



downtime

Mark Wood has always been obsessed with cars so it's no surprise this longtime Memorial employee likes to get behind the wheel for some downtime. For more than a decade, this technician with Animal Care Services – who has worked at Memorial for 25 years – has written for numerous local, provincial, national and international publications and is also a published photographer. As a regular columnist with the St. John's-based *Independent* newspaper, he's one of the very few automotive journalists in Atlantic Canada and he gets to test-drive all the latest vehicles (\$1.5 million worth since June 2007, in fact) including this 2008 Cadillac CTS. How do you spend your downtime from work? E-mail jeffg@mun.ca and let us know.



Photo by Jeff Green

Dr. Meisen, is joined by staff members from the Office of the President. From left: Cynthia Cleary, Linda Tilley, Margot Brown, Eileen Bruce, and Dr. Melvin Baker.

Presidential parting

Office bids farewell to respected leader

Staff members in the Office of the President are still adjusting to the fact that they won't see a familiar face sitting behind his desk when the New Year rolls around in a few weeks.

That's because Dr. Axel Meisen, the venerable university leader who has steered the Memorial ship for the past eight years, is leaving his post at the end of the year, eight months earlier than expected. Dr. Meisen announced this fall he was stepping down to accept an appointment as chair of foresight with the Alberta Research Council.

Since then, the university community has been bidding farewell to the president. Dr. Meisen's official last day is Dec. 24.

Dr. Eddy Campbell, Memorial's vice-president (academic), will serve as acting president, effective Jan. 1, 2008, until a new president is recruited.

Memorial is planning a number of opportunities for staff, faculty, students, pensioners, alumni and friends to bid farewell to Dr. Meisen, including a university-wide reception on Tuesday, Dec. 18. More details will be sent out through Marketing and Communications.

Meanwhile, a profile of Dr. Meisen appears in the Dec. 13 issue of the *Gazette*.

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From the president



I am writing to you for the last time in *The Communicator* as president of our great university. As you may know, I am leaving Memorial University at year-end to take up a position with the Alberta Research Council in Edmonton. While I look forward to new challenges, especially because some of them will enable me to maintain contact with the university, they also mean leaving good friends, colleagues and our wonderful province.

By the end of the year, I will have been at Memorial University for a little over eight years. It has been a pleasure and privilege to work with you in serving our students and building our university. We have had some highly-visible successes, including the new Petro-Canada Hall, the Inco Innovation Centre, new residences at Sir Wilfred Grenfell College and growth in annual research funding from approximately \$35 to \$90 million dollars. Since the start of the decade, we have graduated over 25,000 students, most of who are working in our province. How different our lives would be without these graduates and Memorial University!

However, there are also many less visible achievements, which are of equal, if not greater, importance. Amongst them, I include the development of a good, collegial working environment throughout the university. Negotiations with our unions are being conducted in a purposeful manner and we generally have respectful working relationships. We have a firm commitment throughout the university to overcome any remaining problems and I am sure that we will be successful.

I have had the privilege to work with outstanding colleagues throughout the university. I have spent a great deal of time with members of the Board of Regents, the Senior Executive Committee (SEC), the Senior

It has been a pleasure and privilege to work with you in serving our students and building our university.

Academic Administrators Group (SAAG), Senators, the professoriate and, of course, students. I also greatly value the members of our support staff, including members of Marketing and Communications, custodial staff,

Campus Enforcement and Patrol, Facilities Management, Computing and Communications, Chartwells, our separately incorporated entities and many others.

However, I want to make special mention and thank the members of my Office: Margot Brown, Linda Tilley, Eileen Bruce and Cynthia Cleary, together with their predecessors Elizabeth Hillman and Paula Corbett. Melvin Baker is responsible for archiving documents emanating from the President's Office, a challenging task given our volume of work. Without their support, professional expertise and good humour, my personal working life would have been far less fulfilling and enjoyable.

I have come to love "this place" and, like other Newfoundlanders and Labradorians who leave, I am thinking of returning. As I say good-bye, I wish you happy holidays and a wonderful New Year.

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

People profile by Jeff Green

Wayne Thistle hopes to close his laptop and get away from his desk more than a couple of times this winter – all with the intent of having some fun by hitting the slopes.

Skiing is somewhat of a passion for this retiree who left Memorial four years ago. He's tackled slopes all over the world in Austria, Italy, Colorado, Montana, Vermont, Quebec, Alberta and British Columbia. That's why he's hoping this winter will be no different.

And why not? He has the time on his hands since bidding farewell to Memorial after a long and very distinguished career.

Wayne worked here for 35 years – much of that time in senior high-profile positions. From 1982-2003, he served as vice-president (administration and finance) and legal counsel. Before that, he worked extensively in various posts with the Registrar's Office.

When he officially closed the chapter on his career at the university, he started another. A respected lawyer, Wayne has been a principal with the St. John's-based Centre for Innovative Dispute Resolution since 2006 where he is an active arbitrator, mediator and facilitator.

"I enjoyed every minute of my time at Memorial," he said one recent quiet afternoon at his office. "Working there was a huge part of my life and some of the best years of my career. I still use many of the skills that I fine tuned there at my job now."

Born in Hickman's Harbour, Trinity Bay, Wayne grew up in nearby Shoal Harbour. When he finished high school in 1963, he came to St. John's. That's when his love affair with Memorial began.

He was immediately enthralled with university life and engulfed himself in course work. He graduated in 1968 with two degrees – a bachelor of science (honours) and a bachelor of education (three years later he obtained a master of arts degree, as well). That same year he started working in the Registrar's Office. Two years later,

with the blessing of Memorial, he took a leave of absence to study law at Dalhousie University. During summer breaks he'd return to work at Memorial.

In 1974, armed with his law degree, he came back to St. John's full-time and took up the position of associate registrar and special assistant to the vice-president (administration and finance) at Memorial. From there he quickly moved up the ranks.

"I took advice from certain people like Harry Renouf, our former registrar, and others like former presidents, Mose Morgan and Les Harris," he said. "It was an exciting time."

When he was appointed vice-president in 1982, Wayne began working with the various units ranging from Human Resources to Facilities Management that reported to his office. He was also actively involved in everything from labour relations and capital campaigns, to crisis communications and the growth of Memorial's campuses. He also taught business and education courses.

"It was a dynamic time and we had new students with new ideas coming through, our population was growing – and still is – and technology was ever expanding."

During this time, he also became close friends with several colleagues.

"Myself and Glenn Collins, Wilf Bussey and Bob Mackey – all people your readers would know – have a hunting and fishing

lodge on Terra Nova Lake and we enjoy getting away a few times a year. I don't hunt much so I'm the chief cook and bottle washer," Wayne said with a chuckle. "I also have a summer cottage outside of St. John's and I enjoy time there with the children and grandkids. Boating has also recently become a major activity as well."

A lifelong volunteer and former municipal leader – he was the first mayor of the Town of Wedgewood Park (now a part of St. John's) in 1978 – Wayne still enjoys working with groups like the Newfoundland Law Society

and the Canadian Bar Association. Over the years he has also volunteered with organizations such as the Canadian Association of University Business Officers and St. James United Church.

These days, expanding his St. John's business is a top priority. Earlier this year he was selected to appear in the 2008 edition of *The Best Lawyers in Canada* in the specialty of alternative dispute resolution.

"I'm excited about what the future holds for us here at the centre," he said. "And I can't wait to get skiing, too."



Wayne Thistle

Obituaries

Dr. Valerie Greene of the Faculty of Arts passed away on Nov. 18, at the age of 54. Dr. Greene was educated at Memorial and was a member of the Department of Political Science.

Harold Snyder passed away on Sept. 17 after a brief illness. In 1975, he founded the Centre for Cold Ocean Resources Engineering (C-CORE) in St. John's and lectured at Memorial.

THE COMMUNICATOR

Memorial University's employee newsletter is published by the Division of Marketing and Communications and the Department of Human Resources, Memorial University of Newfoundland. *The Communicator* is printed on recycled paper and is recyclable.

ISSN 1183-2789

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116-104-11-07-4,600

Well done!

