent the bulk of her time pulling up her sleeves, travelling the globe and helping various groups at the grassroots level.

In 2006, Joan was so moved by the desperate need for humanitarian aid in the United States following devastating Hurricane Katrina that she packed up her bags in late summer and headed south of the border where she spent a month building houses in New Orleans with Habitat for Humanity.

From there, she spent time picking apples in Nova

Scotia’s Annapolis Valley before heading across the Atlantic Ocean where she spent three months training staff at the Swaziland Action Group Against Abuse in the Kingdom of Swaziland in Africa.

Joan got involved with the trip thanks to the international-volunteer sending agency, Canadian Crossroads International, to train staff in web design, Internet use and computer networking. It was a gruelling 17-hour non-stop flight from Washington, D.C., to Johannesburg, Africa – but worth the travel.

“I thought the people [there] were like Newfoundlanders in the 1940s and 1950s,” she said while chatting in her quiet office tucked away in the Arts and Administration Building on the St. John’s campus. “They didn’t have much, but did fine with what they had, no complaints. It wasn’t difficult to find somebody who was smiling or telling a joke.”

After her journey to Africa, she and her husband Don then toured Memphis and Nashville, Tenn., to immerse themselves in country music and sneak in a few Elvis sightings.

Joan enjoyed having some time for herself away from work. “I wanted flexibility in my life, not having to always be fixed to a nine-to-five work day. As we say here, ‘I wanted/needed a Newfoundland spell,’” she said with a laugh. “Originally it was to continue studying for a master’s degree and do some humanitarian work. Travel called and sure sounded more interesting – and easier than being a student.”

She’s quick to point out the satisfaction she got out of her international travel – especially spending time with those in Africa.

“It opened my eyes and heart to how different we are but also how similar. I stayed with a wonderful family in Swaziland and helped my ‘little sister’ make lunch for the family every morning, no different than families here do,” she noted, “except there they called it a scoff-tin. As I tell people about my experiences, almost every person will say, ‘I’ve always wanted to do that.’ I try not to take life too seriously, and the time off helped me strengthen that.”

Read more about Joan’s adventure on page 2

I wanted flexibility in my life, not having to always be fixed to a nine-to-five work day.

the globe and helping various groups at the grassroots level.

In 2006, Joan was so moved by the desperate need for humanitarian aid in the United

How does the dean of the Faculty of Business Administration keep his cool? It’s a no-brainer for Dr. Gary Gorman. In 1982, he made the decision to quit smoking. One of the ways he dealt with the cravings was to go for a run, and he’s been doing so ever since. As head of a busy faculty, Dr. Gorman has a hectic schedule but he always tries to carve out time for a run during his lunch breaks and also during the evenings and weekends if possible. “When I got into running a funny thing happened,” he explained. “I started finding myself irritable if I didn’t get enough running in.” To keep his cool and keep in shape, Dr. Gorman tries to keep a routine of at least 25 runs a month, or 300 runs a year.

This year Dr. Gorman ran his 25th Tely 10 Road Race, struggling to a finishing time of 101 minutes and 39 seconds due to an injury. In recognition of his achievement, the Tely 10 organizing committee gave Dr. Gorman a commemorative pin. His best time, by the way, was clocked in at 67 minutes, 57 seconds. Not too shabby at all.

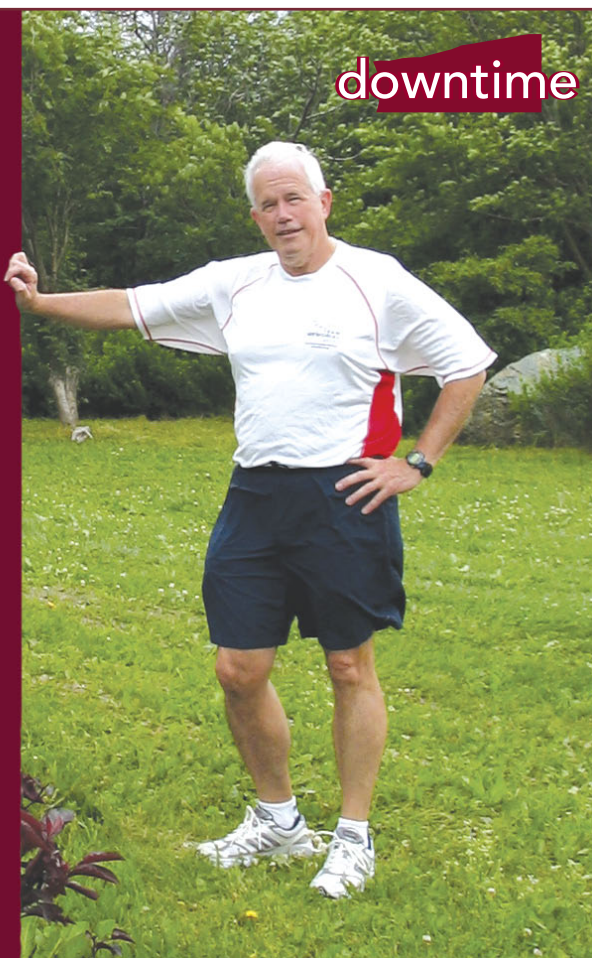


Photo submitted

INSIDE

Saluting employees who’ve done well.....3	Keeping Memorial clean and beautiful8
MUNdays 2007: Let the celebrations begin4	Co-workers retire9
Eight things you didn’t know about C&C5	Career Scene11
The five pillars of Memorial.....7	Enter our photo contest today!.....12



From the president



Together with members of our Marketing and Communications

units and many others, I have just completed the *President's Report* for the Year 2006-2007. The report will be released later this month and, as you will see, it contains wonderful stories about how we continue to build our great university. There are stories about our exceptional students and employees, research funding, new discoveries, scholarly work, the new Strategic Plan and improvement to our facilities — including the renovations to the D.F. Cook Recital Hall and the creation of the Angus Bruneau

I believe that great universities are as dependent on a good working environment as they are on academic and scholarly accomplishments.

Lecture Theatre. We have much to be proud of.

However, amidst these stories typically associated with a fine university, there are two news items that are of critical importance to the development of Memorial.

The first is our employee survey that explored employee attitudes and work experiences at the university, and the second is the creation of our new Respectful Workplace Policy. Both of these initiatives demonstrate our commitment to ensuring that we have a humane and collegial work environment.

The new policy applies to all members of the university community. It recognizes that while we are all different, we welcome the opinions of others; and we respect and value our colleagues regardless of their position within

the university. I have been committed to the spirit of this policy, but it is good to have it in written form for everyone to see. The policy, including the complaint process and other provisions and conditions, is available at www.mun.ca/humanres/policies. I encourage you to read it and think about it so that it provides subtle guidance to everything we do.

I believe that great universities are as dependent on a good working environment as they are on academic and scholarly accomplishments. It is this environment to which all of us can contribute. I thank you for your contributions and look forward to your continued support.

Signed

Axel Meisen, PhD, P.Eng.
President and Vice-Chancellor

People profile *continued*

At first, not having to fight traffic and get into work on time every day felt more like an extended holiday for Joan, who is originally from the Northern Peninsula and now lives in St. John's where she has worked at Memorial for more than 20 years.

"There were no attachments, no commitments, no deadlines and no multi-tasking," she said with a sense of calm still in her voice. "My family was supportive of my time off. They knew I wanted to do this for a while as I had talked about it for years. Friends encouraged me and wished they could come along."

In spite of being back to the routine of work, Joan hasn't stopped her volunteer endeavours. She gives up her time to a litany of activities ranging from the Red Cross Disaster Services to the Crohn's and Colitis Foundation of Canada. In her spare time, she also enjoys running,



Joan Bessey

hiking and playing soccer with the MUN Employee Lunch-Time Sports (MELTS) league. She has a bit of green thumb, too. She plants a vegetable garden at a community site on Mount Scio Rd., in the capital city and loves to pick a few blueberries.

She also manages to try and read every book written about this province by local authors; and is a past instructor with some classes offered through Memorial's Division of Lifelong Learning.

"Gospel music always appealed to me, too, so I basked in it while in Africa," said Joan with a wide smile. "When I am old enough to retire from Memorial, I plan to do more globe trotting. My husband Don and I will spend a few months in Italy, then I will build with Habitat for Humanity in South America and Russia and maybe volunteer at the 2010 Olympics in Vancouver."

Did you know ...

Memorial offers a **Deferred Salary Leave Plan** that allows permanent employees to defer a portion of salary for up to six years to be received during a leave of absence for educational or other personal purposes. You can take anywhere from six months to a year off. You can also take a three-month period or more off for full-time attendance at a designated educational institution. If you're interested, you need to make written application to Lisa Hollett, director of Human Resources, through your department head by Jan. 31 in any year. To learn more about the plan — including the deduction and leave of absence payment and other conditions — visit www.mun.ca/humanres/administration/def_salary.php.



The Communicator is celebrating its 20th anniversary this year!

Stay tuned to the winter issue for special coverage.

Obituaries

Heward (Pete) Roy Peters, retired professor of Earth Sciences at Memorial and a RAF Second World War veteran, passed peacefully away on June 4.

Dr. Iain Bruce, former dean of Arts, passed peacefully away on July 10, at the Health Sciences Centre in St. John's, aged 70 years.

