Celebrating 25 years at Grenfell College. The faces of 1975: A number of people who were teaching, working or going to school at Grenfell College in 1975 took time to pose for a picture following a dinner at the 25th anniversary gala held on Feb. 19. From left (back): Jim Snow, Adrian Fowler, Marlene Rayner-Canham, Roy Hostetter, Elizabeth Behrens, Geoff Rayner-Canham, Arlene Buckle, David Smallwood, Mario MacDonald, Patricia (Hewlett) MacDonald, Jocelyn (Noseworthy) Jacobs; (front) John Steffler, Paul Wilson, Dan Stewart, Rennie Gaulton, Greg Mitchell, David Freeman and Mary Sparkes.
anniversary in style

While silver balloons, white candles and a glittering disco ball dusted the room with sparkles, it was the spirit of years gone by that lifted the hearts of those who attended Grenfell College's 25th Anniversary Gala held on Saturday, Feb. 19, in the student centre annex.

The gala was a time for sharing memories, both joyous and wistful. It was the original quality of the institution and its staff and faculty that has ensured Grenfell's success today, said Principal Adrian Fowler, one of the original faculty members in 1975. He pointed in particular to the influence of the late Ferriss Hodgett, Grenfell's first vice-principal.

The Ferriss Hodgett Library is named for the man who was known as "the soul of Grenfell," said Mr. Fowler.

"We have accomplished incredible things, we are accomplishing incredible things, and if we continue to build on that quality we had originally, we can accomplish incredible things in the future," he said to a crowd of about 100 staff, faculty and students, past and present.

Other 25th anniversary activities are planned for the coming year, including a special convocation in May, and the SWGC Art Gallery exhibition, Tracking 10 Years, a display of the kinds of work being done by our arts graduates. The exhibition opened on Feb. 20 and will run until April 1.

Contents

- From the President
- Campus Life
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- Safety Notes

You can perform a full-text keyword search on this issue or on all on-line issues of the Communicator.
"Memorial University is Newfoundland and Labrador's university." Many of you, no doubt, have heard this comment. Far from being just a pithy marketing slogan, this statement points to an important truth about Memorial University: the university and the life, culture and prosperity of the province are closely intertwined. It is a message which I have heard frequently, and it is also the message which I am delivering to the people I meet all over Newfoundland and Labrador. It is a message in which I strongly believe. No matter where I have visited – Corner Brook, Gander, Grand Falls-Windsor, Happy Valley-Goose Bay, Marystowm, Clarenville, Carbonear – I heard a similar message. The university helps to provide the province with educated and knowledgeable citizens; it is a source of valuable research and expertise for new and emerging enterprises.

The key, I am often reminded, is for the university to reach out and make the connection with those individuals and organizations who would benefit from what we have to offer. Due to the challenges experienced by people in small communities and the rural parts of the province, they are particularly calling for greater involvement by the university. A look at some recent President's Reports (available on-line at www.mun.ca/univrel/presidents) gives a good indication of the activities in which faculty and staff have been engaging to reach out to the province. For example, we deliver a wide range of courses through distance education (12,000 registrations last year), a CD-ROM was developed to improve treatment for cancer patients in rural areas, and at various sites around the province archaeologists have been shedding light on our past, and creating tourism opportunities for the future. In addition, the university has been at the forefront of the burgeoning aquaculture industry for several decades, and we are about to enhance the university presence in the oil and gas sector.

We will be doing more. For instance, the Faculty of Arts has developed a proposal for a Public Policy Centre and secured external funding for two years. The centre will look at current public policy issues and problems, many of which have great significance for rural Newfoundland and Labrador. Another example is a project entitled "Coast Under Stress: The Impact of Social and Environmental Restructuring on Environmental and Human Health in Canada". This project is supported by one of the largest grants ever awarded by the Social Sciences and Humanities Research Council of Canada (SSHRC) and the Medical Research Council of Canada (MRC) and attests to the capabilities of
Memorial University's faculty, staff and students. The project, which also involves the University of Victoria and the University of Calgary, is national in scope and will include the study of ecological problems such as over-fishing. It will help with the formation of better policy decisions and the creation of expertise for positive change in rural communities.

I see great benefit in working with rural Newfoundland and Labrador. I therefore wish to express my appreciation to all of you for what you have already done and I look forward to furthering this type of work in the future.