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

Dr. Douglas Dunsmore, School of Music, was recognized recently for his contributions to the Newfoundland Symphony Orchestra (NSO). He received the *Telegram* 2007 NSO Best Musical Contribution Award. He has spent 20 years working with that group and is the conductor of its Philharmonic Choir. He created and prepared the choir in 1987 to present the first annual



Photo by Jeff Green

Messiah production in the capital city. In addition to his work with the NSO, he's also the choirmaster at Gower Street United Church and an artistic co-director of Festival 500.

Retired faculty member **Dr. Patrick O'Flaherty** was presented with the Order of Canada in late October. The professor *emeritus* from the English department was recognized for his contributions to the provincial heritage, culture and education sectors. Dr. O'Flaherty, an award-winning writer and well-known historian, retired in 1995 after a 30-year career at Memorial.



Longtime employee **Dr. Maureen Dunne** was named one of only 45 recipients of the Governor General's Caring Canadian Awards this fall. Dr. Dunne, who works with Distance Education and Learning Technologies, is an avid volunteer and passionate community leader. The awards recognize individuals and groups whose unpaid, voluntary work provide extraordinary help to communities.



Photo submitted

Memorial's **Peter Morris**, director of public affairs with Marketing and Communications, was elected to the board of directors of the Historic Sites Association of Newfoundland and Labrador earlier this year. He currently serves as a director on the boards of The Works (Memorial University Recreation Complex Inc.) and CHMR-FM, MUN's student radio station.



Photo submitted

A group of employees and friends of the Faculty of Business Administration took part in the East Coast Trail Association's Tely Hike fundraising event in late October. Members of the Fog Angels team included (from left): **Dr. Tom Cooper** with Emma the dog; **Dr. Dale Foster**; **Dr. Robert Sexty**; **Dennis Flynn**; **Dr. Evan Simpson**, former vice-president (academic) at Memorial; and **Don Osmond**, an MBA graduate. **Susan Gardiner** (not pictured) was not able to hike. The Fog Angels raised \$1,889.

In November, **Bert Riggs** released *Grand Bank Soldier: The War Letters of Lance Corporal Curtis Forsey* which consists of 51 letters Mr. Forsey wrote to his mother and father in Grand Bank during active duty in the First World War. Mr. Riggs is head of the Archives and Manuscripts Division in the Queen Elizabeth II Library.

The Faculty of Medicine is still beaming with pride after a tremendous October. More than 400 people attended a day-long celebration on Oct. 22, to mark the 40th anniversary of the faculty and pay tribute to the late

founding dean, Dr. Ian Rusted. **Dean James Rourke** was honoured with the W. Victor Johnston award from the College of Family Physicians of Canada for leadership in family medicine. Meanwhile, **Dr. Wayne Gulliver**, a graduate of 1982 who has shown tremendous leadership



Photo by HSIMS

in fundraising for the medical school, especially during his four years as president of the Medical Graduates' Society (2003-2007), accepted the J.D. Eaton Alumni Award from Memorial's Alumni Association that same month. And, **Dr. Wallace Ingram**, (pictured), a member of the faculty since 1971, received the Canadian Society of Internal Medicine's Osler Award in October. The honour goes to individuals who have demonstrated excellence in achievement in the field of general internal medicine.

Memorial's faculty union, MUNFA, has announced the members of its executive committee. **Bill Schipper** is president, **Jon Church** is the vice-president, the secretary is **Malcolm Grant**, **Ross Klein** is the association's treasurer and the Canadian Association of University Teachers (CAUT) council delegate is **Sean Cadigan**. Members-at-large are **Barrie Barrell**, **Donna Bulman**, **Cathryn Button**, **Chris Dennis**, **John Hudson**, **George Jenner**, **Richard Niefer**, Grenfell College representative **Gerard Curtis**, and Grenfell alternate **Amar Sodhi**.

A visual sketch of the history of education in Newfoundland and Labrador from 1727-2000 is now on vivid display in the Education Building thanks to the stellar work of several members of the university community. **Drs. Phillip McCann**, **Glenn Sheppard**, **Garfield Fizzard** and **Roy Kelleher** – who are current and former members from the Faculty of Education – played a key role, as did graphic designer **Dougal Dunbar** and **Tim Borlase**, a former director of the Labrador Institute. The vibrant wall panels were officially launched in the lobby of the Education building in October.

We're celebrating **THE BIG 2-0!**

If time flies when you're having fun, then we here at *The Communicator* must be having a barrel of laughs because our 20th anniversary just sneaked up on everybody! This year marks our second full decade of publication and we're going as strong as ever.

Our newsletter first rolled off the presses in January 1987, published jointly by the Division of University Relations (now Marketing and Communications) and the Department of Human Resources – a partnership that still exists today. Did you know that when the newsletter was delivered around our campuses it actually didn't even have a name? For the first three issues, it was simply known as *The Employee Newsletter*. By May 1987, after a university-wide survey solicited suggestions, *The Communicator* was born and we haven't looked back since.

Over the past 20 years, staff, faculty and pensioners have noticed a change in how the newsletters look: we're no longer printed on that yellow or grey paper stock and we've graduated to full colour on glossy pages, printed on recycled paper which makes us recyclable, too. Over the years we've captured top awards for what we consider is a first-class publication. We've been honoured three times by the International Association of Business Communicators here in this province and have received an award from the



Photo by David Sorensen

Canadian Council for the Advancement in Education. To mark our special anniversary, the current and past editors recently gathered for a celebratory photo. From left: Former editors Victoria Collins, Ivan Muzychka, Peter Morris, Derek Yetman, Tracey Mills and current editor Jeff Green. Happy anniversary, *Communicator*.



CAROL SING, 2007

The Communicator recently received this e-mail from a friend in the North! Be sure to mark your calendars for what promises to be a fun-filled event!

TO: Faculty, staff, retirees and students
From: Santa Claus, North Pole
Subject: Annual Carol Sing 2007

In preparation for the holiday season, I extend a cordial invitation to all faculty, staff, students, and those retired from the university community to come along to the annual Carol Sing on Monday, Dec. 24, 2007.

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

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

Merry Christmas to you all!

Santa

Ho! Ho! Ho!



Feedback Share your thoughts on what you think about this issue.

Get in touch with editor Jeff Green. He's always looking for feedback as well as story and photo ideas for future issues. *The Communicator* is your newsletter! E-mail jeffg@mun.ca or call 737-2142.



Exceptional faculty and staff recognized

Memorial University honoured the efforts of its best educators, researchers and staff members at a special ceremony Nov. 20 at the Fluvarium in St. John's. Twelve Memorial employees were honoured at the reception – three for outstanding research; two for distinguished teaching, five for exemplary service, one for exceptional community service and one for receiving a national teaching award.

PRESIDENT'S AWARD FOR OUTSTANDING RESEARCH

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

DR. ELIZABETH MURPHY
Education



UNIVERSITY RESEARCH PROFESSOR

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

DR. BARBARA NEIS
Sociology

DR. RICHARD RIVKIN
Ocean Sciences Centre



PRESIDENT'S AWARD FOR EXCEPTIONAL COMMUNITY SERVICE

The President's Award for Exceptional Community Service is presented each year in recognition of employees (faculty or staff) who have demonstrated outstanding community service.

JOAN OLDFORD
Education



PRESIDENT'S AWARD FOR DISTINGUISHED TEACHING

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

DR. KATHERINE GALLAGHER,
Business Administration

DR. CHRISTOPHER SHARPE
Geography



3M NATIONAL TEACHING FELLOWSHIP

The 3M National Teaching Fellowships recognize teaching excellence as well as educational leadership. They are awarded by the Society for Teaching and Learning in Higher Education and are considered Canada's most prestigious teaching award. Up to 10 fellowships are presented each year.

DR. GEOFFREY RAYNER-CANHAM
professor of chemistry, Division of Science, Sir Wilfred Grenfell College



GREG BENNETT
Computing &
Communications

GARY COLLINS
Biology

LINDA KIRBY
Medicine

SONJA KNUTSON
International Student
Advising

ZITA MURPHY
Student Affairs
and Services

PRESIDENT'S AWARD FOR EXEMPLARY SERVICE

The President's Award for Exemplary Service at Memorial University of Newfoundland is presented each year to recognize employee(s) who have demonstrated outstanding service and/or who have made significant contributions to the university community beyond that normally expected for their positions.

