



Songs of the season

TRACY THORNE has worked in the Registrar's Office since 2001 and has always enjoyed Memorial's traditional annual Carol Sing. In 2007, Tracy invited her sister Lori and Lori's two very young daughters to join her. Lori loved the Carol Sing and the atmosphere of Memorial so much, she began applying for jobs and accepted a position, surprisingly enough, with the Registrar's Office in March 2008. Lori is seen here at left, holding her two-year-old daughter Emma, seated next to Tracy who is holding her one-year-old son Alexander. Five-year-old Morgan is missing from the photo.

The tradition continues this year for all faculty, staff, retirees, students and families of Memorial. The Carol Sing begins at 10:45 a.m. on Dec. 24 in the Reid Theatre, Arts Building, St. John's campus, with Dr. Chris Loomis welcoming all gathered and Dr. Doug Dunsmore leading the singing. Refreshments will be served at 10 a.m. in the foyer. A visit from jolly old St. Nick is expected at 11:15 a.m. Come spread a little holiday cheer and join in the Carol Sing!

Retired? Re-energized!

Taking an indepth look at some of Memorial's most active retirees

WHEN *THE COMMUNICATOR* caught up with the newly retired Randall Maggs at his home on the west coast, he was hard at work putting in some quality time taking in the beauty of the Humber River.

"I'm just sitting here on our new river deck in the sun, which is beating down on the garden and greenhouse and my wood shop and I can just about do whatever I want for the rest of the week," he says. "I'm enjoying this immensely."

Freshly retired as of Sept. 1, 2009, the ex-professor of English literature at Sir Wilfred Grenfell College and highly-respected poet -- most notably for 2008's *Night Work: The Sawchuk Poems* (Brick Books) -- may soon discover that he won't have nearly enough time to sit and reflect on things. Considering his numerous reading engagements, his new writing projects and his plans to get back to his craft of working with wood, it's hard to believe he'll be sitting still at all.

Having recently returned from several Canadian and American reading engagements in Halifax, Montreal, Burlington, Vt., Buffalo, N.Y., and Toronto, Randall will be back at it again in the new year in Stratford, Whitehorse, Yellowknife and Vancouver. In a hockey-mad country, the NHL-themed poetry has elevated him into a highly sought-after special guest.

"Since *Night Work* was launched at the Hockey Hall of Fame in February of 2008, my life has been a bit of a blur," he says. "I've done about 40 readings and have 20 or 25 more scheduled between now and April."

But it's his woodworking that Randall is especially looking forward to. An accomplished wood turner, he has purchased a new industrial-scale lathe that will enable him to produce large pieces from the birch he's cut or logs he's combed from the banks of the Humber or the beaches of the Island. Coming from a long line of mill-wrights and farmers, he says he derives a great deal of comfort from working with his hands. His most high profile piece is the ceremonial rod carried in the Canadian Senate by the Gentleman Usher of the Black Rod.

In addition to his writing and woodworking, Randall will devote time to skiing and hiking the hills of western Newfoundland and kayaking the Humber and salt water coastal regions. He's not quite willing to give up the classroom altogether however; he also plans to put together a senior level interdisciplinary course on the arts in Paris in the 1920s. He has several literary projects in mind, a new book of poems, a prose work which deals with growing up on operational military bases, and a work entitled *Rinks*, which will deal with the great arenas from the Six Team League of the NHL, as well as



Randall Maggs enjoying his retirement on the water of the Humber River. Photo: Anne Pinsent

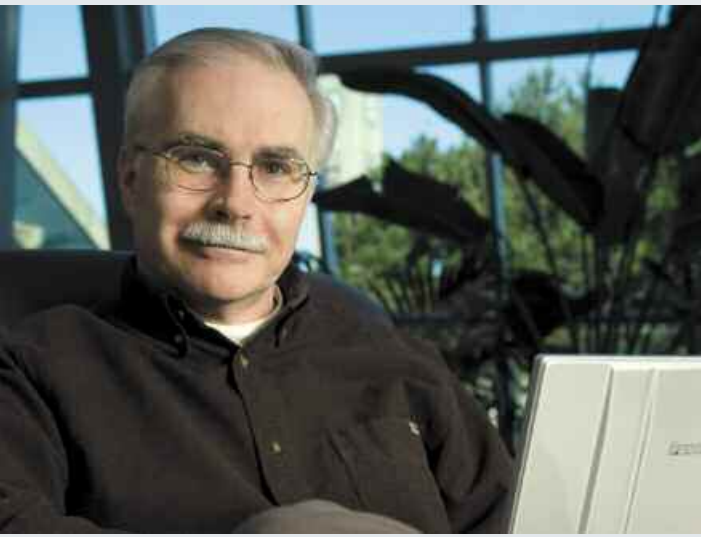
the small town arenas and outdoor rinks which have played such an important part in the lives of people in this country.

And he'll sit on his deck when he can. Although he may feel relaxed during today's chat, clearly, he's just as busy as ever.

"All I've really managed to accomplish, I suppose, is no longer having to mark essays."

inside

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IT HAS BEEN a fascinating journey since my transition from vice-president (research) to my appointment as president and vice-chancellor *pro tempore* of Memorial over the past five months. I continue to view this experience as a great honour and responsibility, and I would like to take this opportunity in *The Communicator* to thank each and every one of you for your support these last five months.

In recent weeks, we have confronted additional challenges with the arrival of the H1N1 influenza virus on our campuses, and its impact on staffing levels in some units. I am aware of and deeply appreciate the extra efforts made by our staff and faculty to ensure this university continues to deliver exceptional teaching and service to our students.

Your ongoing dedication to Memorial University serves as a foundation for the many successes we have achieved. As we work to implement the themes and goals defined in our Strategic Plan, and to advance the impact and reputation of this remarkable university, it is encouraging to know that the Memorial community stands with me as a passionate and united force.

And speaking of our future, I have the great pleasure of welcoming my successor, Dr. Gary Kachanoski, to Memorial and to Newfoundland and Labrador. I know you will join me in wishing Dr. Kachanoski every success as this university's next president. We all look forward to working with him when he assumes the role of president and vice-chancellor in July.

