

Memorial focuses on new university position

Become informed. Become inspired. Become involved.

Those are just some of the ways employees and pensioners are being encouraged to get involved in a new marketing strategy launched at Memorial in late May.

That strategy includes a new brand for the university, one that focuses on the idea of transformation – that Memorial is a place where people and ideas become, and where ingenuity and creativity are uniquely fostered.

The word ‘become’ is the tagline for the new campaign which highlights aspects of the Memorial experience that distinguishes us from other universities – something that’s increasingly important as we compete to attract staff, faculty and students, as well as increased support and funding.

During May’s launch, a new and edgy design concept that uses silhouettes and selected fonts and colours to illustrate the meaning of the brand was unveiled to an audience made up of employees, student and alumni leaders and Regents. That concept and the new marketing strategy as a whole were developed involving consultations within the university community, and with a sampling of alumni, donors and community leaders in the province. The design concept was also tested with focus groups in four Canadian cities, plus with a selection of international students.

President Axel Meisen opened the brand launch, noting the need for Memorial to paint a compelling and competitive image of itself to support the achievement of institutional goals and aspirations. Through video clips and talks, those in the audience heard from faculty, alumni and students who shared their perspectives on how Memorial has helped them “become.” The university’s integrated marketing strategy, which will bring an increased level of co-ordination to all university promotional efforts, was outlined by Victoria Collins, director of the Division of Marketing and Communications. As well, Memorial’s new institutional logo (which graces the cover of this issue of *The Communicator*) was also unveiled.

Lots of discussion

Since then, Memorial’s new marketing strategy – which was also introduced at spring convocation – has been generating

lots of discussion. Marketing and Communications has been fielding calls and e-mails about the program, while also implementing the next stages in the brand rollout.

“Most people recognize the need for the university to undertake some creative marketing and quite a number of folks have said they like the approach we’re taking,” said Ms. Collins. “But some people have asked questions or expressed concerns about certain elements of the plan, such as the new logo. We’re responding to these and taking the comments into consideration we move forward.”

Memorial offers the freedom to explore and experience your ingenuity.
Our marketing efforts will be based on this brand promise, expressed in a slogan as ‘become’ and in images as silhouettes and vistas, evocative of personal potential, many fields of endeavour and our unique settings.

Living the brand

Although prospective students locally, nationally and internationally will be a major target of the new strategy, faculty, staff and retirees are also being asked to “consider Memorial in a new light” by playing a part in making the university experience even more transformative, helping others – and themselves – “become.” That could involve anything from volunteering for orientation or an alumni event, mentoring a new employee, taking in a public lecture or concert, or registering for a course. The bottom line is that employees and pensioners can make the brand program even more compelling and powerful, all the while benefiting personally and professionally.

“We encourage everyone to become involved in things happening at the university, learn a new skill, see things differently or even inspire a co-worker by your actions,” said Michael Pickard, associate director (marketing) with Marketing and Communications.

“There are lots of examples of how people and ideas have ‘become’ here at Memorial. Look no further than this issue of *The Communicator*; Editor Jeff Green features stories about people becoming artists and showing off their artistic flair, employees becoming involved in their community as valued volunteers, and co-workers who have become leaders here at work. The opportunities for staff, faculty and pensioners to jump on board and help live this new brand are endless and we’re encouraging everyone to get involved.”

To find out more about Memorial’s new brand and the launch event, or to share a story about the ways that Memorial and its people have helped you, students or others to “become,” visit www.mun.ca/marcomm/brand/.



Making science cool and fun

Dr. Geoff Rayner-Canham has become one of the most sought-after experts at Sir Wilfred Grenfell College – especially among high school students. Over the past 30 years Dr. Rayner-Canham, a professor of chemistry, has promoted science to countless students in western Newfoundland and Labrador. Now he has a top award for all that hard work.

Earlier this year he accepted a Science Communication Award

from the Atlantic Provinces Council on the Sciences (APICS).

He was chosen for his leadership, commitment and excellence in communicating science to the general public. Through his “Chemistry is Everywhere!” show, he has reached thousands of students and teachers, including those in isolated communities in Labrador that can be reached only by plane or coastal boat. He’s also worked extensively on communicating chemistry through high school curriculum development, school textbooks and courses for non-scientists.



Photo by Pamela Gill

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From the President



Memorial University of Newfoundland has a diverse working environment, with students, faculty and staff representing many cultures and backgrounds. As we develop our international connections and attract more students from other regions of Canada and abroad, it is very important we foster a working environment that is welcoming, respectful and understanding of diversity.

I am personally committed to providing such a working environment and my actions are guided by this commitment.

The university, as an institution, is formally committed to the principles of equity and human rights as enshrined in both the province's Human Rights Code and the Government of Canada's Federal Contractors Program. The latter is a program designed to ensure that organizations that do business with the federal government, have effective employment equity policies.

Specifically, employment equity ensures that under-represented groups in Canada do not face barriers in the pursuit of their careers. Four under-represented groups which have faced a historic disadvantage are designated

in the Federal Contractors Program: women, visible minority groups, aboriginal people and persons with disabilities. Employment equity is not "affirmative action," but is a process, a practice, and an attitude that ensures the historical disadvantages of these groups are overcome.

Memorial University has been officially committed to employment equity since 1990, when former President Leslie Harris signed the Federal Contractors Program. We have implemented several initiatives and external reviews of our progress in 1995 and 1998, which showed that we have been successful in meeting the expectations of the Federal Contractors Program.

Furthermore, at July's meeting, the university's Board of Regents approved a new, comprehensive Employment Equity policy. This policy is an important element in our commitment to ensuring and enhancing employment equity throughout the university. A new employment equity committee will be established and work closely with the Department of Human Resources, the Office of Faculty Relations, and our employee groups. It will assess our employment policies and practices and identify ways of removing any problems that may exist.

You will hear more about the Employment Equity policy in the fall.

Over the next 10 months, the university will be undergoing another regularly scheduled review by the federal government to assess our participation in and compliance with the Federal Contractors Program. I welcome this review and I ask you to take the time to co-operate with the reviewers should they request your assistance. Their assessment and recommendations will provide us with valuable feedback, as we strive to build an even better university.

I wish you a good summer and look forward to the start of the new semester in September.

Signed

Axel Meisen
President and Vice-chancellor

Editor's note:

More information about employment equity is available by visiting the employment equity website: www.mun.ca/equity or by contacting Amy Wyse, the university's employment equity officer at 737-2548 or equity@mun.ca.

