MIKE MURPHY, president of CUPE 1615, perfectly embodies the mandate of the cause he has chosen to endorse: like United Way, he is understated and modest, but has one big vision. As a member of the board of the United Way of Newfoundland and Labrador, Mike can visualize the enormous amount of change the movement can beget.

United Way is “not a charity,” says Mike, which may explain why the organization retains a low profile after six years in Newfoundland despite its widespread name-recognition. The creation of a simplified donation process enables United Way to distribute funds to worthy causes in their individual chapter’s immediate vicinity – ensuring money raised in Newfoundland and Labrador, for example, stays in Newfoundland and Labrador.

“When I was getting involved in the beginning, I looked throughout Canada and saw that they do really fine work,” he says. “I think there’s great potential for United Way to do the same here.”

As president of the 900-member union representing Memorial’s administrative, instructional and technical support employees, Mike is affiliated with the Canadian Labour Congress as well. The national labour organization in turn has maintained a 20-year formal partnership with United Way. Four years ago, Mike decided he would start building awareness about United Way in his own province and at his workplace. With more than 5,000 employees at the university, he knew it would be well worth the effort.

Memorial employees are discovering the payroll deduction method – where an employee decides to donate whatever sum of money they choose from their paycheque – is an unobtrusive, easily organized means of making a contribution to those in our community who have less.

In April, individual departments and divisions within Memorial University will be taking on the challenge of fundraising. Fun events, like sumo wrestling between senior executive and student union leaders, have been a success in the past, but simpler events like shoe shining or bake sales can work just as well. Volunteers will be spreading the word to employees all over campus beginning in September and October, asking for support.

Mike can say from experience that United Way does “have an impact.”

“The best thing is when we see people come into our annual general meeting and tell us how money received through the United Way Community Fund has helped them personally. It’s actually made a difference in people’s lives.”

For more information, please visit www.unitedwaynl.ca.
Welcome to Memorial University for the Fall Semester 2009

THE UNIVERSITY has undergone some changes at the executive level over the summer months, mostly related to the departure of Dr. Eddy Campbell to the University of New Brunswick where he is now that institution’s president. I know you join me in thanking Eddy for all his efforts on behalf of Memorial and wishing him well in his new challenge.

In July, the Board of Regents appointed me to the position of president and vice-chancellor (pro tempore). The Board has asked me to lead Memorial until a search for a new president concludes and the new president is in place. Until then, it has been directed that I exercise the full power and authority of the position in order to successfully advance the goals and objectives set out in our strategic plan.

The title “president and vice-chancellor (pro tempore)” was last used at Memorial in 1966 when Dr. Mose Morgan led the university between the selection of the new full-time president, Stephen Taylor, and the date when Lord Taylor could assume the role, more than a year later. Given our present circumstances, I felt this title was fitting to the challenges and opportunities we face in the coming year.

I am excited about this opportunity and the challenges ahead. I have been a part of Memorial University for nearly 22 years, having joined the then-new School of Pharmacy in 1988 as an associate professor of pharmacology. I am proud to have played a role in its success as well as the significant growth in research at Memorial University during my tenure vice president (research). It bring the same pride and commitment to my new position. Like you, I share a passion for this university, a respect for those who work and study here and an understanding of the special responsibility this university has to the people of Newfoundland and Labrador.

Similarly, Dr. Reza Tirmidlay has been appointed as vice-president (academic) (pro tempore). She joins a senior executive committee that also includes Dr. Ray Gosine as vice-president (research) (pro tempore). Again, these and our other senior leaders will exercise the full power and authority of their positions as directed by the Board of Regents.

While Memorial is in this period of transition, I want to assure you that we continue to be guided by the strategic plan that you and many others helped shape. I and your leadership team expect a busy and challenging period in the coming months.

There is much to do and we look forward to working with you to advance the goals and objectives of this great university and, by extension, the province it serves.

Dr. Christopher W. Loomis, President and Vice-Chancellor (Pro Tempore)
Big splash

THANKS for your input! The Memorial University Employee Water Survey had a tremendous response with participation by more than 1,230 respondents from the St. John’s campus, the Marine Institute and Sir Wilfred Grenfell College. Responses originated from more than 45 buildings spanning from the Ocean Sciences Centre in Logy Bay to the Labrador Institute. Results will be posted on www.mun.ca/sustain in the coming weeks.

Join the celebration

IN 2007, Memorial University embarked on an Energy Saving Retrofit Program with Honeywell International. The program’s aim was to save energy and reduce utility costs at various facilities on campus. Join us on Tuesday, Oct. 6 on the 3rd floor of the University Centre from 11 a.m. - 3 p.m. to celebrate the completion of the construction phase of the program! Learn more about the building and systems upgrades that will generate significant savings for the university and reduce greenhouse gas emissions. More information on the project can be found at http://memorial.myenergymatters.ca/. You can also check out the progress of sustainability projects at Memorial and get information on energy efficiency and environmental issues. And you just might be lucky and win one of the prizes to be drawn throughout the event!

Water Conservation

THIS SUMMER has been particularly dry on the east coast, forcing St. John’s, Mount Pearl and other municipalities to implement strict water conservation measures. Although this situation may become critical in the summer, there are actions we can take year-round to reduce water use. Whether water is plentiful or scarce, there are costs involved in taking water for granted. The more we consume, the more water must be treated and other municipalities to implement strict water conservation measures.