As president and vice-chancellor *pro tempore* this fall, I have had the privilege of overseeing several important events at Memorial. The recent fall convocation session – which

saw nearly 900 students receive their hard-earned degrees – was one of those special events. Our annual Ceremony of Remembrance, perhaps this institution's most poignant occasion, was another. Every November, we pause to remember the sacrifices made by young people from this province while on active military service. We are also reminded of our legacy as a living memorial to those sacrifices – an institution built on the principles of peace and freedom of learning.

From somber recollection to the holiday season, we are entering a time of year that is special to many – especially our little ones. I am looking forward to spending time with my family, as I am certain you will do with yours. Festive traditions and gatherings remind us of the many blessings we enjoy: happy, healthy families and good friends.

Enjoy the season and rejuvenate your spirit. I wish you good tidings for the holiday season and a healthy and happy 2010.

Christopher W. Loomis, PhD
president and vice-chancellor *pro tempore*

campusnews



Bob Simmonds, chair of the Board of Regents (R), presents Memorial's next president Dr. Gary Kachanoski with a Memorial sweatshirt.

Successful search

PRESIDENTIAL HUNT HAS PRODUCED A WINNER

ON NOV. 18, Bob Simmonds, chair of the Board of Regents, announced the appointment of internationally-renowned academic and scholar Dr. Gary Kachanoski as the next president and vice-chancellor of Memorial.

Born in Manitoba and raised in Saskatchewan, Dr. Kachanoski currently hails from Alberta where he most recently served as vice-president (research) with the University of Alberta.

"On behalf of the board and the entire Memorial University community, I am pleased to welcome Dr. Kachanoski to our great institution," said Mr. Simmonds. "After a long and detailed process, we have found our next president; a man with foresight, strong leadership skills and a commitment to lead Memorial into its future. The experience he has gained from holding senior academic and administrative positions in a university which has twice as many students as Memorial will be a tremendous asset for our university and our province.

"Dr. Kachanoski's love of the North, awareness of the challenges facing rural communities, coupled with a keen appreciation of the arts, make him well-suited for a lead-

ership position in Newfoundland and Labrador," he said.

Dr. Kachanoski stated that his appointment as president of Memorial is "a life-defining moment."

"The trajectory of this university is clear and the future is indeed very bright," said Dr. Kachanoski.

"When you combine this with the province's trajectory and its financial support of the university, this is simply the best place to be. I am absolutely thrilled to be here."

Mr. Simmonds said that in accordance with the *Memorial University Act*, the Senate of the university, the institution's academic governing body, was consulted on the appointment and the provincial cabinet received and accepted the Board of Regent's unanimous recommendation for appointment. Fifty candidates from leading national and international academic institutions came forward as potential candidates throughout the extensive search.

Dr. Kachanoski will commence his new role as Memorial's president and vice-chancellor July 1, 2010.

Dr. Chris Loomis will continue leading the university as president and vice-chancellor *pro tempore* until then.

MOVED TO A NEW ADDRESS? STAY IN TOUCH!

If you've had a change of address, let Human Resources know so they can ensure you keep getting *The Communicator*. There are several ways to update your address:

- Through Employee Self-Service at my.mun.ca
- E-mail humanres@mun.ca or
- Write to the Department of Human Resources, Arts and Administration Building, St. John's, NL A1C 5S7

A phone call to our editor or HR cannot effect a change of address in our files. A written request to update your moving address must be made. Thank you for staying in touch.



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You can . . .

SUPPLY tap water dispensers at your event by visiting Chartwell's website www.dineoncampus.ca/mun; click on catering to find the catering brochure. To cut down on waste, consider choosing real glasses (at an additional cost) instead of disposable. Or, ask participants to bring their own containers and fill up at a fountain.



TWELVE bottle filling stations/fountains which provide chilled, filtered water have recently been installed on the St. John's campus. These stations help address concerns that were voiced by respondents of the Employee Water Survey, including taste, temperature, access to fountains and access to a filtered source of water. Looking for your local chilled, filtered water fountain? Check here:

BUILDING

- Arts and Administration
- Education
- Library
- Science
- Chemistry
- Earth Sciences
- Engineering
- Business
- University Centre
- Physical Education
- Inco Innovation Centre
- Music

LOCATION

- To right of main floor lobby
- Tunnel entrance
- To right of main floor lobby
- Main lobby on second floor
- Second floor lobby
- Fourth floor (Room 4005)
- To right of second floor lobby
- Atrium entrance
- Food court
- To right of main floor lobby
- To right of second floor lecture theatre
- First floor



The Office of the Registrar's Environment Committee's members are shown left to right: Gordon Genge, Tracy Thorne, Julie Green and David Pippy. Missing from photo: Jennifer Porter, Elizabeth Murphy, Lois Hammond and Kelly Knight.

Save a sheet, save a tree

THE OFFICE of the Registrar produces a lot of paper. A lot. Considering that up until recently each and every student registered for coursework at Memorial was mailed individual permits to register, enrolment verifications and various other notifications, paper consumption was at an all-time high. So, after witnessing a massive paper reduction resulting from the implementation of a university e-mail policy, members of the office decided to take the paper reduction challenge even further.

"A survey of the office found that people were most interested in cutting paper use down even more," says Julie Green, Manager of Strategic Analysis and Development. "We began by setting our printers to double-sided printing, editing documents electronically, moving away from printed forms and are continuing to be innovative in our use of technology."

As chair of the Office of the Registrar's Environment Committee, Julie says her committee, as well as the university's Advisory Committee on Sustainability, welcomes any and all comments or suggestions about cutting down on paper – instead of trees – at Memorial.

Meantime, reducing mail-outs by approximately 17,000 individual notices a shot means a substantial reduction in trees being consumed.

In addition to minimizing paper use whenever possible, the committee is stocking their kitchen with reusable mugs and posting "Green Tips" on their bulletin board. As Julie puts it, it's the right thing to do.

"We serve the students, and we want to be in line with students' priorities. We are in a good position to make a big impact."

Employee Water Survey Results Online

THE EMPLOYEE Water Survey results can now be viewed at www.mun.ca/sustain/employeewatersurvey.php. The results will help determine actions to encourage increased use of public drinking water.