Dean *emeritus* **Dr. Ian Edwin Rusted** died July 14, at the age of 86. In 1967, he was appointed as the first dean of Medicine, a position he held until 1974. Donations in his memory may be made to the Dr. Ian Rusted Founder's Chair in Medical Education.

Dr. Tony Simmonds, retired from the Department of Psychology, passed away July 15, aged 63, after a courageous fight with cancer.

Alan Hall passed away July 15, in Nova Scotia. In 1969 he joined the English Department. He retired in 1986. Donations may be made to the Alan Hall Memorial Scholarship in Theatre and Music at Memorial University.

Gar Pynn, former director of the School of Business Administration and Commerce, passed away on July 18 after a long and courageous battle with cancer. Prof. Pynn

was instrumental in the establishment of the business co-op program at Memorial, the first of its kind in Canada. He served as director of the School of Business Administration from 1974-79. Donations may be made to the Gar Pynn Memorial Scholarship (Business), c/o Alumni Affairs and Development.

Dr. Wynanne Downer, a member of the Board of Regents, died at the palliative care unit of Western Memorial Regional Hospital in Corner Brook on July 29, aged 60. Donations may be made to the Dr. Winnifred Anne Downer Memorial Fund for Literacy (any Bank of Montreal Branch).

Marie Fillier, retired staff member from the QE II Library, passed away Aug. 17, aged 67.

Dr. Douglas Eaton, former vice-president of Student Affairs, former director of Physical Education and an honorary graduate of Memorial, passed away Sept. 7 in St. John's, aged 82. Donations accepted in his memory to the Memorial University Scholarship Fund.

Dr. George Koski passed away peacefully Sept. 14 at St. Joseph's Health Centre, Sudbury, Ont., aged 70. Dr. Koski was a former professor in the Faculty of Education.

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

Managing Editor:

Ivan Muzychka

Editor:

Jeff Green

Contributors:

Dr. Axel Meisen
Stephanie Barrett
Shannon Dawson

Pamela Gill
Sharon Gray

Lisa Hollett
Tina Scott
Meaghan Whelan

Graphics:

David Mercer

Photography:

Chris Hammond

Production co-ordinator:

Shannon Crotty

Mail to:

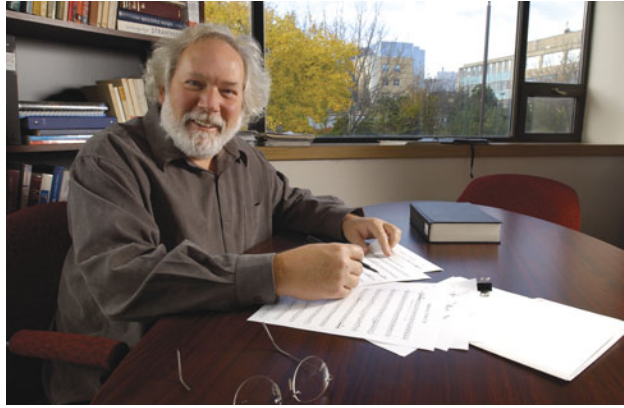
Editor, *The Communicator*
Division of Marketing and Communications
Room A-1024
Arts and Administration Building
Memorial University of Newfoundland
St. John's, NL, A1C 5S7
Telephone: 709-737-2142
Fax: 709-737-8699
E-mail: jeffg@mun.ca

116-058-09-07-4,600

Well done!

Memorial is thriving with lots of 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 or volunteering in our communities. The Communicator salutes these co-workers for creating a cause for applause! Got an idea for this column? Send an e-mail to jeffg@mun.ca or call 737-2142.

The director of the School of Music was appointed to the board of the Newfoundland and Labrador Arts Council in mid-June. **Dr. Tom Gordon** is a well-known pianist and musicologist who has been the head of the music school since September 2000. His appointment is for a three-year term.



Hundreds – if not thousands – of pounds of food was collected for the Campus Food Bank this summer thanks to the efforts of staff and faculty. From June 11-26, 20 units and departments from the St. John's campus as well as the Marine Institute, took part in the second annual 12 Days of Christmas in June Food Drive. Points were assigned for each item donated and bonus points were awarded for those who collected the requested amount and for any extra items that weren't on the list. The top three point getters were: the **Department of Biochemistry** (1,476 points), the **Queen Elizabeth II Library** (1,126 points) and the **Division of Student Affairs and Services** (1,044 points).

Craig Harnum, program co-ordinator and lead instructor at the Marine Institute's Safety and Emergency Response Training (SERT) Centre in Stephenville, took gold in the Chiefs' Race and silver in the Over 40 category at this year's Canadian Firefit Regional Championship. The event was held in July on the west coast.

Dr. Ronald Rompkey, left, was presented with the **Ordre National du Mérite** by Canada's Ambassador of France, Monsieur Daniel Jouanneau, at a special ceremony this summer. The research professor, who teaches in the English Department, was recognized for his contribution to the francophone community of Newfoundland and Labrador. The Order of Chivalry is awarded by the president of the French Republic to French nationals for distinguished civil and military achievements and to foreigners for service to France and the Francophonie.



Photo by Leslie Vryenhoek

Leslie Vryenhoek, communications co-ordinator with the Faculty of Arts, has won a prestigious competition. Her short story, "Early Girl, Pacific Avenue," placed first in this year's Eden Mills Literary Contest. She was awarded \$500 as part of her honour. Ms. Vryenhoek, who has worked at Memorial since late 2005, is pursuing the English Department's Diploma in Creative Writing. She hopes to publish a collection of her short stories in the near future.

Feedback
The Communicator wouldn't exist without you – our co-workers and retirees. We're always interested in your thoughts on what we've written.

Did you like our articles? Got a story idea or photo for a future issue?

Get in touch with us.
E-mail editor Jeff Green at jeffg@mun.ca or call 737-2142.




Photo by Stephanie Barrett

The MUN ladies team came first in the Memorial University Female Commercial race at this year's Royal St. John's Regatta – missing the record for that category by a mere two-and-a-half seconds. They completed their course in a time of 5:35:58. The team worked tirelessly throughout the year and proudly represented Memorial. Members included (from left to right): Coxswain **Christine Rowe**, an alumna of Memorial; **Tamara Smith**, graduate student, Biochemistry; **Betty Ann Lewis**, intermediate secretary, Biochemistry; **Patricia Churchill**, intermediate secretary, French and Spanish; **Karen Slaney**, payroll officer, Human Resources; **Tara Connelly**, graduate student, Ocean Sciences Centre; **Barbara Matthews**, alumna; and spare **Rhonda White**, science technician, Biology.



Meanwhile, the Grenfell College men's rowing team cleaned up at the Annual Rowing Regatta in Corner Brook on Aug. 19. They won gold in the first race with a time of 6:01 and also won the championship race with a time of 6:11. **Dr. Gerard Curtis**, an art history professor with the Division of Fine Arts, was a member of the winning team, which also included students and friends of Grenfell. From left: **Bonnie King** (Cox), **Dr. Curtis**, **Jake Russell-Mercier**, **Nigel Jenkins**, **Michael Jenkins**, **Paul Curtis** and **Sid Harris**.



Photo by Anna Russell-Mercier

Employees and friends of the university have raised thousands of dollars so far this year for Special Olympics Newfoundland and Labrador during two events in recent months.

The effort has been led by employees from **Campus Enforcement and Patrol (CEP)**. On June 22, they led

a contingent of 11 people in the 2007 Law Enforcement Torch Run raising thousands of dollars. CEP has been heavily involved in the run since 2001. Meanwhile, in late September, CEP led a walk around Mundy Pond in St. John's that raised \$2,300 for Special Olympics. Organizers are still collecting money for Special Olympics. They'll have a final tally later this year. Employees and pensioners can call 737-2047/2046 to make a donation. Participants in this year's run included (from left): **Baxter Pope**, Technical Services; **Mike Parrott**, CEP; **Kevin Howard**, CEP; **Jordan Fifield**, son of **Jeff Fifield**, CEP; Mr. Fifield, CEP; an athlete from Special Olympics; **Phil Smith**, CEP; **Lynette Byrne**, CEP; **Dillon** and **Mackenzie Byrne**, Ms. Byrne's son and daughter; **Doris Pomroy**, CEP; **Richard Goulding**, Technical Services; **Wendy Murphy**, CEP; and **Doug Hall**, a friend of the university and an employee of RDM Industrial.



Photo submitted

Memorial's Supervisory Skills Development Program was recognized with an honourable mention at the 2007 Canadian Association of University Business Officers' (CAUBO) Quality and Productivity Awards Celebration. The program was developed by the Department of Human Resources to address the developmental needs of new supervisory staff. Here, award recipients **Robert Barker**, manager, Organizational Development, and **Lynn Best**, learning and development officer, show their pride for the program and honourable mention.



The Communicator salutes co-workers for time well spent as volunteers in our communities.