Here are some conservation tips for at home:

- Install low flow taps and showers to save on water and energy
- When installing new toilets, use low volume or dual flush toilets
- Install rain barrels for watering outdoor plants
- Turn off water when brushing teeth, washing face, washing hair, etc.
- When running water to warm up or cool down, fill up a watering can for your plants

On campus you can:

- Turn off tap while brushing teeth or lathering hands if taps do not have automatic shut-off
- Report water leaks (including dripping faucets and running toilets) to Work Control at 737-7600

For more information on the water ban, please visit www.stjohns.ca/pdfs/WaterBan-Brochure.pdf.

For more water conservation tips in and around your home, go to www.on.ec.gc.ca/ressau/watertips/.

Sustainability News

Grenfell goes global

SEVEN REPRESENTATIVES of the Humber River Basin project were in Istanbul, Turkey, in July to participate in the international Global Conference on Global Warming.

The conference brought together more than 400 experts and scientists who research global warming and climate change. The basin project, which is under the auspices of the Grenfell College Research Office, was invited by conference organizers to host a special session on river basin ecology.

The Humber River Basin Project is a collaborative initiative among local stakeholders including the Canadian Forest Service/Natural Resources Canada and the province of Newfoundland and Labrador. The basin project addresses research in response to critical issues facing decision-makers concerning the sustainability of the Humber River Basin and surroundings.

“Thanks to our building green efforts, we’re heading into the construction phase of the program! Learn more about the building and systems upgrades that will generate significant savings for the university and reduce greenhouse gas emissions. And you just might be lucky and win one of the prizes to be drawn throughout the event!”

-- Pamela Gill

Building green with silver status

MEMORIAL HAS a new Capital Works professional on staff by the name of Robert Guthrie. An architect and native of New Brunswick, Robert has been busy at Facilities Management since his January start date working towards LEED Silver status accreditation for two new buildings on campus.

LEED (Leadership in Energy and Environmental Design) is an internationally recognized green building certification system. Currently, there are two buildings in the concept design phase with green initiatives in mind: an extension to the Faculty of Medicine at the Health Sciences Centre, St. John’s, and an academic building extension for arts and sciences at Sir Wilfred Grenfell College.

As a university, Mr. Guthrie says we are a part of green building by our example. To this end, Memorial is now registered with the Canada Green Building Council – the first step towards achieving LEED Silver status.

“The university is supposed to be a leader, and we are training our future leaders. Our students expect it; they’re the promoters (of building green). We need to capture that spirit and more ahead,” he says.

Ms. Garlisle and her team will be looking at numerous and varied ways to make Memorial’s campuses sustainable. With ideas ranging from rainwater collection for landscaping to green roof systems to locally sourced and recycled materials, the capital works staff at Memorial are thinking with their green caps on.

Memorial University’s Employee Newsletter
JEFF GREEN, former editor of this publication and now communications co-ordinator with the Office of the Vice-President (Research), won the 2009 Rising Star Award from the Canadian Council for the Advancement of Education. A team member with the Division of Marketing and Communications since 2005, Mr. Green revamped Memorial’s employee and retired newsletter, The Communicator by placing the staff and faculty front and centre. The Communicator’s re-design has also been recognized with a 2009 Pinnacle Award of Excellence Newsletter (Print) from the International Association of Business Communicators’ Newfoundland and Labrador chapter.

BRENDA OLDFORD, an instructor at the Learning Resource Centre in the School of Nursing, as well as a nursing clinical instructor, was acknowledged with three different awards and distinctions upon her graduation this past spring. In addition to achieving her master’s of nursing degree, Ms. Oldford was recognized as a Fellow of the School of Graduate Studies, was honoured with an Award of Excellence from the Association of Registered Nurses of Newfoundland and Labrador, and with a University Medal for Academic Excellence in an All-Course Masters program. Ms. Oldford credits her “neglected” family and the tireless support of her mother for seeing her through the six-and-a-half years — including two maternity leaves — of intense work and study. She also says her strong work ethic ensures that if “there is anything worth doing, you do it well.”

VIOLETTA (LETTY) MALONEY, passed away May 30. Beginning in 1968, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library, Mrs. Halpert built an outstanding folklore collection and was largely responsible for developing the library’s holdings in Memorial University’s library.

MICHELLE SNOW – SEXUAL HARASSMENT EDUCATOR

“Education is key”

MICHELLE SNOW is exactly where she wants to be. Ever since the master’s of counseling psychology student spent one-and-a-half years teaching students in the provincial school system about healthy sexual behavior with Planned Parenthood, she’s made the topic her focal point.

Currently, as the Sexual Harassment Educator with Memorial’s Sexual Harassment Office, Michelle is following the natural path from educating grade school children about appropriate sexual conduct to instructing the post-secondary education populations at Memorial — namely, students, faculty and staff.

“Everyone needs to know the basics,” Michelle says. “There’s a fine line where sexual harassment may fall, and if it is my goal to try and define that for people.”

She cites some examples: a student is confused about something of a sexual nature that someone has said or done to them; a professor is using their position of influence over a student to engage in sexual relations; a supervisor is abusing their role to manipulate an employee in a sexual manner. Michelle welcomes anyone into the office to assess the individual situation with Sexual Harassment Advisor Cathy Morris for possible sexual harassment.