People profile by Leslie Vryenhoek

Shannon Ryan started his teaching career 50 years ago. He was a 15-year-old in Riverhead/Harbour Grace, the only Grade 11 student in his small school, and he'd just failed both General Science and History.

"Father Hogan came to our house with the bad news," recalls Dr. Ryan, who'd been a good student through Grade 10, then passed a lazy year reading library books instead of attending to his studies. "I'd said I wouldn't go back to school – in those days you could rewrite the exams – and my mother told Father Hogan. He said 'If you won't go back to school, will you teach for me?'"

And so young Shannon took over the Catholic school in Upper Island Cove, instructing about 25 students in grades one to seven about reading, writing, arithmetic and religion. For his efforts he was paid \$77 a month.

His final responsibility at year's end was to prepare his youngest pupils for their first communion. "I had taught them the act of contrition and the style of confession – I had done everything but talk about sin and what they might confess." And he would have gotten to that, too, if Father Hogan hadn't shown up days earlier than anticipated to hear confessions. The then 16-year-old teacher did the only thing he could think to do: he told each of the youngsters to confess to lying.



Dr. Shannon Ryan

"I'm sure that was the first lie little Helen ever told," he laughs.

That willingness to help students overcome difficulty has been a constant in his teaching career, and made him a popular professor, as even *Macleans* magazine has attested to. His popularity was obvious in April, when the History Department and the History Society co-hosted a celebration that was more mixer than retirement party. The event drew scores of students, faculty, staff, old friends and admirers.

"It's not just what Shannon has done for the History Department over three and a half decades, but what he has done for the people of Newfoundland for taking that history to them," History Department head Dr. Chris Youé told the assembled crowd at the party.

After his first year of teaching, Shannon began attending university, a feat made possible by his mother's ability to save money and the government's \$600 incentive for first-year students. After that first year, he taught school during fall and winter – often in isolated areas, which provided a government bonus toward university – and took courses during the summer. He completed his BA, then studied full-time in '63-64 for his B.Ed. After a stint teaching in Rankin Inlet, NWT, he became a supervising principal for several Newfoundland schools.

In 1971, he was hired by the History Department while working on his MA. Teaching here, he says, was less work and less pay than school supervision.

Dr. Ryan, who spent two years on his PhD studies at the University of London in the early 1980s, developed an expertise on the history of fishing and sealing in Newfoundland. He intends to continue writing about those topics in retirement.

Fifty years ago, in breaking the bad news about young Shannon's bad marks, Father Hogan said: "May God grant you no greater cross." And so far, despite the arthritis that pains him, Dr. Ryan is glad to report God hasn't. "I'm really happy with the way things worked out."

Obituaries

Dr. William J. Milne, retired from the Faculty of Engineering, died March 3, 2006, aged 77.

Robert John Frederick (Bob) Benson, retired from the Department of Marketing and Communications, passed away at home March 5, 2006.

Wilfred George, retired from the Department of Facilities Management, passed away at the age of 66 at the L.A. Miller Centre in St. John's, on April 18, 2006.

Dr. Lessey Sooklal, a faculty member in the Faculty of Business Administration, passed away peacefully from cancer, April 29, 2006, aged 65.

Dr. Donald Barton, retired from the Department of Chemistry, died May 4, 2006, in Lindsay, Ont., after a long and courageous battle with cancer.

Dr. Duncan Ferguson, a member of the Sir Wilfred Grenfell College faculty since September 1976, passed away on May 20, 2006.

Dr. Thomas Mongar, former political science professor, died in Coeur D'Alene, Idaho, on June 6 of a prolonged illness, aged 70.

Robert G. (Bob) Ducey, a staff member at The Works, passed away on Thursday, June 8, 2006, at the Health Sciences Centre, aged 44 years.

Dr. Felix Park, retired from the Department of French and Spanish, passed away suddenly at the Health Sciences Centre on Saturday, June 10, 2006, aged 70 years.

Dr. David Freeman, professor *emeritus* at Sir Wilfred Grenfell College, passed away June 23. He was the first co-ordinator of English at the college.

Dr. Richard Edward (Dick) Buehler passed peacefully away on July 11, aged 72 years. Dr. Buehler was a professor with the Department of English Language and Literature since September 1967.

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An eye for detail

Current and retired faculty and staff showcase hidden talents

A brand new exhibition showcasing the artistic flair of 23 current and former employees of Memorial University attracted lots of attention this summer.

After Hours features more than 60 pieces of artwork created by faculty, staff and pensioners of the university. It opened in the First Space Gallery on the main level of the Queen Elizabeth II Library on May 7.

The special display was in the works for a number of months and is the first exhibition to highlight the talent of the university community.

Dr. William Allderdice, a retired associate professor of geography, said he jumped at the chance of being a part of the show.

"It's exciting to be involved in something like this," he said with a wide smile recently. "When you retire you sort of feel like you don't belong to the community anymore. You don't see your students anymore and you don't interact with staff and faculty as much. So it's nice to be able to slip back into the community."

Dr. Allderdice, who has been "seriously painting" for the past 10 years, has three pieces showcased in the gallery.

"I'm jolly well pleased with them," he said with a laugh. "I think they're great and it's satisfying to be able to show them off."

The idea for the new exhibit was hatched after a number of employees and pensioners inquired about launching a show featuring their own creations.

"This show was mounted to bring together the artists who do their artwork after hours for their own enjoyment or sanity, after their workday is done," said Dan Duda, map librarian at the QE II Library and one of the organizers of the show.

"Artwork on display is all two-dimensional in a variety of media and subject matter including oil, acrylic, watercolour, collage, mixed media and photography to name a few."

And the subject matter is just as diverse. Artists have captured a number of styles in their artwork including still life, floral, abstract and expressionism.

For Joanne Costello, library assistant at the Map Library and one of the organizers of the exhibition, the art show is an opportunity for her to show off her own

creations. She said she's inspired by "geology and geomorphology."

"I've been painting for so long," said Ms. Costello, who has several acrylic pieces on display at the show. "I guess what I get from it is an emotional connection to the earth. I spent my early childhood around rocks. Stemming from that, comes a need to know why all the rocks are different and formed differently depending where you are."



Joanne Costello, library assistant at the Map Library and one of the organizers of the After Hours exhibition, and retired geography professor Dr. William Allderdice admire some of the artwork which was on display in the Queen Elizabeth II Library.

