



downtime

From renos and repairs, to painting and plastering, it's hard to keep up with how the Halfyard twins spend their downtime away from Memorial. To say they like having a full schedule is an understatement. The two – Sarah (at left) is a research assistant with the Faculty of Medicine and Maria is a planning analyst with Marketing and Business Development at the Marine Institute – are savvy sisters with a flair for fixer-uppers. In fact, they're overseeing their fifth project in just three years this spring. "We love seeing the transformation of turning an outdated house into a modern one, whether it's with a splash of colour or tearing down walls and creating new spaces," said Maria. The two, who've dubbed their projects 'Halfyard Homes', hire professional trades people for each project but aren't afraid to get their hands dirty, either. "We help during the demolition and cosmetic phases and make sure everything else is done on time and on budget," Sarah added. It all adds up to a very busy downtime away from Memorial, but the sisters wouldn't have it any other way. How do you spend your downtime from work? Let us know. E-mail jeffg@mun.ca.

CAMPUS CYCLERS

More employees jumping on bike and heading to work



IT TAKES MORE than a bit of rain, drizzle and fog – not to mention hail, sleet and snow – to stop a growing number of staff and faculty members from strapping on their helmets and peddling their way to work.

Take this duo, for example. Jack Foley, left, an oceanographic technician from the Department of Physics and Physical Oceanography, and Dr. Len Zedel, an associate professor in the same unit, have long preferred biking instead of driving to work. Mr. Foley has been doing it for 27 years, while Dr. Zedel has been riding to work the past 15 years. Minus a few snowstorms, the two cycle to the St. John's campus just about 52 weeks of the year.

They don't consider themselves trendsetters, rather environmentally-minded peddlers with a point to make.

"Driving cars in a city is a terrible waste of energy that generates unnecessary pollution," said Dr. Zedel. "Riding also assures that I will get a bit of exercise every day. When I first started riding there were a handful of bicycle commuters and in the winter, weeks could go by before I would see another cyclist. Now, I probably see another cyclist every day."

Indeed, the idea of biking instead of driving is catching on.

In the Physics department alone, at least four or five employees ride year round, while upwards of 10 or 12 employees jump on their bikes in the summer and fall. Dozens of employees from other units have been following suit for years, too.

And it's easy to get started even if you don't own a bike. Last September, a program known as BikeShare was launched at Memorial allowing participants to borrow a bicycle – donated by the greater community – to use for as little as a week or as long as a semester. The initiative is co-ordinated by MUN Project Green in partnership with the Sierra Club – Atlantic Canada Chapter. You can learn more about it by visiting www.mun.ca/projectgreen.

If that's not motivation enough, consider this. According to Honeywell, it costs roughly \$200 a year to maintain a bike, plus about \$300 for accessories. That's compared to \$7,500 the average Canadian pays to own and operate a car.

Meantime, the next time you spot these two – or a growing number of other colleagues – as you're stuck in traffic on your daily commute, don't be surprised if you get the urge to hop on a bike and help create a cleaner, greener community.

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from the acting president



ALMOST THREE MONTHS have come and gone since I took on this new role. It has been a very busy time for all of us. I know that I have enjoyed every second and I hope that is true for you as well. Memorial is a wonderful university and a great place to work.

The university is teeming with activity. I feel the energy and excitement of this place whenever I set foot outside this new office and meet students coming and going on their way to class, or see the bulletin boards filled with messages about upcoming lectures, writing competitions, new programs, a Hey Rosetta! concert at The Breezeway, a piano concert at Cook Hall, and a host of other activities.

Over the past several weeks I've had the good fortune to host some wonderful events. Notable among these were the employee recognition events for faculty and staff marking 30-, 35- and 40-years of service. The strength of our university is due to the hard work of these individuals (and others!) over many decades. We've been fortunate that so many energetic, enthusiastic and caring

individuals dedicated their working lives to Memorial. I know our students are appreciative of the university we have created in many ways – I know that because I was a student here myself and experienced first-hand the very

This place has always been near and dear to me because of the impact it had on me.

real difference that those who care about students as individuals and demand the best from each of them can make in their lives.

That personal connection to Memorial means a great deal to me – this place has always been near and dear to me because of the impact it had on me. These factors were instrumental in leading my family and me back to Memorial as VP (Academic) in 2004.

I know the same is true of us today – the work we do makes a real difference in the lives of our students, whether that is in creating a new and exciting opportunity to learn,

or in the making of a comfortable, safe and stimulating learning environment. As we continue to move ahead with the implementation of our strategic plan, we can be proud of its ambitious agenda for growth, and the emphasis we have placed on our key contribution to a healthy, safe, civil and prosperous province. We can also be proud that our plan represents a truly collaborative effort among faculty, staff, students and our community. As one of our longtime service honourees said recently, "this university is so alive."

I hope that you are as excited as I am about the opportunity we have to contribute to our students, our university and our province. I look forward to working with all of you.

Eddy Campbell
Acting president and vice-chancellor

people profile by SHANNON DAWSON

Hard-wired

FOR AS LONG AS Crystal Butler can remember, she's known she wanted a practical career. She has always enjoyed the challenge of thinking through problems to find solutions and working in a physically active way. Her grandfather was an electrician and she loved watching him work. Her father is also an electrical technologist, so you might say Crystal is hard-wired for a career as an industrial electrician.

While in school, she was always interested in electrical pursuits, excelling in math and science. That led her to a nine-month industrial electrician program offered by the College of the North Atlantic's Seal Cove campus.

She was lucky enough to land a job here at Memorial in November 2007 as one of two industrial electrician apprentices with Facilities Management. She and fellow apprentice Nancy Gautsche will spend the next couple of years learning the wires, er, ropes.



CRYSTAL BUTLER IS IN CONTROL OF HER FUTURE CAREER CHOICE AS AN INDUSTRIAL ELECTRICIAN.

As one of three children, Crystal, 25, was always encouraged to build on natural interest and talent in the sciences. She appears to be living her dream. While it might seem out of the ordinary for women to seek careers in trades, this trend is changing. As market conditions transform, demand increases, society's views evolve and opportunities abound, it's logical for more women to consider this career path.

Austin Critch, Crystal's supervisor in Facilities Management, said his co-worker is "keen to learn everything we can teach her and she brings an interest and enthusiasm to the job that benefits all of us."

"I realize I've chosen a different career path, but everyone has to do what interests them," added Crystal. "A lot of friends I graduated with became nurses, doctors, teachers, technicians ... whatever interested them. Choosing the job path that best suits you is the biggest decision to make. I hope everyone is as fortunate as me."

Once an apprentice completes a training program and about four years of practical experience, they are eligible for their journeymen designation. For Crystal, when her journey to becoming an industrial electrician is complete, she'll have her journeyman designation and follow in the footsteps of those she has admired. And, no doubt, will continue to do them proud.

"This is a really good opportunity and I'm thrilled to have this job. Memorial is a great place to learn my trade."

They're two of only a handful of tradeswomen at the university.

Crystal said her male co-workers have been great.

"They are good at explaining things and offer a wide range of experiences and information as the university is so vast and intricate," she said recently.

"This is a really good opportunity and I'm thrilled to have this job. Memorial is a great place to learn my trade."

OBITUARIES

DR. ARTHUR SULLIVAN, the first principal of Sir Wilfred Grenfell College and a faculty member in the Department of Psychology, died Feb. 15, aged 75.

DR. LLOYD SPENCER, retired from the Department of English, passed away at the Health Sciences Centre in St. John's on Feb. 10, aged 70.

FRANK BUTLER passed away on Feb. 1, at the age of 65. He was the former athletic director at Memorial, a longtime employee in the School of Human Kinetics and Recreation, and a well-known athlete.

ZWAANTINUS LAANING, retired from the Faculty of Engineering and Applied Science, passed away in St. John's on Jan. 6, aged 82 years.

WILLIAM ANTHONY KEARNS, a former History Faculty member, passed peacefully away on Dec. 10, 2007, at the age of 79.

MARSHALL LAIRD passed away in New Zealand on Sept. 30, 2007. Dr. Laird was a professor and head of the Department of Biology from 1967-1972, and director of the Research Unit on Vector Pathology from 1972-1981.

THE COMMUNICATOR

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Memorial is alive with lots of interesting employees who are doing all sorts of great things – from making our university a better place to work, winning awards for professional achievements 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.