Sustainability Declaration

THE SUSTAINABILITY Declaration is an overarching statement intended to define Memorial's commitment to sustainable principles. The declaration was celebrated with an official signing by Memorial President Dr. Christopher Loomis on Oct. 6, 2009, and other university leaders.

Memorial University of Newfoundland Sustainability Declaration



VISION

Memorial University is a sustainable and progressive university in all areas of operation, education, research and outreach providing leadership for today and future generations.

MISSION

Memorial University will minimize its adverse environmental impact while supporting the realistic needs and aspirations of individuals and communities, and will provide a transparent account of these activities and their impacts.

MANDATE

To promote a community committed to sustainability within and beyond the university, Memorial will develop a comprehensive and collaborative action plan with measurable outcomes. Goals are:

- to measure and assess the university's environmental impacts and establish specific targets to reduce them
- to integrate sustainable policies and systems into university governance and operations
- to encourage academic curriculum, research and outreach on sustainability
- to create sustainable working and living environments across all campuses

Got a story to share? Maybe you have an interesting photo from a get-together of former co-workers. Or perhaps someone you know has been recognized with an award. What about a birth announcement or the recent retirement of a longstanding employee? Let *The Communicator* know – we’re always interested to hear from retirees and employees. Write to Mandy Cook, editor, *The Communicator*, Division of Marketing and Communications, Room A-1024, Memorial University of Newfoundland, St. John’s, NL A1C 5S7, or e-mail mandyc@mun.ca. You can also try her by phone at 737-2142.



KUDOS GO OUT to Marketing and Communications’ associate director of communications, Ivan Muzychka. Ivan was recently awarded the International Association of Business Communicators 2009 Master Communicator Award for Canada’s eastern region. It is one of only two such honours bestowed on professional communicators in the country. By all accounts, the award is well-deserved, although Ivan says he is “a little daunted at being included in such a distinguished group.” The selection committee was unanimous in its decision selecting him based on his contributions to the profession and IABC, his professional achievements and his outstanding track record of delivering superior quality communications over the years. Congratulations, Ivan!



PAULA HOGAN, who has worked in the Division of Community Health and Humanities in the Faculty of Medicine for the past 27 years, rode her bicycle from one tip of Prince Edward Island to the other this past September. Paula is pictured on the far left with her sister Juanita Peach to the right, who works at the Family Medicine Unit at the L.A. Miller Centre, and their two friends after completing the 300 km Confederation Trail. After the five-day journey, they received certificates to mark their accomplishment.

retirement



Congratulations to Dr. Michael Bruce-Lockhart who retired on Aug. 31, 2009. Dr. Bruce-Lockhart was an electrical and computer engineering professor in the Faculty of Engineering and Applied Science.



Dr. Paul Marino, Department of Biology Department Head, is shown presenting Jennifer Gosse, laboratory instructor, with a Di Dabinett print. Jennifer worked in the Biology Department for 23 years and retired on Aug. 31, 2009. The department celebrated her retirement with a potluck luncheon in her honour.

peopleprofile

JANE RYAN, The Commons IT supervisor at the Queen Elizabeth II library, is so much a part of the cultural fabric of the facility, students and co-workers go out of their way to show her their appreciation.

For example, Barbara Strong, Desire2Learn student support and assistive technology co-ordinator at the QE II, has so many examples of Jane’s positive impact around the library, she never really runs out.

“I’ve been working with Jane for the past two and a half years, as well as being on the CUPE executive with her for the past 10 years, and she has never been anything but kind and caring and thoughtful,” says Barbara. “If there’s any function at the library, you just know Jane’s cinnamon buns will be there.”

In addition to providing tasty baked goods for numerous events, Jane is the one who makes sure there are always cake and cards for employees’ birthdays, orders the pizza lunch during workshops, stays until the wee hours if there is a special project to complete or donates time to the library’s donation drive for Iris Kirby House at Christmas.

IF THERE’S ANY FUNCTION AT THE LIBRARY, YOU JUST KNOW JANE’S CINNAMON BUNS WILL BE THERE.

Then there is her student connection. Student assistants working at the library are not only employees who work with Jane, they are her friends and cohorts. It is not unusual for the young men and women picking up part-time hours between their courses to chat with their supervisor online, or keep in touch about when they’re returning to St. John’s if they have left to study away. It’s



Student assistants Justin Byrne and Jillian Sexton with Jane Ryan, centre.

not unusual for Jane to relax and have a bite to eat with the students at Bitters, or take part in a matching t-shirt event for fun.

The students on her watch think so highly of Jane that when she was struck and injured by a car last year while crossing the road, one of the assistants purchased a carton of milk, got on a bus and dropped it off at the QE II. Why? Because he wanted to be sure Jane had the calcium she would need to mend her broken arm. The student then got back on the bus and went back to continue on in his second job.

After 32 years working at the library, assisting students, leading workshops, attending social events and building a community atmosphere at the QE II, Barbara laughs about how many people in Jane’s position would have their hands pressed up against the glass, looking out.

“But Jane is looking in,” laughs Barbara. “Her heart is here.”

2009 PRESIDENT'S AWARDS

Outstanding Faculty and Staff Recognized

Memorial honoured the efforts of 12 of its best educators, researchers and staff members at a special ceremony in St. John's on Nov. 26. A plaque listing the names of this year's President's Awards' winners is located in the Founders' Gallery in the foyer of the Arts and Administration building. Congratulations everyone!

President's Award for Exemplary Service

This award is presented each year at Memorial to recognize employee(s) who have demonstrated outstanding service and/or who have made significant contributions to the university community beyond that is normally expected for their positions. It includes a \$1,000 award.

2009

From left to right: Jeff Green, David Jason Yetman, Dennis Scott Flynn, Michael James Jackson, Karen A. Morris



President's Award for Exceptional Community Service

This award is presented each year in recognition of employees (faculty or staff) who have demonstrated outstanding community service. It includes a \$1,000 award.

2009

Jeremy Hall



University Research Professors

University Research Professor is 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.

2009

Ali Engin Aksu, Diane E. Goldstein



President's Award for Outstanding Research

This award recognizes researchers who have made outstanding contributions to their scholarly disciplines. The award includes a \$5,000 research grant.