 **HATS OFF to our volunteers!**



Volunteering isn't just something **Shelly Curtis** does to fill up her schedule. As a faculty member at the Marine Institute where she teaches engineering graphics and engineering drawing, Ms. Curtis is kept busy enough. But still she finds time to spend with a well-known organization near and dear to her heart – the Newfoundland and Labrador Down Syndrome Society. Her first child, Jonathan (Jay), was diagnosed just prior to birth. He's now seven and is involved with Special Olympics swimming, bowling and hockey. The society works to, amongst other things, increase public awareness and understanding of Down Syndrome, and provide support for parents and families of children with Down Syndrome, as well as ensure primary speech therapy and occupational therapy for all the children. To do that, it relies on volunteers like Ms. Curtis, who'll help the group celebrate National Down Syndrome Week during the first week of November. "The society is an extended family for us," she said. "It's more than a support group for our children, it provides us, the parents, with somewhere to turn for advice and guidance. We help each other and in turn help our children."

Campus news

Circle off your calendar and get ready to kick up your heels this October as things gear up for the MUNdays celebrations. From Oct. 23-27, MUNdays roll out under the banner of **I Love MUNdays** on the St. John's campus, and **I Fell for Grenfell** in Corner Brook. Both events are part of the university's annual series of celebrations that embraces the diversity, ingenuity, excellence, kindness and community service that make Memorial shine above the rest. So here's your official invite! Organizers want as many of you – staff and faculty members, as well as pensioners – to get into the thick of the celebrations, and embrace all the terrific things that make Memorial such a great place to work and study! Here are some of this year's highlights.

I ♥ MUNdays



KINDNESS FRIDAY, Friday, Oct. 26, all day

Okay, so the concept is simple enough: do something nice for somebody, anybody! Hold the door for a co-worker, buy a student a coffee or donate to a local charity. The sky's the limit. Submit your plan online at www.mun.ca/mundays/kindness. Organizers will post your comments to help inspire others!

5TH ANNUAL BARNES HOUSE TRUCK PULL Saturday, Oct. 27, 1 p.m. Parking lot 15

It's not just Superman who has the power to pull transport trucks – Memorial employees and students have been doing it for years! So, here's your chance to move a gigantic piece of machinery while raising money for the Iris Kirby House. Be sure to recruit your team of five men and five women early for this event!



HEALTH CIRCUS, Tuesday, Oct. 23, 12-2 p.m. Field House

From belly dancing to juggling to judo training, here is your chance to try something new! Everyone is encouraged to celebrate healthy lifestyles and active living by perfecting a skill or learning a new one all together. Prizes galore. Red noses and clown shoes optional!



Check out www.mun.ca/mundays for other exciting events like the International Bazaar, the Outside the Box Challenge, and a special Skills Challenge between the Women's Sea Hawks basketball team and local celebrities!

COMMUNITY SERVICE-LEARNING DAY, Saturday, Oct. 27, 10 a.m., Inco Innovation Centre

Got a flair for gardening? Want to keep St. John's clean and green? Sign up online at www.mun.ca/mundays/community for this year's Community Service-Learning Day and spend time planting seedlings or help clean up local beaches.



Show a little HEART!

In fact, wear it on your sleeve and get out and make the most the annual fall celebrations in both St. John's and Corner Brook

Rain or shine! Walk it! Run it! One-kilometre or two-kilometre route. The dash is open to all Grenfell College staff and faculty and students, the public, and local high school students. Prizes will be given for the top three male and female finishers, top residence and chalet, and top local school. Registration: 3:30-4 p.m. Reward yourself after the race at the Campus Dash Barbecue.

CAMPUS DASH 2007 Wednesday, Oct. 24, 4:15 p.m. outside the GCSU Food Court



HEALTHY BODIES/HEALTHY MINDS Tuesday, Oct. 23, 1-3 p.m., GCSU Food Court

Take the Western Regional School of Nursing's healthy living challenge. Booths will be set up to assess and provide info on things like your physical fitness abilities, blood pressure and hip waist ratios. Plus, there'll be info on smoking cessation, and sexual and mental health issues. Free snacks and prize draws, too.



INTERNATIONAL NIGHT Thursday, Oct. 25, 6-8 p.m., GCSU Food Court

Don't let the name deceive you, you're more than welcome to join our international students for a fun evening of traditional food, song and dance. Learn about their countries! Sample their cuisine!



Log onto www.swgc.ca/celebrate/ for information on other fun events like the Healthy Start Breakfast, Fun 4 Everyone Sports Challenge, and the Fine Arts Theatre Student Production of WAVES.

I ♥ fell for Grenfell

HAUNTINGLY BOO-TIFUL HALLOWEEN FUN FAMILY ART Saturday, Oct. 27, 1-4 p.m. Fine Art Atrium

Dress up and create your own boo-tiful masks, hats, costumes and terrifying decorations in preparation for the big scary day.



Invest through payroll deductions

Available during the month of October, Canada Savings Bonds are a safe and secure way to reach your savings and investment goals. They are issued by the federal government through Memorial's automatic payroll deduction service. Canada Savings Bonds (CSB), are cashable at any time. Employees can purchase or make changes via the Internet by accessing the Canada Savings Bond e-Campaign website at www.pwgsc.gc.ca/compensation. More information is available on the Human Resources website at www.mun.ca/humanres/employees/CSBHRWeb.pdf.

8 things you didn't know about C&C

Memorial's Department of Computing and Communications offers a myriad of services to the university community – everything from mail services to wireless support to setting up an e-mail account. It is also responsible for our phone system, the university's main switchboard, and it operates the Computer Purchasing Centre, Help Centre and Commons. C&C staff members also assist thousands of clients each month. Here, are eight things you probably didn't know about the department.

The main switchboard answers 200 calls on average during a regular day. Meanwhile, during the first week of a new term, between 300-400 calls are answered each day. And, on a storm day, roughly 1,800 calls are made to the switchboard line to hear the latest updates.

In August 2007, C&C received an average of 720,511 incoming e-mail messages per day. Of that, on average, 535,493 were blocked spam messages.

Between Jan.1-Aug. 31, 2007, C&C processed 143,170,879 incoming messages; 94,255,811 spam messages were blocked.

There are 604 current Banner (a centralized computer administration system) users.

The Computer Purchasing Centre currently has 271,366 items available through its online shopping cart. Visit www.mun.ca/cpc for more info.

Computer Purchasing Centre sales have increased by 43 per cent since 2003-04 to current levels exceeding \$6.3M annually.

Eighty per cent of the clients of C&C's Digital Media Centre, located in The Commons, are students, a quarter of whom are graduate students, while 15 per cent are faculty and staff.

The Help Centre receives about 2,000 calls a month, 65 per cent of which are resolved by the unit's front-line support staff.

Smoke-free expands to building entrances on St. John's campus

Memorial has launched a new pilot project to create smoke-free zones to buildings with multiple entrances on the St. John's campus.

It's all part of an initiative to ensure those coming to work, study or visit the university can do so without being exposed to second-hand smoke.

For the past 15 years, Memorial has effectively applied a smoke-free policy to all university buildings and facilities. Evidence has shown that enforcing a complete smoke-free policy outside buildings is problematic and smoking continues at exterior building entrances. As a consequence, staff, faculty, students and visitors who must use these entrances are exposed to hazardous second-hand smoke.

A practical and realistic solution to this important concern has been proposed – designating most building entrances to be smoke-free, leaving a number of other entrances available to those who smoke.

Over the past summer, Facilities Management began to implement its pilot project. Signage was installed indicating the entrances where smoking is prohibited and those where exterior smoking is permitted outside. As a result, members of the campus community may now choose routes to each building that best suit their lifestyles and preferences. Mutual respect and courtesy, with a focus on health and safety, is essential to the success of this new initiative.

This initiative will be monitored and feedback is requested. Anyone with questions regarding this pilot

project can contact Facilities Management at 737-7600 or facman@mun.ca.



Adherence to signage by all staff, faculty, students and visitors is vital. Smokers, in particular, have a responsibility to smoke only near identified entrances where ashtrays are provided.

News you can use

Keeping campus communities in the loop

It's one of the fastest, not to mention efficient, ways to keep Memorial's huge university community in the loop when it comes to big stories.

When major events take place at the university, for example, word has to get out fast and the quickest way is through a unique e-mail bulletin service launched seven years ago.

Newsline goes out to roughly 4,000 members of the university community. The service contains information of interest to everybody from front-line staffers to deans and directors to faculty and students. Pensioners even keep in the loop with what's happening at the university by receiving the e-mails.

The majority of Newsline content contains maintenance announcements, including planned network outages, roof repairs, asbestos abatement work, as well as storm closures – particularly important when thousands of employees and students need to know of class cancellations and building closures in a matter of hours.

Newsline is also used to inform subscribers of the important events taking place on both St. John's and Corner Brook campuses, as well as at the Marine Institute, the Labrador Institute and the Ocean Sciences Centre.

"From its inception in 2000, Newsline has been an important channel of communications," said Ivan Muzychka, associate director (communications). "We find that it's quick and easy, inexpensive, and the vast majority of people on and off the campus like the connection it provides."

In addition to the regular e-mail bulletins subscribers receive, an Events Newsline is sent out every Thursday and includes all the events posted on the university's online calendar (today.mun.ca) for the week ahead. Newsline includes events taking place off one of the campuses that are directly related to the work or research of faculty, students and staff.

A Newsline archive has also been created. People interested in reading past examples of what announcements

meet the criteria for Newsline can find it online at: <http://lists.mun.ca/archives/newsline.html>.

