CATHERINE MCGRATH has no time for downtime. Every minute of every day is filled with family, friends, travelling, activities and staying connected with Memorial. Retired since 2003, after 35 years—she was working in the Office of Student Recruitment when she retired—Catherine continues to enjoy her participation in the university social club; planning parties, barbecues and lots of activities for employees and retirees. An active mother, grandmother, wife, sister and friend to many, she’s looking forward to a cruise and European vacation in October and a second grandchild on the way. She lights up when asked about Jacob, her almost two-year-old grandson, and there isn’t a place in the city she hasn’t taken him! Catherine stays healthy, active and positive. She loves to shop and cook—but admits she’s a better baker. She bowls, plays cards and plans trips with long-time friends from Memorial and beyond. She is also a member of The Works. Contributing to Memorial and staying involved with the people she worked with for so long is one important way Catherine likes to spend her time. Retirement has never looked better! How do you spend your downtime from work? E-mail jefgg@mun.ca and let us know.
Dr. Eddy Campbell

WELCOME TO THE FALL SEMESTER
at Memorial! I hope your summer was an opportunity for you to spend time with family and friends re-energizing. Perhaps you travelled a little, worked in your garden, read a great book or two, or enrolled in a course and learned something new. For many of our faculty and graduate students, of course, summer is also a time for essential field work, research and other scholarly pursuits. All of this contributes greatly to the work we do here at Memorial. As we begin a new school year and open our doors to thousands of young people who have chosen Memorial as the place to write a new and important chapter in their lives, I think about the importance of our work.

I KNOW YOU WILL AGREE THAT MEMORIAL PLAYS A PIVOTAL ROLE IN THE LIFE OF THIS PROVINCE.

The education we provide to our students provides them with new opportunities and the freedom to make informed choices about their future. This is the very reason we exist, it was the vision of the wise women and men many years ago who pushed for the creation of a living legacy to those who died in the First World War “that in freedom of learning their cause and sacrifice not be forgotten.”

What does this have to do with you and me? Everything, of course — I know you will agree that Memorial plays a pivotal role in the life of this province. It’s a role we take to heart as we educate our citizens and future leaders, encouraging them to discover their talents, creativity and their ingenuity in a respectable atmosphere of academic freedom.

Serious concerns about university autonomy have arisen this summer. Our institutional autonomy has a vital role to play in protecting academic freedom. Autonomy — and reputation — are essential if we are to fulfill our commitment to the society we serve.

Our independence allows for the free expression of diverse ideas and allows us to carry out research that is free from outside direction. It allows for the teaching of diverse ideas and concepts that challenge the status quo, and fosters informed and unfettered debate in a civil and respectful environment.

As faculty and staff of Memorial University, you work for an institution that remains steadfastly committed to autonomy and academic freedom, two concepts that are inextricably linked.

Eddy

Acting president and vice-chancellor

Shawna Peddle

BY JEFF GREEN

WITH THE RETURN of the fall semester, things have kicked into high gear once again for Shawna Peddle. Admittedly, as the co-ordinator of Sir Wilfred Grenfell College’s international student programing, she wears many hats — helping oversee and manage a number of projects aimed at making the transition to post-secondary life a little smoother for those coming from around the world to this province’s west coast.

THE FUN PART OF MY JOB IS HAVING THE OPPORTUNITY TO LEARN SO MUCH ABOUT THE REST OF THE WORLD, AND HAVE THE OPPORTUNITY TO SHARE OUR NEWFOUNDLAND AND LABRADOR CULTURE WITH THE INTERNATIONAL STUDENTS.

While studying at the college, she got heavily involved in its programs and working on campus. She was bitten by the Grenfell bug. In 2003, after graduation, she landed a short-term contract in the Registrar’s Office as a student recruitment officer. That temporary post lasted three years and took Shawna straight across the country. She travelled to all points, promoting Grenfell and Memorial.

“I loved it but after three years I was ready to get off the road and in October 2006, I started in my current position,” she noted.

Since then she has embraced her new job and the chance to make life a little easier for international students. In addition to the many hats Shawna wears at Grenfell, she sports just as many in her community — giving up countless hours as a dedicated volunteer. You’d have to be an Olympic marathon runner just to keep up with her busy schedule.

She sits on the Corner Brook Relay for Life planning committee; is the west coast representative for Lilies for Lillian; and is actively involved with the Canadian Cancer Society. She has been involved in co-ordinating teams from Grenfell for Bowl for Big Brothers, Big Sisters and other non-profit events.

“Volunteering is a major part of my life and has been since a young age,” she said proudly.

That commitment to helping community groups has also taken Shawna far from Newfoundland’s west coast. In both 2005 and ‘06, she spent three weeks working in Central America.

“My first experience travelling outside of Canada was in 2005 when I first went to Guatemala, and it was a major eye-opener in terms of how we all live our lives so differently. My experience there has helped me to try and appreciate the things I have more, and to understand that you never really know what someone is going through, or the challenges they face.”

Outside of her volunteer work and her Grenfell job, Shawna loves to relax with a good book, hike in the summer and cross-country ski in the winter.

And, all the while she’s grateful for the opportunity to continue living and working in her home community.