NEW ADDITIONS

Memorial welcomes the following to senior roles at the university



Photo by Leslie Vryenhoek

Dr. Katherine Side was named the first head of the Women's Studies department in July. Formerly an associate professor at Mount Saint Vincent University, Dr. Side takes on her leadership role at a pivotal time as Women's Studies was only granted autonomous departmental status earlier this year. Previously, the interdisciplinary field of study had operated as a program under the Faculty of Arts since 1983. Now, the Department of Women's Studies is poised to enhance its academic offerings.

The Faculty of Science welcomes its new dean, **Dr. Mark Abrahams**, next year. His appointment was announced in July. He succeeds Dr. Robert Lucas who has served in that position since 1999. Dr. Lucas will remain dean until Feb. 29, 2008. Dr. Abrahams, who has also been appointed professor of Biology/Ocean Sciences Centre, takes over the post as dean starting March 1, 2008. He has a B.Sc. (honours) in zoology from the University of Western Ontario, a M.Sc. in biology from Queen's University and a PhD in biology from Simon Fraser University.



Photo submitted



Photo by Beatrice Dickens

In early September, **Dr. Keith Chaulk** became the new director of the Labrador Institute. Born in North West River, Labrador, Dr. Chaulk holds a B.Sc. in biology from Dalhousie University and a M.Sc. in biology from Acadia University. He completed his PhD in cognitive and behavioural ecology at Memorial in 2006.

Lorraine Busby is still meeting new faces as the newly-appointed university librarian. She started officially on Nov. 1 but was named to the post on July 19. She replaced longtime librarian Richard Ellis who stepped down in August. A graduate of Queen's University with a bachelor of arts degree, Ms. Busby also holds a master of library science degree from the University of Western Ontario.



Photo submitted

work with me here.

A respectful workplace is about recognizing diversity, dignity, and the interests of others.

So what does that mean? Well, we are all different, for starters. We may come from different family, educational and cultural backgrounds. So an extra effort to co-operate, understand, and value each other can greatly enhance our workplace. Think of a respectful workplace policy as both a policy that protects people's right to work in a comfortable environment, and as a way to acknowledge each other and build morale. Yes, it's a policy to be followed, but it works best when we live it. After all, we're all in this together.

www.mun.ca/humanres/respect

Memorial's Respectful Workplace Policy will continue to be put into practice university wide in 2008 and beyond.

Earlier this year, Memorial's Employee Opinion Survey was released. Its results were shared with the university community in spring 2007 and department-specific results were released to all units soon after.

During this summer and fall, human resources advisers have been meeting with all deans and department heads to discuss the results, identify best practices, and develop action plans to improve in specifically identified areas.

Departments are sharing the specific results with employees and seeking suggestions for work life improvements on the ranked scales in the employee opinion survey. This is an ongoing process.

"The survey results create a benchmark to quantifiably measure Memorial's current climate, review and evaluate results, work toward improvement in identified areas through an action plan, and share best practices that can be applied pan-university," said Lisa Hollett, director of HR.

Detailed survey analysis identifies generational differences and assists in developing plans to create more effective recruitment and retention strategies.

"Memorial cares about employees and their opinions and constantly strives to make improvements", Ms. Hollett emphasized.

Departments who scored significantly higher than the group's average have identified some of their success strategies, as shared here in this table:

The practice

Opinion survey yields what matters most to employees

SPECIFIC WORKLIFE AREA <i>What ranked high...</i>	SOME DEPARTMENT'S BEST PRACTICE <i>And why...</i>
Work control	Opportunities created to empower employees; greater participation on projects.
Co-worker/colleague cohesion	Encourage people to interact outside of the work role (for instance getting involved in a scholarship auction or barbeque fundraiser).
Resources and supplies	Dedicated funds provided for training and tools and equipment to ensure employees have what they need to do their jobs.
Pay satisfaction	Market differentials for IT positions; compensation review for hard to fill jobs; adjustment to hiring rates for trades.
Communication in your unit	Departmental meetings held monthly where all units provide status reports; distribute newsletters and include staff and faculty in departmental meetings.
Involvement in decision making	Participation in the implementation of new technology.
Intention to remain	Department leaders recognize value of employee contributions by saying "thank you"; acts of kindness to recognize efforts; involvement.
Respectful workplace	Workplace assessment committees; clear expectations about a respectful workplace; guidelines for conducting respectful meetings.

From getting your garden ready for spring to learning how to get active, Memorial experts help you start the New Year off right

Sound Advice

Planting your own *green thumb*

The *Communicator* took a daytrip recently to MUN's Botanical Garden (located on Mount Scio Road in St. John's) where its director, Dr. Wilf Nicholls, shared some helpful tips on preparing your own garden for winter and getting ready for spring.

Be sure to dress warmly when working outside this time of year.

Ensure you're physically ready to garden, and remember to care for your knees and back to avoid injury or aches.

Move prized but tender plants like fuchsias and pelargoniums indoors. Pot them in clean potting soil and keep them away from frost. Many plants are carrying aphid eggs so look for aphids hatching in January and spray with a soap solution.

Buy treated bulbs such as paper whites and hyacinths and give them as gifts. Untreated bulbs can be put in pots, dug into the garden (and marked) or put in a root cellar. In April, bring inside to enjoy.

Rake leaves off lawn, pile them up using netting (garbage netting not needed in winter) to prevent them from blowing around.

Lime takes so long to sweeten the soil so why not lime the lawn now.

Clean up garden – prune only what's damaged or diseased.

Plant fall bulbs (follow instructions on the box, apply bone meal, and plant a little deeper than recommended).

Do not feed any plants or shrubs fertilizer – they're heading in their dormant period

Turn off water to hose pipes and store hoses out of the garden with no water left in them.

Take proper care of your gardening tools:

- Knock off dirt.
- Wipe all tools with an oily rag – this stops them from rusting and seals their wood.
- Store in your shed or a dry place.

Clean your lawn mower. Take gas out and remove spark plug (or replace spark plug next year).

Cut back perennials to about one foot high (not right to the ground) as the stems act as a catch for the snow.

Stake and burlap any young woody plant that you may have recently planted. Don't tie too tight – this will act like a steamer in the winter sun.

Firmly secure any climbing vine with garden twine to trellis.

Clean up and dig over any vegetable beds and apply lime.

Compost – build a compost bin and be good to the garden and the environment (include all but diseased/damaged materials) Plans and info at the Garden

Winter care for fish – if pond is less than 2.5' deep they may be in trouble. Take them out and store them somewhere deeper or inside.



Photo by Shannon Dawson

Dr. Wilf Nicholls in one of the Botanical Gardens' green houses.

Visit the Botanical Garden's gift shop for unique and locally-made gifts. Call 737-8590 or visit them online at www.mun.ca/botgarden for more information.

Smart selections

Five to 10 fruits and vegetables a day. Eight glasses of water a day. An apple a day keeps the doctor away. It's that time of the year again when people start thinking about turning a new leaf and getting serious about nutrition and better eating. Dr. Barbara Roebothan, an associate professor of community health and biochemistry, thinks people should stop and think about their food choices but not stress out over it. Here, she offers 12 nutritious tips to help you start the New Year off just right.

Eat lots of different nutritious foods – try new healthy dishes for you and your family.

Make smart choices about food. Don't stress over calories or cut a favourite food from your diet altogether. Limit rather than deny. It's okay to treat yourself to that piece of cake every now and then.

Increase your consumption of fruits and vegetables – especially fresh items. Those who consume more fruits and vegetables tend to experience less chronic illness such as cardiovascular disease and cancer – the two leading causes of death in Canada – and fewer problems with obesity.

Reduce your consumption of junk foods. Many of us know that we are consuming more energy than we need but we don't realize that we're still not getting enough of many nutrients needed to support optimal health. Junk food tends to have lots of energy but few of those missing micronutrients.

Lead by example. Teach children to enjoy healthy foods and their consumption for the right reasons and in the right amounts.

Limit salt. Many highly-processed foods contain a lot of sodium, large intakes of which can have detrimental effects on your health.

Learn to read food labels and know what you're putting into your body.

Limit (not eliminate) the consumption of refined sugars.

Consume as much of your carbohydrate as possible in the form of complex (starchy) carbs, concentrating on those which are whole grain.