If you work at Memorial and are not receiving regular Newsline messages, please see your administrative staff specialist, or send an e-mail to Randy Dodge at Computing and Communications. His e-mail is randy@mun.ca.

In addition to Newsline, the Events Calendar, and today.mun.ca, there are plenty of other ways to stay connected with what's happening at Memorial. Here are some selected news sources:

- ✓ The *Gazette* is the official university newspaper.
- ✓ *Studio 1024* is Memorial's official podcast. Visit mun.ca and follow the link.
- ✓ *ArtsWorld*, a publication of the Faculty of Arts.
- ✓ *Benchmarks* is issued by the Faculty of Engineering and Applied Science.
- ✓ *The Bridge* is produced by the Marine Institute.
- ✓ *Luminus* is the magazine of the MUN Alumni Association.
- ✓ *Grenfell Connects* is published twice a year by the college.
- ✓ *MUNMED* is produced by Faculty of Medicine.
- ✓ *Partners* is a newsletter from the Faculty of Business Administration.
- ✓ *Research Matters* is Memorial's research magazine.
- ✓ *The Grenfell Grapevine* is a publication of events at Grenfell. See www.swgc.mun.ca/grapevine.
- ✓ *the muse* is the official student newspaper.
- ✓ And, of course, *The Communicator*, which you're holding right now.

Employee Opinion Survey

Survey says! *The Communicator* examines the differences and similarities among the various generations of employees at Memorial

There are many ways to analyze the data from Memorial's Employee Opinion Survey which was released earlier this year.

In an attempt to breakdown some of that information, *The Communicator* will be offering snapshots and analysis of some of the data over the coming issues.

Here, Lisa Hollett, director of Human Resources, takes a peak at the various generations of employees that make up Memorial.

Much research has been conducted to determine the differences between generations. n-gen People Performance Inc., is a company that specifically looks at the generational differences within the workplace. This group defines the workplace generations as:

Traditionalists	Born 1922-1945	Currently Age 62+
Baby Boomers	Born 1946-1964	Currently Age 43-61
Gen X	Born 1965-1980	Currently Age 27-42
Gen Y	Born 1981-2000	Currently Age 26 and younger

The theory around generation cohorts is that the events in the formative years shape how the generation views the world and the values that they bring to every area of their lives including work.

According to n-gen, the different generations each have different values and therefore different expectations around loyalty, authority, relationships with colleagues, work styles and management styles. (Please note that these are generalizations and will not fit everyone in the category.) These generational differences can cause conflict in the workplace. An example n-gen uses is that the traditionalist, who values clear lines of authority and a directive management style may come into conflict with a Gen X who has a relaxed approach to authority and an informal work style.

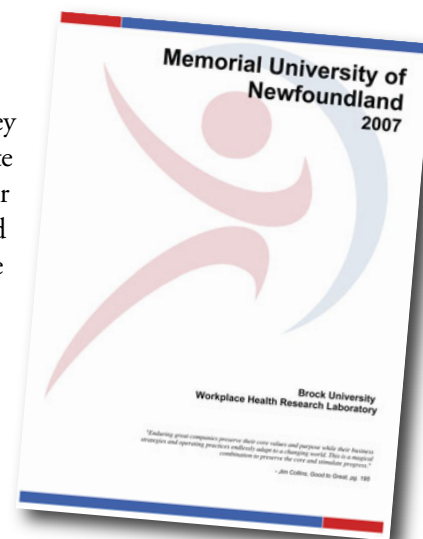
When examining the employee opinion survey results for the university overall, it is useful to note some of the generational differences. While our data was not collected by the age groups listed above, it is fairly close and can be used to make comparisons. For example, team recognition is of most concern to MUN's Gen Y population while individual recognition is of more concern to the other generations. This fits with the research which tells us that Gen Y is the most highly collaborative of all the generations.

Another interesting difference for MUN is traditionalists are most satisfied with their work control while Gen Y is least satisfied. This could be due to the increased level of responsibility that the traditionalists generally hold within the organization, or it could be due to the different expectations each generation has. Gen Y has a much more fluid style of work and expects to create the rules; traditionalists have a much more linear style of work and are process focused.

The challenge for any employer is to develop policies, programs and practices that will meet the needs and expectations of all the generations in a workplace. Memorial is preparing itself to meet that challenge.

For more information on n-gen and the generational cohorts, please visit their website at www.ngenperformance.com.

To see the complete results of Memorial's Employee Opinion Survey, visit www.mun.ca/humanres/opinion_survey/Overall_Corp_Rpt.pdf.



Just before the official start of the fall semester, Memorial held a series of events to welcome new faculty to the university community. The events were geared towards meeting new colleagues and ensuring newcomers get a solid overview of what services Memorial has to offer. The first-ever faculty expo was launched at the Inco Innovation Centre on Thursday, Aug. 30, and provided an opportunity for various service units and departments around the university, including the Queen Elizabeth II Library, the Office of Student Recruitment, and Distance Education and Learning Technologies (DELT) to connect with faculty and showcase the various benefits and programs available. Meanwhile, on Friday, Aug. 31, the group participated in an orientation session in R. Gushue Hall. There, President Axel Meisen and other members of administration welcomed new faculty and delivered interactive sessions about matters important to their success. The Office of Faculty Relations – which organized the orientation – are planning other events this fall and winter for faculty. To learn more, contact Lisa Curran, co-ordinator, academic recruitment and retention, at 737-6157, or e-mail lcurran@mun.ca. Here, Albert Johnson, DELT, speaks with newcomers Erin Alcock, Queen Elizabeth II Library; Dr. Dr. Fiona Polack, English, and Dr. Katherine Side, Women's Studies.

FUN IN THE SUN Employees flock to summertime barbecues

More than 100 faculty, staff and pensioners at Sir Wilfred Grenfell College attended the annual Employee Appreciation Barbecue in Corner Brook on Aug. 30. Warm temperatures and beautiful sunshine meant employees were able to enjoy their burgers, salads and desserts on the deck of the Grenfell College Student Union Annex. The barbecue was a great kick-off to the fall semester and a wonderful opportunity to meet new faculty and staff.

Meanwhile, the sun was out in full force to the delight of more than 500 people from the St. John's campus as well as the Marine Institute who soaked up the rays and enjoyed some afternoon snacks when Memorial's administration

held its annual Summer Faculty, Staff and Pensioner Appreciation Barbecue on Aug. 23. Honeywell, who also set up an energy awareness booth at the event, was a major sponsor this year. Last year, the university and Honeywell announced plans for a \$13.2-million energy savings and facility renewal project. As usual, the event took place in the Main Dining Hall and Paton College Courtyard. In addition to lots of snacks and food, there was live music, entertainment and prizes. Almost \$1,000 was raised for the Campus Food Bank, plus a car-load of non-perishable food items. Here, James Burke, a local juggler and Memorial student, entertains some of those who attended the barbecue.



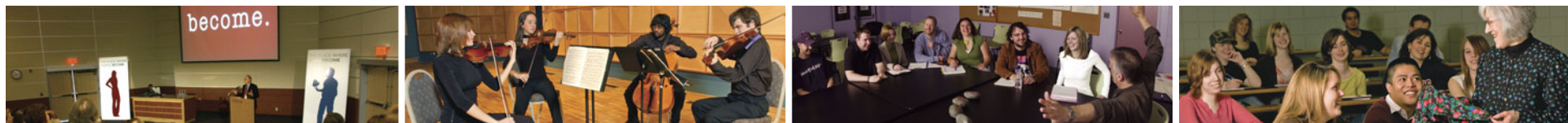
Photo by Shannon Dawson

Photo by Pamela Gill

Five Pillars - Memorial University Strategic Plan

The future of Memorial is bright. We have many fantastic staff and faculty members who make this a great place to work. Our students are first-rate and our alumni are proud ambassadors. Earlier this year, the university released its strategic plan which summarizes its major goals and targets. The plan is built on five pillars – students, research, community service, resources, and responsibility. In short, they're five principles that will help guide the future direction of Memorial. The plan supports a growth agenda for the university, including outcomes, targets and annual progress measures, and features a total of 29 major goals that will be pursued over the next five years. The plan – and its five pillars – is something every employee should look at, read, absorb, understand and embrace.

To review the complete plan, visit www.mun.ca/strategicplanning/strategicplanjan25webfinal.pdf.



Here's a snapshot of each pillar and goals.

Students

Students are the central focus of Memorial. Their success while attending the university and afterwards is a key measure of our success. Memorial is committed to providing high-quality education and to fully develop students' potential to become active, engaged and productive members of their community, the province and the world.

GOALS:

1. Foster student success and retention
2. The teaching and learning environment
3. Program innovation and development
4. Increase undergraduate and graduate enrolment
5. Serve off-campus students
6. Enhance student recruitment and financial support
7. Student support

Research, creative activity and scholarship

Memorial is committed to creating a vibrant culture of scholarly inquiry, where knowledge is created and transformed with excitement, creativity and rigor.

The development of Newfoundland and Labrador remains central to research activity at the university, but equally important is how this activity is situated in global terms. Memorial will identify research themes that enable fruitful, cross-disciplinary approaches and the sharing of resources.

Memorial will also continue to support a culture of scholarly inquiry that promotes the development of partnerships, both public and private, and encourages open-mindedness in all research endeavours.