“Ten years from now who knows where I will be but Corner Brook is home to me, and Grenfell is a great place to work, so who knows, maybe I will still be here!”

photograph by cory carter

TEN YEARS FROM NOW WHO KNOWS WHERE I WILL BE BUT CORNER BROOK IS HOME TO ME, AND GRENFELL IS A GREAT PLACE TO WORK.

Since the start of another school year, Shawna has been busy providing immigration advice, assisting students with cultural adjustments and helping mentor new student leaders. It all adds up to another hectic semester but Shawna wouldn’t have it any other way.

“What I enjoy about my position is learning so much about other cultures,” she said with a smile. “The fun part of my job is having the opportunity to learn so much about the rest of the world, and have the opportunity to share our Newfoundland and Labrador culture with the international students.”

Born and raised in Corner Brook, Shawna graduated from Grenfell with her bachelor of arts degree with a major in psychology. Since a young age,” she said proudly. "Volunteering is a major part of my life and has been since a young age," she said proudly.

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2 THE COMMUNICATOR

Memorial University of Newfoundland newsletter is published by the Division of Marketing and Communications and the Department of Human Resources, Memorial University of Newfoundland.

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people profile

secretary
THE COMMUNICATOR SALUTES CO-WORKERS FOR TIME WELL SPENT AS VOLUNTEERS IN OUR COMMUNITIES

“HOOK ME UP.” Monica Kearsey said with a thunderous laugh as she settles into a big comfy chair and extends her right arm. “Let’s save a life.”

With that, a nurse from Canadian Blood Services begins securing a line to Monica for her latest donation – a tradition she has been keeping up for the past quarter of a century.

“I really don’t consider this volunteer work but I guess it is,” Monica said with a wide smile. “The thought of knowing you can save a life and you only give up about one hour of your day is a great feeling.”

Since the mid-1980s, Monica has made 57 donations, each of which has the power to save up to three lives, and has positively affected the lives of 171 hospital patients in need of blood.

“It’s such a simple act to do and only takes a short amount of time,” said Monica, who has worked at Memorial since 1988. 18 of those years were with the Telemedicine Centre. She’s currently the secretary with the Co-operative Education Services Centre with Career Development.

Donating blood isn’t the only thing she’s done to help her community, either. In the past, Monica was the president of St. Thomas of Villanova School for two years. She was involved in her local church choir, and has collected for the Red Cross and Cancer Society. She also sold tickets for Canadian Mental Health.

As for donating blood, Monica said she’d like to see more of her co-workers and those from the university community roll up their sleeves.

“We could have a donor competition between the various departments and faculties. I think this would help increase the number of donors.”

To learn how you can donate, call Canadian Blood Services at 1-888-2-DONATE. Meanwhile, be sure to watch for upcoming blood donor clinics at Memorial. Visit the Events Calendar on today.mun.ca for further information.

How do you volunteer in your community? Drop editor Jeff Green an e-mail at jeffg@mun.ca.

PAYROLL: more than meets the eye

LIKE MOST BUSINESSES, once you take a more detailed look, they are more specialized, professional and complicated than first imagined, which is exactly the case when it comes to payroll.

At first glance, you might think it’s all about ensuring everyone gets paid – which it is, and importantly so – but it’s so much more. For starters, as a profession, ancient clay tablets indicate that wages were being calculated more than 4,000 years ago.

There are deadlines, pressure, and stress,” said Connie Hatcher, the manager of payroll here at Memorial. “But there is also a commendable focus on 100 per cent accuracy in service delivery. Memorial’s payroll team continues to build relationships and networks to champion continuous improvement and best practice. This is the last stop in processing requests so, the buck stops here! I appreciate the dedication and hard work of our payroll team who concentrate on the technical details to strive to get it right each and every day.”

There are 1.5 million employers in Canada who count on payroll professionals to annually pay $700 billion in wages; $220 billion in statutory remittances; $77 billion in health and retirement benefits, while complying with more than 185 federal and provincial legislative acts.

We salute them year-round but particularly during National Payroll Week, which recognizes the important contribution of payroll professionals and was held Sept. 8-12 this year.

If anyone would like to reference Memorial’s payroll site, visit www.mun.ca/humanres/employees/payroll.php.

For anyone needing to speak with their specific payroll representative, find out who to contact at www.mun.ca/humanres/contact/dept_al.php. Ms. Hatcher and her team look forward to exceeding expectations of payroll completeness and timeliness.

From left to right: Carmel O’Reilly, Connie Hatcher, Ellen Wright, Maxine Hedderson, Susan Hann, Mary Lake, Amy Carroll, Linda Cooper, Sandy Baird and (centre) Patsy Burry. Missing from photo is Donna Shapter with Marine Institute.
Michelle Healey-Gushue

Human Resources Director Lisa Hollett has been elected vice-president of the Human Resources Professionals of Newfoundland and Labrador. The organization champions successful people practices and serves the community in promoting the HR profession and advancing HR professionals.

Dr. Ian Landells

clinical assistant professor of medicine and pediatrics in the Faculty of Medicine, has won the Canadian Dermatology Association’s 2008 Young Dermatologist’s Volunteer Award. The honour recognizes outstanding volunteer medical and dermatological services to the community by young Canadian dermatologists who are in private practice.