And for those who are embarrassed or hesitant to contact the Sexual Harassment Office, Michelle especially wishes to communicate that any spurious at the office can and will be kept confidential. Anonymous questions can always be answered over the phone, and oftentimes a complaint can be resolved between the victim and the subject of the complaint in an informal manner.

To ensure everyone in the university community is on the same page as to what constitutes sexual harassment, Michelle will make a presentation to all 1,500 students living on campus in the first few weeks of the fall semester. As well, she will lead a session discussing what comprises inappropriate relationships between professors and students during the new faculty orientation. Michelle stresses “education is key” to prevent incidents before they happen.

While her ultimate goal is to reverse the trend of increasing accounts of sexual harassment at Memorial, Michelle knows that objective will take a lot of work — a challenge she is more than ready to take on. She feels she is just the person to do it.

“I feel that I can connect with people during my presentations,” she said. “That casual, informal tone I cultivated in the K-12 school system gives me that sense of accessibility, I think. People are comfortable to ask questions in a non-threatening environment.”

The Sexual Harassment Office provides services to the Marine Institute and Sir Wilfred Grenfell College, as well as the St. John’s campus (located on the third floor of the University Centre). For more information, please visit http://www.mun.ca/sexualharassment/home/. 

WENDY ROACH, Senior Clerk Stenographer with the Faculty of Business, and her husband Allan Roach, Finance Office, Faculty of Medicine, welcomed their son Jaxon John Roach born on June 28, 2009. Congratulations!

STEVE STEEL, of the Department of Engineering and Applied Science, and his wife Janine, welcomed their son Evan Orrenborn born on July 12, 2009. Congratulations!
LOOKING FOR A GOOD TIME? Then delete your online personal profile and get out and connect with real people in real time! MUNdays, Memorial’s annual flagship event, is chock full of fun times meant to invigorate, stimulate and inspire. From Oct. 27-31, MUNdays roll out under the banner of I Love MUNdays on the St. John’s campus and I Fell for Grenfell in Corner Brook. Both events are part of the university’s annual series of celebrations that embrace the diversity, ingenuity, excellence, kindness and community service that make Memorial the place to be. And good news: you’re invited! Organizers want as many of you – staff and faculty members, as well as retirees – to get into the swing of things. Come on out and embrace the spirit that makes Memorial such a great place to work and study. Be there!

I Heart MUNdays

Sea-Hawks Event and Out Move Sammy

Everybody’s invited to attend a night of sports, competition and fun where our very own men and women Sea-Hawks battle it out in a variety of physical and mental skill-testing events, followed by an exhibition basketball game to decide the ultimate winners. At half-time, residence houses mascots show off their dance moves when they compete against Memorial’s Sammy the Sea-Hawk in “Out Move Sammy.” This year, check out Sammy’s makeover as he unveils his new look!

Rant Like Rick

Cheer on student contestants while they compete live in a “rant-astic” drach match for $1,000! Come see if your favorite ratter will walk away with the cash. A sister to the soliloquy and a distant cousin of debate, a rant is, simply put, an opinion. It is something that the “ranters” think should be known, and they’re not afraid to tell you about it. So, come and get an earful from our linguistically gifted students.

Health Circus and International Bazaar

Come and diversify your skills and talents at the Health Circus by learning a new way to keep your bodies and the Fall Advising Daze. Forward, Healthy Minds/Healthy Bodies and the Fall Advising Daze.

Community Service Learning Day

Imagine if everyone in Newfoundland and Labrador picked up one, just one, piece of garbage each? That’s half a million pieces of garbage in one go! You can make our environment clean and green on Community Service Learning Day by taking part in a clean-up and by planting flowers and shrubs to attract butterflies.

Check out all the MUNdays events, like the always exciting Launch at the University Centre, the Sail to the Arctic Bob Bartlett motion simulator at the Marine Institute and the annual Barnes House Charity Truck Pull on the MUNdays schedule at www.mun.ca/mundays/index.php

I Fell for Grenfell

Campus Dash

Regardless of weather, you can walk or run the one- or two-kilometer Campus Dash. Bragging rights for Top Dasher are awarded to the top three male and female finishers, as well as for fastest residence, chalet and local school. High school students, Grenfell students, the public and faculty and staff are all eligible for the challenge. Prizes will be doled out and a much-deserved barbecue will top off the event. Yum!

Fun Sports Day

Who knows where your hidden talent might come in handy at the Fun Sports Day? Perhaps that baton-twirling you perfected as a kid will come in handy, or maybe you excel at the three-legged race? Faculty and staff go head-to-head in all manner of madcap sporting challenges while vying for the coveted wacky trophy. Bring it on!

International Night

This highly anticipated celebration features different nationalities and cultures that can be found represented in Grenfell’s community. Students, faculty and staff don their national dress and serve up a sampling of their native cuisine. Artwork and symbolic pieces will be on display and international music will keep you in the mood to groove.

Teddy Bear Picnic

The Western Regional School of Nursing invites the kiddies out to give beloved Teddy a check-up and have a munch on some snacks while taking part in fun-filled activities. Help the little ones put a Band-Aid on their snuggly toys’ “owchies.”

Pie the Prof

This much-anticipated event not only raises much needed funds for good causes, it results in immense satisfaction for throwing with accuracy and getting payback for that misunderstood philosophy paper you flunked. Pitch a pie and everyone wins!

Log onto www.smsg.mun.ca/celebrate/Pages/default.aspx for a full schedule of events, including Pay It Forward, Healthy Minds/Healthy Bodies and the Fall Advising Daze.
EVER WONDER how your fellow employees like to spend their off hours? The Communicator finds out.