Photo by Chris Hibbs

Several staff members from Student Affairs and Services took part in this year's Relay for Life, a 12-hour event held in the Field House in January (seen here)

that helped raise money for the Canadian Cancer Society. **Dr. Mahmoud Haddara, Dr. Lynda Younghusband, Chris Hibbs, Denise Hooper, Kim Kelly and Amanda Martin** raised \$1,110 for the cause. In total, more than \$34,000 was raised by Memorial.

Michael Clair, left, associate director (Public Policy), with the Leslie Harris Centre of Regional Policy and Development was recently awarded his third-degree black belt in Aikido. Aikido is a martial art in the Japanese tradition whose ethos includes neutralizing an attack using the least possible force. It is characterized by flowing movements and is considered very effective. Mr. Clair is currently in the process of starting a new club for youth at the Froude Avenue Community Centre in St. John's. Here, Mr. Clair is seen with Paul Glavine, a third degree black belt and an alumnus of Memorial.



Photo submitted

Staff and faculty from the **Family Medicine Unit** have been hiking a portion of the East Coast Trail, including Sugarloaf Path, since 2001 in memory of a respected colleague, educator and physician. The unit heads up an excursion along the trail in honour of Dr. John Ross, who passed away in 1999. This year's hike will take



Photo by Luanne Agriesti-Cleary

place in the fall. In 2006, Memorial opened the Ross Family Medicine Clinic in St. John's in honour of the medical pioneer, an avid volunteer with the East Coast Trail Association. To learn more about the hike, contact Luanne Agriesti-Cleary in the Discipline of Family Medicine at 709-777-6742.

Staff in the **Office of Alumni Affairs and Development** deserve some kudos. In November 2007, colleague Sandi Tulk underwent planned surgery. Her co-workers banded together and gave her a hand post-surgery. Her husband Ken commutes to Fort McMurray, AB., for work

and they have a young daughter. Ms. Tulk didn't have to worry about cooking, though, while recovering. A home-made dinner was delivered each night to her home by each of the employees in her office. Staff prepared the meal the night before and brought it to work the next morning. At the end of the work day, the meal was delivered to her!

David Bradley, an archivist with the Maritime History Archive and a former president of the Newfoundland Historical Society, has been appointed to the board of governors of the Heritage Canada Foundation, a national, membership-based, non profit organization with a mandate to promote the preservation of Canada's historic buildings and places. Among other things, Mr. Bradley is the founding and current chair of the Association of Heritage Industries and sits on the board of the Newfoundland Quarterly Foundation.

Dr. Kati Agòcs, who teaches in the School of Music, recently accepted an American Society of Composers, Authors and Publishers' (ASCAP) Leonard Bernstein Composer Fellowship – a highly-coveted prize for musicians. She accepted her prize on Dec. 12 at a ceremony at the legendary Lincoln Center.



Garnering the fellowship allowed her to spend time last summer at the prestigious Tanglewood Music Center in Massachusetts, an annual summer academy offering intense training for professional musicians.

HATS OFF to our volunteers

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



THERE'S A SPARK in Delores Wheeler's eye that sums up her pride for something near and dear to her heart. "I really am a big supporter of community heritage," she said with a big smile recently as she walked through the Logy Bay-Middle Cove-Outer Cove Museum.

Since 1995, Delores – who has worked at Memorial for 33 years, 29 of which have been spent at the Ocean Sciences Centre where she's currently an administrative staff specialist (she hailed OSC for having a "wonderful and supportive working environment") – has been the chair of the museum's heritage committee, volunteering hundreds of hours to preserve and promote her town's unique history. Delores insists that a trip through her scenic community wouldn't be complete without a visit to the museum, which opened in 1997 and is currently located on the lower level of the town

hall. "I volunteer with the museum because I feel it is important for our community to have a place to showcase its history and artefacts," she said proudly. "I feel good when I see a senior visit the museum to reminisce about the good old days, when children visit to see proof of their history, and when visitors come to see our proud and colourful past." Delores may be the chair of her group, but she's quick to point out the hard work of her fellow committee members. "There are seven of us and we have a team effort approach."

A lifelong volunteer, Delores has also given up her time to community clean-ups, the Girl Guides, senior's events, and has helped sell tickets for dances, dart games and dinner theatres, all the while working with the OSC. As for her heritage group, Delores said they're planning to hold a Heritage Fun Day, an Art Show for local artists, talks with local senior's in the museum's tea room and to present a Community Heritage Fair Award to a student at St. Francis of Assisi for a school project.

To learn more about the Logy Bay-Middle Cove-Outer Cove Museum, including its hours and location, call 709-726-5272.



DELORES WHEELER

3M for TA National honour for respected faculty member



SHE'S NO STRANGER to readers of *The Communicator* or to the university community where she has been hailed for her classroom pursuits.

Now, Dr. TA Loeffler can add another major award to her mantelpiece.

This February, she was named one of Canada's top teachers. The well-known professor, who teaches in the School of Human Kinetics and Recreation, was named one of just 10 Canadians to receive a 3M National Teaching Fellowship for 2008.

The fellowships celebrate and reward excellence in teaching and educational leadership at the post-secondary level. They're a partnership between 3M and the Society for Teaching and Learning in Higher Education.

The annual award, the only one of its kind in Canada, is given to individuals who demonstrate an exceptionally high degree of leadership and commitment to the improvement of university teaching across the country.

Aside from a string of awards for her teaching and research interests, Dr. Loeffler is also Memorial's resident mountaineer, tackling some of the world's highest peaks. In 2007, she attempted Mount Everest.

This is the eighth time that faculty of Memorial have been honoured with this award. The other recipients were: Dr. Geoffrey Rayner-Canham in 2007, Dr. Georg Gunther in 2005, Dr. Andrea Rose in 2004, Dr. Alex Faseruk in 2003, Professor Shane O'Dea in 2002, Dr. Michael Collins in 1998 and Dr. Penny Hansen in 1990.

'Glad I did it'

Employee serves justice as juror in Buckingham criminal trial

CAROLYN BENNETT took her civic responsibility seriously when contacted for jury duty and she has no regrets.

Ms. Bennett, manager, Finance and Administration with the Department of Computing and Communications, was one of about 600 adults contacted in the St. John's area to be considered for jury duty, the third jury selection for the criminal trial of Sean Buckingham. The St. John's physician faced 23 charges of drug trafficking and assault. Of those originally requested to appear for jury selection, Ms. Bennett was one of about 70 eligible jurors.

She believes in the democratic process and was hoping she could play a role in ensuring that justice was served. She was also intrigued and interested in what possible defense could exist in the face of so many charges.

"I was wary though," added Ms. Bennett. "I didn't know what this was going to be like and wondered if I would feel sorry for being involved."

Continuing with the process, she was the final juror chosen as one of six women who made up the 12 person jury. The 23 original charges were reduced by Justice James Adams to 18.

Most trials in Newfoundland and Labrador are concluded in three weeks while the Buckingham trial took eight. During a trial, jurors can only be influenced by evidence presented in court. Jurors must make up their own minds about the truth or honesty of the testimony given by witnesses. Once both sides have called all their witnesses and presented their arguments, the judge instructs the jury on the law and on what they must take into account when making their decision. Then the jurors

are sequestered to deliberate by themselves to decide whether the prosecutor has proven beyond a reasonable doubt that the accused is guilty. The decision must be unanimous.

In this case, it took seven days and six nights of sequestered, intense testimony review of each charge. The 12 jurors were accompanied by bailiffs from a local hotel to the courthouse each day. There was no contact with the outside world permitted – not with people or through television, radio, e-mail. Following deliberations, the verdict was reached on Dec. 10, 2007.

Dr. Buckingham was found guilty on 12 of the 18 charges and was convicted on five counts of sexual assault, one assault charge and six trafficking charges. Both the defense and crown are now appealing conviction and sentencing on legal grounds.

What's even more interesting than the two mistrials, three juries, a change in the provincial jury list, and a short jail term for some prospective jurors before the trial finally got underway, the outcome and subsequent appeals is the professional way in which Ms. Bennett has managed her involvement throughout this criminal trial.

"While it was difficult to hear testimony and keep all charges and evidence straight, my role as juror is far more preferred than defendant," reflected Ms. Bennett. "It was



Photo by Shannon Dawson

CAROLYN BENNETT REFLECTS ON HER TIME AS JUROR IN RECENT CRIMINAL TRIAL.

also stressful juggling jury duty with my family and work responsibilities."