Consult the new *Eating Well with Canada's Food Guide* (online at www.healthcanada.gc.ca/foodguide) a local dietitian or your family doctor for more advice.

Take time to relax and enjoy a meal with your friends or family, whenever possible.

Finally, remember that eating well is only part of the picture, although it's a really important part. Support your good food with fresh air, exercise and a positive attitude.



Photo by Jeff Green

◀ Dr. Barbara Roebothan shows off some smart food choices at Belbin's Grocery Store in St. John's.

Green routine



There are lots of green ways you can start the New Year off right, too, here at Memorial. Keep these 11 common-sense recycling and sustainability tips in mind as you do your part to keep Memorial clean and green!

Save trees – paper with 30 per cent recycled content can be ordered through paper tender.

Produce less waste – “Lug A Mug” with you when you go to get your morning coffee or tea.

Don't idle – if you are idling your vehicle for more than 10 seconds you are using more fuel than turning it off and on.

Only print what you have to – no need to print all e-mails you receive.

Send documents as e-mail attachments or scanned from workstations instead of printing hard copies.

Re-use paper – make your own scrap paper or note pads from old documents that are printed on only one side.

Re-using paper is one of the quickest and easiest ways employees can help cut down on waste. When you're finished with a document you've printed, turn it over and re-use the other side as scrap paper. It's that simple. Here, Shelley Parly, sustainability co-ordinator, shows off some of the paper which makes great note pads.

Opt out of paper payroll deposits and pension updates through Employee Self Serve.

Set your photocopiers, printers and workstations to default double-sided

Recycle beverage containers in beige bins that are located next to garbage bins on campus.

Bring your lunch to work – you save money, use leftovers and produce less waste by avoiding disposable products of fast food takeouts.

Avoid bottled water and fill up a reusable bottle with municipal supplied water – you save money and produce less waste.

Get moving *The Communicator* learns out to get fit, one step at a time

Craig Neil has been with The Works for six years and it shows as he comfortably walks around the complex – which consists of the Aquarena, Field House and other recreation facilities on the St. John's campus – chatting with regulars. As the manager of fitness for the largest training centre in Atlantic Canada, Mr. Neil offers us some tips on making the decision to get fit. “Consistency is key,” he emphasizes. “Joining a fitness centre is about a balanced lifestyle. Combining what interests you with your goals.”

Start slow – but start! No time like the present to get active and start leading a healthier lifestyle.

Never try to do too much in the beginning – keep adding exercises, repetitions, and variety as desired.

Match fitness with interests and ability.

Stay with it – a fitness break during the day will add energy and make you happier and healthier.

And, if you want to jump on the fitness train, look no further than The Works. Here's how easy it is to register:

Let customer service staff know you are an employee of Memorial. You will then be treated to a tour of the facility and asked questions about your goals.

Register and all paper work is done for you by The Works and HR Benefits – from applying the preferred rate to arranging payroll deduction.

Have a one-on-one orientation session of the facility and equipment so you know how to use it and what you can hope to achieve.

Decide on a program. The knowledgeable and qualified staff (many of whom come from Human Kinetics) will continue to check in with you to provide consistency, motivation, assistance and friendly contact.

For more information about what The Works has to offer, check out their website www.theworksonline.ca or phone 737-3000. To learn more about the Preferred Rate Program, visit www.mun.ca/humanres/wellness/.



Photo by Shannon Dawson

Rhonda White, who works in Biology, gets some fitness tips from Neil Bennett of The Works.

University HOLIDAYS 2008

NEWFOUNDLAND ASSOCIATION OF PUBLIC EMPLOYEES, LOCALS 7801, 7803/1804 AND 7804/1809

New Year's Day	Tuesday, Jan. 1
Good Friday	Friday, March 21
Victoria (Commonwealth) Day	Monday, May 19
Memorial Day	Tuesday, July 1
Regatta Day	Wednesday, Aug. 6 (or as designated)
Labour Day	Monday, Sept. 1
Remembrance Day	Tuesday, Nov. 11
Christmas Day	Thursday, Dec. 25
Boxing Day	Friday, Dec. 26

ADMINISTRATIVE, TECHNICAL AND TECHNICAL SUPPORT STAFF

New Year's Day	Tuesday, Jan. 1
Second January Holiday	Wednesday, Jan. 2
Mid-March	Monday, March 17
Good Friday	Friday, March 21
Victoria (Commonwealth) Day	Monday, May 19
Discovery Day	Monday, June 23
Memorial Day	Tuesday, July 1
Mid-July	Monday, July 14
Regatta Day	Wednesday, Aug. 6 (or as designated)
Labour Day	Monday, Sept. 1
Thanksgiving	Monday, Oct. 13
Remembrance Day	Tuesday, Nov. 11
Christmas Day	Thursday, Dec. 25
Boxing Day	Friday, Dec. 26

ACADEMIC STAFF MEMBERS

New Year's Day	Tuesday, Jan. 1
Second January Holiday	Wednesday, Jan. 2
Good Friday	Friday, March 21
Memorial Day	Tuesday, July 1
Labour Day	Monday, Sept. 1
Thanksgiving	Monday, Oct. 13
Remembrance Day	Tuesday, Nov. 11
Christmas Eve	Wednesday, Dec. 24
Christmas Day	Thursday, Dec. 25
Boxing Day	Friday, Dec. 26
New Year's Eve	Wednesday, Dec. 31

MARINE INSTITUTE

New Year's Day	Tuesday, Jan. 1
Mid-March	Monday, March 17
Good Friday	Friday, March 21
Easter Monday (management and support staff only)	Monday, March 24
St. George's Day (instructors, demonstrators & tech. assistants only)	Monday, April 21
Victoria (Commonwealth) Day	Monday, May 19
Discovery Day	Monday, June 23
Memorial Day	Tuesday, July 1
Mid-July	Monday, July 14
Regatta Day	Wednesday, Aug. 6 (or as designated)
Labour Day	Monday, Sept. 1
Thanksgiving	Monday, Oct. 13
Remembrance Day	Tuesday, Nov. 11
Christmas Day	Thursday, Dec. 25
Boxing Day	Friday, Dec. 26

In the case of the Sir Wilfred Grenfell College, an alternate holiday may be substituted for Regatta Day.

Campus news

Congratulations to all of our Employee Service Awards recipients!

Here are just some of them to help put faces with names.



Geoff Whiteway
Marine Institute

John Ashton, Sir Wilfred Grenfell College

Anver Rahimtula
Biochemistry

Pauline Hayes, Sir Wilfred Grenfell College

Donna Vey
Human Kinetics and Recreation

Sandy Lush, Printing Services

20 years

Gerald L. Anderson	Mary Jerilyn Clarke	Juliette Galway	Joyce MacKinnon	Ivy Perchard	Donna Stapleton
Craig Barnes	John Patrick Collins	Wade Goulding	James MacLean	Brian Picco	Sharon Taylor
Janet M. Bartlett	Rick J. Collins	Jeremy Hall	Roger Mason	Tom Pike	Josephine Thompson
Carl W. Boland	Debbie Connors	Dennis John Hanlon	Catherine Mathias	Steven Pitcher	Paula Tulk
Edward Brown	David F. Craig	John Harnett	David Miller	Deborah Quinlan	Ramachandran Venkatesan
Heather Bugler	Austin Critch	David Innes	Frederick Miller	Pamela Diane Reid	Robert Walsh
Keith Butler	Patricia Crocker	Judy Innes	Edward Murphy	Paul F. Rice	Hubert Patrick White
Deborah Canning	Joseph Curtis	Geraldine Kennedy	Rosalind Marie Nichols	Carl W. Robbins	Geoffrey Whiteway
Steven M. Carr	Catherine Ducey	Rohinton Sohrabji Kiash	Elizabeth Noseworthy	Rose Russell	Catherine A. Wilkinson
George R. Chafe	Gregory Dunning	Diane Learning	Donna M. O'Driscoll	J. Mary Ryan	Audrey Yvonne Woodland
A. René Churchill	John Stuart Durrant	Brenda Lee	Janice E Parsons	Fereidoon Shahidi	
Lorne S. Clancey	Nancy Fagan	Mary-Kaye MacFarlane	Sharon Louise Pelley	Donna Shapter	
Lena M. Clarke	Mary Ann Furey	John G. MacKey	Alex Joseph Penney	Elaine St. Croix	