Kathy Skinner Osmond is a master of sweet treats. After putting in a hard day as the intermediate secretary in the Office of Student Recruitment, she puts in a couple more hours melting, mixing, baking and decorating delicious candies, cookies and chocolates.

For the past three years, Kathy has taken her homemade treats from a family affair to a full-blown second job. Always one to have a batch of Almond Caramel Bark or Chocolate-Coated Licorice on hand for last minute gifts, Kathy began to receive individual customer requests. Then she started to attend and sell at the holiday craft fairs, which start in October and keep her busy until the run-up to Easter.

“It’s funny because I always lose weight around Christmas because I’m working so much filling orders,” she says with a laugh. “But then as soon as Boxing Day hits, the pressure’s off and I start eating and gaining!”

Soon she had a name to attach to her tasty venture. Her then two-year-old niece Hailey would always ask for something to eat by saying, “yumee,” and Yumee’s was born.

As Kathy’s business grew, so did her workspace. She creates on a large centre island in her sizeable kitchen, but added a second refrigerator and deep freeze to hold all of her yummy concoctions while in their various stages of readiness.

Her imagination has led her to develop her own caramel recipe, her own inventions – caramellows, marshmallows on a stick, dipped in caramel and rolled in toasted coconut and pecans being just one – and her own sales techniques.

For her daughter’s synchronized swimming team a couple of years ago, Kathy packaged up an armload of bags of her Double Chocolate-Dipped Shortbread and brought them to the University Centre on campus during her coffee break.

“It was a fundraiser during Valentine’s; four hundred bags were all gone in half an hour,” she says, still in disbelief. Kathy regularly provides sweets at a reduced rate for numerous fundraisers, as well.

Kathy says because she is so active hiking and biking during her summer months, she needs something to keep her busy during the cold, dark days of winter. The time spent experimenting with and yes, sampling, new recipes or decorating reindeer or witches on sticks for the kiddies’ stockings or Hallowe’en sacks also keeps her creative energies flowing.

And while her two kids got to be the guinea pigs during the early years of her tasting and testing, Kathy says she has to slap her husband’s hand away from eating up the profits. She keeps a tight rein on herself as well, saying if she eats one, she’ll eat them all. But as a savvy entrepreneur as well as her duties as part of the Student Recruitment team, she knows that makes poor business sense.

“I know if I keep eating them, I’m not going to have enough for my customers and will have to make more.”

Pat on the back

CHECK OUT this positive and polished letter of appreciation penned by a recent construction/industrial electrician work-term student at the electrical shop at Facilities Management. Erin Littlejohn spent 60 hours of on-the-job training learning how to trace conduits and circuits and repair numerous electrical components on the St. John’s campus. Her kind words reflect her favourable experience with Memorial staff, including maintenance electrician Maurice Arsenault, pictured with Erin here.

Kathy Skinner Osmond of the Office of Student Recruitment at home in her kitchen with some of her delectable desserts.

Ms. Stacey Myers
Administrative Staff Specialist
Facilities Management
Memorial University
St. John’s, NL A1C 5S7

Dear Ms. Myers,

Now that I am approaching the completion of my work term at Memorial University, I want to extend my sincere gratitude to you and the Facilities Management staff for a very enlightening experience. This brief stint in my Construction/Industrial Electrician Program clearly demonstrated the benefits to working in a safe and productive work environment. The cooperation and attention I received from the professional staff in the electrical department has certainly inspired me to excel in my chosen profession.

Having first had exposure to the knowledge and work ethics of this team has fulfilled my desire to be a part of the MUN apprenticeship program and avail of their collective years of experience.

Once again, many thanks; please pass on my appreciation to the Facilities Management staff.

Kindest regards,

Erin Littlejohn
St. John’s, NL
Caring for the province’s children

DURING THE COURSE of nine months, Memorial psychology professor Ken Fowler compiled the most accurate profile ever undertaken by the provincial government of children in its care. Commissioned by the Department of Child, Youth and Family Services, the resulting report is an in-depth exploration of provincial and regional programs and services associated with children in the care and custody of the province, entitled Children in Care in Newfoundland and Labrador – A Review of Issues and Trends with Recommendations for Programs and Services.

“One thing is for sure, this report is all about accuracy,” explains Dr. Fowler. “It’s rewarding to work with people who want to make changes to improve lives of children and families in our province. It can be done. The fact that many of the recommendations have already been and continue to be adopted is encouraging.”

The comprehensive body of evidence focuses primarily on the estimated 625 Newfoundland and Labrador children, approximately 250 of which are aboriginal, in group homes and in foster care, with an aim to establish an accurate profile of the unique needs of the aboriginal population.

Throughout the study, Dr. Fowler focused mainly on children less than 16 years of age in foster care and in group homes throughout the province.

Then, those individuals most knowledgeable about children currently in the province’s care (mainly social workers) completed the Children in Care Profile Questionnaire. The questionnaire represented a total of 579 children and received a response rate of 93 per cent. In addition, a total of 90 interviews were conducted with Child, Youth and Family Services’ directors, managers, social workers, government officials, foster families and other professionals from each health authority, resulting in one of the most accurate profiles of children in care ever compiled.

The complete report with all research details and recommendations is available at http://www.gov.nl.ca/cyh/pl/about/publications/index.html. Dr. Fowler can be reached in the Department of Psychology at 709-737-7672 or kfowler@play.psych.mun.ca.