Axel Meisen
PRESIDENT AND VICE-CHANCELLOR

Visit the president's homepage at: www.mun.ca/president
Graduate students are an important part of Memorial

Deborah L. Coombs, graduate student affairs officer

Memorial saw its first graduate students in 1954, with the institution of masters' programs in English and chemistry. Now we have an annual enrolment of approximately 1,600 graduate students, almost 1,000 of whom are studying full-time in more than 40 fields.

In general, these students tend to be older than the average undergraduate student: in 1998, 77 per cent were 26 or older. They come to Memorial with more life experience, more responsibilities (including family), and often full-time work experience. Approximately one-quarter of the full-time graduate student population is comprised of international students. All of this makes for a very diverse group, whose needs and concerns are different from those of undergraduates.

For these reasons, the Department of Student Development is examining its role in relation to graduate students, with an eye to identifying particular areas where we can improve existing services or develop new ones to meet their needs. To help us plan our future service offerings, we are seeking input from graduate students and from other interested parties at Memorial.

Career Development is one area where new approaches are already being implemented. Our major initiative has been developed in partnership with the School of Graduate Studies and the Graduate Students' Union over the past two years. The Graduate Student Work Experience Program (GradSWEP) is modeled on the MUCEP program and provides part-time employment opportunities for graduate students during their period of study. GradSWEP was developed to address two key needs of these students: the need for employment income to support their studies, and the need for practical work experience and networking contacts to aid them in their post-graduation career search.
Because many graduate students will seek work outside of academia upon graduation, GradSWEP is designed to offer an experience different from that of traditional assistantships on campus: Students have an opportunity to work with community groups or other external organizations. This provides an experience of other professional work environments and allows students to examine alternative options, gain practical experience, and build a network of supports for their career search. Positions are supervised by a faculty or staff member in conjunction with the partner organization.

A series of career development workshops has been developed for GradSWEP participants; they include topics such as compiling a curriculum vitae, assessing career interests and employability skills, and developing a career portfolio. Participation is a key part of the experiential learning process and can help students to reflect on and learn from their work experiences.

These workshops are available to all graduate students at Memorial, and we encourage any interested students to contact the Centre for Career Development for more information on our offerings, or to arrange a time for an individual consultation.

Graduate students are also eligible for a number of other employment programs administered by the CCD, including summer positions under the Student Work and Service Program (SWASP), Federal Student Work Experience Program (FSWEP), and Summer Career Placement (SCP). Graduate students who are parents may be eligible for a special part-time SWASP component during fall and winter semesters.

For more information on our career services, or to provide input on potential services, please contact the Centre for Career Development in the new University Centre, Room 4002, or on the Web: www.mun.ca/ccd. Students can also be referred to the graduate student affairs officer, Deborah Coombs, at deborah@plato.ucs.mun.ca, or by phone at 737-3446.

_Statistical information is drawn from data reported in Memorial's Fact Book 1998, compiled by Centre for Institutional Analysis and Planning._
Memorial University recognizes top professors

On Jan. 25, 2000, Memorial University acknowledged the contributions of exceptional members of its faculty by presenting the President's Awards — for Distinguished Teaching and Outstanding Research — and by naming University Research Professors.

The President's Awards for Distinguished Teaching recognize the crucial nature of teaching excellence at Memorial. Each winner receives a $5,000 grant contributed by the Memorial University Alumni Association.

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

The title of University Research Professor, the most prestigious award Memorial gives for research, goes to those who have demonstrated a consistently high level of scholarship and whose research is of truly international stature. It carries with it a $20,000 research grant ($4,000 a year for five years) and includes a reduced teaching schedule and increased research time.
Recipients were profiled in a recent issue of the Gazette. You can access the article at www.mun.ca/univrel/gazette/1999-2000/Jan.27/newspage7.html.

Nominations sought for exemplary service award

The time has again come to recognize staff members for doing an outstanding job by nominating them for the President's Award for Exemplary Service. Candidates include administrative and support staff who have worked here for at least three years prior to nomination and have not already won the award. Nominations may come from alumni, faculty, staff, students and other members of the university community. Even if you have nominated someone before, nominate that person again.

Nomination forms will be available March 1 at academic and administrative department offices and through the Office of the Vice-President (Administration and Finance), Arts and Administration Building, Room A2024. If you would like more information about the awards, call Marilyn Thompson, manager, Organizational Effectiveness, Human Resources, at 737-4627 or e-mail marilynt@morgan.ucs.mun.ca.