GOALS:

8. Focus on high need areas
9. Research collaborations and partnerships
10. Research environment
11. External funding
12. Research engagement and productivity

Needs of the province

Memorial has played a major role in the development of Newfoundland and Labrador and remains committed to its cultural, social and economic needs. The university brings its expertise out to communities, actively engaging in dialogue to learn more about the problems they face, and to raise awareness of the value of a highly educated population.

GOALS:

13. Accessibility
14. Foster regional and rural development
15. Education and research opportunities in Labrador
16. Partnership with aboriginal peoples
17. Immigration and internationalization
18. Provincial linkages and partnerships
19. Lifelong learning within the province and beyond

Conditions for success

For Memorial to be successful in achieving its goals, an institutional commitment must be made to strengthen the conditions necessary for success. Many of the goals cannot be achieved without a renewed commitment to the university community and the community at large to new and vibrant infrastructure and to new and enhanced funding sources. Administrative policies and procedures should facilitate progress towards the university's goals and objectives. In an increasingly interdependent world, additional efforts must be made to publicize Memorial and its strengths, within the province and to the rest of the world.

GOALS:

20. Importance of people
21. Infrastructure
22. Information resources
23. Active participation in the international community
24. Administrative practices
25. Advancement
26. Funding

Institutional responsibility

Memorial is open and transparent with its constituents, accountable to its founders and responsible for its actions. The university operates in a manner that allows open communication about its activities, progress towards stated goals and objectives and use of resources.

GOALS:

27. Planning, resources allocation and performance monitoring
28. Working and learning environment
29. Sustainability

To learn more about Memorial's Strategic Plan, visit www.mun.ca/strategicplanning/new.php

MISSION

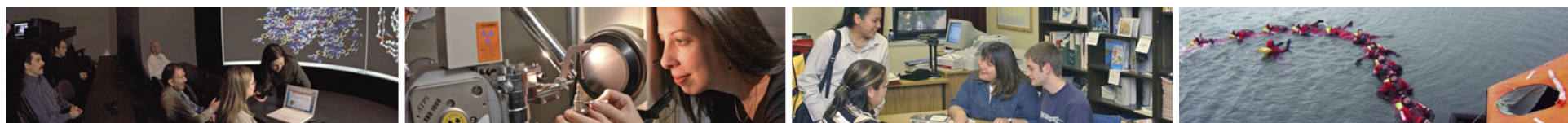
Memorial University is an inclusive community dedicated to creativity, innovation and excellence in teaching and learning, research and scholarship, and to public engagement and service. We recognize our special obligation to the people of Newfoundland and Labrador.

Memorial welcomes students and scholars from all over the world and contributes knowledge and shares expertise locally, nationally and internationally.

CORE VALUES AND PRINCIPLES

In expressing its core values and principles, Memorial is dedicated to:

- Quality and excellence
- Creativity, ingenuity and innovation
- Equity, equality and diversity
- Accessibility
- Collegiality and co-operation
- Responsiveness and flexibility
- Competitiveness
- High ethical standards
- Sustainability
- Accountability and transparency



Where are we going?

Where are we now?

Increase enrolment to 20,500
17,300 students

Continue to build Memorial's reputation

In a Newfoundland and Labrador public opinion survey conducted in July 2007, 82 per cent of respondents are likely to recommend Memorial to others (based on location and reputation), while 89 per cent agreed that Memorial's academic programs are among the best in the world.

Improve overall student experience

Over 1,900 students participated in Orientation 2007 with the greatest number of faculty and staff involvement yet. Big increase in students working in MUCEP, service learning and volunteer positions.

Implement a fundraising campaign

Campaign start-up committee created in July 2007 and meets regularly to plan for the major capital campaign to support the infrastructure strategy (five-year campaign proposed to begin late 2008)



View this document online at: www.mun.ca/strategicplanning/strategicplanjan25webfinal.pdf.

LUG A MUG ... and do your part to create a cleaner Memorial

There are lots of ways employees can quench their recycling thirst right here at work everyday. Whether it's taking your own mug to your daily coffee break ritual or tossing recyclables into the proper bin on our campuses, there are plenty of ways you can do your bit to make Memorial a more environmentally-friendly campus. Here are some examples of easy tips you can do to help keep Memorial clean and beautiful — courtesy of the Sustainability Office.

Lug a Mug: Suck it up and reuse your cup!

Staff and faculty members are encouraged to stop using disposable cups when ordering a take-out drink and instead grab their favourite mug when heading to a break. "Coffee might be something you need to get you through your day but throwing away precious forest resources and contributing to solid waste every time you get a coffee doesn't need to be a part of that," said Shelley Parry, Memorial's sustainability co-ordinator.

Fair trade coffee

The next time you need your caffeine fix (and you've grabbed your own mug, of course) why not purchase a cup of fair trade coffee – a product that's the result of an organized global social movement which promotes standards for international labour, environmental and social policy. On the St. John's campus you can get fair trade certified products at Treats in the University Centre or at a coffee/tea club run Monday-Friday from 8:15-11 a.m. in room EN-4000 by the group Engineers Without Borders. As well, Bitters, the Graduate Student Union pub in Feild Hall, serves fair trade coffee.



For more information on environmental initiatives here at Memorial, contact the Sustainability Office at 737-2637 or e-mail sustain@mun.ca.

Green drinks

Nope, we're not talking about St. Paddy's Day beverages. The group Green Drinks St. John's was launched on Earth Day 2007. In short, it's a chance for people who work and volunteer in the environmental field to get together in a relaxing (that means no meetings or committees!) setting. The group meets on the last Wednesday of every month from 7-9 p.m. at the Ship Pub in downtown St. John's. There'll be a special gathering on Wednesday, Oct. 24 from 7-9 p.m. at the Breezeway during I Love MUNdays. E-mail green-drinks.stjohns@gmail.com for more info.

Beverage container recycling

Did you know that there are more than 300 recycling bins on the St. John's campus alone with dozens more at the Marine Institute, the Ocean Sciences Centre and at Sir Wilfred Grenfell College? That means there's no excuse for you not to recycle here at work. You should find one of the beige bins located next to a garbage container. If there isn't one, contact Ms. Parry. Remember, you can throw in plastic drink containers, aluminium cans and tetra packs (juice boxes). Half of the proceeds here at Memorial go to the Campus Food Bank, a worthwhile group!

New director for Finance and Administration

A familiar name at Memorial has just turned a new page in her career.

Deborah Collis was recently appointed the new director of the Department of Financial and Administrative Services. The Board of Regents approved her appointment at its Sept. 6 meeting. She replaces Brian Colbourne who was director from 2003-2006. Since last August, Ms. Collis has been acting director.

"I'm looking forward to this wonderful opportunity," she said during an interview in her office. "Our department has extensive dealings with all faculty and staff at Memorial and we are always looking for new ways to improve and grow the services we provide. I'm looking forward to leading our movement toward these goals. We have a fantastic staff of very dedicated employees who work very well together and support each other in our efforts to provide the best service possible to all university faculty, staff and students."

Ms. Collis is no stranger to her department. From 2003-2006, she was associate director of Financial and Administrative Services. Before coming to Memorial, she worked as director of finance and administration and previously as controller with Robinson-Blackmore Printing and Publishing in St. John's. She has also previously worked as a staff accountant with Ernst Young.

She holds a bachelor of commerce degree from Memorial and achieved her chartered accountant designation in 1993.

As director, Ms. Collis will be responsible for – amongst other things – monitoring and co-ordinating all university income and expenditures including a university-wide budget of over \$250 million.

Ms. Collis is currently a member of the Finance



Deborah Collis

Committee, the Investment Committee and the Separately Incorporated Entities Committee of Memorial's Board of Regents, is an administrative representative on the university's Sexual Harassment Advisory Board, is a member of EduTech Services Inc.'s Board of Directors, and treasurer and university representative on the Campus Childcare Inc., Board of Directors.

A resident of St. John's, Ms. Collis is an active volunteer with community and social organizations. She is extensively

involved in her local church. She has been a director of the Newfoundland and Labrador Employers' Council, treasurer of the provincial chapter of the Canadian Hard of Hearing Association, and has been active with the Institute of Chartered Accountants of Newfoundland.

In her spare time she enjoys many outdoor activities, including running, gardening and fishing. This fall, she is also looking forward to doing a bit of hunting, too – she's landed her own moose license for the second time ever!

The importance of job evaluation

Has your job changed significantly recently? If so, the Department of Human Resources administers a job evaluation plan for non-academic positions within the university. The decision-making process for job evaluation review is decentralized to a Job Evaluation Committee.

Meetings of the Job Evaluation Rating Committee, which consists of five volunteers from the St. John's campuses and Sir Wilfred Grenfell College, take place roughly every three weeks, from September to June, to rate Job Fact Sheets submitted by employees.

Job evaluation involves applying the Aiken Plan, which is a gender-neutral method for evaluating jobs. This plan allows flexibility in recognizing a significant difference in a position which may result in the movement to a higher Aiken point range resulting in a salary adjustment.

To obtain further information on job evaluation, visit www.mun.ca/humanres/job_eval/procedures.php. If you have any particular questions regarding job evaluations, forward an e-mail to jobeval@mun.ca or phone Mary Clarke, manager, Recruitment and Job Evaluation and Salary Administration, at 737-4557.