MUN’s women’s team

A retired professor affectionately known as “the Whale Man” has received a national conservation award and Canada’s highest civilian honour. Dr. Jon Lien, founder of the Whale Research Group (WRO) of Memorial University, is one of three recipients of the Canadian Environment Awards in the Community Awards category. Dr. Lien also received the Order of Canada in St. John’s this summer.

MUN’s Women’s Team did the university proud at this year’s Royal St. John’s Regatta on Aug. 8. The crew was just 20 seconds behind the winning team, crossing the finish line at 5:40:62, placing fourth in its race. Congrats to the team for a strong showing. Here, the team posed for a pre-Regatta photo with acting president Eddy Campbell. This year’s crew included, from lower left, grad students Tamara Smith and Ashley Callahan. Betty Ann Lewis, Biochemistry; crouswain Christine Rowe; grad student Tara Connelly, Karen Slaney, Human Resources, Patricia Churchill, French and Spanish. Missing from photo: alumna Connie Cornick; undergrad student Danielle Collins; and grad student Courtney MacSween.

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CHE’s Dr. Charles Randell says his trip to Guatemala to help poor families was life altering.

A home in Guatemala costs roughly $1,400 so the capable employees at C-CORE, led by Sheila Bartlett and Freeman Ralph, co-ordinated breakfasts and lunches to raise funds over the fall and winter. In total, $2,841 was raised which was more than enough to build a house and provide a bed and furnishings for a family. The additional money provided desperately needed children’s and prenatal vitamins.

That help was well deserved. Of the 14 million people who live in Guatemala, more than one million are refugees who live in desperate conditions.

“It is life altering,” remarked a humble Dr. Randell. “You’ll never look at life quite the same once you’ve been part of something this meaningful.”

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If you think home is where the heart is, you’d understand why it was so important for the team at C-CORE to build a home for a family in Guatemala. Charles Randell, president and CEO of the St. John’s-based corporation – a separately incorporated entity of Memorial – and his wife, Deborah travelled in 2007 to Guatemala on a sponsorship program with the Arms of Jesus Children’s Mission. They helped provide food, shelter, education, medical services and much needed love and attention to the poorest people in Paramos and Pampay. They were so touched by that experience they wanted to do more. His co-workers were asking about his trip and when Dr. Randell showed pictures and detailed the conditions, the team at C-CORE knew immediately what needed to be done.

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Just as Dr. Randell had been inspired, the group at C-CORE was inspired by him. The money raised was delivered this spring by Dr. Randell and his wife who then helped build the home in the name of C-CORE for a grateful family. What’s amazing about the circle of kindness it is continuous and gets larger. When bags are packed with supplies for the missionary, homemade quilts and newborn cradle caps made at local senior’s homes and by other supporters are brought. At least five churches from the province have joined mission teams, often going on to lead missions in future years. The need is greater than supply, but people are excited to feel a connection and make a difference. This is about life and hope.

If anyone wishes to be involved or learn more about the many ways in which you can make a difference, you can get in touch with Dr. Randell or visit www.armsofjesus.org/frameset.htm. More than 90 percent of funds actually go to the people in Guatemala with a focus on sustainable food, health, education and hope.

“The goal is to give a hand up, not a hand out,” said Dr. Randell. “Like Habitat for Humanity, the family is involved in the build and is so grateful. Honestly, I get far more back than I give. The children capture your heart and you want to keep doing more to help. There is hope in Guatemala. It will take time and money but there is hope. I am so proud of the employees of C-CORE who came together to build a house and a future for this family.”

Dr. Randell

The Faculty of Education and Distance Education and Learning Technologies (DELT) recently won the prestigious EDEN Award for Best Research Paper at the European Distance and E-Learning Network conference in Lisbon, Portugal. Ann Marie Vaughan, director of DELT, and Drs. Timothy Seifert and Bruce Sheppard, Faculty of Education, agree that the ability to collaborate as researchers and practitioners strengthens the study and the understanding of the effectiveness of distance learning.

Wayne Thistle, Memorial’s former vice-president (administration and finance) and legal counsel and a MUN pensioner, has been awarded the Canadian Bar Association, Newfoundland and Labrador Branch, award for Distinguished Public Service for 2008.

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AS MANAGER OF FINANCE and administration in Memorial’s biggest faculty, Linda Corbett has her pulse on policies – everything from travel regulations to employment matters.

Her job in the Faculty of Arts requires her to be thoroughly familiar with dozens of university policies.

“Being part of a large faculty, the Dean’s Office often needs to assess policies on a regular basis for its own daily business,” she noted.

So she was thrilled last September when Memorial decided to ensure there were no gaps or inconsistencies in its governing rules. That’s when officials set out to identify, develop, approve, and administer university regulations. In a nutshell, the aim was to establish the university’s policy on policies.

Twelve months, 80 policies and one comprehensive and searchable website later, employees like Ms. Corbett have a warehouse of official regulations that’s easily accessible and simple to use.

A thorough website – www.mun.ca/policy – is now online allowing staff and faculty to search and refer to all non-academic policies. Academic policies will continue to be approved and administered through Senate.

“It certainly is a time-saver to be able to access one site instead of searching several for individual policies,” said Ms. Corbett. “Even when accessing previous policies under the Policies and Procedure Manual, there was sometimes a concern that certain policies would not be current. The policy website is a welcome tool for those of us in senior administrative positions.”