Despite pitfalls, Ms. Bennett remains positive about the experience.

"It was wonderful," she recounted. "The group of people on the jury was really interesting and good-natured, helping us all get through it. We leaned on each other. I'm glad I did it. The hardest part was the sequestering, which I found long and frustrating. It was just before Christmas and I missed my daughter's 13th birthday, so the timing was really hard too."

It will be three years before Ms. Bennett can again be considered for jury duty, but there's no doubt, if chosen, she'll do a thorough and dedicated job, just like she does daily at Memorial.

MEMORIAL by the NUMBERS

NUMBER OF ACRES ON ST. JOHN'S CAMPUS

250

150 ACRES OF PROTECTED GREEN SPACE ON THE ST. JOHN'S CAMPUS

CLASSROOMS ON ST. JOHN'S CAMPUS AND IN THE HEALTH SCIENCE CENTRE

142

4,226 TOTAL NUMBER OF EMPLOYEES ON ALL FOUR CAMPUSES (as of Feb. 2008)

NUMBER OF VOICE OVER INTERNET PROTOCOL (VOIP) LINES IN TOTAL ON THE ST. JOHN'S CAMPUS – A PHONE SYSTEM THE SIZE OF GANDER

3,000

850 EMPLOYEES ARE MEMBERS OF THE WORKS FITNESS FACILITY

Honour your accomplishments

EARLIER THIS YEAR, a new website showcasing some of the outstanding achievements of our faculty and staff went live.

The site includes profiles of award recipients, celebrating their work both here at the university and in the greater community.

The motivation for the new web page was to create a central site to highlight the successes of Memorial's dedicated staff and faculty, said Ellen Steinhauer, co-ordinator of institutional nominations and awards with the Office of the Vice-President (Research).

She has helped develop the new site in collaboration with the Instructional Development Office, Human Resources, and Marketing and Communications.

She said the aim is to identify and celebrate the accomplishments of faculty and staff, as well as provide information on various honours and distinctions for research, teaching and service awards.

"The success and accomplishments of our university's dedicated faculty and staff help build energy here at Memorial," she noted. "These awards and distinctions also help strengthen our reputation throughout the province, the country and the world."

Ms. Steinhauer said it's important to recognize the honours that staff and faculty members receive both internally and externally.

To learn more about the new site, visit www.mun.ca/honours/welcome/.

streeter WHAT ADVICE DO YOU HAVE FOR A NEW PRESIDENT?



Photo by Jeff Green

My advice would be to consider greater promotion of the university outside of the province, particularly overseas. I know Memorial is engaged in this already but I don't think there can ever be too much. We have a fantastic school and greater awareness in other provinces and countries facilitates recruitment, and has tangible benefits for current students, faculty, staff and alumni.

Andrew Kim
Graduate Enrolment Manager
School of Graduate Studies



Photo submitted

My advice would be: The new president should work hard to foster better morale amongst the employees in his charge. A happy workplace is a productive workplace. This could be achieved in many ways, but the most obvious to me is by fair treatment of staff, and faculty by administration and allowing those support staff who do the work, be given credit for the work they do. Many support staff are experts in their field, but are not treated as such.

Gerard Kelly
Sculpture Technician, Visual Arts
Program, Division of Fine Arts
Sir Wilfred Grenfell College



Photo submitted

Previous presidents of Memorial, including Dr. Axel Meisen, have all been passionate supporters of Harlow and I am in no doubt that the new president will fully embrace Harlow campus and see its true value to the university. The best advice I can give would be to talk to students who have studied at Harlow to see how it has enriched their lives and helped them develop further both personally and professionally, and also to find out that the reason some students chose Memorial for their place of study purely because it had a European campus with the chance to study abroad. The only way to truly see what Harlow has to offer to both students and the university is to come visit us; so when the new president is appointed we will look forward to meeting them in Harlow.

Sandra Wright
General Manager
Harlow Campus
MUN (UK) LTD

www.today.mun.ca
STAY IN THE LOOP WITH ALL THE NEWS FROM MEMORIAL.
Check out our news website www.today.mun.ca, or visit www.mun.ca/podcasts to listen to **Studio 1024**, the university's weekly podcast, and to hear other special audio features.



www.mun.ca/podcasts



what do you like about working at MEMORIAL?

I STARTED ON A FOUR-MONTH CONTRACT and now I have been working here in this unit for over eight years.

I am fortunate to work with a great bunch of people within my department and my job affords me the opportunity to work with many others within the university community. I have established good working relationships on campus as well as a number of friendships.

In addition to the people, I also find Memorial an excellent place to work because of the benefits it offers. I have taken a number of courses just out of personal interest and the tuition is paid for. I also try and go swimming a few mornings a week and this is covered by just \$10 each pay day. I also think the flex time program is great as it lets me save my annual leave for holidays.

My position has also grown considerably during my time at Memorial and I feel like my input greatly affects the direction my position takes. I definitely see career growth and potential at Memorial. I can't say things have ever been boring as there is always a lot of work to be done!

Finally I know that I like working at Memorial as I see myself staying here for quite some time!

DAVID CANTWELL
Senior Programmer Analyst, *ccwebworks*
Department of Computing and Communications

daysgoneby



MANY OF OUR COLLEAGUES at Sir Wilfred Grenfell College had no trouble identifying the photo (at left) from our winter issue. The familiar mountainscape surrounding the Bay of Islands was a dead giveaway. The image was taken in 1974 and depicted the construction of the Western Regional College of Memorial University, now the Arts and Science Building at Grenfell which opened in

1975. Congratulations to **Shirley Hynes**, a custodian at Grenfell for nearly 20 years.

Now, have a good look at this picture. Where was it taken and what's happening in the picture?

Be as specific as possible! Send your submissions to jeffg@mun.ca or mail your entry to us (our address is on page two) 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 May 2, 2008.** One entry per submission. Be sure to include your name, work or home number, and your department. Thanks to **Linda White** of the Archives and Manuscripts Division for her help in putting together this contest.

Thanks and good luck!
Jeff Green, editor



A busy life

Faculty member digs deep into obesity research while raising a family

LAURIE TWELLS HAS A LOT OF EXPERIENCE in juggling her academic career with the demands of family and volunteer activities. She recently finished writing her PhD thesis and hopes to defend it in March. Meanwhile she is working full-time as a faculty member in the School of Pharmacy and Faculty of Medicine, and is co-ordinating this year's Swim for Hope, a 12-hour swimming relay which will take place at the Aquarena on March 14 to raise money for the Dr. H. Bliss Murphy Cancer Care Foundation and the St. John's Legends Swim Club.



LAURIE TWELLS

Co-ordinating the Swim for Hope event ties in with Ms. Twells' family. She and her husband Alex have three children, and all of them are in the event as members of the Legends Swim Club – Louise, 12, Jack, 10, and Amelia, 8.

Ms. Twells earned her first degree in economics at Memorial in 1992. She then set off to travel in Australia, where she met her husband-to-be, who was from England. They ended up going back to live in England where she worked in the financial industry for several years before going back to university at the London School of Hygiene and Tropical Medicine to do a master's in health policy and epidemiology.

Tired of long commutes from outside London, the lifestyle in Newfoundland eventually lured Laurie and Alex back. She quickly found work co-ordinating a study on health and aging being done by Dr. Sharon Buehler in the Division of Community Health and Humanities. She next worked with the Newfoundland and Labrador Centre for Applied Health Research, during which time she organized a forum on obesity that took place in October 2003. That sparked her interest in pursuing further research on the topic of obesity through a PhD.

Supervised by Dr. Brendan Barrett, Ms. Twells did a clinical epidemiological study on obesity in Newfoundland and Labrador,

based on the hypothesis that there would be a higher utilization of health care services among those in the higher body mass index groups. Her skills in research methodology landed her a joint faculty appointment in the School of Pharmacy and Faculty of Medicine.

Ms. Twells said she enjoys the challenges of the job and hopes to continue further research on obesity in the future.

Incident response team co-ordinates efforts

BIRT on the ready

THE UNIVERSITY now has a team in place to assess and respond to incidents of potentially dangerous behaviour.

The Behavioural Incident Response Team (BIRT) was designed to co-ordinate efforts when a student, staff or faculty member notices behaviour that is threatening, intimidating or violent.