Retirements



The Safety Seminar Room in the Facilities Management Building was the place to be on Sept. 6 as employees from around the university gathered to say goodbye to **Herb Bartlett**, left, who retired after 34 years of service as the Electrical Shop supervisor. Herb's last official day was actually Aug. 17 but he came back for this special reception. Here, Herb poses with Don Peach, manager, Energy Systems and Controls, who handed Herb a special certificate.



After 38 years and 10 months, scientific photographer **Roy Ficken** put down his camera and retired in July. He had worked with the Department of Biology since Aug. 18, 1968. A number of current and retired faculty and staff members – as well as Roy's family – joined him for an afternoon social this past summer, including his wife Sylvia, who works as a medical illustrator and graphic designer with Health Sciences Information & Media Services in the Faculty of Medicine. Here, Roy (third from left) and his granddaughter Jenna Ficken are joined by current and retired faculty members from Biology. From left: Goverdine Fahraeus-van Ree, retired; Dr. Peter Scott; Dr. Faye Murrin; Prof. Ian Emerson; and Department Head Dr. Paul Marino.



A reception was held in late August for **Madge Pottle** who retired from her job as co-ordinator of the Standardized Patient Program. Standardized patients are recruited from the general population and are trained to portray clinical cases to support the education and evaluation of students from all healthcare professions – medicine, nursing, nurse practitioner, pharmacy and social work. Madge is a registered nurse whose nursing career included many years of Community Health Nursing, teaching and supervisory positions with home care and 14 years of service at Memorial.

After 17 years, **Agnes Budgell**, seen here with Dr. Robert Miller, chair, Family Medicine, retired on June 29. Most recently she worked as a clinical receptionist in the Family Practice Unit, Discipline of Family Medicine. Prior to that, she spent three years with MUN Extension Services in St. Anthony, one year with Graduate Studies on the St. John's campus, a year with Medical Practice Associates in the Faculty of Medicine, and six months with the Department of Anesthesia. Colleagues, former co-workers, friends and family gathered for a special retirement dinner in her honour on June 18.



Ingrid Pardoe has retired after 30 years as a laboratory technician with the Faculty of Medicine. She was invited to come to Memorial by Dr. Alf Burness, who was hired in 1976. She worked in his laboratory until his death in 1991, at which point she moved to the laboratory of Dr. Thomas Michalak. Over the years, she worked with Drs. Michael Grant and Sheila Drover, as well as Dr. Alan Pater. In the last four years, she worked with Dr. Terry-Lynn Young's new genetics lab. She described that period as a "really exciting time, getting a well-funded new lab up and running."



Vera Griffin starting working at the Faculty of Medicine in October 1974 when the Office of Admissions and Student Affairs was located in T-3 where the QE II Library is now. In January 1975 the office moved to the Health Sciences Centre. She progressed from secretary in the Office of Student Affairs to officer and finally was reclassified as manager for the office. In 1999, she received the President's Award for Exemplary Service. Dr. Wayne Gulliver, outgoing president of the Medical Graduates' Society, presented Vera with a flower bouquet during this summer's MGS reunion, in appreciation for her many years of service to medical students and alumni.



He's not ready to retire just yet but **Dick Ellis** did step down as university librarian on Aug. 31. He occupied that position since 1982 and has been a librarian at Memorial for 35 years. Mr. Ellis, seen here during a special summertime reception in his honour, is currently on administrative leave but will continue working in the Queen Elizabeth II Library. Lorraine Busby has been appointed the new university librarian. She begins Nov. 1. Susan Cleyle, associate university librarian, is serving as acting university librarian from Sept. 1-Oct. 31.

With a combined total of 101 years of service, three well-known faces from the Department of Biology closed a chapter in their careers recently: **Dr. John Gow** (left), professor; **Prof. Ian Emerson**, associate professor – each of whom had 32 years of service with the department – and associate professor, **Dr. J. Roger Pickavance** (missing from photo) who retired with 37 years of service. A special reception was held in their honour on Sept. 6. The three asked that any money collected for gifts be donated to the Sculpin Scholarship and the Dr. Joe Brown Scholarship.



How are you spending your retirement days? Got an interesting story to tell or a photo to share? Get in touch with editor Jeff Green. The Communicator is always interested in hearing from our pensioners.

Write to *The Communicator*, Division of Marketing and Communications, Room A-1024, Memorial University of Newfoundland, St. John's, NL A1C 5S7. Or e-mail jeffg@mun.ca.



Cheers! *from Lisa*

Lisa Hollett,
Director of Human Resources



You can really feel a change in the weather over the past few weeks, and it seems, a real change on campus as thousands of students have returned to class. Memorial really comes to life when students are learning and exploring, faculty is teaching and researching, and staff are supporting and facilitating. This time of new beginnings, optimism, creativity, and focus remind us of the possibilities that exist when we're a community dedicated to excellence. The wonderful weather over the past few weeks hasn't hurt spirits either as we look forward to an exciting fall and winter with activities such as MUNdays on the horizon.

Just as autumn brings about visible changes in nature,

this is an important time for Memorial as cultural changes and shifts in strategic and operational direction are evolving. Focusing on consistently improving employees' experience in the workplace through training and development opportunities, career development, health and wellness, conditions of employment, equity, diversity, recognition and compensation is a priority for Human Resources and the university overall.

Each employee is a valued contributor to the success of Memorial as changes and improvements are implemented. There are lots of initiatives underway to support the engagement of employees. A People Development Strategy is ready to be communicated broadly. It is an exciting, comprehensive plan that includes developing future leaders, mentoring, coaching, succession planning and career counseling for all employees. Please look for more news on this shortly.

Keep in touch with me through my
blog Happy Friday online at

www.mun.ca/humanres/blog/happyfriday/

Each faculty and department's results of the employee opinion survey are being discussed with the faculty or department head with the intent to communicate the results with the employees and develop an action plan to address concerns.

Respectful workplace workshops will commence shortly and an exciting anti-discrimination response training program will also be offered. Some long-term employees will be recognized at our annual service awards ceremony in October.

We are continually seeking out ways to improve the engagement levels of our employees and looking for feedback. If you have any suggestions, I welcome them.

You can get in touch with me by sending an e-mail to ljhollet@mun.ca or by calling 737-4615.

Cheers!
Lisa

Training 101

Your guide to know how to apply for academic and non-academic development

Is it time for you to take advantage of the amazing development opportunities, funded and supported by Memorial, for your benefit. If so, then Nola Perry (right) in Human Resources is your contact.

For academic credit courses, review Memorial's calendar as well as course offerings through Distance Education and Learning Technologies and Lifelong Learning and decide what direction you'd like to go in. The Registrar's Office can help with questions regarding admission and course transfers for undergraduate and graduate programs. You'll need to apply for admission or re-admission, and possibly under mature student status (if over 21 years of age). Next, print off a form (refer to www.mun.ca/humanres/forms/org_dev.php) and get your supervisor to sign it. Then, send it to Nola either by fax at 737-2700 or drop it off to A-4040. Once Ms. Perry verifies your eligibility, the form is then processed by the Cashier's Office. Once registration is confirmed, prior to the course start date, you have to pay student fees at the Cashier's Office (or online) and buy your course materials. The process to register is outlined at www.mun.ca/humanres/administration/staff_training.php

Meanwhile, for non-academic course development and training, through the Centre for Management Development and Lifelong Learning, the process is much the same. Each request for development is evaluated on an individual basis, depending on the focus of the employee and the department. Refer to the Human Resources website for more detailed information and then print off a form for completion – www.mun.ca/humanres/forms/org_dev.php.

Whatever your reason, take the time to avail of the many resources and explore a bigger future for yourself. Ms. Perry and others in Organization Development and throughout the university can answer any questions and help guide you through. There are many current employees who have applied for and received resources toward their goal and are successful examples of perseverance and inspiration.

If you're interested in training, contact Ms. Perry at 737-4626 or e-mail her at nperry@mun.ca. She has been with Memorial since 1977 and enjoys helping people advance their skills through training.



Photo by Shannon Dawson

Up close and personal *The Communicator* launches a new column that helps put a face to a name in HR

Meet Karen Slaney

Superwoman is a word. Inspiring is another. Karen Slaney, who has worked in payroll for three years and has been with Memorial since 1990 epitomizes both. She started in the mail room as a student, worked with the Registrar's Office and Distance Education and Learning Technologies (DELT) and has been with HR for 13 years. In addition to making sure we get paid, Karen has completed her bachelor of arts degree in sociology, is one course away from her Payroll Compliance Practitioner program certification, and is nearing completion of her bachelor of business administration. Karen, on weekends, even finds time to work with DELT supervising exams.

With the same resolve applied to working and studying hard, Karen is an accomplished athlete. She has rowed with Team Memorial in the Placentia and Royal St. John's Regatta, and this year, won in the Female Commercial category. Karen also runs in the Tely 10 Road Race, CIBC's Run for the Cure, plays volleyball, soccer and other Memorial lunchtime intramurals.

Well-rounded in her life, Karen also volunteers. She's an active member of the Human Resources Social Club, organizing many events and worthwhile fundraising initiatives. While she's incredibly busy (she likes it that way), she still manages to spend time with her husband and many friends and family.