25 years

John Ashton	Mary Jerilyn Clarke	Jane S. Green	Jeanette Kerrivan	Elizabeth Power	Carmel St. Croix
Patricia Janet Barker	Sandra M Collins	Karen Griffiths	E Cathy Kieley	John E. Quaioco	Antoinette Stafford
Jane Barry	Sheila Courish	Pauline Hayes	Michael Lonardo	Shena Quinton	Carolyn Verge
David M. Bartlett	Randell Dodge	Maggie Hennessey	Kathleen McKay	Janet C Robinson	Penny J. Voutier
Carolyn Bennett	Debbie Edgecombe	Eric W. Hemeon	Roxanne Millan	Heather Roche	Laura Walsh
Gregory Bennett	June Ellis	Michael J. Hinchey	Joan Murphy	Nada J. Rowsell	Gail Weir
Donald R Bowering	Jerome Ennis	Paula Hogan	Janet O'Keefe	Anne Marie Sanger	Kim Whitfield
Elizabeth Browne	Suzanne Evans	Arlene Ivany	Janice M. Petten	A.M. Sharan	Mark J. Wood
Elliott T. Burden	James P Feehan	Helen Anne Kelly	William G. Pollett	Joy Simmons	Nancy L. Wood
Joseph Carroll	Dennis Furlong	Beverly Kendall	Audrey Anne Power	Richard Soper	
Randolph Chafe	John E. Gale	Darlene Kennedy	Bernadette Power	Christine D. Squire	

30 years

Christine Arlett	Gary Collins	Georg Gunther	Robert J. Kavanagh	Michael P. Parker	Krishnamurthy Vidyasankar
Eric M. Baggs	Daniel Dalton	David Hann	Y.H. Lisa Lee	Carole L. Peterson	Hilda M. Wakeham-Dunn
H.W. Ian Barrett	Heather H.M.P. Dove	Leo Harlick	John K. Lewis	Gerald L. Pocius	Heather Wareham
Joseph W. Boland	Janet Lee Dupree	Gene Herzberg	W. Randall Maggs	Anver D. Rahimtula	Keith G. White
Michael Booton	Rosalind English	Joan Hillier	Steve Milway	Michael T. Rayment	Roger W. White
Patsy Marie Burry	Stephen K Foster	Richard Hiscott	Vera A. Mitchell	Wayne Roche	
Karyn G. Butler	Marc Glassman	Robert C. Hollett	Sharon M. Morgan	Debbie Seymour	
Tom Calon	Gary Gorman	Janice Janes	Helen Morrissey	Joan M. Squires	
Clifton J.S. Chaytor	James G.C. Greenlee	Dennis James Johnson	Marvin L. Oldford	Dennis L. Treslan	

35 years

Emir Anne Andrews	Roger Green	Michael M. Parmenter
James R. Black	Gary H. Jeffery	David Press
John T. Brosnan	Sylvia S. Kao	Noel Roy
Cathryn Button	A. Thomas Kendall	Walter J. Samson
Mary L. Courage	Sandra K. Lush	John A. Suvak
Andy A. Den Otter	Henry E. Mann	Reginald W. Woodland
Harry Edstrom	Paul F. Murphy	

40 years

P.C.R. Ayres
Bernadette Connors
Donna Vey

Retirements



Photo submitted

Distance Education and Learning Technologies (DELT) celebrated the retirement of **Brian Cahill** on Oct. 5. Brian started his career at Memorial with the Faculty of Education, and moved into what was then called ETV in 1982 as trainee producer/director. Over the years he made countless significant contributions to the university and its community. Brian retired from his role as senior producer with DELT after 34 years of service to Memorial.



Photo by Karen Roche

A recognizable face from the Faculty of Business Administration recently retired. **Dr. Robert Sexty** came to Memorial on July 1, 1968, and was a professor in the faculty for 39 years. In his retirement he plans to continue his academic involvement by publishing a book, presenting papers, and writing articles and case studies. Dr. Sexty is also looking forward to more time to devote to travel (a goal in his high school yearbook). He will continue his volunteer work as chair of the Anglican Homes Inc (Saint Luke's Home) board of directors and as consumer representative on the Canadian Egg Marketing Agency board of directors. A special retirement party was held for him on Oct. 4. From left: Dr. Gary Gorman, dean, Faculty of Business Administration; Dr. Sexty; and President Dr. Axel Meisen.



Photo by HSIMS

Heather Dove retired recently from her position as administrative program assistant with the Office of Research and Graduate Studies (Medicine). She had been with Memorial for 30 years, working in the research office since 1995. Colleagues gathered on Sept. 25 for a special reception in her honour.

One of the most familiar people to many students at Memorial has retired. **June Ellis** was the nursing consortium co-ordinator with the School of Nursing and then the Office of the Registrar for 20 years and helped hundreds of students answer questions over the years. She actually started working at Memorial in the Library in 1971. She joined the Nursing Consortium Office in 1987. That unit was transferred to the Office of the Registrar in 2004. A number of co-workers were on-hand for a special good-bye reception in October. From left: Glenn Collins, registrar; June Ellis; and Sharon Peach, intermediate clerk stenographer.



Photo by Jeff Green



Photo by Kelly Foss

Recently, the Faculty of Engineering and Applied Science, presented retirement certificates to **Dennis Johnson**, an engineering technologist III who retired in September after 30 years of service, and professors **Don Bass**, who retired in August 2006 after 37 years, and **Dag Friis**, who retired in August 2007 after 28 years. Both have since been made honorary research professors.



Photo submitted

Well-known staff member **Ralph Tapper** officially retired this fall after 37 years – all with the Library. He started in a newly created position of clerk and finished in a newly-created position as manager of library facilities services. More than 100 co-workers, family members (including his mother) and some retirees attended a special lunch for him in the Queen Elizabeth II Library on Oct. 25 and he began his retirement the next day.



Photo by Jeff Green

A lunch-time reception was held recently for long-time employee and Memorial graduate **Sylvia Kao** who retired from Biology after 35 years. Sylvia was born in Come-by-Chance and raised in Carbonear. She graduated from Memorial with her bachelor of science and bachelor of education degrees. She spent the majority of her career here at Memorial in the lab – as an instructor. Over the years she helped introduce hundreds of students to biology, botany and genetics. Although Sylvia didn't have any immediate plans for retirement, friends and family will likely catch her dabbling in painting and crocheting, as well as spending more time with her family especially her grandchildren. Front row (from left): Debbie Bruce, Elizabeth Diegor, Linda Morrissey, Sylvia Kao, Jennifer Gosse, Janet Rideout. Back row (from left): Joni Driscoll, Ed Whelan, Debbie Squires-Parsons, Valerie Power, Paul Murphy.

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

The Communicator always likes to hear from our pensioners. Get in touch with editor Jeff Green.

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



Cheers! *from Lisa*

*Lisa Hollett,
Director of Human Resources*



What an exciting full year of transformation 2007 has been. From analysis and action resulting from the Katz's Report (including the employee opinion survey, action plans and proposed office for human rights and equity), to improved operational processes and policies (including the Respectful Workplace Policy, compensation review, and people development plan), we're well on our way to supporting the achievement of Memorial's Strategic Plan. Memorial continues to become ... in many ways. I'd like to say a special thank you to Dr. Axel Meisen for his leadership during this time and wish him all the best as he continues on his path beyond Memorial.

As the year draws to a close, I too continue to become and am busy preparing my resolutions for the New Year. While I'm sure my list looks the very same year-after-year, this year feels different. I have a resolve, a commitment,

The work you do is valued and the investments you make in yourself are good for everyone.

an interest was taking away rather than adding to my life; somehow taking away from other priorities and responsibilities. That is not true. We are all better when we take a break, focus on fitness (or a course or interest) and energize. It's an investment we must make.

Generally, workplaces have a culture – a norm – that's bought into by all employees. If you're rewarded for working 80-hour work weeks, then that's what you do. If socializing on the golf course is rewarded, then that's what you do. At Memorial, there are about 1,200 employees who receive tuition and training support and currently 700 employees who take advantage of the Preferred Rate Program promoting physical wellness, and of that number, there may be people who are registrants only – who never actually get to benefit from their membership. This may be because there are so many demands. If one thing has to go, it's generally the one we think gives us the least. Again, not true. We need to commit to our own health and wellness and support others who do. The entire workplace benefits when this happens. And, research has shown, great ideas and insight hit you in the most unexpected places!