And while the Katz Report recommended just such a committee, David Head said the university has been moving towards this kind of protocol for some time. Mr. Head is the director of the university's Enterprise Risk Management Unit.

The Katz Report did call for a more clearly defined process for behavioural incidents, a protocol for information sharing and co-ordination of response.

Mr. Head said the BIRT protocol is important because it sets out clearly the procedure that must be followed when a situation arises. The first point of contact is Campus Enforcement and Patrol. He said CEP is a logical first point of contact as it's the only campus office open 24 hours a day, seven days a week.

"One of the key attributes of the BIRT protocol is centralized reporting," he said. "Any incident of concern, no matter what it is, gets reported through CEP.

"It's a 24/7 thing. So you can drop in or call CEP at 737-4100 or whatever you are most comfortable with. Once it is reported, CEP knows the protocol and

depending on whom the source of concern is, and who the involved parties are, the protocol dictates a response co-ordinator."

Mr. Head said if a student is involved, the response co-ordinator would be the dean of Student Affairs and Services. If it's a faculty member, it's the director of faculty relations; a staff person, the director of Human Resources.

While BIRT is a new policy, it still operates with existing university policies regarding behaviour such as the standard code of conduct, the sexual harassment policy and the various collective agreements.

"The protocol is a mechanism for information sharing, co-ordination and monitoring," said Mr. Head.

Dean of Student Affairs, Dr. Lilly Walker, said the centralized reporting is a critical component of the new program.

"This really lays out clearly who to call in case of an incident," she said. "It says 'call CEP.'"

"The system then should take care of itself."

Dr. Walker said Student Affairs has used the protocol already in dealing with behavioural incidents involving students. "It has allowed us to be much more thoughtful about co-ordination and informing other people.

"Lots of times in an emergency you are quick to respond. What this does is pull all those people together to inform them of what's happening and they are part of the decision making."



7 THINGS YOU DIDN'T KNOW ABOUT MEMORIAL

by SHANNON DAWSON and JEFF GREEN

- 1 St. John's College is the smallest building on St. John's campus. Its gross area is 22,830 square feet.
- 2 The Engineering (S.J. Carew) Building is Memorial's largest academic building. Its gross area is 274,203 square feet – more than 10 times bigger than St. John's College.
- 3 The Arts, Mathematics (Henrietta Harvey), Physical Education and Science buildings are the oldest buildings on the St. John's campus. They opened in 1961.
- 4 The Inco Innovation Centre is Memorial's newest building. It opened in 2005.
- 5 The insignia on Memorial's traditional coat of arms is *Provehito in Altum* which translates into: launch forth into the deep.
- 6 There are more than 75,000 books in the Centre for Newfoundland Studies' collection. The CNS is located on the third floor the Queen Elizabeth II Library.
- 7 Campus Enforcement and Patrol's most frequently asked question is directional and includes inquiries such as: where is a parking lot, building or department located?

Got an interesting fact about Memorial to share with us? E-mail sodawson@mun.ca.

Going green

Newer, safer cleaning products way of the future

CLEAN AND GREEN – that’s the idea behind a pilot project Facilities Management in St. John’s is heading up here at Memorial. The idea is simple: to replace conventional cleaning chemicals with products that are more environmentally friendly, which improve the health and safety of the university community and which are much more effective than conventional cleaners.

Green cleaners are cleaning chemicals certified by Green Seal or Environmental Choice, independent non-profit organizations which set environmental standards for products. Green Seal is the American organization that sets standards for companies in the U.S., while Environmental Choice, the Canadian standard with have the Government of Canada Seal of approval. These chemicals have been certified by these independent organizations and have met stringent environmental and occupational and safety standards.

Facilities Management has been testing green chemicals such as floor finishes, floor strippers, carpet shampoos, bathroom cleaners and items such as microfibre cloths for the past two years. This year officials have been testing products in the University Centre, as well as the Science, Physical Education and Engineering Buildings. The results have been overwhelming.

“By far, green cleaners out-perform traditional conventional products,” said Rick Lawes, custodial supervisor. “These products are certified to be safest products on the market for the custodian, the customer and environment which ties into the Sustainability Program here at Memorial.

“We will be using less green chemical than conventional chemicals due their effectiveness and dispensing systems. They improve air quality with their low volatile organic compounds, too.

“The change is necessary to ensure that we are doing everything to improve the health and safety of the university community by using safest and environmental products that are



available. Our mission statement is the pursuit of excellence in delivery of services. If we are not using the best products for our staff and customers, we are not living up to our commitment.”

Facilities Management hopes to start using green cleaners in all of its buildings in the near future.

Here, custodian John Martin is seen demonstrating one of the microfibre cleaning clothes.

Energy matters

8

things you can do to save energy

Let’s face it – saving energy, reducing environmental emissions, and lowering utility costs is everybody’s business these days – at home and here at work. At Memorial, we all play a part in helping create a healthier environment. Here are 8 helpful hints that Shelley Parry, sustainability co-ordinator with Facilities Management, wants you to mull over as we all become more energy wise.

1 Did you know, the Energy Performance Contract Memorial is undertaking through Honeywell is a retrofitting upgrade of facilities with a guaranteed cost savings of \$1,431,870 per year! In fact, that contract will reduce Memorial’s carbon dioxide emissions by a whopping 7,311 tonnes annually – the equivalent of taking 1,150 cars from the road!

2 Make the light bulb switch. Replacing one incandescent light bulb with an energy-saving compact fluorescent bulb means 1,000 pounds less carbon dioxide is emitted to the atmosphere and \$67 dollars is saved on energy costs over the bulb’s life-time. (Compact fluorescent bulbs use 75 per cent less energy than incandescent bulbs for the same amount of light and last up to eight times longer).

3 Turn off your computer. An office or home computer and monitor continuously left on consumes between \$75 and \$120 worth of electricity a year. In stand-by mode, this can be reduced to \$15.

4 Replace travel with conference calls and videoconferences. A typical return airplane trip of 6,000 kilometres between St. John’s and Ottawa emits almost a tonne of greenhouse gasses per passenger.

5 Don’t idle. If every driver of a light-duty vehicle in Canada avoided idling for 5 minutes a day, 1.6 million litres of fuel would be saved and 4 million fewer tonnes of greenhouse gases emitted.

6 Recycle. The energy saved by recycling one aluminum can is enough to light one 100-watt bulb for four hours.

7 Find and use a Blue Bin near you. It takes 19 full-grown trees to make one tonne of paper. Recycling paper uses 40 per cent less energy than producing it from raw materials. Every kilogram of office paper recycled is 4 kilograms fewer greenhouse gas emissions.

8 Offset your travels. If you have to travel by airplane to attend a conference or meeting you can offset some of the greenhouse gas emissions by booking your trip online. Websites such as www.flygreen.ca have links to online airline reservations pages (including Air Canada and West Jet) and by going through this website some of the emissions produced by your flight are offset – and it doesn’t cost you any extra money on your ticket.

Equity update

Final report expected by late spring

THE FINAL PHASE of a mandatory review of Memorial’s employment equity review is in its final stages.

Annick Léger, a representative from the Federal Contractor’s Program (FCP) with Service Canada, was in St. John’s Jan. 21-23 to conduct an on-site visit and compliance audit.

Employers covered under the FCP are those that are provincially regulated with 100 or more employees and receive federal contracts valued at \$200,000 or more. Memorial is one of those employers.

Tina Hickey, employment equity officer with the Department of Human Resources, hopes that final report should be ready sometime this spring.

While in St. John’s, Ms. Léger met with Acting President Dr. Eddy Campbell and some other senior administrators. She took a tour of the St. John’s campus, visiting the Glenn Roy Blundon Centre, the Sexual Harassment Office, the Native Liaison Office, Student Aboriginal Centre, as well as the Marine Institute.

In addition, she spoke with 15 people at the university who self-identified themselves as a visible minority, persons with disabilities, Aboriginal People or women (thanks to all those who participated).

Ms. Léger also enjoyed a meal in the Main Dining Hall where a “Taste of India” theme incorporating more international flavour dishes, was being promoted. (A program between the dining hall and the International Student Centre shares recipes and prepares food from a wider variety of countries and cultures).

“Part of continuing to sustain Memorial’s commitment to diversity along with complying with the federal government’s regulations involved formulating and implementing a three-year employment equity plan,” said Ms. Hickey.

“This audit has triggered interest in employees to participate in diversity initiatives with requests to serve on equity committees and other progressive programs.”