Each department, university-wide, is assigned specific people who specialize in payroll, benefits and advising. To find out who your contacts are, refer to



Photo submitted



KAREN SLANEY
Payroll Officer

www.mun.ca/humanres/contact/dept_al.php. For those employees in the Faculty of Science, Botanical Gardens, the CREAT Network, and many more departments, you already know Karen. For those who aren't sure who their assigned specialists are, check out this site and discover for yourself.

Karen Slaney, one amazing member of the HR Team.

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. Aleksandrs Aleksejevs, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Dr. Iika Bauer, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Dr. Joerg Evermann, Faculty of Business Administration, assistant professor, Aug. 1, 2007

Dr. Patrick Gagnon, Ocean Sciences Centre, assistant professor, July 1, 2007

Dr. Darcy Hallett, Department of Psychology, assistant professor, July 1, 2007

Prof. Katia Iankova, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Dr. Carol King, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Dr. Stephanie McKenzie, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Dr. Fiona Polack, Department of English Language and Literature, assistant professor, July 1, 2007

Dr. Yevgeniy Vasilyev, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Appointments – tenure

Dr. Robert Finley, Department of English Language and Literature, associate professor, July 7, 2007

Dr. Katherine Side, Department of Women's Studies, associate professor, July 7, 2007

Appointments – regular term

Dr. Christopher Flinn, Department of Chemistry, associate professor, Sept. 1, 2007

Prof. Mary Furey, Faculty of Business Administration, assistant professor, Sept. 1, 2007

Prof. Denise Gibbons, Sir Wilfred Grenfell College, lecturer, Aug. 1, 2007

Dr. Philip C. Hogan, Department of Chemistry, assistant professor, Sept. 1, 2007

Dr. Kalinga Jagoda, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2007

Prof. Julie Pitcher, Sir Wilfred Grenfell College, assistant professor, Jan. 1, 2008

Prof. Amy Warren, Faculty of Business Administration, assistant professor, Sept. 1, 2007

Prof. Malgosia Zuberek, Department of Computer Science, lecturer, Sept. 1, 2007

Appointments – administrative

Dr. Tana Allen, Department of Classics, department head, Jan. 8, 2007

Dr. Alice Collins, Faculty of Education, dean, July 1, 2007

Dr. Michael DeRoche, Department of Religious Studies, department head, Aug. 1, 2007

Dr. Ivan Emke, Sir Wilfred Grenfell College, department head, June 1, 2007

Dr. Alex Faseruk, Faculty of Business Administration, associate dean (research), Aug. 1, 2007

Dr. Gary Gorman, Faculty of Business Administration, dean, Aug. 1, 2007

Dr. Katherine Side, Department of Women's Studies, department head, July 7, 2007

Dr. Shirley Solberg, School of Nursing, associate director, graduate programs and research, Sept. 1, 2007

Dr. Diane Tye, Department of Folklore, department head, Aug. 1, 2007

Promotions

Linda Barnett, Faculty of Medicine, librarian IV, Sept. 1, 2007

Dr. Wei Qiu, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2007

Dr. Proton Rahman, Faculty of Medicine, professor, Sept. 1, 2007

Retirements

Verena Gosse, Department of Psychology, associate professor, June 30, 2007

Dr. Rudi Meyer, Department of Earth Science, associate professor, May 31, 2007

ADMINISTRATIVE

Appointments

Kim Andrew, School of Graduate Studies, graduate enrolment manager, May 18, 2007

Gina Billard, Faculty of Arts, administrative staff specialist III, June 28, 2007

Marlene Brooks, Distance Education and Learning Technologies, senior instructional design specialist, July 16, 2007

Kent Budden, Department of Facilities Management, manager of custodial services, May 28, 2007

Andrew Harvey, Housing, Food and Conference Services, programmer consultant, May 4, 2007

Tina Hickey, Department of Human Resources, employment equity officer, May 7, 2007

Danny Ings, Ocean Science Centre, research assistant II, July 2, 2007

Joseph Kavanagh, Department of Facilities Management, locksmith, July 3, 2007

Patrick Linehan, Major Research Partnerships, project engineer (simulator team lead), July 3, 2007

Paula Mullins-Richards, Faculty of Medicine, co-ordinator of standard patient program, July 23, 2007

Albert Norman, Queen Elizabeth II Library, senior programmer, June 11, 2007

Shelley Parady, Department of Facilities Management, sustainability co-ordinator, June 18, 2007

Casey Phillips, Sir Wilfred Grenfell College, co-ordinator, student housing, June 4, 2007

Daniel C. Rice, Major Research Partnerships, project manager, marine simulation, July 16, 2007

Jamie Sheehan, Department of Facilities Management, supervisor of maintenance, central utilities, May 22, 2007

Heather Short, Department of Facilities Management, financial operations officer, May 16, 2007

Lora B. Simmons, Distance Education and Learning Technologies, academic program assistant, July 30, 2007

Dwayne Taverner, Housing, Food and Conference Services, residence life officer, July 23, 2007

Agnes Whelan, School of Graduate Studies, intermediate clerk stenographer, July 3, 2007

Jieying Xiong, Faculty of Medicine, science technician II, June 26, 2007

Contractual to permanent

Richard H. Butt, Sir Wilfred Grenfell College, instructional assistant, May 14, 2007

Mark Byrne, Department of Computing and Communications, postal clerk I, June 26, 2007

Anthony Clancey, Department of Facilities Management, custodian I, April 2, 2007

Denene Cranford, School of Graduate Studies, intermediate clerk stenographer, April 18, 2007

Joanne Duffenais, Sir Wilfred Grenfell College, custodian I, May 24, 2007

Mark R. Fitzpatrick, Sir Wilfred Grenfell College, instructional assistant, March 16, 2007

Lorraine Fleming, Faculty of Medicine, library assistant III, May 7, 2007

Edward L. Hynes, Department of Facilities Management, custodian I, March 9, 2007

Monica Ann Kearsy, Co-operative Education Services Centre, secretary, June 1, 2007

Alicia Kennedy, Department of Facilities Management, accounts clerk (fm), June 20, 2007

Paul B. King, Department of Facilities Management, custodian I, March 9, 2007

Lan Ma, Sir Wilfred Grenfell College, revenue cashier, May 7, 2007

Marsha McEvoy, Department of Facilities Management, intermediate clerk stenographer, Jan. 19, 2007

Deborah A. Noseworthy, Department of Facilities Management, campus enforcement patrol officer II, May 2, 2007

Kim A. Prowse, Department of Facilities Management, custodian I, March 9, 2007

Gary F. Seydell, Department of Facilities Management, custodian I, March 9, 2007

Craig Stephenson, Department of Facilities Management, campus enforcement patrol officer II, May 8, 2007

Elaine M. Short, Department of Facilities Management, custodian I, March 9, 2007

Joyce F. Squires, Department of Facilities Management, custodian I, March 9, 2007

Donald E. Williams, Department of Facilities Management, custodian I, March 9, 2007

Gerard Whitten, Department of Facilities Management, custodian I, March 9, 2007

Sheneen Young, Department of Facilities Management, administrative staff specialist I, May 7, 2007

Kim A. Prowse, Department of Facilities Management, custodian I, March 9, 2007

Gary F. Seydell, Department of Facilities Management, custodian I, March 9, 2007

Craig Stephenson, Department of Facilities Management, campus enforcement patrol officer II, May 8, 2007

Elaine M. Short, Department of Facilities Management, custodian I, March 9, 2007

Joyce F. Squires, Department of Facilities Management, custodian I, March 9, 2007

Donald E. Williams, Department of Facilities Management, custodian I, March 9, 2007

Gerard Whitten, Department of Facilities Management, custodian I, March 9, 2007

Sheneen Young, Department of Facilities Management, administrative staff specialist I, May 7, 2007

Contractual appointments (one year or more)

Ceara Brenton, Department of Human Resources, human resources administrator, June 27, 2007

Nicole Coady, Queen Elizabeth II Library, library assistant I, April 19, 2007

Andrew L. Cook, Major Research Partnerships, manager, research and development, technical supervisor, May 14, 2007

Lisa Gushue, Faculty of Medicine, research assistant I, May 21, 2007

Saman Iqbal, Faculty of Medicine, research assistant I, June 4, 2007

Darcy McMeekin, Office of Alumni Affairs and Development, development officer, May 9, 2007

Karen M. Mitchell, Faculty of Medicine, academic program administrator, Aug. 13, 2007

James Pelley, Department of Computing and Communications, it consultant, May 7, 2007

Sabrina R. Penney, Faculty of Medicine, science technician I, July 16, 2007

Kelly Penton, Mathematics Learning Centre, instructional assistant, June 4, 2007

Cathy Peyton, Faculty of Medicine, research assistant II, June 1, 2007

Kanwaljit Richardson, Faculty of Medicine, medical researcher II, June 4, 2007

Carl Sparrow, Faculty of Medicine, medical director, CSAT program, Jan. 1, 2007

Ellen Steinhauer, Office of the Vice-President (Research), co-ordinator institutional nomination, April 16, 2007

Janice Tulk, School of Music, project co-ordinator, June 11, 2007

Janis M. Walsh, Mathematics Learning Centre, instructional assistant, June 4, 2007