Photo by Jeff Green

Follow the leader

Staff members complete supervisory program



Photo by HSIMS

From left, front row: Patricia Fulton, Folklore and Language Archive; Lori Pike, Finance and Administrative Services; Jennifer Browne, Centre for Career Development; Fran Warren, History; Bill Bidgood, Technical Services. From left, second row: Harriett Taylor, Geography; Daphne Corbett, Physics and Physical Oceanography; Michael Murphy, Biochemistry; Patricia Churchill, French and Spanish; Joe Carroll, Facilities Management; Carolyn Bennett, Computing and Communications. From left, third row: Craig Parsons, Marine Institute; Joanne Samson, CREAT; Wanda Chubbs, Nursing; Sharon Tucker, Pharmacy. From left, fourth row: Verna Wroblewski, Business; Donna Stamp, Registrar's Office; Rick Lawes, Facilities Management. Missing from photo: Chris Connors, Technical Services; Judith Mellor, Faculty of Education.

There are more leaders amongst Memorial's workforce thanks in part to a comprehensive program recently offered by the Department of Human Resources.

On May 15, 20 staff members from 18 units and departments around the university were awarded certificates of completion for an initiative called the Supervisory Skills Development program.

The course was developed to strengthen supervisory and management skills within the university. Staff participated in 12 learning sessions over an eight-month period concentrating on a broad range of topics such as problem solving and decision making, effective meeting management, conflict resolution, banner finance, and project management.

Training providers included Lifelong Learning and the Centre for Management Development.

Lynn Best, learning and development officer with Human Resources, said feedback about the program has been very positive. "One of the strengths of this program is that the learning opportunities facilitated networking among staff that might not otherwise have the opportunity to come together," she said. "Learning together helps build the university community."

Human Resource is already planning to offer the program again in this fall.

There are a lot of changes around here lately

Stay tuned for Memorial's new Scent Free Campaign

Coming to a faculty near you
September 2006

Lending a helping hand

Campus Food Bank marks decade of service

Faculty and staff from Memorial's St. John's campus and the Marine Institute are being asked to dig a little deeper into their cupboards this summer and support the Campus Food Bank.

The volunteer-run centre, which is celebrating its 10th anniversary this year, wants to ensure its shelves are well stocked with healthy items for anyone who might need some extra help.

"We're a year round operation," said Pradeep Bobby, president of the food bank's board of directors and a project engineer with C-CORE. "We serve staff, faculty, students and alumni. We need donations all the time. The summer months are a time when the food bank is in most need of support."

It's also a time when donations from some employees tend to ease off as people take vacations. There's also the misconception that since the majority of students and employees are away from the university this time of the year, donations are not needed.

"That's not the case," Mr. Bobby said. "The summer may be quieter but we still get people who need help."

Tucked away in the basement of the Corte Real Building, which is located adjacent to the Burton's Pond Apartments, the Campus Food Bank opened its doors in 1996. It was set up by Judy Rose, the former employee assistance program co-ordinator here at Memorial, Paul Thornhill, the then-president of the students union, and Noel Veitch, who is now a retired education professor.

Its mission was – and remains – simple: to provide an emergency food service to those in need.

"We're here if you need us," Mr. Veitch said recently. "That was our motto then and that's what it is today."

And, that need has never been greater. During 2005,

more than 3,300 clients visited the centre to receive hampers. Volunteers don't ask clients about their financial situation – they simply want to help keep healthy food on tables. In turn, clients simply need to provide their MCP and student number to receive a hamper.

The Campus Food Bank receives most of its donations from the Community Food Sharing Association, which distributes food to similar groups around the province.

Although donations tend to drop off during the summer, Mr. Bobby said his group does receive tremendous support at other times of the year. University employees regularly collect donations within their own departments and units and some have raised money for the food bank, which is a registered charity. As well, the food bank benefits every time employees and students toss drink containers into recycling bins.

"The money collected goes to the food bank," said Mr. Bobby. "It is one of our biggest sources of income. We have an agreement with Evergreen Recycling and the university. As Memorial moves to having more recycling containers, this source of revenue has the potential to grow."

Meantime, Mr. Bobby said the Campus Food Bank is currently accepting donations from faculty, staff and retirees so they can meet the demand from their clients during the fall.

The Campus Food Bank is open Monday and



Photo by Chris Hammond

Pradeep Bobby (L) and Noel Veitch, volunteers with the Campus Food Bank are surrounded by some of the items collected during the 12 Days of Christmas in July Food Drive recently held at Memorial. More than 20 departments and student groups took part in the event. The Division of Marketing and Communications and the Office of Alumni Affairs and Development collected the most items and accumulated a whopping 1,448 points to win a Subway luncheon for staff members.

Thursday from 3:30-5:30 p.m. and 7-8 p.m., as well as Sunday from 4-5 p.m. For more information, e-mail foodbank@mun.ca or call 737-3467.

Well done!

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

Doreen Whalen, longtime director of the Division of Lifelong Learning, received an honorary membership to the Canadian Association for University Continuing Education (CAUCE) in late May. She was honoured for her outstanding contribution to the fields of adult learning and continuing education during her extensive career. The award comes on the cusp of her retirement. She's eligible to retire in November, marking more than 36 years of service with Memorial. To read more about her top award, visit http://today.mun.ca/news.php?news_id=2123



graduate students, \$600 of which is provided by Grad Studies. There are no changes to those awards. To find out more about WAMUN, visit www.mun.ca/wamun/

Michael Hollahan, a biomedical technologist III, with Technical Services was one of more than 20 volunteers from Memorial who were featured on a special website for Volunteer Week 2006. For five years, he's been a familiar face at the St. John's YM-YWCA, volunteering in the conditioning centre and providing assistance to people on how to use the gym equipment. Mr. Hollahan is just one of hundreds of employees here at Memorial who volunteer with countless groups and organizations. Read his and others stories online at www.mun.ca/marcomm/volunteers.php.



Though both runs are over, T-shirts are still on sale. They cost \$12 and can be purchased by calling 737-8562. Meanwhile, CEP is holding its annual walk for Special Olympics in September. To register, call Phil Smith at 737-2046 or Mr. Fifield at 737-2047.

On June 8, at the annual general meeting of the Human Resources Professionals of Newfoundland and Labrador (HRPNL), Lisa Curran (centre), employee relations officer, Department of Human Resources, received her Certified Human Resources Professional designation. She was also presented with the Award for Human Resources Excellence, recognizing that she received the highest mark in the province on her exam. Ms. Curran accepted her award from Diane Wiesenthal, president of the Canadian Council of Human Resources Associations and Joe Bouzanne, president of the HRPNL.