The President's Award for Exemplary Service was established in 1995 to recognize commitment to service excellence. The award honours contribution in any of these areas: contributions made through service, support and professionalism; excellent performance in the job; extending help to students, faculty, fellow employees, parents, and university guests; involvement with committees or organizations. We want our university colleagues to hear about and recognize staff members' accomplishments, resourcefulness, initiative, creativity, leadership, responsiveness in delivering service, and/or dedication to high standards as a member of the Memorial University staff. Up to five awards are presented each year.

Recipients of this award include:

1995: Paul Barnes, Earth Sciences; Daphne Corbett, Physics; Dr. Lenka Husa, Animal Care Services; Roxanne Millan, Faculty of Arts; and Michael Rayment, Computer Science.

1996: James Cooper, Engineering and Applied Science; Mary Halliday, Marine Institute; Patrick Hannon, Chemistry; Gary McManus, Geography; and Harold Squires, Budgets and Audits.

1997: Carolyn Emerson, Biology; David Kirkland, CSU; Steve Milway, Psychology; Shirley Moulton, Comptroller's Office; and Judith Smith, Sociology.

1998: Christine Burke, Business Administration; Monty Green, Human Resources; Vera Griffin,
Medicine; Gerard Hayes, Student Affairs and Services; and Nora Kennedy, Grenfell College.

1999: Denise Collins, Arts; Judy Evans, Maritime Studies, Marine Institute; Trudy Pound-Curtis, University Comptroller; Sharon Walsh, Grenfell College; and a team award presented to Student Housing (Student Affairs and Services)/Maintenance Team (Facilities Management).

The award includes a citation and presentation at a president's reception; a personalized framed scroll; an award of $1,000; and a permanent notation on a university display.

A special connection: QE II pensioners remain committed to Iris Kirby House

By Susen Johnsen

QE II employees Bert Riggs and Mary Hayes flank retired staff member Eileen Hynes in front of one of their most prized possessions -- a picture drawn by a child as a thank you gift from the Iris Kirby House. The employees are just a few of the very active QE II community who support the annual Iris Kirby House Charity Bazaar.

Perhaps it's something lurking in the stacks, a quiet, vestigial spirit of giving that infuses QE II staff with a generosity that will not quit—even in retirement.

For the past 13 years, QE II workers, including those who have already retired, have held an annual bazaar and series of raffles to raise money for the shelter. Since 1986 they've raised almost $44,000 by...
selling used books, plants, crafts and baked goods, and everything in between, making them the single
largest benefactor of the facility.

Speaking on behalf of Iris Kirby House, administrator Deborah Keats explained just how much this
event means to the staff and clients of the shelter. "Financially it's a big help because we rely a lot on
community support to help us to keep our doors open. And then the bigger issue is the fact that this
large group of people get together and organize events, and they're so dedicated. It really means a lot to
us to know that there are so many people in one place who care about the women and children who
come here."

Retired QE II employee Eileen Hynes tells it the other way around, insisting that it's the staff who
really benefit from the connection. "Everybody comes away feeling really good. You can't help but feel
good doing something for Iris Kirby House. It gets to people's souls."

That's why pensioners like Ms. Hynes continue to participate in the fundraiser, showing their
dedication through their continued presence. As current QE II archivist Bert Riggs put it, "The retirees,
who could cut their ties and go if they wanted to, come back year after year. They're incredibly
dedicated."

Library assistant Mary Hayes agrees that it's truly a group effort, pointing out that the community of
QE II fundraisers expands beyond the half-dozen people on the committee to include staff families and
friends, like Randy Dawe, Betty Kane, Bert Coates, Grace Sparkes, and Bert Rigg's mother, Melita, all
of whom annually donate their time and their talent to the event.

Ms. Hynes insists that, even in retirement, she gets more out of her volunteering than the charities she
supports. "It's a contact and another way of getting out. I want to make sure that Kirby House gets
taken care of."

As Ms. Hynes explains, the connection between the library staff and the women's shelter is a deep and
lasting one. "There's a lot of working females in the library, and so you're aware of female problems.
And of course, that's what Kirby House is about."

Ms. Keats is grateful for the commitment of the QE II staff, and notes the support plays an important
role in the healing process of the women and children who come to the shelter. "It's a really consistent
and meaningful activity that, in many ways, validates the value of the work that we do. Especially for
the women and children; it sends a really strong message and it means a lot to them to know there are
people out there who care."