Opinion Survey 2009 Results

THE RESULTS ARE IN for Memorial’s second comprehensive faculty and staff opinion survey! The first survey in 2007 gave us a base line from which to measure and identify areas for the university to focus on.

Having our survey conducted by an external group, MetricsWork based at Brock University, whose area of expertise is employee surveys, gives us a great opportunity to compare our results to their national data bank. Overall, Memorial employees are more satisfied with their employment experience than those who work for other employers.

In the area of general work experience questions, there was a 5 per cent increase in satisfaction levels amongst respondents compared with results from the 2007 survey.

Areas that saw the greatest improvement were benefits, training, involvement in decision making, opportunities for advancement, team recognition and more. Satisfaction with pay remains our greatest opportunity and our greatest challenge in times of restraint. It’s vital once again to understand the results of this survey to prioritize areas of greatest opportunity and continue working toward quality improvements.

The respectful workplace questions measure employer perception of their respectful treatment at work, ranging from not being included or consulted to harassment. We are pleased to report that all areas show improvement over the last survey results and we will continue our work in this area.

The response rate for this year’s survey was 25 per cent, lower than the 41 per cent response rate in 2007. The number of staff who responded was similar but faculty participation was much lower. The low participation of faculty needs to be factored in to our analysis of the survey results.

For the complete results, please go to www.mun.ca/humanes/opinion-survey2009.

Calling all retirees...

BASING ITS THEME on the film, The Bucket List, in which two men decide what they want to, or should do, before they ‘kick the bucket’, the Memorial University of Newfoundland Pensioners’ Association will hold information sessions covering topics such as health benefits, living with and funeral planning at its annual general meeting at Bally Haly Golf Club in St. John’s on Oct. 15.

The morning session may be of particular interest to retirees as it will focus on Blue Cross coverage with particular emphasis on travel insurance and the recent changes to the dental and optical coverage. Representatives from Blue Cross will make the presentation.

The first afternoon session will look at advanced care directives, decisions involved in naming a power of attorney and the importance of discussing these issues with members of your family.

The final session will be a presentation by on the many forms an observation of one’s passing may take and the options and services available when planning funerals.

All sessions will be followed by question and answer periods.

The Annual General Meeting and election of officers, followed by a reception, will be the final function of the day.

More information can be found on the MUNPA website at www.mun.ca/munpa or by calling the MUNPA office at 737-6979.
Re-tired? Re-energized!
THE INEXHAUSTIBLE Kay Matthews, former faculty member in the School of Nursing and honorary research professor, has hardly paused, let alone stopped since she retired in 2002.
Even after leaving “paid work” at Memorial — as she calls it — Kay remained heavily involved in a Canadian International Development Agency (CIDA) funded maternal care project in Indonesia and in the Maternal Care Safety Motherhood Project in Ghana and Nigeria up until 2006.
Upon completion of her international work, Kay was immediately snapped up by those involved in teaching healthy birthing methods and midwifery in her own country — although she still found herself flung far afield.
For two years, Kay lived and worked in both Rankin Inlet and Iqualit, Nunavut, teaching Inuit women to be maternity caretakers. Spartan living arrangements and cold temperatures notwithstanding, it was an experience she is tempted to repeat. However, she is hesitant to commit to the necessary two- or three-year stretches the training requires.
“I feel very strongly you need continuity and consistency to run a good program,” she says. “I enjoyed it very much and may go back for another year, but I have grandchildren I need to be around for. I’m also getting on now — I won’t and may go back for another year, but I have grandchildren to run a good program,” she says. “I enjoyed it very much requires.

Temperatures notwithstanding, it was an experience she is tempted to repeat. However, she is hesitant to commit to the necessary two- or three-year stretches the training requires.

While in Nunavut, Kay found there were similarities between the culture of the North and African society. The temperatures may have been diametrically opposed, but the people remained the same.

At first, brown ground beef, cook rice according to package directions. Then combine rice and ground beef in the casserole dish (tip: if you cook your rice in the microwave use the same dish for the casserole). Add tomato soup (do not add water), spices, and stir. Place four cheese slices on top of the casserole and cook in oven at 350˚F for 15 minutes. Add some vegetables on the side and maybe even a whole-wheat roll and you have a quick and healthy meal. Bon appétit!

If you’ve got a healthy homemade meal to share, e-mail mandy@mun.ca

“Women I was working with, it is difficult for them to get an education and there are a lot of family issues,” says Kay. “You have to be flexible and not go up there to criticize. I thought they were a wonderful community.”

Teaching native women to be maternal caretakers, who could then relay information to mothers-to-be in their native tongue, was a large part of Kay’s work. Reaching the women by flying in and out of communities accessible only by plane was just part of the job — and the adventure.

Kay says she has been extremely lucky in her life to have had such rewarding professional experiences. She made many friends at the School of Nursing in Iqualit, kept a regular bridge date with a Newfoundland couple living there and enjoyed perusing the local wares at the few shops that can be found in the capital.

Back in her home in St. John’s, Ms. Matthews is still on the move, although this time she is “working” closer to home. She is currently facilitating a certification program for doula training, in which women develop physical and emotional skills to support the mother before, during and after the birth of their child.

Asked if she thinks she might officially retire eventually, she shrugs off an official response. “At the moment, I’m trying not to do anything!”