2009

Jeffrey A. Pittman, Terry-Lynn Young



President's Award for Distinguished Teaching

This award recognizes teaching excellence at Memorial. Each recipient of the teaching award receives a \$5,000 grant contributed by the Memorial University Alumni Association, Office of the President and Instructional Development Office/DELT.

2009

Norm Catto, John Gerard Curtis



Ever wonder how your fellow employees like to spend their off hours? The Communicator does!



Dr. Robert Bertolo coaches his 10-year-old daughter Sophia at the Edge Diving Club in the Aquarena, St. John's.

WHEN ASSISTANT professor of nutrition and biochemistry Dr. Robert Bertolo signed his daughters up for diving classes, he caught the diving bug right along with his

little girls. Not only does the Canada Research Chair in Human Nutrition here at Memorial coach his daughters Sophia, 10,

and Lily, 7, but in his off hours, he takes diving classes himself.

"The biggest thing is the fear factor," he laughs. "At this age you're not as brave as you used to be. A simple injury can be years of pain and recovery!"

When Robert isn't pioneering novel approaches for the study of intestinal metabolism at Memorial's animal nutrition lab, he is at the Aquarena guiding the kids of the Edge Diving club through the finer points of a reverse twist.

Originally from Thunder Bay, Ont., Robert says he became involved with competitive diving when his girls met former Olympic diver Mary DePiero at The Works' Camp Whatchamacallit – herself a native of Thunder Bay, as well. But after a year and a half under her tutelage, the Bertolo children were left without a coach when Mary moved out of the province.

So Robert did the next natural thing and took a coaching course, along with another interested parent. Two and a half years later, the Edge Diving club now boasts 25 young, splash-happy divers and is the only competitive diving club in Newfoundland.

Besides working on the mechanics of a dive on the dry deck, Robert also helps out with fundraising, administrative work and travelling to competitions. He says he loves watching young people work through the psychology of achieving a dive, and the momentum that is achieved when someone "goes for it." As for his own diving achievements, he is currently working on a back flip, half twist.

"I can only do so many of those," he says. "They're a painful miss."

Schedule of holidays for 2010 for all administrative, technical and technical support staff

New Year's Day	Friday Jan. 1
2 January Holiday	Monday, Jan. 4
Mid-March	Monday, March 15
Good Friday	Friday, April 2
Victoria (Commonwealth) Day	Monday, May 24
Discovery Day	Monday, June 21
Memorial Day	Thursday, July 1
Mid-July	Monday, July 12
Regatta Day	Wednesday, Aug. 4 (or as designated)*
Labour Day	Monday, Sept. 6
Thanksgiving	Monday, Oct. 11
Remembrance Day	Thursday, Nov. 11
Christmas Day	Monday, Dec. 27
Boxing Day	Tuesday, Dec. 28

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

Schedule of holidays for 2010 for Newfoundland Association of Public Employees, Locals 7801, 7803/1804, and 7804/1809

New Year's Day	Friday Jan. 1
Good Friday	Friday, April 2
Victoria (Commonwealth) Day	Monday, May 24
Memorial Day	Thursday, July 1
Regatta Day	Wednesday, Aug. 4 (or as designated)*
Labour Day	Monday, Sept. 6
Remembrance Day	Thursday, Nov. 11
Christmas Day	Monday, Dec. 27
Boxing Day	Tuesday, Dec. 28

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

Holiday Clip-out

Schedule of 2010 holidays for the Marine Institute

New Year's Day	Friday, Jan. 1
Mid-March	Monday, March 15
Good Friday	Friday, April 2
Easter Monday	Monday, April 5
Victoria (Commonwealth) Day	Monday, May 24
Discovery Day	Monday, June 21
Memorial Day	Thursday, July 1
Mid-July	Monday, July 12
Regatta Day	Wednesday, Aug. 4 (or designated)
Labour Day	Monday, Sept. 6
Thanksgiving Day	Monday, Oct. 11
Remembrance Day	Thursday, Nov. 11
Christmas Day	Monday, Dec. 27
Boxing Day	Tuesday, Dec. 28

University holidays for 2010 for academic staff members and per course instructors

New Year's Day	Friday, Jan. 1
2 January Holiday	Monday, Jan. 4
Good Friday	Friday, April 2
Memorial Day	Thursday, July 1
Labour Day	Monday, Sept. 6
Thanksgiving	Monday, Oct. 11
Remembrance Day	Thursday, Nov. 11
Christmas Eve	Friday, Dec. 24
Christmas	Monday, Dec. 27
Boxing Day	Tuesday, Dec. 28
New Year's Eve	Friday, Dec. 31



Vancouver 2010 With Glowing Hearts

The best of the world will be showcased at the Olympic Winter Games from Feb. 12-28, 2010, and the Paralympics Winter Games from March 12-21, 2010. Here, Dan Owens with Memorial's Department of Facilities Management, carries the Olympic torch along Elizabeth Avenue Nov. 13 as part of the cross-country journey to light the Olympic cauldron in Vancouver on Feb. 12, 2010, to commence the games. Complete Olympic details are at www.vancouver2010.com.

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

OCEAN SCIENCES Centre Laboratory Service Technician Matthew Pittman is a hands-on kind of guy. In addition to his day job fabricating equipment for biology experiments or going out on the water collecting specimens for the Department of Fisheries and Oceans, the 29-year-old could be roused from his bed at any hour of the night as part of the Newfoundland and Labrador Search and Rescue Association.

Having grown up through the ranks of the Scouts Canada movement, Matthew and his fellow Rovers give back to the community by answering the call to pull out someone who has fallen through the ice, got stranded in the woods or fallen overboard.

I GREW UP WATCHING OUR LEADERS GIVE THEIR TIME AND EFFORT TO TRAIN US, SO I WANT TO GIVE BACK WHAT THEY GAVE.

"The Rovers motto is to provide volunteer service," says Matthew. "I grew up watching our leaders give their time and effort to train us, so I want to give back what they gave."

Starting four years ago with the Searcher One program, Matthew first learned basic search and rescue techniques and then graduated on to map and compass, global positioning systems and winter survival. At the advanced level, he trained in high-angle rescue, such as cliff rescue, rappelling and cold water rescue through ice.