The Women's Association of Memorial University of Newfoundland (WAMUN) recently voted to increase its four undergraduate scholarships from \$900 to \$1,000. The scholarships are open to all undergrads, including medical students. Two of those scholarships – the Faculty/Staff Scholarship and the Undergraduate Scholarship – will also no longer have a financial need component. Both will now be based on academic merit only. That means dependents of faculty and staff will no longer need to demonstrate financial need, however they must still apply for the Faculty/Staff Scholarship through the Office of Scholarships and Awards. WAMUN also annually presents four scholarships, valued at \$1,200 each for

Campus Enforcement and Patrol (CEP) has raised nearly \$5,000 for Special Olympics by selling T-shirts and collecting donations. Once again this year, members of the unit took part in the annual Law Enforcement Torch Run here in this province, which was held June 9. Congrats as well to Investigations Officer **Jeff Fifield** who not only represented Memorial but this province during the final leg of the Torch Run for the Summer Games for Special Olympics July 17-19 in Manitoba.

Retirements



Photo by Jeff Green

Faculty and staff in the Department of Earth Sciences gathered together on April 28 for a big send off for two longtime employees – **Raymund Pätzold**, undergraduate officer, and **Dr. Joseph Hodych**, professor emeritus. Both started working at Memorial in the Paleomagnetism Laboratory in the Department of Physics in 1970 before joining the Department of Earth Sciences. From left: Kerry Hiscock, Mark Penney, Dr. Hodych, Mr. Pätzold, Gerri Starkes and Dr. John Hanchar, department head.



Friends and colleagues joined together in April to throw a good-bye party for longtime employee **Dave Percy**, who officially retired from Memorial on April 7. Dave was a procurement officer with the Department of Facilities Management and worked at the university since October 1978. From left (back row): Cynthia Whalen and Dave Percy. From left (front row): Jeanette Doran, Sharon Vere-Holloway, Gennie Howell, and Judy Power.



The Division of Marketing and Communications held a good-bye reception for a cherished co-worker who retired this past March. **Moyra Colborne**, intermediate clerk stenographer, was with the university since 1992 and worked with Marketing and Communications since 2001. She was an instrumental part of *The Communicator's* team and helped with the labeling, mail-out and archiving of the newsletter. Here, Moyra (third from left) helps cut her farewell cake with dear friends and co-workers Roxanne Keats, intermediate clerk stenographer; Helen Kelly, administrative staff specialist II; and Sandy Bennett, intermediate secretary. Marketing and Communications and *The Communicator* wishes Moyra and her family all the best in her retirement!



Photo courtesy of AAD

There were lots of smiles and warm hugs at a retirement party recently for one of Memorial's most familiar faces. **Lynda Parsons**, assistant director, Office of Alumni Affairs and Development (AAD) officially retired on July 21, but a reception was held in her honour April 21 in the Beatrice Watts Boardroom in the Inco Innovation Centre. Lynda (left) worked at Memorial for 23 years. Here, she poses with fellow Memorial co-worker Mary-Kaye MacFarlane, assistant registrar, Office of the Registrar, and Kay Smith, wife of Kevin Smith, former director of AAD.

L'il bits & bites

The Memorial family



Dr. Dennis Peters, assistant professor, Faculty of Engineering and Applied Science, and his wife Ruth Abraham welcomed their daughter Margaret Claire Peters born on April 20, 2006.

Kim Simms, secretary with the Department of English as a Second Language, and her husband Scott welcomed their daughter Annalise Simms on May 17, 2006.

Sharon Thompson, photographic technician, with Marketing and Communications, and her husband George McIsaac welcomed their daughter Amanda Grace on June 6, 2006.



MUN Employees share their culinary creations

Got other recipes you want to share with us?

The Communicator is on the hunt for new healthy home-made meal ideas from you – our readers.

Send your recipes to jeffg@mun.ca.

CHICKEN PROVOLONE

Submitted by Michelle Crotty, Membership and Public Relations Office, Botanical Garden

4 chicken breast halves, 6-8 oz each
1 large Spanish or sweet onion
1 tbsp ground chili powder
1/2 tsp ground chili pepper
1 tsp minced garlic

Dash fresh ground pepper
1/2 cup Kraft Chicken & Ribs BBQ sauce
4 slices of Provolone Light Cheese
4-6 Kangaroo Salad Pockets or regular pita pockets, whole wheat or white

Cut chicken breast halves into thin strips, and place in a slightly oiled pan. Cook on med-high for about 5 minutes. Next, add onion, chili powder and pepper, garlic and ground pepper. Continue to cook until onions become soft and nearly transparent. Add BBQ sauce. Once mixture starts to boil, add Provolone cheese and cover for five minutes. Place salad pockets in tinfoil and heat for 10 minutes in oven at 350°F. Mix the chicken thoroughly to spread cheese throughout and stuff into heated salad pockets. Serve and enjoy.

Lisa Hollett,
Director of Human Resources



Authoring my first *Communicator* column has given me the opportunity to stop and reflect on my first few months here at Memorial.

My feelings about the university are very positive. We are truly a collection of separate entities, each unique and extremely interesting. I am amazed by the variety of interests, skills and experiences within this institution and applaud my decision and good fortune to be a part of this university.

In the Department of Human Resources, I see a high level of commitment, dedication and energy from every member. Our challenge as a department is to break down the barriers and come together as a focused human resources team. We started this process in June with a team building session for the managers. I hope our clients will see a much more highly-integrated human resources team in 12 months time.

Some of the recent successes of our department and upcoming initiatives are:

- ◆ The Academic Leadership Development Program began with a two-day retreat in May for 22 participants. Feedback has been extremely positive. Group training will continue in the fall and a mentoring program will be implemented. A Senior Administrative Leadership initiative will begin in late fall, as well.

- ◆ T4s and T4As were available to employees on Feb. 2, well in advance of the Feb. 28 deadline set by Canada Revenue.

- ◆ Management and administrative skills training for senior administrative support personnel has begun with sessions offered in Excel, enterprise risk management, and cultural diversity. Training will continue in September.

- ◆ The wellness initiative has been renewed and improvements have been made to make the Preferred Rate Program more accessible.

- ◆ Memorial signed a collective agreement with Marine Institute instructors and we have a tentative agreement with CUPE for the university support staff. Other negotiations are continuing throughout the summer.

- ◆ Human Resources will soon be incorporating our new brand look and feel for our external advertisements.