U-Reek-a!
Scent-free awareness is growing at Memorial as everyone is realizing the best scent is their own scent. Leave that perfume, cologne and other scented products at home so everyone can breathe easy. Be scent-wise!

INGREDIENTS
Extra lean ground beef
Whole grain rice (can substitute white rice)
1 can tomato soup
4 cheese slices (Kraft Light work best, but substitute work fine)
Various spices (whatever spices and the amounts you prefer; I use chili powder, garlic powder, cumin, and paprika)

DIRECTIONS
My two-year-old loves this one! First, brown ground beef, cook rice according to package directions. Then combine rice and ground beef in the casserole dish (tip: if you cook your rice in the microwave use the same dish for the casserole). Add tomato soup (do not add water), spices, and stir. Place four cheese slices on top of the casserole and cook in oven at 350˚F for 15 minutes. Add some vegetables on the side and maybe even a whole-wheat roll and you have a quick and healthy meal. Bon appétit!

If you’ve got a healthy homemade meal to share, e-mail mandy@mun.ca

homecook
BEEF CASSEROLE WITH LONG GRAIN RICE
Submitted by Lisa Fleet, Manager, Research Programs, Faculty of Medicine

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THE DAY has finally come when there are more people choosing to live and work in Newfoundland than leave. With prosperity on our doorstep, there is a spirit of optimism in Newfoundland and Labrador thanks to opportunities from oil, mining and electrical power development.

Memorial University and the east coast are benefiting from this turning of the tide as people choose to make a living and get a life in this province, which is expected to lead the nation in growth. Eddie Hickey and Graham Bradbury are two recent hires at Memorial, both having worked in Alberta for many years before returning to work in this province.

Eddy Hickey left 25 years ago and greatly enjoyed all Fort McMurray had to offer. “There’s big dollars but sacrifices as well,” explains Eddy. “My wife, daughter and I wanted to be closer to family and I was intrigued by all the opportunity at Memorial University. I started in April with Facilities Management and you couldn’t ask for a better group to work with.”

In 2004, Graham Bradbury left for Alberta with the intention of turning grey and burgundy t-shirts.

peopleprofile

Easygoing East
TWO NEWFOUNDLANDERS RETURN HOME TO A GREAT JOB AND LIFE

Milestone service awards move to spring
Recognition of employees celebrating career milestones of 20, 25, 30, 35 and 40 years with Memorial University will now be honoured in the spring each year – a departure from the traditional fall date. The next event is scheduled for May 13, 2010, in R. Gushue Hall. The statutory location will be a suitable venue for the increasing number of employees being recognized. The event celebrates Memorial’s proud history and the contribution each employee makes daily.

For those preparing to celebrate, circle your calendar for May 13, 2010. Human Resources’ Jackie Fisher-March will be in touch early in the New Year to discuss gift options and other details.

Way to go!
This summer, several members of Sir Wilfred Grenfell College’s running club ran in the RMD Downtown Dash in downtown Corner Brook as part of build-up to participating in the Tely 10 in St. John’s. Twenty-four faculty and staff stood out in matching headbands and body paint, placing second overall in the corporate challenge. A total of 96 people from all three Memorial campuses went on to compete in the Tely 10 in the capital city, sporting their signature grey and burgundy t-shirts.

Policy in practice
EMPLOYMENT EQUITY UPDATE
MILENIAL HAS one of the most diverse workforces in the province. The university is moving to enhance this attribute by fostering a culture of inclusion with numerous positive policies and practices. Some examples are:

- cultural awareness training, a respectful workplace policy, a sexual harassment policy, anti-discrimination response training, a breastfeeding policy, employee opinion surveys and the wellness program.
- In June 2009, Organization Development Manager Robert Barker and Acting Employment Equity Officer Laura Chapman submitted an employment systems review report to the federal government. The information included in the report was gathered through numerous interviews, focus groups, feedback from the employment equity committee and a review of employment policies, procedures and practices.

As well, a second report was recently submitted on a plan for enhancing employment equity. It is currently in the review stage, and feedback from the federal government is expected in September. The focus of the work is to continue to build a university workforce that is reflective of the labour market’s representation of aboriginal peoples, people with disabilities, visible minorities and women. The Employment Equity Committee has been instrumental in finalizing both of these reports.

Campusnews

Come blow your horn!
Do you ever look longingly at the saxophone in the back of your closet, remembering how much fun it was to play in hand? Well, dust it off and come out for Memorial’s new All-Campus Concert Band, Monday nights throughout the fall semester. Staff, faculty and students from all disciplines are welcome to join under the direction of Memorial’s director of instrumental ensembles, Dr. Denise Grant. Have a blast! For details go to www.mun.ca/music/singandplay.php

Sing for your lunch!
So you always loved to sing, right? Here’s a chance for staff, faculty and students from all across campus to team up with Memorial music students and be part of Memorial’s spectacular Festival Choir. This 100-plus voiced choir rehearses at noon on Mondays, Wednesdays and Fridays throughout the fall semester. The grand finale Christmas concert takes place Sunday, Dec. 6. Sing your heart out! For details go to www.mun.ca/music/singandplay.php

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FOR THOSE immersed in university life, the start of the fall semester is more like the start of a new year than the first of January will ever be. Seeing the thousands of new faces exploring Memorial for the first time helps me see things with fresh eyes. Including and welcoming our culturally diverse student body and increasingly diverse employees is an important goal for Memorial.