And that’s welcome feedback for Donna Ball, senior policy analyst with the President’s Office and the Board of Regents who has been leading the policy work this past year.

She has helped ensure policies ranging from finance and research to privacy and student life – which were once located on a variety of department webpages – are housed on one central site.

She said this past year has proven that policies are not static documents that are written and then put on shelves or forgotten on a website. Rather, they need attention to keep them current with legislation and with the university’s own operations.

Ms. Ball noted that the new policy gives the university community instructions, processes, and templates so that people don’t have to start from scratch in writing a policy.

Bruce Gorman, internal consultant, agrees.

“I think the policy framework brings a needed standard approach to policy development and makes it easier for staff to identify and locate pertinent policies through the database,” he said. “Also, it should make the differentiation between policy and procedure clearer. Overall, I think the framework and the fact that a policy on policy development exists, highlights the importance of policy in a complex organization such as Memorial.”

That importance is echoed by Ms. Ball.

“The rebel in each of us probably would prefer that we not have policies, that we do as we please, but everyone realizes the necessity of policies and guidelines and I think people feel a sense of security knowing that the university takes a stand on an issue and that it strives to treat people fairly and equitably and it takes measures to comply with legislation,” she noted.

Ms. Ball is giving a number of presentations open to the university in early October and in the New Year for those interested in learning more about the policy framework. She’s also working with Human Resources and Faculty Relations on incorporating policy knowledge appropriately into orientation materials for new employees.

To learn more, visit www.mun.ca/policy or e-mail Ms. Ball at dbb@mun.ca.
Go to a Sea-Hawks game. Home games are played in soccer at King George V Field, and in basketball and volleyball at the Field House. The games are exciting and provide fun and entertainment for the whole family. For ticket information, you can call 737-3000. Memorial also competes in swimming, wrestling and cross country running, though these teams mainly compete out of province.

Get a red Sea-Hawks shirt from the bookstore or at the Sea-Hawks Shop at home games. Wear your Sea-Hawks clothing on Fridays and show your campus pride and support the team!

Follow all the Sea-Hawks teams through www.mun.ca/athletics or by calling the Sea-Hawks Sportsline for latest results at 73-SPORT.

Take a moment to wish the Sea-Hawks good luck on the upcoming season! More than 180 student-athletes compete as varsity athletes while simultaneously maintaining a full course load in their academic program. These students can be found in virtually all faculties and schools. They deserve a pat on the back!

Send words of encouragement or congratulations to seahawks@mun.ca.

THE COMUNICATOR
A CLEVER NEW WAY to cut down on the amount of paper being used at Memorial is being launched this fall.

Better Side Notebooks is a pilot project of the Sustainability Office, MUNSSU and Project Green and is part of the university’s PaperCut campaign. The goal is to reduce paper waste by creating notebooks from one-side-good paper. Here’s how it works: paper with one blank side will be collected and bound into notebooks for sale to students. Proceeds will be used to support sustainability initiatives of Project Green.

The initiative – which has been successfully launched at other campuses across Canada – will take place in selected offices on the St. John’s campus. Following the success of the pilot, the Better Side Books initiative will be implemented campus-wide.

In October 2007, the Sustainability Office launched the PaperCut campaign with the goal of reducing paper use on the St. John’s campus. It hired a student paper reduction co-ordinator who found that many offices were eager to reduce their paper use.

Some units have reduced paper use by switching photocopyers to double side, reducing the number of documents being printed, and setting up “one-side good” trays for scrap paper.

Organizers of the Better Side Notebooks initiative hope to achieve two main objectives, said Jessica Dawe, who recently completed a contract with the Sustainability Office and helped get the project off the ground. She said “staff will become more aware of the amount of paper going into Better Sided Notebooks boxes that would normally be thrown into the recycling bin as waste. And these notebooks will offer a cheap and environmentally-friendly alternative to students for notes.”

For more information on the Better Side Notebooks or the PaperCut campaign, contact the Sustainability Office at sustain@mun.ca.

THEY DON’T CONSIDER themselves Mike Holmes or Bob Vila but a group of energetic staff and faculty members will roll up their sleeves in earnest this fall and help put a brand new roof over the heads of a local family.

For several days in October, the employees – as well as some students – will be in the thick of the build, doing everything from laying flooring and putting up gyproc, to plumbing and electrical work and everything else in between.

It is all part of a unique community project set for MUNDays, Memorial’s annual fall celebration on the St. John’s campus.

The university has teamed up with Petro-Canada to build a house in collaboration with Cabot Habitat for Humanity for a local family with six children. The goal: to construct a five-bedroom house in Mount Pearl over the span of only a few days.

“I plan on doing whatever is needed,” said Kathy Skinner, the academic program administrator with the Blundon Centre. “I don’t have a lot of ‘handyman’ skills but I am willing to learn whatever is necessary. I think I could wield a pretty good paintbrush, or hammer, or caulking gun.

“When I saw that MUN was taking part as part of I Love MUNDays, I jumped at the chance to be involved,” Ms. Skinner added.

And, it’s that sort of enthusiasm that has helped make this project extra special.

Organizers think this is the first time so many people from a university have thrown their support behind such a build. Skills tradespeople will be on-site to help guide the volunteers as they help our during every phase of the construction.