As you celebrate the holidays, I wish you much happiness and success in making all your New Year's resolutions a reality. The work you do is valued and the investments you make in yourself are good for everyone. Discuss your goals with a mentor, respected supervisor, or trusted peer and make it happen. Our coaching pilot program gives people a format to do this.

The Department of Human Resources exists to advance and emphasize the importance of people in supporting Memorial's goals. If you have any comments on how this might be better achieved, I welcome them. I can be reached at ljhollet@mun.ca or 737-4615. And, finally, be sure to check out my weekly blog – updated each Friday. You can find it online at www.mun.ca/humanres/blog/happyfriday.

*Cheers!
Lisa*

UP CLOSE AND PERSONAL

The Communicator helps put a face to a name in HR

Meet Laura Chapman, the new worklife programs co-ordinator

Juggling isn't part of the formal job description, but you'd never know it the way **Laura Chapman** lives her life. Laura brings to this position five years as a physical education teacher and 10 years in human resources. She's working on a master's degree in employment relations (coincidentally with a research focus on worklife integration), has a 20-month old daughter, and balances many other aspects of her life. She is well organized, can prioritize, and has great time management skills. Good thing, too, as all are needed in this position.

Laura is energized and has several goals to evaluate and improve Memorial's health and wellness initiatives. Current programs, such as the preferred rate and work/flex programs, will be evaluated and their effect on overall health, productivity and satisfaction levels will be measured. Once programs are evaluated, adjustments will be developed and promoted. Laura believes integrating wellness in the workplace (with the assistance of Warren Shepell and other wellness providers) will play an important role in the retention of current employees.

"Memorial offers one of the best preferred rate programs in the province and we are on the doorstep of the most comprehensive fitness facility in Atlantic Canada," she said. "Taking advantage of a fitness program or working through smoking cessation, weight loss, financial management, marital issues, caregiving challenges, or any other wellness initiative is a win-win for the participant and Memorial. It's also an



Photo by Shannon Dawson

opportunity supported by Memorial, both with time and money. Further integrating health and wellness into the workplace must become a more natural way of life."

More information on wellness initiatives can be found at www.mun.ca/humanres/wellness/ and Laura can be reached at 737-7405 or lchapman@mun.ca. She's looking forward to integrating your suggestions and comments into her juggling act.

Laura Chapman, one amazing member of the HR team.



Photo by Jeff Green

HATS OFF to our volunteers!

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

Harold Squires has gotten used to wearing many hats. Over the years he has volunteered with a range of groups – both on and off campus. For 30 years, Mr. Squires was a dedicated employee working in various financial positions. In 2000, he retired as director of Budgets and Audits but stayed connected with the university.

He joined the executive of the Memorial University of Newfoundland's Pensioners' Association (MUNPA) in 2002. This fall, he took up his post as vice-president.

In addition, he has spent several years volunteering with the MUN Sea-Hawks where he was a founding member of the Sea-Hawks' Booster Club. He has also been donating a \$500 scholarship to a varsity athlete for the past 20 years.

He also works with his church, St. Augustine, and collects for the Newfoundland and Labrador Arthritis Society.

"I get the satisfaction of trying to contribute to the community," said Mr. Squires, who was honoured with the President's Award for Exemplary Service in 1996.

"I prefer not to sit back and do nothing. I like to get involved."

A passionate golfer, Mr. Squires is a former golf captain and past board member at Bally Haly in St. John's, an honorary member of the CEI Club and was awarded a fellowship for his service to the Certified General Accountant Association of Newfoundland and Labrador.

Little fingers, little toes

The Memorial family welcomes its newest additions



Dr. Sharene Bungay, assistant professor in the Department of Computer Science, her husband Dr. Sam Bromley, and daughter Emma, welcomed their new baby girl, Sarah Grace, on Oct. 3, 2007.

Yolanda Wiersma, assistant professor in the Biology Department, and her husband **John Sandlos**, assistant professor in the History Department, welcomed their son Xavier John Charles Sandlos born on Oct. 4, 2007.

Career scene

The following career changes (August to October 2007) have received board approval since the last issue of *The Communicator*. They are provided by Human Resources and are current at the time of publication.

ACADEMIC

Appointments – tenure-track

- Dr. Mazen Bader, Faculty of Medicine, assistant professor, Aug. 1, 2007
- Dr. Kristina Bajzak, Faculty of Medicine, assistant professor, Jan. 7, 2008
- Dr. Paul Dancey, Faculty of Medicine, assistant professor, Aug. 1, 2007
- Dr. Daniel Fontaine, Faculty of Medicine, assistant professor, June 23, 2007
- Dr. Andrew Furey, Faculty of Medicine, assistant professor, Oct. 1, 2007
- Dr. Taryn Hearn, Faculty of Medicine, assistant professor, July 1, 2007
- Dr. Orland Hoerber, Department of Computer Science, assistant professor, Aug. 15, 2007
- Dr. Rhonda Joy, Faculty of Education, assistant professor, Nov. 1, 2007
- Dr. Franklin Kum, Faculty of Medicine, assistant professor, Oct. 1, 2007
- Dr. Jennifer Leonard, Faculty of Medicine, assistant professor, Nov. 1, 2007
- Dr. Robert Ormsby, Department of English Language and Literature, assistant professor, July 1, 2008
- Dr. Jeremy Pridham, Faculty of Medicine, associate professor, July 1, 2007
- Dr. David Saltman, Faculty of Medicine, professor, Jan. 1, 2008
- Dr. Catherine Seviour, Faculty of Medicine, assistant professor, Aug. 1, 2007
- Dr. Jason Tay, Faculty of Medicine, assistant professor, Oct. 1, 2007

Appointments – tenure

- Dr. Doug Baggs, Faculty of Medicine, assistant professor, Sept. 1, 2007
- Dr. Anna Dominic, Faculty of Medicine, assistant professor, Sept. 1, 2007
- Dr. Edward Kendall, Faculty of Medicine, professor, Aug. 1, 2007
- Dr. Kara Laing, Faculty of Medicine, associate professor, Sept. 1, 2007
- Dr. Angela Penney, Faculty of Medicine, assistant professor, Sept. 1, 2007
- Dr. Mary Wells, Faculty of Medicine, assistant professor, Sept. 1, 2007

Appointments – regular term

- Prof. Michael Burns, Faculty of Business Administration, professor and fellow in international business, Aug. 13, 2007
- Dr. Azra Ghumman, Department of Chemistry, visiting assistant professor, Sept. 1, 2007
- Prof. Paul Hamilton, Faculty of Business Administration, lecturer, Sept. 1, 2007
- Prof. Laurie Twells, Faculty of Medicine/School of Pharmacy, assistant professor, Oct. 1, 2007

Appointments – cross-appointment

- Dr. Trudi Johnson, Faculty of Education to the Faculty of Arts, Sept. 1, 2007

Appointments – administrative

- Dr. L. Faith Balisch, Department of English Language and Literature, interim department head, Sept. 7, 2007
- Dr. Keith Chaulk, Labrador Institute, director, Nov. 19, 2007
- Deborah Collis, Financial and Administrative Services, director, Sept. 6, 2007
- Dr. Diane Tye, Department of Folklore, head, Aug. 1, 2007

Promotions

- Dr. Elias Bartellas, Faculty of Medicine, associate professor, Sept. 1, 2007
- Dr. Azza Hamed, Faculty of Medicine, associate professor, Sept. 1, 2007
- Dr. Jim Hutchinson, Faculty of Medicine, professor, Sept. 1, 2007
- Dr. Kara Laing, Faculty of Medicine, associate professor, Sept. 1, 2007