To simulate the varied emergency situations he might find himself in, Matthew rappelled down a three-storey fire station module building and crashed through the ice of Long Pond in a specialized survival suit. Now, he is routinely called in to service if the Royal Newfoundland Constabulary has a missing person call and requires additional assistance.

Recently, Matthew was called out to Blackhead at midnight to help search for three women and one man who had run out of daylight and became lost in the woods.



Matthew Pittman regularly answers the call to duty with his specialized – and voluntary – Search and Rescue expertise.

"The police had done an initial response with a dog, but if they can't find them, they'll call us in because of our extensive training in search and rescue," he says. "We were searching until about 5 a.m., talking to them on their cell phone the whole time."

As well as such heroic work as finding people who lose their way in the outdoors, Matthew and the rest of the Rovers volunteer their time to train young people in Cubs, Girl Guides or elementary schools how to one day be the one who answers the late-night distress call.

Ask Matthew if he minds leaving his warm bed to face the cold night and he cheerfully replies: "I don't mind it at all!"

careersinmotion

CAREER SNAPSHOT

MEMORIAL has one of the largest and most innovative work forces in the province, undertaking cutting-edge research, award-winning teaching, outstanding service to the community and so much more. Career milestones were celebrated, contributions recognized and quality of work measured on three of our campuses between Aug. 13-Nov. 16, 2009. As part of the Memorial team, you are one of...



5,426 employees on three campuses (290 at Sir Wilfred Grenfell College, 431 at the Marine Institute and 4,707 (mostly students) at St. John's; two employees are working at two campuses)

2,757 permanent employees

1,357 part-time contractual employees

25 part-time regular positions

1,161 full-time contractual positions

168 new hires

442 number of re-hires

65 employees transferred to another department

11 staff retired

12 faculty retired

700 people employed by separately incorporated entities and agencies

MI employees co-workers by day, competitors by night

Thursday night tradition

AT FIRST GLANCE, the sight of several men trudging into the Marine Institute carrying long sticks and various pieces of protective equipment could be enough to raise a few eyebrows.

However, it only takes a moment to realize these men pose no threat and have instead come to MI in peace. The Marine Institute instructors and support staff, along with several invited guests, come to the MI gym every Thursday for their weekly ball hockey game.

“The game helps people become part of the MI community,” said Wade Murphy, a faculty member at MI who has been playing weekly since 1990. “I think hockey is in our blood and when an opportunity comes up within a group, a game of hockey will break out.”

The Thursday night tradition has been a staple at the Marine Institute since 1988, shortly after MI moved from Parade Street to Ridge Road. In the beginning, the game was played on Wednesday nights and most players were from MI’s School of Fisheries. Eventually the game moved to Thursday night and staff members from every corner of the Marine Institute started playing.

“I would describe the atmosphere as inviting and addictive. Once you come and play a couple of games, you are hooked and once you play for a season ... then you become



The Marine Institute ball hockey league has been meeting regularly on Thursday nights since 1988.

hooked for life,” said Murphy. “If you look in the windows when we are playing there is usually an audience watching us. I remember one night heading out to the fountain for a drink when I was asked, ‘What are you guys playing for?’ I replied, ‘Just fun.’”

Each game starts off the same way, with every player’s stick going into a pile at the centre of the gym. Sticks are thrown to one end or the other and where your stick lands will determine what team you play for that night.

The game’s good-natured atmosphere prevails from the moment the players enter the gym and continues through the opening faceoff to the final buzzer.

“It’s a fun and relaxed setting. Everybody’s in a great mood,” said Shawn Fortune, an MI instructor who has been playing on Thursdays for 12 years and is a former commissioner of the Thursday night game. “It’s a great chance to get some exercise and put your competitive spirit to use.”

Murphy says Rose Hatfield, MI’s recreation and sports assistant, has played a big role in keeping the game going every year, ensuring the Thursday night timeslot is safe each fall.

“The Marine Institute’s support for our game has been great,” Murphy said. “Rose, and Eugene Lye before her, have always been very supportive of our fun group.”



Dr. Gordon Jones is leading the way as the first employee to receive recognition for 40, and now 45, years of service. Dr. Michael Collins is acknowledged for 40 years of continuous service.

Service awards event

EMPLOYEES are recognized each year for their continuous service to the university at career milestones through a service awards program. This year the service recognition event moves from fall to spring. It will be held on May 13, 2010 in R. Gushue Hall, which is larger and more accessible than previous venues. President Loomis will present awards to faculty and staff celebrating 20, 25, 30, 35, 40 and, this year, 45 years of service. Recipients will be contacted by the Department of Human Resources before February with more details.

Butt out

DID YOU KNOW that the properties owned or operated by Memorial University in and around the Health Sciences Centre (HSC) in St. John’s are now smoke-free?

The Health Sciences Centre is operated jointly by Eastern Health and Memorial University. While the HSC spaces occupied by the Faculty of Medicine, Schools of Nursing and Pharmacy, the Animal Care Unit and the Biomedical Division of Technical Services are already smoke-free under university policy, Memorial has agreed to a request from Eastern Health to follow its lead in making outdoor areas adjacent to the buildings smoke-free as well.

Smoking cessation programs for Memorial employees working in the HSC are available through Human Resources. Call Laura Chapman at 737-7405 or e-mail lchapman@mun.ca for more information.