To learn more about the Federal Contractors Compliance review, visit www.mun.ca/equity, e-mail equity@mun.ca or call Tina Hickey at 737-2548.

homecook

GREEN BEAN SALAD

Thanks to Dr. Gerard Van Herk, Canada Research Chair in Regional Languages and Texts in the Department of Linguistics, for submitting this tasty recipe. “This is a good adaptable winter and spring salad,” he noted. If you’ve got a home-made meal idea or yummy treat to share with us, send it to jeffg@mun.ca.

INGREDIENTS:

2 cups frozen green beans
1-2 cloves garlic, peeled and finely chopped
¼ to ½ tsp salt (ideally Kosher or sea salt)
3 tbsp oil (ideally extra-virgin olive oil)
Generous dash of hot sauce (Tabasco, sambal oelek)
½ cup canned tomatoes, chopped and drained

DIRECTIONS:

Cook beans for slightly less time than package directions, then cool immediately under cold water. Drain, squeezing slightly. In a bowl, mash together garlic and salt with the back of a spoon. Add oil, then all other ingredients. Stir gently and taste. Add salt if necessary and serve. Leftovers keep well in the fridge.

Tax 101

Business professor offers simple tax tips

IT'S THAT TIME of the year again – time when everybody's attention turns to the tax season.

Pauline Downer, professor of accounting, taxation and entrepreneurship with the Faculty of Business, helps us navigate the many twists and turns of maximizing tax deductions.

"This is taxes. It's not life or death. Do your best and seek advice when necessary," said Ms. Downer, a recipient of Memorial's President's Award for Distinguished Teaching – who has also been recognized by the Institute of Chartered Accountants for outstanding service to the community and her profession.

"Remember, it is your responsibility to claim all applicable deductions. The Canada Revenue Agency will not point out additional deductions that may apply to you."

Before sitting down to file your taxes, Ms. Downer said you should gather all receipts, forms and statements. Know the rules, too, she said. Be aware of deductions and review new types of deductions for 2007 to ensure maximum benefit – for instance, professional dues, Canada student loan interest and health and dental premiums are deductible.

"If you file your tax return online, which has really increased over the past few years due to quicker processing and refunds, ensure you keep all receipts as you may be asked to submit supplementary information," she noted.

"This is not an audit, but merely a desk review to ensure the system is working. You are required to keep all receipts for a minimum of seven years."

She also recommends making RRSP contributions as early in the year as possible for greatest benefit; monthly budgeting is more realistic than coming up with – or borrowing – a large sum of money all at once. "If you borrow for investment purposes, interest on the loan is deductible. Borrowing money however to invest in an RRSP is not deductible."

Also, there are many tax preparation software programs available on the market which walk you through tax return sections, prompting questions to answer.

"These are great guides through the tax process. If you're unsure how to do this, you can always pay to have your taxes filed through ... [a] professional service. Research fees associated with each option before proceeding," she cautioned.

Meantime, Ms. Downer has some sound advice below in this handy Tax 101 mini-course:

Canada Employment Credit

For 2007, taxpayers with employment income will see an increase from \$500 to \$1,000 for this non-refundable tax credit for work-related expenses. The maximum amount on which it is calculated will be the lesser of the taxpayer's employment income and \$1,000.

Pension Income Splitting

A provision was announced in last year's budget effective for the 2007 taxation year which can significantly reduce the over-tax burden once an individual retires. Seniors with a spouse or common-law partner will be allowed to split up to 50 per cent of their pension income with them. The amount is deducted from the income of the transferor and included in the income of the transferee. Only certain types of pension income are eligible. The type of income that can be transferred to a pension transferee is restricted to "eligible pension income," meaning income that qualifies for the pension income amount in the hands of the pensioner. This means that pension amounts received from Canada Pension or Old Age Security are not eligible for this pension splitting. A required form T1032 Joint Election to Split Pension Income must be filed and signed

by both spouses. You can find more info at www.cra-arc.gc.ca/agency/budget/2007/pension-e.html.

Child Tax Credit

In last year's federal budget, a new annual non-refundable child tax credit, effective Jan. 1, 2007, was announced which will allow parents a \$2,000 tax credit for each child under the age of 18 at the end of the tax year. For 2007, it may therefore be claimed for all children born in 1990 or later. This credit is not reduced by the dependent's income nor is the claimant's income a consideration. Any unused portion may be transferred to the other spouse.

Registered Education Savings Plans (RESP)

These plans are a great vehicle to save for future educational needs of children. A parent, grandparent, other relative, or friend, can open an RESP for a child. There is a lifetime contribution maximum of \$50,000 per child. While there is no tax deduction for contributions to these plans, the income accumulates tax free and is then taxed in the student's hands when they enroll in a post-secondary educational program. Further, if you are saving for your child's education, the Government of Canada will help you with special saving incentives through Canada Education Savings Grants (CESG).

For 2007 and subsequent years, the requirements for students to access their RESP savings have been relaxed to accommodate part-time programs that do not meet the 10 hours per week requirement but require that at least 12 hours per month be spent on courses. Under this provision, students 16 years of age or older may now access up to \$2,500 of RESP savings for each 13-week semester of part-time study. More information is online at www.hrsdc.gc.ca/en/hip/lld/cesg/publicsection/CESP/RESPs_General.shtml

Children's Fitness Tax Credit

Taxpayers may claim the cost of registering children under the age of 16 at the beginning of the year in a prescribed program of physical activity. For children who are not disabled, the maximum that may be claimed is \$500 per child. Parents who enroll children with a disability may claim an additional \$500 non-refundable credit to assist with the cost of attendant care, transportation and special equipment. The provisions allow for activities that increase cardio-respiratory endurance, plus one or more of: muscular strength, muscular endurance, flexibility, or balance. While activities such as reading clubs may not qualify camps such as hockey or swimming or dance lessons would appear to qualify. Receipts have to be provided to claim this credit.

Transit Pass Credit

In 2007, individuals can claim a non-refundable tax credit for amounts paid for qualified transit passes. These include transit by local bus, commuter bus and local ferry. The credit may be claimed by either the taxpayer or the

taxpayer's spouse or common-law partner for transit costs incurred by themselves and their dependent children under the age of 19. The passes must be a monthly pass however a weekly transit pass will also qualify if they cover a period of at least 20 days in a 28-day period. A "weekly pass" is defined as one that provides the holder with the right to unlimited public transit use within an uninterrupted period of at least five days.



PAULINE DOWNER

RRSP

Contributions to RRSPs can "top up" retirement savings and supplement amounts employees will receive from their registered pension plans on retirement. Contributions to RRSPs can be deducted by the taxpayer provided they have allowable contribution room. The contribution room for 2007 will be on the taxpayer's 2006 Notice of Assessment. The advantage of RRSPs is that they allow taxpayers to earn income in the plan without attracting tax. The amounts from the RRSP will be taxable when they are received upon retirement. Taxpayers usually receive a benefit as they will normally be in a lower tax bracket upon retirement but receive the deduction when they are in a higher tax bracket during their working careers.

27TH ANNUAL ALUMNI TRIBUTE AWARDS

It's that time of year again! It's time to nominate Memorial alumni whom you admire for their achievements and successes. The only criterion for eligibility is that the person nominated must be a graduate of Memorial College or any campus of Memorial University including Sir Wilfred Grenfell College and the Marine Institute or an honorary graduate. Nomination forms and other details are available online at www.munalum.ca/awards08.php or by contacting the Office of Alumni Affairs and Development toll-free at 1-877-700-4081. The deadline for submissions is April 30.



retirements



One of the longest-serving employees in the Arts and Administration Building recently retired. **BILL WOOLGAR**, grants officer with the Department of Financial and Administrative Services, officially ended a distinguished career at the university in December 2007. He was with the university for an amazing 39 years and five months! His co-workers gathered for a reception in his honour in January 2008.



Photo by Jeff Green

After 30 years, **STEVE FOSTER** officially retired from Memorial on Jan. 18. He was a craftsman III and supervisor of the Model Shop in Technical Services' Engineering Division. Staff and colleagues gathered for a special reception in his honour on Feb. 1. Steve, seen here with colleagues Diane Learning, left, and Rick Meaney, right, plans to fill his spare time by writing a book and doing some travelling.