Retirements

- Dr. Michael Booton, Faculty of Engineering and Applied Science, professor, Aug. 31, 2007
- Dr. Walter Chervinski, Department of History, professor, Aug. 31, 2007
- Dr. Andy den Otter, Department of History, professor, Aug. 31, 2007
- Ian Emerson, Department of Biology, associate professor, Aug. 31, 2007
- Dr. John Gale, Department of Earth Sciences, professor, Dec. 31, 2007
- Dr. Verena Gosse, Department of Psychology, associate professor, June 30, 2007
- Dr. John Gow, Department of Biology, professor, Aug. 31, 2007
- Jean Guthrie, Department of English Language and Literature, associate professor, Aug. 31, 2007
- Dr. James Hiller, Department of History, professor, Dec. 31, 2007
- Dr. Richard Hiscott, Department of Earth Science, professor, Aug. 31, 2007
- Dr. Sonja Jerkic, Department of Anthropology and Archaeology, associate professor, Aug. 31, 2007
- Dr. Charles Loader, Department of Chemistry, professor, Aug. 31, 2007
- Dr. Michael D. Mackey, Department of Chemistry, associate professor, Aug. 31, 2007
- Dr. Chet Michalski, Faculty of Medicine, professor, Aug. 31, 2007
- Dr. Hugh Miller, Department of Earth Science, professor, Aug. 31, 2007
- Dr. Asmo Palasvirta, Faculty of Business Administration, associate professor, Aug. 31, 2007
- Dr. Michael Parker, Sir Wilfred Grenfell College, professor, Aug. 31, 2007
- Dr. J. Roger Pickavance, Department of Biology, associate professor, Aug. 31, 2007

ADMINISTRATIVE

Appointments:

- Colleen J. Baker, Department of Chemistry, administrative staff specialist III, July 30, 2007
- Penny Fillier-Skinner, Department of Computing and Communications, associate director of application management, Aug. 20, 2007
- Mark Ingerman, Faculty of Engineering and Applied Science, engineering technologist III, Oct. 9, 2007
- Harold Lambert, Department of Human Resources, benefits and pension financial analyst, Nov. 13, 2007
- Ted Lee, Department of Technical Services, technologist II, Oct. 15, 2007

Contractual to permanent

- Linda Battcock-Clowe, Faculty of Business Administration, intermediate clerk, Sept. 3, 2007
- Joedie K. Bishop, Department of Technical Services, technologist II, Feb. 4, 2007
- Mary Bouzane, School of Nursing, intermediate clerk stenographer, Oct. 4, 2007
- Dion J. Brushett, Department of Facilities Management, enforcement and patrol officer II, Sept. 20, 2007
- Richard Burton, Department of Facilities Management, mechanical patrolperson, Sept. 17, 2007
- Christine L. Castagne, School of Nursing, nursing laboratory instructor, Sept. 3, 2007
- Nicole Coady, Queen Elizabeth II Library, library assistant VI, Sept. 4, 2007
- Daniel M. Denief, Department of Facilities Management, custodian I, April 01, 2007
- David Edison, Department of Computing and Communications, purchasing consultant I, Sept. 17, 2007
- David K. Hann, Sir Wilfred Grenfell College, enforcement and patrol officer III, Aug. 20, 2007
- Jennifer Hart, School of Music, concert assistant, Oct. 15, 2007

- Sarah-Lynn Heath, Faculty of Medicine, medical researcher I (health database and computer specialist), July 5, 2007
- Marie Hickey, Department of Human Resources, intermediate secretary, June 20, 2007
- Rosemary Hopkins, Faculty of Business Administration, intermediate clerk stenographer, Oct. 10, 2007
- Ian W. Gillies, Queen Elizabeth II Library, library assistant I, Oct. 12, 2007
- Cathy King, Office of Faculty of Relations, intermediate secretary, June 22, 2007
- Ron Monks, Department of Technical Services, craftsman II (machinist), Oct. 9, 2007
- Brenda Oake, Ocean Sciences Centre, research assistant I, Nov. 1, 2007
- Brenda Oldford, School of Nursing, nursing laboratory instructor, Aug. 7, 2007
- Gerald O'Rielly, Department of Mathematics and Statistics, laboratory instructor, Sept. 1, 2007
- Raymond J. Power, Department of Facilities Management, mechanical patrolperson, Oct. 30, 2007
- Sandra Rumbolt, Sir Wilfred Grenfell College, science technician II, Oct. 9, 2007
- Rosemary Smith, Office of the Vice-President (Administration and Finance), privacy and access co-ordinator, July 19, 2007
- Alex Tucker, Department of Facilities Management, enforcement and patrol officer II, Sept. 20, 2007
- Pamela Elizabeth White, Office of the Vice-President (Research), assistant to the vice-president (research), Feb. 1, 2007
- Elizabeth Rojean Williams, Office of Alumni Affairs and Development, manager of advancement services and operations, July 23, 2007
- Brenda Winslow, Distance Education and Learning Technologies, intermediate clerk stenographer, Sept. 27, 2007
- Ellen Wright, Department of Human Resources, intermediate clerk stenographer, Aug. 10, 2007

Contractual appointments (one year or more)

- Joan Butler, Distance Education and Learning Technologies, senior instructional design specialist, Nov. 5, 2007
- Penny Butler, Office of Alumni Affairs and Development, intermediate clerk stenographer, Oct. 15, 2007
- Chris Byrne, CREAT Network, research laboratory co-ordinator I, Oct. 1, 2007
- Jamie Chang, Distance Education and Learning Technologies, multimedia specialist, Sept. 4, 2007
- Kayla P. Churchill, Faculty of Medicine, research assistant I, Sept. 4, 2007
- Jane Costello, Distance Education and Learning Technologies, senior instructional design specialist, Sept. 17, 2007
- Anne Dicks, Faculty of Medicine, research assistant I, June 4, 2007
- Karen R. Dickson, Faculty of Medicine, research assistant II, Oct. 15, 2007
- Jennifer Donnan, Faculty of Medicine, research assistant I, Sept. 24, 2007
- Theresa Doyle, Office of the Registrar, intermediate clerk, Aug. 13, 2007
- Dana L. English, Office of Alumni Affairs and Development, research officer (campaign), Sept. 24, 2007
- Neva Fudge, Faculty of Medicine, research assistant I, Oct. 2, 2007
- Lana Frost, Faculty of Medicine, research manager, Sept. 10, 2007
- Bruce Gorman, Vice-President (Administration and Finance), internal consultant-administrative service delivery, Oct. 15, 2007
- Jason Kielly, School of Pharmacy, drug information pharmacist, Oct. 10, 2007
- Vanessa Legge, Enterprise Risk Management, secretary, Sept. 10, 2007
- Abduljelil Lliyas, Major Research Partnerships, research engineer, Oct. 1, 2007
- Arlene Mercer, Faculty of Medicine, graphic artist II, Sept. 17, 2007

- Darrell Moulard, CREAT Network, research laboratory co-ordinator I, Sept. 4, 2007
- Marion Morgenstern, Faculty of Medicine, research assistant II, Aug. 6, 2007
- Charlene Noseworthy, Faculty of Medicine, research assistant II, Aug. 13, 2007
- Derzho Oleg, Department of Physics and Physical Oceanography, research assistant II, Sept. 20, 2007
- Heather Pitcher, Faculty of Medicine, research assistant II, Aug. 20, 2007
- Julia Pohling, Faculty of Medicine, research assistant I, Aug. 8, 2007
- Marcia Porter, Division of Marketing and Communications, communications co-ordinator III, Sept. 10, 2007
- Angela Reid, Office of Alumni Affairs and Development, administrative secretary, Sept. 17, 2007
- Deanna Russell, Distance Education and Learning Technologies, assistant to instructional designer, Aug. 20, 2007
- Wendy Skinner, Department of Human Resources, human resources advisor, Sept. 4, 2007
- Jacqueline Stokes, Faculty of Medicine, research assistant II, Sept. 17, 2007
- Sandra Tulk, Office of Alumni Affairs and Development, research officer (prospects), July 5, 2007
- Dennis L. Vaughan, Distance Education and Learning Technologies, teaching consultant, Sept. 17, 2007
- Catherine Wicks, Distance Education and Learning Technologies, assistant to instructional designer, Sept. 24, 2007
- Darryl Williams, Department of Facilities Management, locksmith, Oct. 22, 2007
- Mandi K. Wilson, Housing, Food and Conference Services, residence life officer, Aug. 13, 2007