- ◆ We are continuing to make progress on improvement opportunities identified through our business review process. Some of these initiatives include:

- The human resources advisor model was implemented in January. We are working toward a greater focus on partnering with departments to work proactively on HR issues.

- Employee Self Service allows employees to go online to view pay advices, update their addresses, and

calculate pension benefits. We are looking at a way to expand this service such as offering an “opt out” feature for paper copies of pay stubs.

- An automated applicant tracking system is being developed and a pilot will be completed by year end.

- HR is moving toward electronic records retention with a number of files, including job evaluation files being scanned and having the information available electronically.

- ◆ On a final note, our department said farewell to Laurie Keefe, human resources adviser, who is returning to southern Ontario. Laurie brought with her a broad background in human resources spanning different organizations. Although she has only been with us since November of last year, her presence will be missed. Debbie Morrissey, human resources adviser, will be accepting a temporary rotation until November as a human resources officer. This is a great cross training opportunity for Debbie and is a real example of helping our employees “become.” Patsy Burry, payroll officer, will be temporarily assigned to the benefits officer role. Congratulations to both in your assignments.

I hope everyone is enjoying a healthy, safe, and happy summer.

Cheers, Lisa

To buy or not to buy?

Car rental insurance 101

Comprehending the finer – and sometimes complicated – details of insurance coverage when renting a vehicle for university business has just gotten easier thanks in part to a new agreement Memorial has reached with its insurance provider.

The university has been able to substantially enhance its existing non-owned auto policy at no additional charge. That’s good news for faculty and staff who may be renting a vehicle for university business.

“We are very pleased to have been able to get this endorsement, as it will simplify things a great deal with respect to insurance coverage for rental vehicles,” said David Head, director, Enterprise Risk Management. He helped facilitate meetings with the insurance provider.

Essentially what the new agreement means is that anyone renting a vehicle on university business need not accept any insurance from the rental agency. All coverage is now in place through the university’s existing policies. “This applies to the rental of all types of vehicles, anywhere in the world, whether it is for one day or 100 days,” said Mr. Head.

Individuals who rent are still being asked to use a university-issued American Express card, as it will serve as the primary insurance coverage.

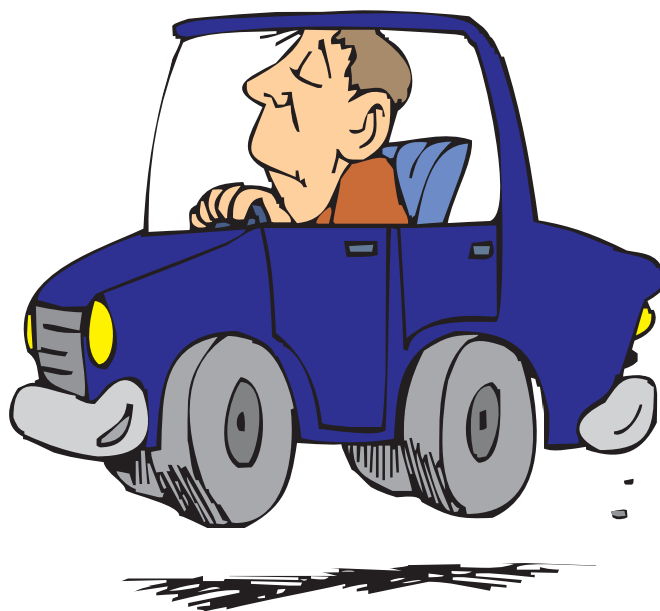
“The reason being that any resulting claims which we are able to put through American Express will not have an impact on our premium,” added Mr. Head. “This is important and is a key reason why we have not been charged an additional premium for the endorsement. If however we begin to process claims through our auto policies, we will undoubtedly see an increased premium at renewal.”

Keep in mind these following points, too, for when you’re renting a vehicle for university business. If you have other questions, contact the Enterprise Risk Management unit at 737-7683, or www.mun.ca/erm.

- All individuals who rent should have a university-issued American Express card, which provides the physical damage insur-

ance, i.e. the collision damage waiver (CDW), loss damage waiver (LDW) and the physical damage waiver (PDW);

- Alternatively, an employee may use their own personal premium type credit card if it carries a physical damage insurance coverage feature for vehicle rentals;
- The coverage provided by American Express or personal premium card would be the primary coverage, however all rented vehicles are now covered by the university’s policy for liability and property damage;
- Since all vehicles are covered by the university’s policy, employees are to decline all insurance coverage offered by the rental agency;
- In cases where the duration of the rental period is going to be longer than 30 days, you must complete two documents: the Request for Motor Vehicle form and the Request to use a University Vehicle form, both of which can be found online at www.mun.ca/erm/home/forms. Copies of both should be forwarded to Bernard Doyle (737-8973 or e-mail bdoyle@mun.ca) procurement officer with Facilities Management, and the Enterprise Risk Management office.



User friendly Practical advice you can use from C&C

Going on vacation? The Department of Computing and Communications (C&C) offers these simple bits of advice that’ll help make office life a little easier as you prepare for that well-deserved time off:

- ✓ Be sure to set your e-mail responder message to let people know you’re away from the office but not away from your home. Go to www.mun.ca/cc/email_services/vac_respond.php for more information or call the C&C Help Centre at 737-4595.
- ✓ Set your phone message to alert callers you’re away from the office. For those using the new VoIP phones, see www.mun.ca/cc/projects/voip_vmFAQ.php (points number 11 and 15). Anyone using the older Centrex models, visit www.mun.ca/cc/phone_services/Centrex_vacation_responder.php.
- ✓ Check your e-mail quota to make sure you’ll still receive important messages while away. Visit www.mun.ca/cc/email_services/ or call the Help Centre.
- ✓ Turning off your computer will help save energy but remember to make sure your Windows and virus scan updates are current when you return. Call the Help Centre for advice.
- ✓ You don’t want to miss that perfect picture from your vacation because your digital camera ran out of memory. The Computer Purchasing Centre (www.mun.ca/cc/cpc; 737-2673) can give you advice on high-tech gear you might need for your vacation like adaptors for your laptop and those extra memory cards for your camera.
- ✓ If you need your office postal mail (internal/external) to be re-directed while you are gone, make sure you let your departmental secretary know in advance so arrangements can be made with Campus Central Mail Services.

Career scene

The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human Resources and are current at the time of publication.