Photo by Jeff Green

One of the most familiar faces to patrons of the Centre for Newfoundland Studies has retired. **ROSEMARY HEALY**, a library assistant I, retired in December. She had worked at the CNS since 1991. "I'd like to travel more and enjoy life with friends and family now that I have a bit more free time," said Rosemary, who also regularly visits The Works to stay active. Friends and colleagues gathered for a farewell photo on Dec. 18. From left: Colleen Field, Jane Deal, Debbie Edgecombe, Jackie Hillier, Joan Ritcey, Glenda Dawe, Carl White, Linda White, Gail Weir, Lorraine Cleary. Sitting: Sue Hadley and Rosemary Healy.



Photo by Ivan Muzychka

After 27 years of dedicated service to Memorial, **DONNA OSBORNE** is finally the one calling the shots – and she couldn't be happier. "After all these years, I deserve to be the boss," she said with a hearty laugh recently. "Seriously, though, I'm sad to be leaving." Donna officially retired on Feb. 1. A reception was held in her honour the same day. She was the senior secretary in the Office of the Vice-President (Research) for a number of years and prior to that worked in Biochemistry. Here, she poses with Dr. Christopher Loomis, Memorial's vice-president (research).

Considering retirement?

ANSWERS TO MOST-ASKED QUESTIONS WILL HELP YOU MAKE THE BEST DECISION FOR YOU

Automatic retirement at age 65 is now a thing of the past but there are still lots of questions for those considering it. The following are questions to ask yourself as you begin deciding what is best for you and your family.

Now that mandatory retirement has ended at Memorial, do I have to let anybody know that I will continue to work beyond my former mandatory retirement date?

No, not necessarily. It's assumed that all employees will continue to work beyond Aug. 31, following their 65 birthday, unless they had previously indicated their intention to retire. If you had previously informed your supervisor or department head of your plan to retire on your former mandatory retirement date, and now wish to continue working, it is extremely important that you inform them of this change.

When I do choose to retire, who must I inform and when?

In preparation for your retirement from Memorial, it is required that you provide ample notice to your supervisor and/or department head. The more notice you give, the better prepared your department can be to begin the recruitment process to fill your position after you retire. Administrative employees are required to provide no less than two weeks notice of their intention to retire while academic staff members are asked to use their best efforts to provide at least six months notice of their planned retirement date. Normally, the retirement dates for academic staff will occur at the end of a semester (Dec. 31, April 30, or Aug. 31) and notice must be provided to the vice-president (academic), the

Administrative head, and at Sir Wilfred Grenfell College, the principal. To facilitate the retirement process, employees are also asked to contact the Benefits and Pensions Office in Human Resources at their

earliest opportunity to ensure a smooth transition and avoid disruptions in income.

If I work beyond Aug. 31, following my age 65, will my group insurance benefits continue?

Yes, but with certain exceptions and limitations. Your health, worldwide travel assistance and dental plans will continue on the same basis as before. Your basic life insurance will continue at the level of \$30,000 until you reach age 68, at which point coverage will drop to \$2,000 to age 72. Basic life coverage ends at age 72. Similarly, basic accidental death and dismemberment coverage will continue at the level of \$35,000 up to age 68, at which point coverage ends. Optional life and accidental death and dismemberment insurances may, at your option, continue up to age 68. Long Term Disability (LTD) coverage, however, will end effective Aug. 31, following your 65 birthday.

Will my group insurance premiums change as a result of working beyond Aug. 31, following my 65 birthday?

With the exception of LTD, your group insurance premiums will remain unchanged as long as the insurances are in place, subject to annual renewal changes. LTD premiums will cease effective June 30 immediately prior to the Aug. 31, following your 65 birthday.

What about my pension plan and contributions?

You will continue to participate in the Memorial University Pension Plan and pay contributions up to December 31 of the year that you reach age 71, provided

that you continue to work in a qualifying pensionable position. Regulations under the Income Tax Act require that pensions start by Dec. 31 of the year that members reach age 71. This does not mean that Memorial will ask you to retire, it simply means that your Memorial retirement pension must begin.

Upon looking through the Memorial University Pensions Act, I see that the provisions governing mandatory retirement are still there. Will this change?

Yes, the University Pensions Committee is currently working through a number of proposed amendments to the Act, which will remove references prescribing mandatory retirement. While these provisions may still appear in the Act, there is also flexibility within the legislation which provides for the continuation of employment and pension participation until the necessary amendments are made.

There are more specific details and contacts available online at www.mun.ca/humanres/about/Can_I_Keep_Working.php.

Refer to the site which includes a list of preferred financial planners who have been made available by Memorial to assist those employees nearing retirement calculate their financial retirement readiness.

The recent amendment to the Human Rights Code eliminating mandatory retirement emphasizes personal choice in determining retirement age. Consider all your options and seek answers and advice whenever and wherever possible to make the best decision for you.

ENJOYING RETIREMENT? GOT AN INTERESTING RETIREMENT STORY TO TELL OR PHOTO TO SHARE?

Be sure to get in touch with us. *The Communicator* loves to hear from our pensioners. Write to Jeff Green, editor, *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



IT'S NOT EVERY YEAR that St. Patrick's mid-March holiday lands in the same week as Good Friday and Easter. This week also celebrates the Islamic festival of *Mawlid al-Nabi*. For Jodo Shinshu Buddhists, *Spring Ohigon* is a special time to listen to the teaching of the Buddha and meditate on the perfection of enlightenment. Judaism observes *Purim* which celebrates victory over an oppressive ruler. For the Hindu faith, Holi is celebrated. For these and for all observances and celebrations, I am grateful. Grateful to live in a wide world that recognizes all holidays and special days such as International Women's Day, International Day for the Elimination of Racial Discrimination and World Day for Water.

Memorial University is a microcosm of our society, and, in the words of Ghandi, we must be the change we want to see in the world. The past few years at Memorial have been exciting as our inclusive culture embraces more and more diversity and our policies evolve to reflect this progress. Employees and students both contribute to and benefit from this culture which is supported by structures such as the sexual harassment office, respectful workplace policy, and the Glenn Roy Blundon Centre.

Congratulations to all employees who bring ingenuity and focus to work each day, especially those employees who have achieved milestones of 30, 35 and 40 years. I attended all celebrations for this incredible group who have devoted their careers to making Memorial the place it is today and I inspired by their contributions.

This time last year, the first comprehensive, Employee Opinion Survey was conducted and completed by 1,750 employees. Work by individual departments and faculties is ongoing with action plans being compiled and best prac-

tices being shared. Overall, work control and satisfaction with Memorial ranked highest. Research showed respondents were fairly satisfied with the physical work environment, work and training. While we would like to see improvement in all areas, those needing the most attention across the university are pay, benefits, employment relationships and impact of work on personal life.

Become the change you want to see in the world.

To address the issues of pay and benefits, we have begun to benchmark what Memorial provides against the market. In some cases, where our pay level has been non-competitive, we have provided a market differential. Additionally, we are comparing where our overall pay lines sit in relation to the market. The Benefits Committee has had an external group compare our benefits plan with those of other Atlantic and Canadian employers. They will continue to review this information to determine if and where improvements are required. More information will be available in the coming months on these initiatives.

Employment relationships and impact of work on personal life are more qualitative and permeate our work experience. Emphasizing trust, respect and fair treatment will improve relationships. Work life balance and effective management of stress have much more individual solutions. Speak with your supervisor about improvements or

avail of a host of programs available to increase the quality of your work and life. Check out www.mun.ca/humanres and you'll find opportunities for career advancement through internal job postings, mentoring, executive coaching, succession planning; service and recognition programs; information on job fact sheet and re-classification completion; training and development support; information on wellness and assistance programs; policy details and much more. By bringing issues and suggested solutions to our attention, you help improve conditions for everyone. Become the change you want to see in the world.

Feedback in the Employee Opinion Survey was valuable and appreciated. The survey provided a wealth of information that feeds into developing our priorities around people. People are vital to Memorial's achievement of the strategic plan and continued profile and reputation. Get involved. Connect. Reach out. Your opinions will be asked again in 2009. You tell us what we've done well and what we still need to work on.

Whether it's the aboriginal *Xsaak*, the Baha'i *Naw Ruz*, Christianity's *Easter*, Sikhism's *Hola Mohallah*, or simply the March Equinox or full moon you celebrate, I hope you get fulfillment, satisfaction and enrichment from your observances and rituals. I believe our world grows when we accept and welcome a diversity of cultures into our own.