Promotions and transfers

- Brian Bambrick, Department of Facilities Management, enforcement and patrol officer IV, Sept. 20, 2007
- Richard Blenkinsopp, School of Music, music technology specialist, Sept. 11, 2007
- Julie Broderick, Queen Elizabeth II Library, intermediate clerk stenographer, Sept. 14, 2007
- Suzanne E. Browne, Institute of Social and Economic Research, secretary, Aug. 20, 2007
- Robin Davis, Department of Facilities Management, locksmith-leadhand, Aug. 6, 2007
- Bernard Doyle, Department of Facilities Management, procurement officer, May 28, 2007
- Jeffrey Fifield, Department of Facilities Management, investigations officer, Sept. 10, 2007
- Terry Gilbert, Department of Facilities Management, enforcement and patrol officer IV, Sept. 20, 2007
- Richard J. Goulding, Department of Physics and Physical Oceanography, academic program officer, July 19, 2007
- Louise Green, Faculty of Medicine, secretary, June 26, 2007
- Paul Hynes, Department of Biology, science technician II, Aug. 30, 2007
- R. Shane Lewis, Department of Facilities Management, electrical leadhand, Aug. 6, 2007
- June McGuire, Faculty of Medicine, secretary, Sept. 17, 2007
- Patrick Miskell, Queen Elizabeth II Library, library assistant VII, Sept. 4, 2007
- Stan Moores, Department of Facilities Management, supervisor, external plants, Sept. 4, 2007
- Patrick Morgan, Office of the Registrar, intermediate clerk, Sept. 17, 2007
- Glen Myrick, Department of Computing and Communications, pc consultant III, Oct. 4, 2007
- David Nicholas, Department of Facilities Management, power engineer 3rd class, Oct. 8, 2007
- Paulette Noseworthy, Queen Elizabeth II Library, library assistant III, July 16, 2007

- Jason Paterson, Department of Computing and Communications, purchasing consultant III, Aug. 13, 2007
- Gary Pike, Financial and Administrative Services, associate director, Oct. 1, 2007
- Fred J. Rideout, Department of Facilities Management, investigations officer, Sept. 10, 2007
- Dave Royle, Enterprise Risk Management, audit project manager, Sept. 10, 2007
- Calvin Snook, Department of Technical Services, biomedical electronics supervisor, Oct. 22, 2007
- Carol Tibbo, Office of Alumni Affairs and Development, assistant director of alumni affairs, Sept. 24, 2007
- Robert Wells, Marine Institute, associate director, Oct. 15, 2007
- Connie Woodford, Office of the Registrar, intermediate clerk, Oct. 31, 2007

Retirements

- James Baker, Department of Facilities Management, tractor operator, Aug. 31, 2007
- Marilyn Mary Borden, Sir Wilfred Grenfell College, enforcement and patrol officer III, June 30, 2007
- Brian Cahill, Distance Education and Learning Technologies, tv producer director, Oct. 9, 2007
- Gilbert Chafe, Department of Facilities Management, custodian I, Aug. 31, 2007
- Cliff Chaytor, Department of Facilities Management, manager, building services and grounds, Oct. 5, 2007
- Peggy Collins, Faculty of Medicine, library assistant III, Oct. 19, 2007
- Heather Dove, Faculty of Medicine, administrative program assistant, Sept. 28, 2007
- Sylvia S. Kao, Department of Biology, laboratory instructor, Oct. 01, 2007
- Ruby O'Keefe, Queen Elizabeth II Library, library assistant III, Aug. 31, 2007
- Y. H. Lisa Lee, Department of Biology, electron micro technician III, Sept. 30, 2007
- Gloria M. Pottle, Faculty of Medicine, co-ordinator-standardized patient program, Aug. 31, 2007
- John Saunders, Department of Facilities Management, custodian I, Aug. 31, 2007
- William J. Walsh, Department of Facilities Management, custodian I, Sept. 28, 2007

Secondments

- Chad Antle, Finance and Administrative Services to the Department of Earth Sciences, administrative staff specialist III, Sept. 17, 2007
- Laura Chapman, Department of Human Resources, worklife programs co-ordinator, Oct. 9, 2007
- Mary Garnier, Marine Institute to Housing, Food and Conference Services, manager, conference services, Sept. 10, 2007
- Ann Marie Gushue, School of Graduate Studies to the Department of German and Russian, administrative secretary, Oct. 9, 2007
- Edward Hipditch, Distance Education and Learning Technologies, manager of classroom technology, Oct. 1, 2007
- Fred J. Rideout, Department of Facilities Management, investigations officer, Feb. 1, 2007
- Kimberley-Ann Simms, Department of English Language and Literature to Student Affairs and Services, administrative staff specialist I, Oct. 1, 2007
- Brenda Young, Marine Institute to Enterprise Risk Management, administrative staff specialist I, Sept. 10, 2007

WHAT'S YOUR HIDDEN TALENT?



My 13-year-old son, Shaun, and I try to spend as much time as we can on the weekend out on the trails on our mountain bikes. He is at the age now that I am no longer concerned if he can keep up to me ... but if I can keep up to him. Hill climbs, he has me beaten; fast downhill, I can't come close to him; but at least I still have the upper hand on the narrow technical trails – for now! I can't think of a better way to spend my down time than out on the trails getting adrenaline-filled fresh air than with Shaun and our friends.

Bill Morrissey
Director, Centre for Management Development
Faculty of Business Administration



As a gift to myself for finishing my undergraduate degree, I enrolled in a stained glass course. I really enjoy working with stained glass because it provides a great mental break – when I am working on glass my mind is focused totally on the project at hand, and any problems/issues that came up during the day disappear. I also like the feeling of accomplishment I get when a piece is completed.

Cathy McFadyen
Network administrator
Department of Computing and Communications



Music was always of interest to me so when I was 14, I started playing the guitar. I'm now a member of the band Dungarvan, a Newfoundland Celtic group based in St. John's. I sing lead vocals, play five string banjo and guitar. We recorded our debut CD in 2003 with the late Dermot O'Reilly. We play mostly Irish, Newfoundland, and traditional music as well as some country and rock. We are currently recording a new CD that should be released early in 2008.

Craig Lush
Computer support specialist
Marine Institute



I belly dance because it's something totally different from academia. It's movement; there's a very creative element involved in terms of what you wear and the choreography of the routines. Our instructor does most of that but we contribute. And, it's also a community where we can celebrate well-being, sharing – and it's also a lot of fun!

Dr. Karen Goodnough
Associate professor
Faculty of Education



What do you like about working at MEMORIAL?

Working with students is one of the most rewarding and challenging things you can do; working in theatre is another one. In my position, I have the pleasure of both. We train acting and stagecraft students and help them develop their skills and talents as they prepare to enter professional theatre. I get a great sense of accomplishment as I watch students perform their magic on and behind the stage. Our graduates are well known for their outstanding work in professional theatre. I myself have worked professionally with a number of our graduates. I'm proud to say I had a hand in their training. There is no greater reward for a job well done and that's why I like working at Memorial.

WENDY VEY
Wardrobe Supervisor, Department of Theatre, Sir Wilfred Grenfell College

Days Gone By



The photo we ran in our fall issue certainly stirred up lots of memories for you because the response to our contest was stellar – we had more than 40 submissions from staff, faculty and pensioners. Most of you knew right away the photo was of the former bowling alley located in the basement of the Physical Education Building. Congratulations to **Boyd Smith** the former head of the School of Fisheries at the Marine Institute who is now retired, for his correct guess. So many of you wrote with your own memories of the facility, which was converted into a dance and aerobic studio after the alley closed and is now a lab for the School of Human Kinetics and Recreation (HKR). **Sonia Banfield**,

a retired employee from Biochemistry, wrote to tell us that “pin boys reset the pins, returned the balls and jumped out of the way whenever necessary.” Meanwhile, **Dr. TA Loeffler** – who teaches in HKR – wrote to say “you can still sit on some of the bowling alley benches in the lobby of the PE building,” and **Nish Costello** says he immediately knew what our mystery photo was since he was hired to open and manage the alley in Sept. 1961 which he did for two years. “I think we closed the lanes in 1965 or '66,” he wrote. “The game of bowling at that time cost 25 cents, plus 10 cents for shoe rental.”

Now, have a look at this picture. Where was it taken and what is being constructed? **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 Jan. 26, 2008.** One entry per submission. Be sure to include your name, work or home number, and your department.

Thanks and good luck!
Jeff Green, Editor