ACADEMIC

Confirmation in appointments – tenure

Dr. Stephen Butt, Faculty of Engineering and Applied Science, professor, July 1, 2006

Dr. Sean Connors, Faculty of Medicine, assistant professor, Sept. 1, 2006

Lindsay Glynn, Faculty of Medicine, librarian I, Sept. 1, 2006

Dr. Nicholas Krouglicof, Faculty of Engineering and Applied Science, associate professor, July 1, 2006

Dr. Kellie LeDrew, Faculty of Medicine, assistant professor, Sept. 1, 2006

Dr. Maria Matthews, Faculty of Medicine, assistant professor, Sept. 1, 2006

Dr. Leigh Ann Newhook, Faculty of Medicine, assistant professor, Sept. 1, 2006

Dr. Conleth O'Maonaigh, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Amrah Pizada, Faculty of Medicine, assistant professor, Sept. 1, 2006

Dr. Craig Stone, Faculty of Medicine, assistant professor, Sept. 1, 2006

Dr. Guang Sun, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Erwin Warkentin, Department of German and Russian, associate professor, Sept. 1, 2006

Dr. Susan Ziegler, Department of Earth Sciences, associate professor, Sept. 1, 2006

Appointments – tenure-track

Dr. Thomas Cooper, Faculty of Business Administration, assistant professor, Jan. 1, 2007

Dr. Holly Everett, Department of Folklore, assistant professor, July 1, 2006

Dr. Dianne Ford, Faculty of Business Administration, assistant professor, Jan. 1, 2007

Dr. Sarah Francis, Department of Psychology, assistant professor, Sept. 1, 2006

Dr. Tim Jones, Faculty of Business Administration, assistant professor, July 1, 2006

Dr. Arn Keeling, Department of Geography, assistant professor, July 1, 2006

Dr. Andrew Lang, Department of Biology, assistant professor, Aug. 14, 2006

Dr. Josh Lepawsky, Department of Geography, assistant professor, July 1, 2006

Dr. Andrew Loman, Department of English Language and Literature, assistant professor, July 1, 2006

Dr. Angela Loucks-Atkinson, School of Human Kinetics and Recreation, assistant professor, Aug. 1, 2006

Dr. Marco Merkli, Department of Mathematics and Statistics, assistant professor, Aug. 14, 2006

Dr. Peter Mezo, Department of Psychology, assistant professor, Sept. 1, 2006

Dr. Nancy Pedri, Department of English Language and Literature, assistant professor, Aug. 1, 2006

Dr. Nicole Power, Department of Sociology, assistant professor, July 1, 2006

Dr. Ivan Saika-Voivod, Department of Physics and Physical Oceanography, assistant professor, Sept. 1, 2006

Dr. John Sandlos, Department of History, assistant professor, July 1, 2006

Dr. Yuyue (Peter) Song, Faculty of Business Administration, assistant professor, Aug. 1, 2006

Dr. Yolanda Wiersma, Department of Biology, assistant professor, Aug. 1, 2006

Appointments – regular term

Anne Burke, Faculty of Education, assistant professor, July 1, 2006

Mary E. Bursey, School of Nursing, assistant professor, Sept. 1, 2006

Mary Cameron, Faculty of Education, assistant professor, July 1, 2006

Dr. Bing Chen, Faculty of Engineering and Applied Science, assistant professor, July 1, 2006

Alisa Craig, Department of Sociology, assistant professor, July 1, 2006

Margaret (Peggy) Daly, School of Nursing, assistant professor, July 15, 2006

Elena Hannah, Department of Psychology, assistant professor, Sept. 1, 2006

Dr. Philip Hogan, Department of Chemistry, assistant professor, Aug. 22, 2006

Judith Moody, School of Nursing, assistant professor, Nov. 1, 2006

Markus Sharaput, Department of Political Science, lecturer, May 1, 2006

Robert Shea, Faculty of Education, assistant professor, July 1, 2006

Peter Stewart, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2006

Dr. Fang Wang, Faculty of Engineering and Applied Science, assistant professor, July 1, 2006

Dr. Peter Warburton, Department of Chemistry, assistant professor, May 1, 2006

Appointments – other

Dr. Mark Borgaonkar, Faculty of Medicine, residency director, Jan. 1, 2006

Sharon Coady, Faculty of Engineering and Applied Science, Co-operative Education Co-ordinator II, April 1, 2006

Diane Corrigan, Faculty of Engineering and Applied Science, Co-operative Education Co-ordinator II, April 1, 2006

Dr. Brad de Young, Department of Physics and Physical Oceanography, head, Sept. 1, 2006

Dr. Noreen Golfman, School of Graduate Studies, acting dean, May 1, 2006

Dr. Dianne Keeping, Queen Elizabeth II Library, librarian I, June 1, 2006

Dr. Marguerite MacKenzie, Department of Linguistics, head, Sept. 1, 2006

Dr. Penny Moody Corbett, Faculty of Medicine, associate dean – research and graduate studies, June 1, 2006

Dr. Magessa O'Reilly, Department of French and Spanish, head, July 1, 2006

Dr. Wanda Parsons, Faculty of Medicine, assistant dean of admissions, Dec. 12, 2005

Dr. Peter Pope, Department of Anthropology, head, Sept. 1, 2006

Dr. Erwin Warkentin, Department of German and Russian, head, Sept. 1, 2006

Prof. Karen Webber, School of Nursing, associate director, undergraduate programs, Sept. 1, 2006

Dr. Susan Ziegler, Department of Earth Sciences, Canada Research Chair in Environmental Sciences (Tier II), Sept. 1, 2006

Cross appointments

Dr. Kurt Gamperl, Ocean Sciences Centre to the Department of Biology, April 1, 2006

Dr. Annie Mercier, Ocean Sciences Centre to the Department of Biology, April 1, 2006

Dr. George Rose, Marine Institute to the Department of Biology, June 1, 2006

Dr. Ray Thompson, Ocean Sciences Centre to the Department of Biology, June 1, 2006

Promotions

Dr. Majid Abdi, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2006

Dr. Tana Allen, Department of Classics, associate professor, Sept. 1, 2006

Dr. Trevor Bell, Department of Geography, professor, Sept. 1, 2006

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

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

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

Dr. Nancy Dahn, School of Music, professor, Sept. 1, 2006

Dr. Wayne Fife, Department of Anthropology, professor, Sept. 1, 2006

Dr. Ian Fleming, Ocean Sciences Centre, professor, Sept. 1, 2006

Lindsay Glynn, Faculty of Medicine, librarian II, Sept. 1, 2006

Dr. Diane Goldstein, Department of Folklore, professor, Sept. 1, 2006

Dr. Kelly Hawboldt, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2006

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

Dr. Paul Jeon, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Ian Jones, Department of Biology, professor, Sept. 1, 2006