Memorial’s culture is evolving. From I Love MUNdays and I Fell for Grenfell events (see p. 9 for more), to volunteering, training and focusing on overall wellness and healthy lifestyles, there is a culture of inclusion and acceptance at Memorial. There are compelling reasons for embracing diversity. New Canadians, gays and lesbians, persons of aboriginal origin and persons with disabilities add to our vibrancy. Memorial’s solid foundation is enhanced with the multitude of perspectives, backgrounds and experiences that embracing diversity allows us to enjoy. You can find more on employee opinion survey summary results on p. 7, the employee Banquet. As you can see from the May 2009 employee opinion survey summary results on p. 7, the climate at Memorial continues to improve with marked areas of increased satisfaction with benefits, training, involvement in decision making, opportunities for advancement, team recognition and satisfaction with senior administration. Memorial applied the results of the 2007 opinion survey to focus our work on areas of highest priority. During that year, you told us that you were dissatisfied with benefits. The benefits committee undertook a benchmarking study and as a result, the Board of Regents approved benefits improvements for employees. The survey results also tell us we hit the mark as satisfaction with benefits is now much improved. Analyze the complete report for yourself at www.mun.ca/humanres/opinionsurvey2009. We will continue to work together to address areas of greatest opportunity.

This is an exciting time to work at Memorial and recognize value in all its forms. I’m inspired every day by people who go above and beyond, in big ways and small, to make a difference at Memorial. Some are new employees and some have worked here for over forty years, which is amazing. I look forward to a new academic year at Memorial.

As always, I welcome comments and questions. I can be reached at ljhollet@mun.ca or by phoning 737-4615.

Yvonne Murphy retired from the Department of Engineering and Applied Science after more than 25 years of dedicated service.

Meet Hilda Arnott, HR’s “Leave Queen”

LEAVE YOUR LEAVE management issues to a professional. Hilda Arnott has worked with Memorial University for a total of 23 years. She worked on the St. John’s campus for two years prior to moving to Grand Falls in 1976 with her family, and resumed her career here again upon her return to the capital city in 1988. For more than two decades, Hilda has worked with all units within Human Resources and with more than 90 departments and faculties to co-ordinate payroll, pension, benefits, employee relations and other issues vital to employees.

Whether you are taking annual leave, family leave, compassionate leave, sick leave, leave without pay, arranging work-flex or deferred salary, Hilda is the one who manages your request. While administrative leaders in each unit do their own keying of leave, Hilda records and administers employees’ leave. She is the resource people call when there is an issue, helpful, friendly and approachable. Hilda has a wealth of knowledge and a library of information to deal with any issue or concern you have regarding your leave.

Hilda also is the professional who communicates with each department weekly and monthly about keyed reports, absenteeism, vacation excess and so on. While employees can view their vacation taken and remaining balance online at Employee Self-Service (my.mun.ca), the system is only as reliable as the information entered. While there is always an employee who can call Hilda, Hilda may still be the first person asked. She’s a shopper like no other, barbecues with friends every Saturday night and is one of Danny Williams’ biggest fans!

Hilda is also in constant co-operative contact with counterparts in each unit, which is why the leave management process works as well as it does. Leave out the guess work of your leave questions and speak with your administrative lead today. More detailed information is available at www.mun.ca/humanres/forms/leave_management.php and Hilda can be reached at harnott@mun.ca or 737-7404 or in Arts 4040.

Director, Human Resources
**Senior levels**

**THE PRESIDENT’S and Vice-President's offices** at Memorial provide interesting and unique challenges for the administrative support staff that work there. Several of the people on staff in these offices share their experiences in the senior executive offices with The Communicator.

Behind every top level official at a university, there is a top level support staff employee. At Memorial, four women by the names of Mary Haynes, Juanita Ford, Cathy Wilkinson and Linda Tilley are this university’s president and vice-presidents’ right-hand women.

Mary Haynes, assistant to vice-president (administration) (pro tempore) Reeta Tremblay, held several senior support roles in health care before coming to Memorial 10 months ago. Juanita Ford is secretary to vice-president (research) (pro tempore). Ray Gosine and returned to Memorial for a permanent position in 2006. Cathy Wilkinson is secretary to vice-president (administration and finance office) Kent Decker and has worked at Memorial since 1987. Linda Tilley has been with the President’s Office for 15 of her 23 years at Memorial, now working with president Chris Loomis (pro tempore).

All four agree the best part of their job is belonging to and working closely with a team. The group relies on professional interactions with members of other senior executive offices, as well as faculty, staff and students. “It’s a constant learning experience,” says Cathy. Mary agrees. “No two days are alike here,” she says. “With 27 direct reports to the vice-president’s office, the demands are huge. I work hard to balance competing demands which can change at a moment’s notice.” Juanita notes. “The biggest challenge is to be ready for the unexpected. I can arrive at work to a perfectly calm workday and by 4 p.m., it has turned upside down. But this is one of the aspects that attracted me to work in this capacity.”

Organizational skills are critical for working in the senior executive offices. “Without them, all is lost!” Mary states with a smile. Juanita relies heavily on exercising sound judgment, relating to organization and events. All agree it is necessary to enjoy a fast paced work environment, and being challenged to learn new things everyday while managing many tasks. If it has ever crossed your mind that you might like to work in the senior executive offices, the women offer this advice: in her experience, Mary says that senior executives look for people who can assume responsibility and demonstrate initiative. She encourages prospective employees to “look for opportunities in their current positions to demonstrate and be recognized for possessing these attributes.”