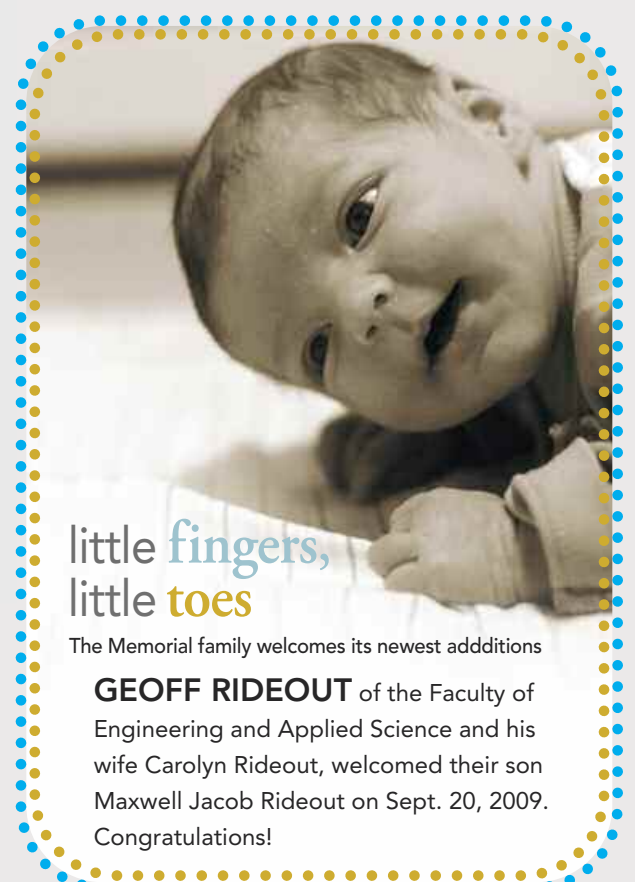
Feedback

LIKE THE STORIES you’ve been reading? Got something to share with us? Know of a good story idea? Get in touch with us. After all, *The Communicator* is your newsletter! Drop editor Mandy Cook a line. E-mail mandyc@mun.ca or call 709-737-2142.

little fingers, little toes

The Memorial family welcomes its newest additions

GEOFF RIDEOUT of the Faculty of Engineering and Applied Science and his wife Carolyn Rideout, welcomed their son Maxwell Jacob Rideout on Sept. 20, 2009. Congratulations!





Dr. Wade Bowers

Former Grenfell VP honoured for regional development

DR. WADE BOWERS has been named the winner of the Newfoundland and Labrador Regional Economic Development Association–Leslie Harris Award for Excellence in Regional Development.

Dr. Bowers, who completed his term as associate vice-principal (research) at Grenfell College in May, was named winner of the award at the NLREDA's recent awards luncheon in Corner Brook.

"During Dr. Bowers' tenure, he shaped the Research Office, making it a fundamental influence on the way Grenfell College interacts with its surrounding publics," said Dr. Holly Pike, acting principal of Grenfell College. "Grenfell continues to develop as a socio-economic driver in the region largely due to the partnerships and collaborations forged by Dr. Bowers in the Research Office."

Dr. Bowers was instrumental in securing the college's first Canada Research Chair (CRC) in Ecological Economics, having written the proposal and created the rationale for the position. In addition, he conceived of the concept of the Environmental Policy Institute, an initiative now in development which has launched several projects and events to connect with community.

Other projects are still in incubation, such as the development of graduate studies at Grenfell College, which has culminated in initiation of the process to create a master's in environmental policy. Furthermore, he put

forward proposals for the now well-established Humber River Basin Project, and along with the late Dr. John Ashton, strategies for estuarine research and an aquatic research centre on the Humber River, each of which is at varying levels of development.

"Dr. Bowers' innovation and creativity were enhanced by his constant need to engage new and innovative community partners," said Dr. Pike. "The Humber River Basin Project in particular has produced an abundance of domestic and international collaborations, the data from which will provide a contour for best practices in resource management in Newfoundland and Labrador and beyond."

Under Dr. Bowers' leadership, funding generated by the Research Office grew from about \$200,000 to more than \$2 million, largely through initiatives such as the provincially funded Centre for Environmental Excellence (CEE) and the Canada Research Chair funded by the Canada Foundation for Innovation (CFI).

"The university needs to be highly accessible to the public," Dr. Bowers said at the ceremony. "The connection between university and community strengthens the regional and provincial economy. At Grenfell College we work in teams both internally and with local partners and stakeholders, and therefore, I accept this award on behalf of our wider Grenfell community."



Building an inclusive workplace

Rene Robichaud, a racism prevention officer with Human Resources and Skills Development Canada, led a workshop on Nov. 17 educating employees at Memorial about the long process in creating and sustaining an inclusive workplace. About 22 staff learned strategies and best practices for creating inclusive workplaces and the importance of attracting, retaining and retraining qualified and talented diverse employees.

read/watch/listen

CHECK OUT *The Communicator's* fun new feature:

Read/Watch/Listen. It's a chance for you to share your latest leisure obsession with your fellow Memorial faculty and staff. What are you reading/watching/listening to right now? Whether you've got a book you can't put down, a movie that keeps replaying in your mind or an album that has got you singing around the house, drop editor Mandy Cook a line at mandyc@mun.ca and we'll profile your favourite pick.

"KEITH URBAN'S latest album *Defying Gravity* is amazing. I love his melodies, his voice, his guitar, his lyrics and his spirit. He introduced my husband and I to country music and we have really enjoyed exploring this new genre of music. We travel to see Keith in concert as often as possible – a good excuse for a road trip to Tennessee!"

*Dr. Anne Kearney,
assistant professor,
School of Nursing and
Faculty of Medicine*



Congrats, grads!

These are some of the Memorial employees who graduated at convocation ceremonies in October:

- Atul Anand with Computing and Communications graduated with a bachelor of science
- Anne Dicks with the Faculty of Medicine graduated with a bachelor of nursing
- Julie Green with the Office of the Registrar graduated with a master's of education
- Albert Johnson with Distance Education and Learning Technologies graduated with a master's of education
- Monty Keough with the Faculty of Medicine graduated with a master's of science



Lisa Green of the Office of the Registrar poses with her daughter Meredith during fall convocation this October.

- Renee Mercer with the Faculty of Education graduated with a bachelor of education
- Peter Young with the Department of Psychology graduated with a master of business administration



IT IS HARD to believe we are about to close the door on 2009 and usher in 2010. And what a year it's been. Many achievements, such as Yaffle and the Big (research growth) campaign, helped distract from the H1N1 pandemic and challenging budgets. Partnering with the university community, we continued to build positive relations with employees and their representatives, moved our recruitment systems forward and supported learning and continual development amongst employees.

In May, we invited all faculty and staff on three campuses to give their opinion on how Memorial is doing. Overall, the results showed a 5 per cent improvement from the results in 2007 which is encouraging as we continue to work hard in areas of pay satisfaction and leadership. Compensation is one of many elements affecting recruitment, retention and morale in our work place. The next opinion survey is scheduled for 2011 and it is a real opportunity to be heard and effect change.