Dr. Palinder Kamra, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Kellie LeDrew, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Jane Leibel, School of Music, associate professor, Sept. 1, 2006

Dr. Valerie Legge, Department of English Language and Literature, professor, Sept. 1, 2006

Dr. George Mann, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2006

Dr. Lawrence Matthews, Department of English Language and Literature, professor, Sept. 1, 2006

Dr. Maria Matthews, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Anthony Micucci, Department of Sociology, associate professor, Sept. 1, 2006

Dr. Edward H. Miller, Department of Biology, professor, Sept. 1, 2006

Pam Morgan, Faculty of Medicine, librarian III, Sept. 1, 2006

Dr. Leigh Ann Newhook, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Anton Oleinik, Department of Sociology, associate professor, Sept. 1, 2006

Dr. Dennis Peters, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2006

Dr. Paul Rice, School of Music, professor, Sept. 1, 2006

Dr. Nabil Shalaby, Department of Mathematics and Statistics, professor, Sept. 1, 2006

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

Dr. Craig Stone, Faculty of Medicine, associate professor, Sept. 1, 2006

Dr. Mary Jane Waples, Department of Economics, associate professor, Sept. 1, 2006

Dr. Peter Whitridge, Department of Anthropology, associate professor, Sept. 1, 2006

Dr. Elizabeth Yeoman, Faculty of Education, professor, Sept. 1, 2006

Dr. Yuan Yuan, Department of Mathematics and Statistics, associate professor, Sept. 1, 2006

Retirements

Dr. Don Bass, Faculty of Engineering and Applied Science, professor, Aug. 31, 2006

Frank Butler, School of Human Kinetics and Recreation, associate professor, Aug. 31, 2006

Dr. Sandra Clarke, Department of Linguistics, professor, Aug. 31, 2006

Tony Dearness, Faculty of Business Administration, assistant professor, Aug. 31, 2006

Dr. Norman Garlie, Faculty of Education, professor, Aug. 31, 2006

Dr. Niall Gogan, Department of Chemistry, professor, Aug. 31, 2006

Dr. T. Edward Hannah, Department of Psychology, professor, Aug. 31, 2006

Dr. Sonja Jerkic, Department of Anthropology, associate professor, Aug. 31, 2007

Laura Scott, Queen Elizabeth II Library, librarian III, April 30, 2006

ADMINISTRATIVE

Appointments

Sheri-Lynn Conway, School of Graduate Studies, secretary, May 1, 2006

Nicole Deir, Division of Marketing and Communications, intermediate clerk stenographer, April 17, 2006

Contractual to permanent

Douglas Fifield, Department of Facilities Management, power engineer 2nd class, April 14, 2006

Barbara Hoben, Department of Facilities Management, intermediate clerk stenographer, May 1, 2006

Martin Nolan, Queen Elizabeth II Library, library assistant I, May 8, 2006

Juanita Peach, Faculty of Medicine, intermediate clerk stenographer, April 24, 2006

Contractual appointments (one year or more)

Iris Bussey, School of Social Work, academic program review co-ordinator, May 1, 2006

Randy Earle, Department of Chemistry, stores clerk III, March 27, 2006

Kristine Hamlyn, Division of Marketing and Communications, communications co-ordinator II, May 15, 2006

Mark Hanlon, Office of Alumni Affairs and Development, development officer – annual fund, May 23, 2006

Nicole Hoskins, Faculty of Business Administration, international internship officer, May 15, 2006

Kathryn Mason, The Leslie Harris Centre, intermediate clerk stenographer, May 10, 2006

Sheila Penton, Faculty of Science, instructional assistant, May 1, 2006

Sheilagh Roberts, Faculty of Medicine, library assistant III, May 26, 2006

Krista Wells, Enterprise Risk Management Unit, risk analyst, May 15, 2006

Promotions and transfers

Charlotte Auchinleck, Queen Elizabeth II Library, library assistant VI, April 26, 2006

Paul Bishop, Faculty of Engineering and Applied Science, engineering laboratory co-ordinator, May 31, 2006

Alice Canning, Queen Elizabeth II Library, library assistant III, May 15, 2006

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

C. Michael Fewer, Department of Facilities Management, enforcement and patrol officer IV, May 7, 2006

Mike Foley, Faculty of Engineering and Applied Science, programmer consultant, May 23, 2006

Glenn Gleeson, Distance Education and Learning Technologies, student service co-ordinator, April 10, 2006

Donna Inkpen, Queen Elizabeth II Library, library assistant V, April 3, 2006

Patrick Mansfield, Faculty of Medicine, medical technologist II, May 8, 2006

James McCrindle, Department of Facilities Management, custodian supervisor, May 1, 2006

Maria Murray, Office of the Registrar, assistant registrar/admissions manager, March 23, 2006

Cynthia Priddle, Queen Elizabeth II Library, secretary to the university librarian, May 29, 2006

Lisa Russell, Co-operative Education Services Centre, manager – co-operative education services centre, May 23, 2006

Retirements

Phyllis Cole, Queen Elizabeth II Library, library assistant III, Jan. 4, 2006

Robert Hyde, Distance Education and Learning Technologies, associate director – centre for academic and media services, April 7, 2006

Elizabeth Oates, Student Health Services, senior secretary, April 3, 2006

A. David Percy, Department of Facilities Management, procurement officer, April 7, 2006

Corrections to Winter/Spring 2006 issue:

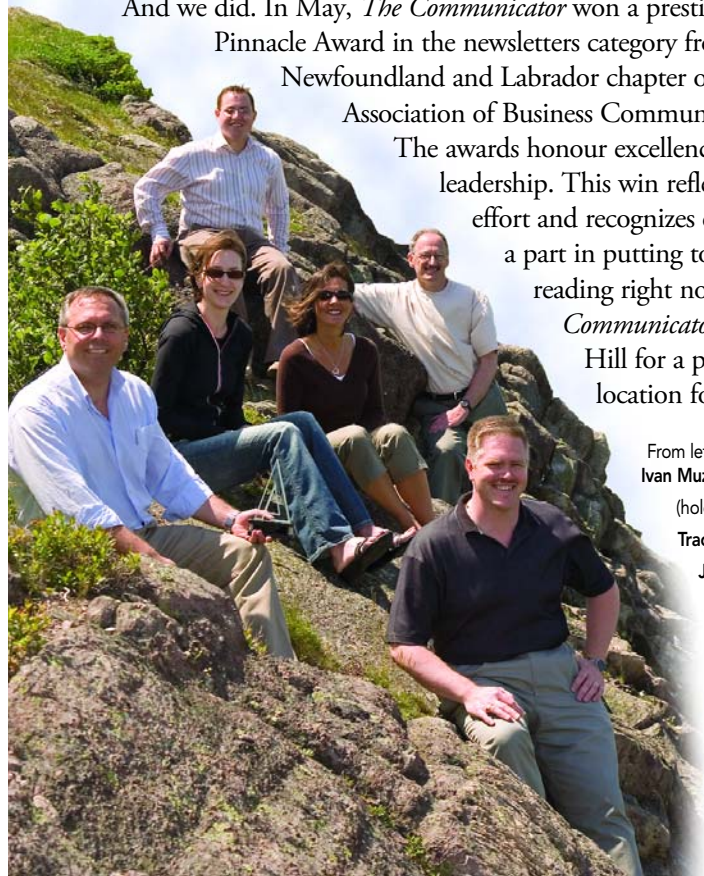
Dr. Azmy Aboulazm, Marine Institute, lecturer, Jan. 13, 2006

Dr. Gerard van Herk, Department of Linguistics, Canada Research Chair in Regional Language and Oral Text (Tier II), July 1, 2006.

Reach for the top!

And we did. In May, *The Communicator* won a prestigious Pinnacle Award in the newsletters category from the Newfoundland and Labrador chapter of the International Association of Business Communicators (IABC).

The awards honour excellence in communications leadership. This win reflects a collaborative effort and recognizes everybody who plays a part in putting together what you're reading right now. Recently, *The Communicator* team went to Signal Hill for a photo – a fitting location for our Pinnacle Award.



From left:
Ivan Muzychka, managing editor (holding award);
Tracey Mills, former editor;
Jeff Green, current editor;
Shannon Crotty, production co-ordinator;
Chris Hammond, photographer;
David Mercer, graphic artist.
Missing from photo
Helen Houston, graphic artist.

Days gone by

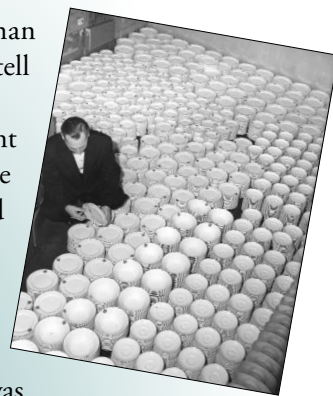
Okay, so we stumped you.

In our last issue we ran a photo that showed a man kneeling next to hundreds of plates and asked you to tell us what he was preparing for.

Of all our entries, only one person guessed the right answer. Congratulations to **Ros English**, administrative staff specialist II in the Department of Mathematics and Statistics, who correctly said the man was unpacking plates for the opening of the university dining hall. (Remember, we asked you to be as specific as possible).

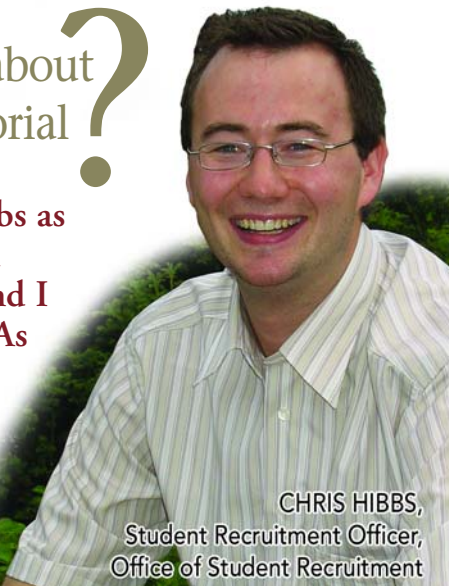
Let's see if we can stump you again. Take a look at this picture of a surveying camp taken in 1956. Where was the photo taken? Again, be as specific as possible. Send your submissions to jeffg@mun.ca for a chance to win a prize. The contest is open to all Memorial faculty, staff and pensioners. The deadline is Sept. 1, 2006. One entry per submission. Include your name, work number and your department in the e-mail.

Thanks to the great folks at the Archives and Manuscripts Division for helping us put together this contest! Drop by and check out their amazing collection of archival photos, original manuscripts and personal papers. Call 737-4349 for more information or visit www.library.mun.ca/qeii/cns/archives/cnsarch.php



What do you like about working at Memorial?

“In my mind, there are few jobs as satisfying as those working with energetic, idea-driven people, and I have gotten that working here. As a service provider I travel extensively meeting and greeting future students, presenting to parents, and speaking on behalf of Memorial. The skill-set I'm acquiring will lend itself fantastically to my career goals.”



CHRIS HIBBS,
Student Recruitment Officer,
Office of Student Recruitment

What has Memorial helped you to become?



Memorial has helped me both personally and professionally over the past 27 years. Without the great co-workers, supervisors, directors and deans I have worked with I don't think I would have had the self-assurance to take a university course, let alone to carry on and obtain an undergraduate and graduate degree and eventually teach in the Faculty of Business Administration. I've been honoured to be able to give some thing back to this place by acting as staff co-chair for the Opportunity Fund and presenting at staff orientation sessions.

Christine Burke, director
Housing, Food and Conference Services



Being an alumna and an employee at Memorial, I have become part of a university with great history and traditions and a promising future. On a personal level, I've become engaged with exciting and dedicated colleagues and friends at Memorial on a daily basis. Memorial is a very important part of my life and I'm very proud of being associated with it.

Dr. Alice Collins
Dean of Education



Memorial has provided me with the opportunity to raise my family financially as well as ensure my children have necessary post-secondary education. When I started here, all three of my kids were preschoolers. Today, two have received their degrees and the third is working towards that goal. I've been here at Memorial for 25 years and have worked a variety of jobs including electrical apprentice, assistant electrical foreman and planner/estimator. When people ask me where I work, I reply with pride: Memorial University.

Joe Carroll, supervisor
Mechanical systems and controls
Facilities Management



Memorial has allowed me to become much more than I anticipated when I came here just one year after high school 25 years ago. I've been able to pursue a degree while working full-time and to always be challenged, advancing in my career from a junior secretary to management. It has helped me to become confident in my abilities and content both personally and professionally.

Paula Corbett
Administrative manager
Office of the Registrar

Photos by Jeff Green