Juanita adds that learning as much as possible about the institution can be a big asset when applying for positions with senior executives. Cathy notes, “We work with every part of Memorial, so being open to learning about how the university works is very important for these offices.” Linda thinks that working in the senior executive offices is an excellent opportunity for professional development as there is significant opportunity to develop new skills and be exposed to university-wide issues.

The enjoyment and satisfaction these employees get from their work is evident. Mary summarizes her work experience at Memorial by commenting, “It is exciting and rewarding to be part of a process which contributes directly to the success of Memorial.”

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**Lending a helping hand**

**MÏ’S CYR COUTURIER** sees the importance of mentoring young students

There are a number of great reasons to mentor a young student, especially when the student displays a passion for their work, says Cyr Couturier, a research scientist at the Fisheries and Marine Institute of Memorial University of Newfoundland.

Cyr, who is also chair of the master’s of science Aquaculture program and works in MÏ’s Centre for Aquaculture and Seafood Development, has a well deserved reputation for guiding aspiring young minds. He even mentors students who have not yet finished high school, all in the name of growing interest in the science programs he loves.

“I like to see young people interested in marine sciences and marine technology,” says Cyr. “Maybe someday they’ll come here and do a program at the Marine Institute, maybe not, but if they have an interest in these areas, I like to provide them with a little bit of insight.”

Cyr’s latest protégé is Megan Howse, a 13-year-old from Mount Pearl who is a Grade 8 student at St. Peter’s Junior High. Megan asked him for help in coming up with ideas for a science project that had to be biotech oriented.

“We set up the experiments, found the lab space for her and basically spent some time helping her,” says Cyr. “A lot of the work was her own design and she did it herself. But we had to be involved because some fairly heavy biochemical analysis had to be done.”

The effort paid off, as Megan went on to win a gold medal in her age category at the Eastern School District Regional Science Fair, a gold medal in the National Science Fair in her age category and a silver medal at the Aventis Biotech Challenge.

The silver medal may actually be the most impressive of the trio of awards, since Megan competed against several Grade 11 and 12 students at the event.

“To me, the interesting part of all this is that a young student was interested in coming to MÏ and gaining some insight into something that might be applicable for human health and nutrition in the future,” says Cyr. “She wrote up the paper based on all the information she received and was able to demonstrate to the judges that she understood it and could articulate it. The judges were impressed with her.”

“This is not the first time a student mentored by Cyr went on to win big at a science competition. Just two years ago, a group of students from Lewisporte sought his help while working on a project regarding shrimp byproduct utilization as feed stimulants for farmed cod. Those students also won a provincial title and competed at the national level.”

Cyr gives most of the credit for these accomplishments to the students he mentors. But there is little doubt he played a hand in their success. He says he enjoys every minute of the partnership and was happy to see fellow MÏ faculty such as Dr. Laura Halfyard, Kiley Best and Jason Nichols pitch in to help Megan with her award-winning science project.

“It’s important to give students such as Megan the benefit of your experience in an industry that is important to the economy of Newfoundland and Labrador,” says Cyr. “It exposes the students to potential career avenues, quality careers, doing good things for the people of this province.”

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**DarCY MACRAE**

Memorial University’s Employee Newsletter 11
“WHAT WOULD YOU BECOME if you had to choose another career?”

“I would probably try to make a living as an artist. I have a degree in Fine Arts (Visual) from Sir Wilfred Grenfell College in Corner Brook, so if I wasn’t working as a graphic designer at the Marine Institute, that’s what I would choose. It’s something I believe I will eventually do.”

DAVID COLLINS
Graphic Designer
Department of Marketing and Business Development
Marine Institute

“One thing that has dawned on me while working with the recruitment office is that I love to work with students. Tying that in to my keenness toward geography, I think I would love to be a high school geography teacher.”

DAVID O. DECKER
Recruitment Officer (Atlantic Canada)
Sir Wilfred Grenfell College

“As a kid I always wanted to either drive a train or fly a plane. So, if I had to choose I would be a pilot with Air Canada so I could travel internationally. Then, on my layover days I could visit all the sights in Australia, Europe and Eastern Asia.”

DAVID PIPPY
Establishing Student Relationship Project and MUNlive Project Assistant
Academic Advising Centre
St. John’s campus

“I haven’t seriously contemplated this question since I was 12 or 13 but I’m inclined to choose something a bit more practical, maybe a plumber or an electrician, both useful and necessary. On the other hand if I were to become suddenly independently wealthy I’d definitely become a full-time potter and open my own clay studio.”

REBECCA NEWHOOK
Co-operative Education Co-ordinator
Faculties of Arts and Science
St. John’s campus

WHERE does this painting hang today?

“WHAT WOULD YOU BECOME if you had to choose another career?”

“I work in the Native Liaison Office providing resources and support to aboriginal students of Inuit, Métis, First Nations and Non-Status Indian origin. Making students aware of the many resources, including reference material, computers, space, contacts and other assistance available to support their whole experience at Memorial, is a big part of what I do. We teach connection and independence in a supportive, respectful environment. I am building on my experience as a Memorial alumnus from Nain and sharing my knowledge with others. When students take advantage of all the services available, it makes a world of difference.”

SHEILA FREAKE
Native Liaison Office, Student Success
Student Affairs and Services
sheilafreake@mun.ca or phone 737-3495