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**Fitness Zone**

*Jerome Brennan, strength and conditioning specialist at the Health and Fitness Centre, offers these*
fitness tips.

- You don't have to exercise all at once to achieve health benefits. Break your workout into two 15-minute sessions or three 10-minute sessions and do them throughout the day.
- Too tired to exercise? Lack of energy can actually be caused by a sedentary lifestyle. If you start slowly, exercise can gradually increase your energy level while decreasing your fatigue.
- In exercising for weight loss, the most important factor is the total number of calories burned during exercise, so the highest exercise intensity that you can safely and comfortably maintain will be the most effective.
- Why women need to weight train:
  - Adding muscle from strength training increases your resting metabolism so you will burn more calories all day long. For each pound of muscle gained, you will burn 35-40 more calories daily. For three pounds of additional muscle: If you burn 40 extra calories for each pound, you'll burn 120 more calories per day or 3,600 more calories per month. This equates to 10-12 pounds of fat loss in one year.
  - Weight training can increase bone muscle density by 13 per cent in six months.
  - It helps prevent back pain.
  - It helps fight heart disease by improving cholesterol profile and blood pressure.
- Exercise is medicine. It helps control weight, relieve stress, reduce blood pressure, improve sleep and mood, resist illness, and improve quality of life and longevity.
- Regular and consistent exercise can improve the quality of your life. These are some of the changes it can effect:
  - reduction in blood pressure, total cholesterol and bad fat (LDL),
  - increase in good fat (HDL), cardiac efficiency, bone density and strength,
  - improved balance, self-esteem and sleep,
  - less stress and anxiety.

For information on how to start your personal fitness program, call the Fitness Centre at 737-3795 or drop by the Aquarena and pick up a brochure.

Technical Services create scholarship in memory of fellow employee
On Monday, Dec. 6, 1999, the Department of Technical Services held a ceremony to present a cheque to the first recipient of the Joan Haire Memorial Scholarship. Fund-raising for this scholarship began in 1997 with a goal of $15,000. To date, staff in the department have raised approximately $14,000. The scholarship is named after Joan Haire, who worked in Technical Services and who passed away in 1997. Members of the Haire family were present at the ceremony. Joan's husband, Mike, presented the cheque to Kerry Walsh, a niece of Gerry Walsh of Technical Services. Kerry is a first-year student at Memorial. (L-R): Dan Dalton, Bill Burke, Terry Harris, Technical Services, Kerry Walsh, Baxter Pope, Sharon Fagan, Technical Services, Bob Sheppard, director, Technical Services.

Keeping campus trees healthy and strong

Facilities Management has begun its regular tree pruning. This maintenance activity, which will help keep campus trees healthy and strong, will include removal of dead and diseased wood and broken branches and limbs that may be a safety hazard. Trees and shrubs will also be pruned for shape. Christopher Baird, a horticulturalist with Facilities Management, said that while the pruning may appear drastic, it's a crucial to keeping the campus greenery looking good.

"Pruning has been done in the past, but it was a limited activity," he told The Communicator. "We are trying to catch up - people shouldn't be alarmed as this is a normal function of a good maintenance program. This is a good time of the year to prune, but the tress will look bare until the leaves come in. In future years we won't have to prune as heavily." Mr. Baird, noting that his position is new, says people may notice more horticultural maintenance activities taking place on the campus grounds. If people have concerns or questions about plants or trees on the campus they can contact him at 737-8497.
In December the university community got together to celebrate the last semester of the millennium. The Office of the President donated pizza and drinks, and proceeds (a profit of approximately $1,200 and a number of non-perishable food items) from the party were donated to the campus food bank.

The committee would like to thank everyone who came to the party, and would like to thank the organizations and people who helped or who donated prizes for the draws.

The organizing committee for the Last Semester of the Millennium Party:

- Kevin Lannigan, Budgets and Audits
- Jim Cooper, Engineering and Applied Science
- Deborah Coombes, Student Development
- Clyde Lush, Continuing Education
- Ivan Muzychka, University Relations, co-chair
- Lorilynn Rowsell, Student Housing
- Jean Voisey, Student Housing
- Christine Burke, Student Housing
- Jackie Collins, Centre for Management Development
- Kim Kelly, Student Housing
- Cynthia Whelan, Facilities Management, co-chairs
The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human Resources and are current at the time of publication.