When the idea for this project was hatched, the university community came on board in a big way. In fact, the response to a university-wide forum in June was overwhelming: more than 100 staff and faculty expressed interest in helping, with dozens of students signing up.

The build fits perfectly with Memorial’s mission to serve the greater community, said Kim Kelly, experiential learning co-ordinator with Career Development and Experiential Learning, and one of the organizers at the university. She and Jessica Clarke, events assistant with the Division of Marketing and Communications, have taken the lead in drumming up Memorial support for the large-scale job.

THE BUILD IS A GREAT WAY TO SHOW OUR COLLECTIVE KINDNESS, SERVING SPIRIT AND EXPERTISE TO THE COMMUNITY.

“Not only will the project engage students, faculty and staff in a community service but it also offers research opportunities for faculty interested in community based-research and student curricular projects,” said Ms. Kelly.

“Consequently the build is a great way to show our collective kindness, serving spirit and expertise to the community.”

Faculty members from social work and community health are also planning to incorporate the build into their curriculum. Others like Andy Fisher, an associate professor in the Faculty of Engineering and Applied Science, got involved to explore ways in which service learning can become part of engineering courses.

His father was instrumental in starting a Habitat chapter in Ontario so he was also familiar with the building projects.

“So I’ve believed in the cause and the approach for a long time,” said Mr. Fisher, who hopes to motivate others from his faculty to get involved.

“There may be unique things that the faculty brings to such a project,” he added. “I’d be keen to look at the concept of sustainable housing design for future Habitat builds. Perhaps we could help to lead the country in ‘green’ residential building, at least in the context of environments similar to ours.”

To learn more about Memorial’s involvement and its partnership with Petro-Canada in the Cabot Habitat for Humanity build, call Kim Kelly at 737-2607, or Jessica Clarke at 737-8415.
AN AMAZING AFRICAN ADVENTURE

High above the clouds

IT WAS A MOMENT Marian Wissink isn’t soon going to forget. After a gruelling trek – and after months of training – she reached the summit of Africa’s highest peak this past summer, stopping for a few brief moments to savour the magnificent vista.

She was proud of her journey. And, rightly so. Ms. Wissink, who works in the Department of Computer Science, was part of a 10-person team – eight of whom were from this province – who reached the top of Mount Kilimanjaro, the world’s highest free-standing, snow-covered equatorial peak.

Located in north-eastern Tanzania, the mountain reaches to the heavens and stands an astonishing 5,895 metres (19,340 feet) high.

It took the team seven days to climb – five to go up and two to come down.

Congrats to Marian and TA – and their entire team – on reaching the top of Mount Kilimanjaro. To view more photos, visit website www.cs.mun.ca/marian/wokies/.

Ms. Wissink was joined by another Memorial employee – faculty member Dr. TA Loefler, who teaches in the School of Human Kinetics and Recreation.

“It was a lot of fun, travelling with a great bunch of women,” she said after returning home. “Climbing at that altitude is one of the hardest things I have ever done.”

She said reaching the top was bittersweet. “It was so nice to have all of us summit,” she said of the crew who broke into the Ode to Newfoundland as they reached the top. “The view was beautiful, snow, glaciers, we were high above the clouds.”

Here, in this special photo essay, Ms. Wissink helps give The Communicator a sense of her incredible voyage through these amazing images from her adventure of a lifetime.

CONGRATS TO MARIAN AND TA – AND THEIR ENTIRE TEAM – ON REACHING THE TOP OF MOUNT KILIMANJARO. TO VIEW MORE PHOTOS, VISIT WEBSITE WWW.CS.MUN.CA/MARIAN/WOKIES/.

ONE OF OUR first views of the summit of Kilimanjaro at 5,895 metres. The peak’s name is Kibo and rises here above the giant heath, heathers and everlasting. We are well above the tropical rainforest that we passed through on the first day. We’re just about to reach our second camp and we are now starting to feel the effects of the altitude.

THE GROUP hikes towards Lava Tower on day three, a pivotal one for acclimatisation as we climbed to 4,530 metres before descending to 3,950 metres to Barranco Camp. The Lava Tower is an ancient lava formation jutting out of the mountainside that is a famous landmark along the way. The vegetation at this elevation is very sparse and desert-like. Temperatures are definitely colder, especially when the sun hides behind the clouds. We’ve woken to frost on our tents every night of the trip. At the end of this day the majority of us have headaches and/or nausea from the altitude.

SOME TEAM members on the way down from the summit as clouds rolled in. The snow presented more challenges on the descent than on the way up as our tired team had to keep ourselves from slipping. After a long night of climbing, it took five hours to return to Barafu Camp for a quick lunch. After a short rest, we descended another four hours to Millennium Camp where we fell into a well deserved deep sleep. The next day we hiked another six hours down to the Mweka Gate where the climb ended.

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OUR TEAM assembles at Machame Gate (1,828 metres) at the start of our Kilimanjaro climb. Spirits and nerves are high. Kilimanjaro is part of Tanzanian National Park system and as such there are strict rules and regulations to follow on the mountain. All groups are required to travel with qualified guides. All porter gear is weighed at the gate to ensure that porter loads do not exceed set limits. Since the porter loads are limited, and all food and materials must be carried up and down the mountain, our 10 women expedition team was accompanied by 30 porters and guides.