Memorial's ability to recruit was enhanced this year with an online application capability for external applicants. Participation in career fairs and outreach activities continue to realize our potential in the marketplace. To make sure all those who are hired get the best start, orientation sessions continue to be a priority.

Our campus continues to become more diverse as we embrace differences and strive to be inclusive. Focusing on the needs of international members of our community enriches our capacity to live, learn and understand. As we work toward a more inclusive workplace and community, Respectful Workplace Training continues as do other equity opportunities.

Meet Memorial, the series of open houses, was a success this summer with over 1,000 visits to amazing sites and sounds. Many social events and celebrations including I Love MUNdays and I Fell for Grenfell were enjoyed. Productive relations continue with retirees and their families.

Congratulations to the President's Award recipients (as seen on page 5). Your level of professional dedication and contribution to Memorial inspires. I am looking forward to

recognizing the contributions of long-serving employees at the 2009 Service Awards ceremony on May 13, 2010.

During this winter issue, as I reflect on 2009, I would like to give thanks to:

- Volunteers at Memorial and in the community
- Those who show leadership and independence in their lives
- Co-workers and friends who work hard and show heart each and every day
- Those who work with initiative until they're satisfied
- Memorial, as it's a privilege to work here and plan for the years ahead

As we look forward to 2010 and the years ahead, I wish you:

- Good health, peace and happiness
- An appreciation for nature
- Interest in a hobby or volunteer role
- Closer communication and connection amongst co-workers

Your HR team is committed to working with you to help fulfill these wishes. Doors are wide open as we welcome the New Year and Dr. Gary Kachanoski as president. Thank you to Dr. Christopher Loomis and all those who are assuming leadership roles so capably to continue advancing Memorial.

We are here for you and all feedback is welcome. I can be reached at ljhollet@mun.ca or by phoning 737-4615. If you'd rather speak directly with a specialist in one of the units, please see www.mun.ca/humanres/contact/units.php.

We look forward to partnering with you.

Cheers!
Lisa

Director, Human Resources

upcloseandpersonal

The Communicator helps put a face to a name in HR

Meet Madeline Taylor, faculty's connection to their personal information

MADLINE TAYLOR, known as Maddie to all who know her well, has worked in the Department of Human Resources for twenty years. Madeline is a supervisor of records with Administration Systems Integration (ASI). Keen to provide exceptional, personalized service, Maddie is available to all faculty who wish to review their personal file. With reasonable notice, a faculty member's personal information can be sourced and made available for review and duplication, if requested. Staff inquiries can be serviced through Hilda Arnott.

Madeline primarily manages all employee personal files in both electronic and paper versions. She distributes, codes, scans, verifies and files in all payroll, benefits, pension and other related categories. Requests from the vice-presidents' offices, Faculty Relations and administrative leads in all faculties and departments are directed to Madeline as the go-to person.

"Much has changed over the years," reminisces Madeline. "With so many technical advancements, there is less manual work and more electronic filing and sourcing. We can do more, faster, which is great."

Maddie has been involved with the social club in

Human Resources since she started in 1989.

"I really enjoy the Christmas get-together and the Healthy Lifestyles Week because everyone gets involved," she says.

Quick to lead and motivate others, Maddie organizes groups to go to dances, camp fires, cabin retreats and anything else that strikes her fancy.

An avid traveler, Maddie and her husband like to visit their son and daughter, both of whom live in Edmonton. A year and a half ago, their daughter Signe and her partner Tony had a beautiful daughter they named Madeline, who is the real sparkle in her grandmother's eye. Being the social butterfly, Maddie plans many of her trips around visiting with young Madeline. Always the game player, Maddie organizes the lotto pool, Bingo outings, Rumoli nights and trips to Vegas – the ultimate gaming destination. She enjoys family, friends and activities like swimming and reading.

"Life is only a bit of fun, after all," enthuses Maddie. "We're lucky to be on this side of the sod."

If you wish to speak with Madeline, she can be reached at 737-4617 or madeline@mun.ca.



Where are they now?

Cliff Bluechartd, former research assistant with the Faculty of Education, and his wife Mary Bluechartd, former director of the School of Human Kinetics and Recreation, are shown in their new home province of Ontario. Mary is the new dean of health sciences at the University of Ontario Institute of Technology in Oshawa. Both are "doing great," says University General Counsel Karen Hollett. Karen caught up with the Bluechartds recently during a visit to the OIT campus.

“There are 25 centimetres of snow forecasted, and I have to be in Corner Brook tomorrow...”

THIS IS A TYPICAL dilemma we face during our challenging winter months. Mother Nature often affects the amount of time we spend in planes, airport terminals and cars, and as winter approaches, we start watching the weather forecasts wondering if we'll make it out of the airport on time, or even make it home that day. Travelling for meetings can be costly, unproductive, inconvenient and harmful to the environment. Is there an alternative? Yes!

“Professional Development and Conferencing Services (PDCS) in the Faculty of Medicine has been facilitating improved communication avenues for decades now,” says Bob Glynn, manager of information services at the HSC. “We carry on regardless of the weather by utilizing video and audio communication technologies. PDCS services allow faculty, staff, students and other partners to ‘meet’ spontaneously. Whether it's for project status updates, brainstorming sessions or health management meetings, we get people talking together – wherever they are in the world.”

PDCS currently works with many faculties and departments within Memorial University, the provincial government and private industry, enabling them to lower their travel costs without sacrificing communication. The extra flexibility of video and audio conferencing means that meetings now often occur ad-hoc, without scheduling weeks in advance, leading to quicker decision making. The applications are endless. The City of St. John's has conducted interviews with potential job candidates using PDCS, while the Faculty of Medicine continues to broaden their reach of continuing medical education programs across the province.

As well, audio and video conferencing is a greener alternative to travel by air or road – a factor that's particularly relevant in the context of modern attitudes to corporate social responsibility. Once endpoints are established, users simply have to connect to meet face to face. You



Mary Lynn Pearson speaks with Bob Glynn over the Faculty of Medicine's video conferencing system at the Health Sciences Centre.

even get to bring your own coffee with you!

“PDCS has just completed the installation and implementation of its video and audio conferencing technologies in Paraguay, Guatemala, and Nicaragua,” said Mr. Glynn. “By using conferencing services, students in those countries are able to get nursing education in their local towns rather than travelling hundreds of miles to capital cities. This allows them to stay close to home, and hopefully remain in their communities following graduation.”