I invite comment and feedback on this column. Does it meet your needs? Does it answer your questions? Would you prefer a different format? I can be reached at ljhollet@mun.ca or 709-737-4615 if you have any suggestions on this or any Human Resources initiative.

Cheers!
Lisa

UP CLOSE AND PERSONAL

The Communicator helps put a face to a name in HR

Meet Glen Roberts, Manager, Benefits and Pensions

IF YOU HAVEN'T MET Glen Roberts yet, it's probably because he's busy managing Memorial's \$720 million pension plan fund, \$13 million group insurance program, and reaching 5,000 employees, pensioners and survivors with updates, improvement notifications and answers.

Glen is one busy member of the HR team and he lives by his "just do it" philosophy as he leads his team of eight to exceed expectations of employees, pensioners and survivors daily.

Despite a hectic schedule, Glen isn't hard to find and he makes himself accessible to everyone, from individuals to members of the Board of Regents, with advice and recommendations on all things pensions and benefits.

Glen has always had a love for numbers and completed his B.Sc. (math) in 1988 from Memorial. He has supplemented this degree with a variety of business-related courses. He has worked in the private and public sector prior to joining the Memorial team in 1996. As the manager of this vitally important division, he's kept busy with the employee benefits committee, the pension committee, the employee assistance program committee, and the investments committee (for scholarships and endowments). He also has a great sense of humour and enjoys coming to work every day to make getting the work done fun.

To complement his analytical day job, Glen is an accomplished carpenter, woodworker and has done everything from electrical to plumbing and all trades in between. He finds this physical work equally rewarding and relaxing. He also enjoys camping with his family and looks forward to the fine weather, estimated to arrive in 65 days – projections are his specialty!

Glen is well worth finding. He and his team can be reached at pensions@mun.ca. The Pensions and Benefits office is located on the fourth floor of the Arts and Administration Building, room A-4025.



Photo by Shannon Dawson

AMAZING STUDENTS

Do you know any amazing, spectacular, astounding, or remarkable students? How about well-rounded students involved with volunteer work?

If so please nominate them to be an Amazing Student by emailing aemartin@mun.ca



Memorial
student services
Get The Most Out Of Memorial!

ACADEMIC

Appointments – tenure

Dr. Roger Levy, Department of Political Science, professor, July 7, 2008

Appointments – tenure-track

Dr. Michael Hogan, Faculty of Medicine, assistant professor, Jan. 1, 2008

Dr. Heather Peng, Faculty of Engineering and Applied Science, assistant professor, Jan. 1, 2008

Appointments – regular term

Prof. Carla Dillon, School of Pharmacy, assistant professor, Dec. 1, 2007

Appointments – administrative

George Beckett, Health Sciences Library, associate university librarian, Jan. 1, 2008

Dr. H.E.A. Campbell, Office of the President, acting president, Jan. 1, 2008

Dr. Antony Card, School of Human Kinetics and Recreation, associate director, Jan. 1, 2008

Dr. Michael Collins, Office of the Vice-President (Academic), acting vice-president (academic), Jan. 1, 2008

Dr. Tom Daniels, Sir Wilfred Grenfell College, acting vice-principal, Jan. 1, 2008

Dr. Andy Foster, Department of Mathematics and Statistics, interim associate dean, Dec. 1, 2007

Lindsay Glynn, Faculty of Medicine, acting head of public services, Feb. 1, 2008

Dr. Noreen Golfman, School of Graduate Studies, acting dean, Jan. 1, 2008

Dr. June Harris, Faculty of Medicine, assistant dean, Jan. 1, 2007

Catherine Lawton, Marine Institute, associate university librarian, Jan. 1, 2008

Slavko Manojlovich, Queen Elizabeth II Library, associate university librarian, Jan. 1, 2008

Louise McGillis, Sir Wilfred Grenfell College, associate university librarian, Jan. 1, 2008

Dr. Faye Murrin, School of Graduate Studies, acting associate dean, Jan. 1, 2008

Dr. Wanda Parsons, Faculty of Medicine, assistant dean, Jan. 1, 2007

Dr. Holly Pike, Sir Wilfred Grenfell College, acting principal, Oct. 23, 2007

Dr. Mary Wells, Faculty of Medicine, assistant dean, Sept. 1, 2006

Retirements

Dr. John Gale, Department of Earth Sciences, professor, Dec. 31, 2007

Dr. Carolyn Harley, Department of Psychology, professor, Oct. 31, 2007

Dr. Radu Popescu, Faculty of Engineering and Applied Science, associate professor, Dec. 31, 2007

Dr. James Wright, Department of Earth Sciences, director and professor, Dec. 31, 2007

ADMINISTRATIVE

Appointments

Kerri Green, Department of Computer Science, pc consultant II, Nov. 27, 2007

Michelle Neary, Faculty of Medicine, student wellness consultant-faculty, Jan. 9, 2008

Contractual to permanent

Randy Cahill, Ocean Sciences Centre, facilities custodian, Nov. 6, 2007

Randy A. Coveyduck, Department of Facilities Management, custodian I, Dec. 10, 2007

James Hopkins, Ocean Sciences Centre, facilities custodian, Nov. 6, 2007

Ronald P. Jones, Department of Facilities Management, custodian I, Dec. 10, 2007

William J. Mallard, Department of Facilities Management, custodian I, Dec. 10, 2007

Eric A. McCormack, Department of Facilities Management, custodian I, Dec. 10, 2007

Curtis Roberts, Department of Computing and Communications, pc consultant I, Jan. 7, 2008

Colleen Woolgar, Queen Elizabeth II Library, library assistant I, Dec. 3, 2007

Contractual appointments (one year or more)

Christian Alberto, Faculty of Medicine, research assistant II, Nov. 1, 2007

Stacey Alexander, Faculty of Medicine, programmer consultant, Nov. 13, 2007

Crystal Butler, Department of Facilities Management, industrial electrician apprentice, Nov. 5, 2007

Amy Butt, School of Human Kinetics and Recreation, co-ordinator-allied health services, Jan. 8, 2008

Chris Canning, Ocean Sciences Centre, science technician II, Nov. 21, 2007

Moya Clarke, Faculty of Medicine, instructional design assistant, Jan. 1, 2008

Darrell Cole, Department of Facilities Management, plant stores clerk, Jan. 29, 2008

Margaret Corcoran, Office of the Vice-President (Administration and Finance), ATIPP analyst, Nov. 26, 2007

Brian E. Dawe, Faculty of Medicine, medical technologist II, Oct. 22, 2007

Brad Donovan, Department of Facilities Management, plumber apprentice, Jan. 7, 2008

Derek Dunn, Department of Facilities Management, building technician, March 29, 2008

James T. Fleet, Department of Facilities Management, trades apprentice (1st year), Jan. 28, 2008

Kelly Foss, Division of Marketing and Communications, communications co-ordinator II, Nov. 26, 2007

Ben Fushell, Department of Facilities Management, maintenance helper, March 29, 2008

Nancy J. Gautsche, Department of Facilities Management, industrial electrician apprentice, Jan. 7, 2008

Paul Gill, Department of Facilities Management, maintenance carpenter apprentice, Jan. 7, 2008

Pauline Head, Faculty of Medicine, intermediate secretary, Jan. 15, 2008

Kevin Healey, Department of Facilities Management, electrical apprentice (2nd year), Jan. 28, 2008

Fawn Hedderson, Department of Facilities Management, plumber apprentice, Jan. 7, 2008

Irene Mary Hynes, Faculty of Medicine, interviewer, Jan. 1, 2008

Andrea E. Kavanagh, Faculty of Medicine, programmer consultant, Jan. 14, 2008

Heather Kinsella, Queen Elizabeth II Library, library assistant I, Dec. 17, 2007

Allison M. Kirby, Faculty of Medicine, research assistant I, Jan. 10, 2008

Adrian Lacour, Department of Facilities Management, plant stores clerk, Jan. 14, 2008

Judy Maddigan, Faculty of Medicine, senior interviewer, Jan. 1, 2008

Arlene Mercer, Faculty of Medicine, graphic artist II, Sept. 17, 2007

David Mercer, Queen Elizabeth II Library, library assistant VII, Nov. 26, 2007

Margaret Miller, Faculty of Medicine, development officer, Dec. 3, 2007

Violet Moores, Office of Alumni Affairs and Development, research officer – records, Dec. 10, 2007