OUR GROUP is within sight of the summit of Kilimanjaro as we make our way along the crater rim to Uhuru Peak. Our team had been climbing through the night for about 5.5 hours at this point and each step was an act of will. The team reached the summit at 9:15 in the morning and gathered round the summit marker for a group photo and celebration.

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After 37 years of distinguished service to Memorial, Eleanor Bennett retired in June. She spent most of her career working in the Office of the Board of Regents. Colleagues and friends joined to celebrate her contributions to Memorial at a retirement reception on June 26. Here, a proud Eleanor, third from left, is joined by Dr. Charlie White, former chair of the Board of Regents; Linda Tilley, President’s Office; and Gill Dalton, current chair of the board.

Barbara Strong, right, won the Meet Memorial grand prize this summer. Lynn Best of HR – who co-led the program – presented the grand prize which included a colour printer, certificates for Life-long Learning and The Works, Memorial clothing, a portfolio, water bottle, mug, Memorial licence plate and much more all generously contributed by many of the host sites. More than 700 co-workers took part in the summertime program visiting 21 sites over a seven-week period, meeting colleagues and getting to know more about Memorial. Stay tuned to an even bigger version of Meet Memorial in 2009. Check out www.mun.ca/meetmemorial/meet/ for photos and details.

After a long and dedicated career at Memorial, Theresa Bradbury turned off her computer for one last time this summer. The well-known employee worked in a number of units at the university – but the majority of her time was spent with the Office of the Vice-President (Administration and Finance). She retired on July 4 after 37 years. Here, Theresa, centre, is joined by co-worker Cathy Wilkinson and Kent Decker, vice-president (administration and finance) for a good-bye photo.

Eleanor Bennett, died Aug. 5, a former vice-president

May O’Dea, retired from her position as physiotherapy clinical education co-ordinator in the Faculty of Medicine on July 10. She was employed with Memorial for 18 years.

Dr. Leslie Harris, Memorial’s fifth president, passed away on Aug. 26. He joined Memorial’s History department in 1963 and was named its head in 1964. He was selected acting dean of Arts and Science in 1966, became dean in 1967, and vice-president (academic) and pro-vice-chancellor in 1973. Memorial celebrated the installation of Dr. Harris at a special convocation ceremony on Feb. 20, 1982. President Harris retired Aug. 31, 1990. See the September 4 issue of the Gazette for a feature on Dr. Harris, available online at www.mun.ca/gazette/issues/vol41no2/.

Thomas Stamp, retired from Facilities Management, passed away on May 23, on his 91st birthday.

Dr. Paul Fardy passed away peacefully on May 17. Mr. Fardy was a former instructor in the Faculty of Medicine.

Dr. Ward Neale, a former vice-president (academic) and honorary degree recipient, passed away May 20, aged 84. He served as head of the Department of Geology from 1968-1976 and vice-president (academic) from 1982-1987.

Dr. Vernon Snegroove, a retired faculty member from the Faculty of Education, passed away on June 15, at 75 years of age.

David Holloway, a retired employee of the Division of Educational Technology, passed away July 28, at 68 years of age.

Dr. Aloysius Patrick O’Brien, died Aug. 5, at the age of 93. He spent seven years at Memorial’s Oxen Pond Botanical Park, later renamed the Botanical Garden. For his efforts he was awarded an honorary doctor of laws degree at Memorial’s fall convocation in 1982. In May 2007, the garden renamed two trails in honour of Dr. O’Brien, as part of the garden’s Salute To Our Builders 30th anniversary celebrations.

The Communicator

Photo by Shannon Dawson

Friend in need

Phyllis Arsenault

Photo by Jeff Green

You’re not @mun then you’re not @ MUN.

For more on Memorial’s single e-mail policy visit www.mun.ca/singleemail/

homecook

ROSE PASTA

Thanks to Juanita Ford, intermediate secretary with the Office of the Acting Associate Vice-President (Research) and the senior policy analyst, for this delicious and tasty recipe. If you’ve got a healthy home-made meal to share, e-mail jeffg@mun.ca.

Ingredients:

1 box of whole wheat pasta of your choice
2 tsp olive oil
2 garlic cloves finely chopped
5 fresh Roma tomatoes seeded and chopped
1 can crushed tomatoes
1/4 cup chicken stock
1/4 cup cream (half and half)
1/2 cup fresh basil chopped
Salt and freshly ground pepper to taste

DIRECTIONS:

Bring water to boil, adding handful of salt. Add pasta. Cook until firm bite stage. Heat pan with olive oil and add garlic; as soon as garlic starts to sizzle, add chopped tomatoes. When they begin to soften, add crushed tomatoes. Simmer for five minutes. Add chicken stock and let simmer for another five minutes; season sauce to your taste with salt and pepper. Just before draining pasta, add some of the pasta water to your tomato sauce. This will thicken up the sauce and help it stick to the pasta. Drain pasta and set aside. Add chopped basil and cream to the tomato sauce. Stir to combine cream and tomatoes; add pasta and cheese. Combine well and serve with extra cheese and a drizzle of olive oil. Serve four.

HOW BEST TO POST

POSTERS ARE A GREAT WAY to get the message out about your special events taking place on our campuses, but just a quick reminder: please don’t post items using sticky tape to walls and glass windows and doors. The tape adheres and is difficult to remove. In fact, when Facilities Management takes the notices down, they can often tear away paint, causing staff to unnecessarily re-paint areas. The best advice: place posters on bulletin boards. There are plenty around our campuses and people always stop and read them for upcoming events, items for sale and notices. News you can use.