In the past, barriers such as poor image quality, cumbersome implementation and high costs prevented videoconferencing from being more widely used. Technology has evolved rapidly in this area over the past few years and modern equipment now uses low cost but high bandwidth connections to make high definition imaging a reality.

obituaries

FR. DESMOND MCGRATH, an honorary graduate of Memorial University, passed away July 28, 2009. He was 74.

DR. SANDY IVES, a folklorist who was awarded an honorary doctor of letters degree from Memorial in 1996, passed away Aug. 1, 2009, at his home.

DR. BILL WHITELEY, a former faculty member in the Department of History, passed away Aug. 6, 2009, at the age of 79.

AGATHA HINCHEY, a retired employee from Memorial University's Office of the Registrar, passed peacefully away in the presence of her family Aug. 16, 2009.

LLOYD WARFORD of Upper Gullies, a former longtime employee of the Department of Geology, passed away in St. John's, Aug. 20, 2009. He was 66.

FELICITY (FELIC) O'BRIEN, a retired research assistant in the Department of Earth Sciences, passed away Aug. 30, 2009. She was 70.

MELVIN DURNFORD, a retired staff member in the Department of Facilities Management, passed away Sept. 1, 2009. He was 68.

VIVIAN DAWE (NEE PECKHAM), a retiree of the library, passed away in St. John's, Sept. 16, 2009, at the age of 76.

WALTER DYER of Logy Bay, an employee with the Ocean Sciences Centre, passed away Sept. 19, 2009. He was 61.

PHYLLIS ESCOTT (NEE CRAMM), a retiree from the Library, passed away in St. John's on Oct. 14, 2009. She was 85.

JAMES DEXTER BOONE of Paradise, and an instructor of the Marine Institute's Offshore Safety and Survival Centre, passed away in St. John's, Oct. 15, 2009, at the age of 50.

RENNIE SEYMOUR GAULTON, retired associate professor of psychology, passed away Monday, Nov. 9, 2009. He was 65.

campusnews



Hikers remembered a colleague and friend along the Blackhead-Cape Spear section of the East Coast Trail during the Ninth Annual John Ross Memorial Hike this past September.

Spiritual journey

Remembering a man who loved people and this place

THIS PAST FALL, members of the Discipline of Family Medicine in the Faculty of Medicine marked the ninth annual Dr. John Ross Memorial Hike.

Dr. Ross was a highly respected faculty member, physician and educator in the Discipline of Family Medicine at Memorial University who passed away in 1999 at the age of 71. He is still greatly admired in both national and international circles for his humanitarian efforts, his dedication to family medicine and his work in Uganda to help establish postgraduate family medicine training programs at remote hospitals.

Upon his return from Uganda in 1994, he was honoured with the Order of Canada. He was also an avid supporter

of the East Coast Trail and became custodian to The Spout segment.

All those who took part had the opportunity to experience the beauty and grandeur of the rugged eastern coastline (Blackhead Path to Cape Spear), and hear of the life and times of Dr. Ross as well as his love and support of the East Coast Trail.

Hikers also had the privilege of carrying Dr. Ross's hiking stick, crafted for him by Ugandans to protect its carrier on their journey, and feel its spiritual significance.

For information on future hikes, contact Luanne Agriesti-Cleary at luanneac@mun.ca or 777-6742.

"WHAT is your favourite winter comfort food?"



"I tend to have a favourite comfort food for each month of the winter – this month being slow-cooked sticky ribs."

ROB BRIGGS
C-CORE
Oceanography
St. John's campus



"Let the frolic and fun of an afternoon ski adventure continue when you invite your friends back to your home for chili dogs and beer. Better yet, put on two pots – one gently spiced – the other hot as Hades."

LINDA HOLWELL-TIBBO
Bookings Officer
Community Education
and College Relations
Sir Wilfred Grenfell College



"My favourite winter comfort food? A grilled red pepper and tomato soup with a grilled cheese sandwich."

DENISE GRANT
Associate professor
of instrumental conducting
School of Music
St. John's campus



"I really look forward to a thick, hot, beef stew on a cold winter day. A liberal infusion of Guinness, added to the stew of course, and crusty bread really completes the meal."

PHIL KIRBY
Manager, Information and
Communications Technologies
Marine Institute

daysgoneby



What is the name of the team?

CONGRATULATIONS to Lorraine Jackson, library assistant at the Queen Elizabeth II library, for correctly identifying the current location of the portrait of Bob Bartlett seen in the fall issue of *The Communicator*. The clue to the painting's most recent home could be found in the summer 2009 issue of the *Newfoundland Quarterly*. In the article Captain Bob Bartlett: Margaret Fitzhugh Browne's Portrait, author Crystal Parsons writes, "Today, [the portrait] remains a rallying point for the many visitors of Government House, the residence of the province's lieutenant-governor."

This time, take a look at the photo to the left. What is the name of the women's basketball team shown in the picture? Helpful tip: watch your vowels!

Send your guess to editor mandyc@mun.ca or mail it to us (complete mailing address on p. 2) for a chance to win. The contest is open to all faculty, staff and retirees. The deadline for entries is Feb. 5, 2010. One entry per submission. Be sure to include your name, work or home telephone number and your department. A huge thank you to Linda White, Archives and Manuscripts Division, QEII Library, for all her help putting together the contest.

Thanks and good luck!
Mandy Cook



whatdoyoudoatMemorial?

"I enjoyed being a student at Memorial so much, I stayed after graduation and began as a lecturer with the Faculty of Business in 1986. My passion is our students. I love developing methods that let them learn by doing, and Students in Free Enterprise Memorial is the premier example of that. For the past five years, I have been the faculty advisor to our team, and it's proof that time flies when you're having fun! I am about to coach my twentieth SIFE team in regional, national and international competitions and, while I am proud of the external recognition, I am most impressed with the volunteer work the students do in communities benefiting Newfoundland and Labrador. They have created local solutions to global economic challenges. Students do well by doing good and that is where the real value of SIFE is. The trophies are a bonus."

LYNN MORRISSEY
Assistant professor and faculty advisor with SIFE Memorial
Faculty of Business Administration