Karen J. Murphy, Faculty of Medicine, research assistant III, Jan. 3, 2008

Paul C. Murphy, Leslie Harris Centre, research assistant I, Oct. 17, 2007

Ronald Murphy, Department of Facilities Management, locksmith trainee, Jan. 28, 2008

Angelique Myles, Faculty of Medicine, research assistant I, Jan. 7, 2008

Carol E. Negrijin, Faculty of Medicine, research assistant II, Jan. 14, 2008

Stephen W. Noseworthy, Department of Facilities Management, trades apprentice (1st year), Jan. 28, 2008

William Oxford, Faculty of Education, grants facilitation officer, March 3, 2008

Andrea Pike, Faculty of Medicine, research assistant II, Dec. 17, 2007

Marilyn Pollard, Faculty of Medicine, intermediate clerk stenographer, Dec. 4, 2007

Jaspreet Pruthi, Major Research Partnerships, research and project engineer I, Nov. 5, 2007

Sean Rodgers, Department of Facilities Management, building technician, Nov. 26, 2007

Dan F. Rogers, Department of Facilities Management, electrical apprentice (1st year), Jan. 28, 2008

Jonathan P. Sharron, Department of Facilities Management, electrical apprentice (3rd year), Jan. 28, 2008

Rodney B. Shea, Department of Facilities Management, plant stores clerk, April 1, 2008

Michelle Simms, Faculty of Medicine, research assistant II, Jan. 7, 2008

George Smith, Department of Facilities Management, trades apprentice (2nd year), Jan. 28, 2008

Michael Smitherman, Department of Facilities Management, project technologist, Jan. 3, 2008

Carl Sparrow, Faculty of Medicine, medical director-CSAT program, Jan. 1, 2008

Melissa V. Squires, Financial and Administrative Services, staff accountant, Nov. 12, 2007

Bernice Stokes, Faculty of Medicine, interviewer, Jan. 1, 2008

Kathleen Taylor, Faculty of Medicine, interviewer, Jan. 1, 2008

Leslie E. Vryenhoek, Office of Alumni Affairs and Development, communications co-ordinator II (campaign office), Nov. 26, 2007

Enoka Wijekoon, Department of Biochemistry, research assistant III, Jan. 5, 2008

Katrin Zipperlen, Faculty of Medicine, research assistant I, Nov. 1, 2007

Promotions and transfers

Joseph P. Carroll, Queen Elizabeth II Library, manager-library facilities services, Nov. 26, 2007

Lena Clarke, Office of the Registrar, consortium co-ordinator, Jan. 14, 2008

Kathleen Day, Office of Faculty Relations, intermediate clerk stenographer, Dec. 10, 2007

Karen Darby, Faculty of Medicine, library assistant VIII, Jan. 7, 2008

Greg M. Drover, Department of Facilities Management, power engineer 2nd class, Sept. 26, 2007

Renee Elliott, Faculty of Business Administration, manager of academic programs (undergraduate), Dec. 3, 2007

Keith Hannaford, Faculty of Medicine, library assistant III, Nov. 29, 2007

Clyde Hillier, Distance Education and Learning Technologies, manager of client relations, Dec. 21, 2007

R. Shane Lewis, Department of Facilities Management, electrical shop supervisor, Oct. 4, 2007

Roger Locke, Department of Technical Services, technologist III (biomedical), Dec. 24, 2007

Raymond J. Power, Department of Facilities Management, power engineer 3rd class, Dec. 24, 2007

Lesley Ann Squires, Queen Elizabeth II Library, library assistant IV, Nov. 7, 2007

Adam Taylor, Department of Computing and Communications, postal clerk II, Dec. 21, 2007

Denise Vincent, Distance Education and Learning Technologies, instructional design specialist, Dec. 18, 2007

Retirements

Donald Coady, Marine Institute, instructor, Jan. 18, 2008

June Ellis, Office of the Registrar, consortium co-ordinator, Oct. 19, 2007

Vera Griffin, Faculty of Medicine, manager-student affairs, Nov. 9, 2007

Denis Johnson, Faculty of Engineering and Applied Science, engineering technologist III, Sept. 14, 2007

V.H. Lisa Lee, Department of Biology, electron micro technician III, Sept. 30, 2007

John Mackey, Marine Institute, instructor, Dec. 31, 2007

Joanne Myrick-Harris, Housing, Food and Conference Services, manager-conference services, Oct. 23, 2007

Madge Squires, Queen Elizabeth II Library, library assistant VII, Nov. 30, 2007

Ralph Tapper, Queen Elizabeth II Library, manager-library facilities services, Oct. 26, 2007

William Tiffany, Queen Elizabeth II Library, librarian III, Oct. 5, 2007

Secondments

Paula Browne, Distance Education and Learning Technologies to the Faculty of Medicine, intermediate clerk stenographer, Dec. 3, 2007

Christine Doody, Queen Elizabeth II Library to the Queen Elizabeth II Library, library assistant VI, Dec. 31, 2007

Lorraine Jackson, Queen Elizabeth II Library to the Queen Elizabeth II Library, library assistant VII, Dec. 31, 2007

Craig Legge, Department of Facilities Management to the Department of Facilities Management, building technician, Nov. 26, 2007

Steve Mahon, Department of Facilities Management to the Department of Facilities Management, main carpenter, Jan. 28, 2008

Lynn Walsh, Centre for Career Development, to the International Student Advising, international student career advisor, Jan. 21, 2008



little fingers, little toes

The Memorial family welcomes its newest additions

ERIN MASSEY, co-ordinator for the Eastern Canada Consortium on Workplace Health and Safety with SafetyNet in the Faculty of Medicine, and her husband Kevin welcomed their son Eoghan Joseph Blair Massey born on Dec. 22, 2007.

KAREN DAWE, publications director of the Geological Association of Canada, which is based at Memorial, and her partner, Doug Hale, welcomed their daughter Alicia Rebecca Marie Hale on Nov. 11, 2007.

BOYD ASH, project technologist with Facilities Engineering and Development, Department of Facilities Management, and his wife Lori-Ann welcomed their second child, Hilary Breanne Ash born on Nov. 1, 2007.

Simon Henry Rioux was born on Jan. 4, 2007, to **MICHELLE OSMOND**, communications co-ordinator with the Office of Research, and her husband George Rioux.



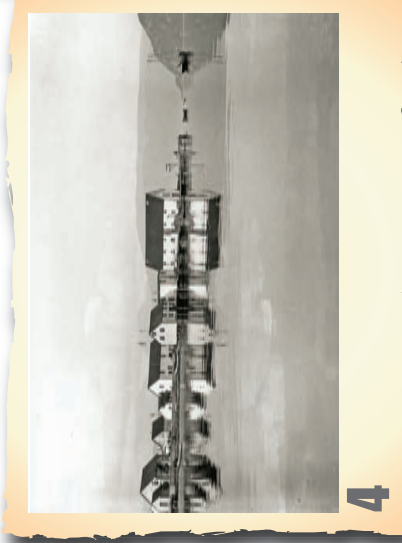
feedback Like what you're reading? Got an idea for a future story or column?

Get in touch with us. After all *The Communicator* is your newsletter! Drop editor Jeff Green a note.

E-mail jeffg@mun.ca or call 709-737-2142.

LOCATION LOCATION LOCATION

DO YOU KNOW WHERE THESE PHOTOS WERE TAKEN?



HUNDREDS OF THOUSANDS of beautiful archival photos from around Newfoundland and Labrador are housed in Memorial's archives. Here, the Archives and Manuscripts division and the Maritime History Archive present 16 stunning archival photos. Can you identify where they were taken? Enter this unique contest for a chance to win Memorial prizes.

If you are on our St. John's campus, you can view these photographs in person. A special display has been set up on the second floor of the Arts and Administration Building just outside the Reid Theatre. It will be available until April 30.

To enter this contest, write your answers underneath the photos and send this page to: Linda White, c/o Archives and Manuscripts division, QE II Library, Memorial University, St. John's, NL, A1B 3X1; or e-mail your answers with the corresponding number of each photo to lindaw@mun.ca with "Communicator contest" in the subject line. Check out this contest online at www.mun.ca/mha/contest.php. The person with the most identified photos wins. The answers will be in the next issue of *The Communicator*. **Deadline for entries is May 23, 2008.** This contest is open to all Memorial staff, faculty members and pensioners. Good luck!

TAKE A GUESS. WIN A PRIZE!