Joni C. Wells, Office of Student Recruitment, intermediate clerk stenographer, May 22, 2007

Tyrone White, Faculty of Medicine, senior clerk, May 1, 2007

Promotions and transfers

Ruby Bishop, Department of Linguistics, administrative secretary, June 11, 2007

Thomas Boland, Department of Computer Science, systems administrator III, June 18, 2007

Dallas Clairmont, Distance Education and Learning Technologies, copyright officer, June 22, 2007

Linda Corbett, Faculty of Arts, manager – administration and finance, May 14, 2007

Todd Constantine, Distance Education and Learning Technologies, electronic technologist III, April 30, 2007

Greg Drover, Department of Facilities Management, power engineer 3rd class, June 22, 2007

Leslie Downton, Faculty of Engineering and Applied Science, programmer consultant, April 9, 2007

Bernice M. Fisher, Sir Wilfred Grenfell College, secretary, May 23, 2007

Craig Head, Department of Computing and Communications, store manager, April 23, 2007

Thomas Hennifent, Department of Facilities Management, enforcement and patrol officer IV, May 8, 2007

Javis Hulan, Sir Wilfred Grenfell College, general services supervisor, May 1, 2007

Glennis Keats, Sir Wilfred Grenfell College, cashier clerk, Nov. 28, 2006

Wendy Mosdell-Wadman, Office of the Registrar, secretary, July 16, 2007

Brent Payne, Department of Computing and Communications, supervisor, service management (PC consultant IV), July 10, 2007

Trevor Pike, Distance Education and Learning Technologies, manager of technical systems, May 14, 2007

Wayne Pinsent, Department of Computing and Communications, PC consultant IV, July 10, 2007

A.H. Brian Pretty, Major Research Partnerships, technical supervisor (electrical), June 11, 2007

Barbara Reddy, Department of Folklore, folklore transcriber II, June 1, 2007

Carol Sullivan, Office of Alumni Affairs and Development, alumni affairs officer, Oct. 9, 2006

Kenneth Stockley, Department of Technical Services, technologist II, May 7, 2007

Paula Strickland, Career Development and Experiential Learning, manager, Centre for Career Development, April 2, 2007

Adam Taylor, Department of Computing and Communications, postal clerk II, June 25, 2007

Marina Thistle, Faculty of Arts, intermediate clerk stenographer, June 4, 2007

Sharon Thompson, Queen Elizabeth II Library, library assistant I, June 18, 2007

Sharon Vere-Holloway, Department of Facilities Management, senior accounts clerk, April 23, 2007

Donald Walsh, Queen Elizabeth II Library, digitization services technician, April 23, 2007

Mona Watts, Faculty of Business Administration, secretary, July 3, 2007

Wanda Whelan, Faculty of Business Administration, secretary, June 5, 2007

Retirements

Agnes Budgell, Faculty of Medicine, intermediate clerk stenographer, June 29, 2007

Alison Edwards, Faculty of Medicine, medical researcher I, April 20, 2007

Roy C. Ficken, Department of Biology, scientific photographer, June 29, 2007

Robert Nichols, Department of Human Resources, associate director, June 29, 2007

Rosalind Nichols, Faculty of Medicine, secretary, June 29, 2007

Ingrid Pardoe, Faculty of Medicine, research assistant III, June 22, 2007

John (Jack) Strawbridge, Office of Faculty Relations, chief negotiator, July 17, 2007

Doris Watts, Financial and Administrative Services, printing records supervisor, May 7, 2007

Betty Wong, Faculty of Medicine, library assistant IX, July 13, 2007

Betty Wong, Faculty of Medicine, library assistant IX, July 13, 2007

Secondments

Bernice M. Devereaux, Department of Human Resources, senior clerk, June 4, 2007

Carol Hawco, Alumni Affairs and Development, administrative staff specialist II, July 26, 2007

Jeanie Haynes, Faculty of Medicine, senior clerk, Aug. 20, 2007

Clyde S Hillier, Distance Education and Learning Technologies, planning analyst, July 16, 2007

Shane Lewis, Department of Facilities Management, mechanical systems supervisor, June 11, 2007

Corey Stamp, Department of Computing and Communications, IT consultant, May 22, 2007

P. Scott Young, Office of Alumni Affairs and Development, administrative staff specialist II, July 3, 2007

L'il bits & bites

The Home Cook

LA's Avocado and Strawberry Salad

Thanks to **Laurel Anne Hasler**, Innu-aimun project manager, with the Department of Linguistics, for submitting this tasty recipe. If you've got a home-made meal idea or yummy treat to share with us, send it to jeffg@mun.ca

1 large lemon wedge
2 ripe avocados cut into bite-sized pieces
1 tsp real maple syrup
Sliced strawberries
(to equal amount of avocado)

Squeeze the lemon wedge over the avocado and toss. Drizzle maple syrup over strawberries and stir. Mix together and enjoy! Serves two.

Tips:
If the avocados aren't perfectly ripe, add a teaspoon of olive oil to the mixture.
If you don't have real maple syrup, sugar can be substituted in its place.

Little fingers, little toes

The Memorial family welcomes its newest additions

Jennifer French, intermediate clerk stenographer with the Office of Student Recruitment, and her husband **Ron French** welcomed their daughter **Claire Emily French** on June 10.

Toby Rowe, sustainability co-ordinator with the Department of Facilities Management, and her husband **Colin Clarke** welcomed their second daughter **Phoebe Cassandra Clarke** born on June 23.



What does Remembrance Day mean to you?



There is a plaque on the university's Memorial Tower dedicated to those brave, young Newfoundland soldiers who lost their lives fighting for our freedom.

Every time I pass by it, I think of those young soldiers who were the same age as my oldest son and many of our first-year students and I can't help but think of how they went off to war with anticipation and excitement only to encounter the horrors of battle. They never got the opportunity to enjoy the things that many take for granted – like getting a good education, making career choices, travelling, spending time with loved ones and friends or simply breathing the fresh Newfoundland air. We are so fortunate and we should never forget those fallen young soldiers who were someone's sons, brothers and friends.

Dan Dillon
Business Development Officer
Division of Lifelong Learning



Photo by Pamela Gill

When I was growing up, Remembrance Day was always a special day in our home. My dad was a veteran of the Second World War and my mom was a

war bride from Belgium. We never missed a Remembrance Day parade. My dad would march with the other veterans, proudly displaying his medals. Afterwards, we would return to our home and I would listen to my parents as they told stories of how they met in Belgium, how the enemy would drive my mom and her family from their home and how my dad had three tanks blown up from under him. My brothers and I grew up with a sense of profound respect and pride for my parents and the many sacrifices they made to ensure that we could live in freedom.

Debbie Evans
Student Housing Officer
Student Housing Office,
Sir Wilfred Grenfell College



Photo by Stephanie Barrett

Remembrance Day? That's our real Thanksgiving day. I first attended a ceremony when I was 18 years old and nearly froze to death. I knew I

had to be there but I wondered why everyone else was out on that decidedly miserable, cold, wet, windy day. A few quick chats with the Second World War, Korean, and Peacekeeping vets in the legion afterwards answered that question for me, and I've been warmed by Remembrance Day ever since. Yes, for me, I'm remembering to thank those who guaranteed the society we enjoy and which we so often take for granted.

Paul Ryan, P.Eng, CD
(Royal Military College, class of '90)
Instructor, School of Maritime Studies,
Marine Institute

Remembrance Day is to commemorate those who sacrificed their lives for freedom and peace. For me, it is also about remembering the thousands of



Photo by Jeff Green

men and women who are serving in many troubled areas in the world today. It reminds me how lucky I am living in Canada. It is important to thank those heroes for giving me the opportunity to live in peace, prosperity, liberty and happiness, and to show love and support to one another.

Dr. Lili Wang
Associate professor
School of Pharmacy



A Ceremony of Remembrance will be held at 11 a.m. on Nov. 9 on the St. John's campus

What do you like about working at MEMORIAL?

“For me, there is nothing more rewarding than helping a student or recent graduate realize their potential in making a successful transition to the world of employment after four or five years of higher learning. A ‘pat on the back’ from your boss is no comparison to receiving a telephone call, e-mail, or personal visit from a student or recent graduate who you helped to get that all-important first job. It is very gratifying! There are very few employers in Newfoundland and Labrador who can offer that kind of reward. That is why I enjoy working at Memorial!”

Chris Hounsell, Employment Development Co-ordinator
Centre for Career Development



Days Gone By

One of the joys in putting together *The Communicator* is when I hear from you – our readers – especially when we put the call out for submissions for our Days Gone By photo contest. You responded overwhelmingly once again after receiving the summer issue. Congratulations to retired physics faculty member – and former department head – **Dr. David Rendell**, who correctly noted that the students were lined up for tuberculosis x-rays prior to registration. He wins a special Memorial prize.



Now, take a look at this picture. What and where was this location? *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 staff, faculty and pensioners. **The deadline for entries is Nov. 23, 2007.** One entry per submission. Be sure to include your name, work or home number, and your department in your e-mail.

I couldn't put together this feature without the help and advice of Linda White from the Archives and Manuscripts Division in the Queen Elizabeth II Library!

Thanks and good luck!
Jeff Green, Editor