Memorial University’s Employee Newsletter

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Memorial University's Employee Newsletter
The Department of Human Resources does not house many men, but what lacks in quantity is made up for in quality. Harold Lambert joined the HR team in November 2007, as its benefits and pensions analyst, for in quality. Harold completed a three-year business management diploma with honours at the College of the North Atlantic and is nearing completion of his bachelor of commerce degree here at Memorial. With all the rules, regulations, calculations and legislation he must consider at work, it’s a real break to ease up at home.

Harold gained confidence to continue in his career and life. This experience would influence him for the rest of his life and although it wasn’t the career path he longed for, he has no regrets trying it.

Harold entered to top of the scale. We have done the market research and through his travels and accomplishments, Harold has gained confidence to continue in his career and life. This experience would influence him for the rest of his life and although it wasn’t the career path he longed for, he has no regrets trying it.

Compensation counts

On to more immediate concerns – salaries. Every organization that I have ever worked in had financial constraints of one kind or another that impact the amount of direct salary compensation that can be provided to employees. There are a variety of salary mechanisms that organizations can choose from to increase base pay – cost of living increases, merit increases, bonuses, annual step increases. Our 36 step pay scales with huge overlap from one band level to the next have outlived their usefulness. We have begun the process to change two things related to our pay scales.

First, we want to tie our pay scales to the market. Second, we want to have a fewer number of steps from entry to top of the scale. We have done the market research for all the pay lines and implemented new pay scales for the groups where we have the freedom to make unilateral changes, that is, the non-union groups. With the approval of the Board of Regents, the top pay for executives and managers is now tied to the market. One of the critical decisions in doing this was where do we want to stand in relation to the market. The Board of Regents has endorsed that we will be at the mid-market level. The rationale for this is that we cannot justify paying top market with public funds, nor do we want to undervalue our employees by paying at the bottom of the market.

Interestingly, the gap between our pay lines and the market increases at higher band levels. By implementing the executive and senior manager scales first, we were able to address the biggest gap. This is not to say that we don’t have specific examples of jobs in lower band levels that are undervalued in comparison to the market. A general pay line will never address all of the issues and we will continue to utilize specific market differentials where appropriate.

The remainder of our organization is a blend of union and non-union positions, all tied to the same band levels. Traditionally, we have not implemented different pay schemes or increases for these groups. Any changes have followed the conclusion of negotiated increases when we are sure of government commitment for funding. Ideologically, we are now grappling with this. Why should our non-represented employees have to wait for salary increases until the conclusion of a collective agreement that does not cover them?

If you have an opinion, I’d like to hear it. I can be reached at ljhollet@mun.ca or by phoning 709-737-4615. As always,

The Communicator helps put a face to a name in HR

Meet Harold Lambert, One of a few good men

The Department of Human Resources does not house many men, but what lacks in quantity is made up for in quality. Harold Lambert joined the HR team in November 2007, as its benefits and pensions analyst, quickly making himself at home. He thrives on the high degree of range and scope in tasks such as administering the pension fund, calculating payments, and paying bills to university service providers. Reconciling the fluctuating university population and monitoring life insurance changes are two important parts of his job, as well, who I consider to be well read and quite intelligent asked quickly making himself at home. He thrives on the high degree of range and scope in tasks such as administering the pension fund, calculating payments, and paying bills to university service providers. Reconciling the fluctuating university population and monitoring life insurance changes are two important parts of his job, as well.

The connection between academic freedom and the autonomy of the university in running its internal affairs is not an automatic one for those outside of a university environment. A few weeks ago, at a social gathering, someone who I consider to be well read and quite intelligent asked me what makes a university any different than any other government department. We had a great discussion about academic freedom, autonomy and accountability.

Last year, I campaigned vigorously to represent the non-union groups. With the approval of the Board of Regents, the top pay for executives and managers is now tied to the market. One of the critical decisions in doing this was where do we want to stand in relation to the market. The Board of Regents has endorsed that we will be at the mid-market level. The rationale for this is that we cannot justify paying top market with public funds, nor do we want to undervalue our employees by paying at the bottom of the market.

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Memorial adds expert to provide strategic legal advice

STREET LEGAL
Memorial adds expert to provide strategic legal advice

Memorial’s general counsel does not provide legal advice to members of the university community on their individual legal issues or to other legal entities that may use campus facilities.

To help educate people about what her office is responsible for, Ms. Hollett and her team are launching a legal affairs education program this fall. It features a series of information sessions on legal topics that have an impact on the university community and will cover areas of the law that affect the daily work and activities of the many university constituencies. The Office of the General Counsel is also currently sponsoring a policy review of the university’s Conflict of Interest Guidelines, the development of a new violence policy and a new contract administration policy.

It all adds up to be a busy new office.

“I am enthusiastic about the creation of the Office of the General Counsel and it is my hope that we will provide high quality and useful legal services,” Ms. Hollett noted. “This office is similar to those established in other Canadian universities and will provide the opportunity for a more strategic, proactive approach to Memorial’s legal environment and direction. I look forward to working consultatively with those in the university to advance Memorial’s mission.”

The Office of General Counsel is located in A-1044 of the Arts and Administration Building on the St. John’s campus. Ms. Hollett can be contacted via e-mail at generalcounsel@mun.ca or by calling 709-737-6481.

Karen Hollett is Memorial’s general counsel

We invite those who have achieved success, those who have been appointed, promoted or transferred within academic and administrative units, and those who wish to be profiled, to contact Shannon O'Dea Dawson, communications co-ordinator with HR, at sodawson@mun.ca or 709-682-0540 for a more in-depth story highlighting their career scene. The intent is to more fully profile those at Memorial who are experiencing career opportunities and successes.

You are welcome to share your thoughts on this and any part of The Communicator with us. We strive to provide an interesting, relevant, high-quality newsletter for you – Memorial’s valued employees and pensioners.

This will give a more accurate and comprehensive picture of the fluidity of the organization and the many possibilities that are available throughout an employee’s career.

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 Jeff Green a note.

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

We LOVE TO HEAR FROM ALL OUR READERS – just like Dr. David Kirby. Thanks for your note, Dr. Kirby. Do you have something to share with us? See our address on page nine.

Legal direction at Memorial is now being provided by the Office of the General Counsel which was established by the Board of Regents more than a half a year ago.

The office was set up in February 2008 and Karen Hollett was appointed to the position of general counsel in April.

Ms. Hollett’s name is familiar to the Memorial community. She was previously the university’s director of Faculty Relations.

Memorial is the largest university in Atlantic Canada and one of the province’s largest employers. As such, it has a complex legal environment concerning matters which include contracts, real property transactions, human rights, information and protection of privacy issues, intellectual property, taxation, and employment law.

The new office was created to ensure the delivery of high quality and useful legal services,” Ms. Hollett noted. “This office is similar to those established in other Canadian universities and will provide the opportunity for a more strategic, proactive approach to Memorial’s legal environment and direction. I look forward to working consultatively with those in the university to advance Memorial’s mission.”

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OUR MYSTERY PHOTO from the summer issue certainly brought back a sea of memories for many of you who easily remembered the dark wooden interior of the old Breezeway Bar in the former Thomson Student Centre. Dozens of you correctly identified our photo – even offering up some precise details. Congratulations to our winner Mildred Rideout, an accountant with MUNSU, who not only knew the photo was of the old Breezeway, but that the picture was taken during a beer strike in the early 1980s. “There is a can of Old Milwaukee beer on the table in the lower-right corner of the picture,” Mildred wrote. A number of others also said the picture was taken during the strike. Congrats again, Mildred. She receives a special Memorial prize for her response.

Recognize our newest photo of a time gone by here at Memorial? Have a close look. Where was it taken? 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. The contest is open to all Memorial staff, faculty and pensioners. The deadline for entries is Nov. 3, 2008. One entry per submission. Be sure to include your name, work or home number, and your department. Thanks – as always – to Linda White of the Archives and Manuscripts Division for her help in putting together this contest.

THANKS AND GOOD LUCK! Jeff Green Editor

I would probably tell him to embrace his new position with the same passion, drive, and sharp shooting nature that he has displayed in his many roles throughout the Canadian Military.

ANGIE CLARKE Placement Officer Marine Institute

Although the position is thought of as mostly ceremonial, the chancellor has a unique opportunity to influence Memorial’s image on an internal level as well as externally. General Hillier’s leadership abilities coupled with his national acclaim can only reflect positively on Memorial.

MIKE TAYLOR Programmer/Consultant IT Support Faculty of Business Administration

My advice to General Hillier would be to continue to practice the basics he knows so well. Lead by example, look after your subordinates and assist in their development, be honest, direct and maintain integrity, promote teamwork and member morale, make sound decisions and communicate effectively. I have always liked his charisma, honesty, frankness and concern for the troops. I would also tell him to work to preserve the autonomy and reputation of this formidable institution without too much political interference. If anyone can achieve this against the current insistent political winds, I feel confident that he can.

LIZA-ANN TUCKER Circulation Supervisor, Curriculum Materials Centre (and part-time Canadian Forces reservist)

My advice would be to visit the entire university community and make the role of chancellor better understood. Of course he is already very well known as Canada’s former top soldier but it would be great for the faculty, staff and students to get to know him on a more face-to-face level. Often these positions are at board level and not understood by the rest of the university’s diverse community. I hope (and expect) he will visit the many wonderful university departments on campus; but please remember those departments off campus like the Botanical Garden. We would love to show you around so you can experience how our facility benefits both the university and residents of Newfoundland and Labrador.

TIM WALSH Nursery Manager MUN Botanical Garden

WHEN I STARTED last fall, I didn’t anticipate the variety of interesting work I’d be doing. In addition to promoting Memorial to prospective students across the country, I’ve been booking travel arrangements, giving campus tours, designing presentations, and editing some of our recruitment publications. This fall I’m looking forward to recruiting students from a bit farther afield, starting with the United States and Southeast Asia. Student recruitment is demanding work, but with a great team of colleagues and a high quality educational experience to promote, there’s never a dull moment. And at the end of the day, I still get to call St. John’s home.

KEIR MCGAA INTERNATIONAL STUDENT RECRUITMENT OFFICER OFFICE OF STUDENT RECRUITMENT