**ACADEMIC**

**Appointments**

Dr. Golnar Rasty, Discipline of Laboratory Medicine, Medicine, assistant professor (anatomic pathologist), Jan. 1, 2000

Dr. Craig Stone, Discipline of Surgery, Medicine, assistant professor, Dec. 15, 1999

Dr. Antonios Issa, Discipline of Pediatrics, Medicine, clinical assistant professor, Dec. 15, 1999

Dr. Jack Hand, Discipline of Pediatrics, Medicine, clinical assistant professor, Dec. 15, 1999

Dr. Jessica Shepherd, Discipline of Laboratory Medicine, Medicine, clinical assistant professor, Dec. 15, 1999

Dr. Leigh Anne Allwood-Newhook, Discipline of Pediatrics, Medicine, clinical assistant professor, Dec. 15, 1999

**ADMINISTRATIVE**

**Promotions and Transfers**

Jennifer Bates, Office of the Dean of Arts, programmer consultant, September 30, 1999

Verna Wroblewski, Business Administration, manager - finance and administration, May 10, 1999
1999

Dr. Julia Trahey, Discipline of Medicine, Medicine, clinical lecturer, Dec. 15, 1999

Dianne Cmor, Queen Elizabeth II Library, librarian II, Jan. 3, 2000

Dr. Edward Randell, Discipline of Laboratory Medicine, Medicine, assistant professor (clinical biochemistry), Jan. 17, 2000

Dr. Anna Dominic, Medicine, assistant professor of pediatrics, Jan. 17, 2000

Dr. Leigh Anne Newhook, Medicine, assistant professor of pediatrics, Jan. 17, 2000

Dr. Philip Hiscock, Folklore, assistant professor, Jan. 1, 2000

Dr. William Marshall, Division of Basic Medical Sciences, Medicine, clinical professor, Jan. 15, 2000

Elizabeth Browne, Queen Elizabeth II Library, acting head, bibliographic control services, Jan. 1, 2000

Dr. Lydia Hatcher, Discipline of Family Medicine, Medicine, clinical assistant professor, Jan. 17, 2000

Dr. Geoffrey Downton, Discipline of Pediatrics, Medicine, clinical assistant professor, Jan. 17, 2000
Term Appointments

Dr. Judy Ophel, Discipline of Family Medicine, Medicine, assistant professor, Dec. 15, 1999

Dr. Michael Jong, Discipline of Family Medicine, Medicine, associate professor, Dec. 15, 1999

Dr. Wendy Graham, Discipline of Family Medicine, Medicine, assistant professor, Jan. 17, 2000

Suzanne Crosbie, Social Work, assistant professor (research), Jan. 5, 2000

Appointments (other)

Dr. James A. Wright, Department of Earth Sciences, head, Jan. 1, 2000 Dr. Penny Hansen, Centre for Collaborative Heath Professional Education, director, September 1, 1999

Pastor Gregory R. Dewling, chaplain to the university, representing the Pentecostal Assemblies of Newfoundland

Dr. Iain Bruce, Classics, head, Jan. 1, 2000

Dr. Michael Hinchey, Engineering and Applied Science, chair, discipline of mechanical engineering, Jan. 1, 2000

Dr. Roy West, Division of Community Health, Medicine, associate dean, Jan.
FAQ: 1999 payroll T4s

All Revenue Canada information slips (T4, T4A, T4NRZ, etc.) from Human Resources were sent out the week of Jan. 31, 2000. All employees who received a cheque on the Jan. 27 payday should have had their T4 sent to the same location as their cheque stub. The slips were printed by Canada Post's electronic mail service, which also mailed them to employees who no longer work here. Slips for current employees were returned to us for distribution through our own internal mail system.

For your information, below are some frequently asked questions:

1. What is the amount shown in Box 40?

The amount in Box 40 is the amount of taxable benefits provided by the employer - for example, the employer cost of providing life insurance. This costs is $1.90 per pay period, so if you were on the payroll for 26 pay periods, $49.40 will show in this box. If you are a member of a group RRSP, employer contributions are also shown in Box 40 as a taxable benefit.

2. Why is Box 14, Employment Income, different from my gross salary?

Box 14 includes you employment income plus any taxable benefits. For example, if your salary is $28,000 and you also had $49.40 in Box 40, your total employment income in Box 14 is $28,049.40.
3. Why is Box 24, EI Insurable Earnings, different from Box 14, Employment Income?

In most cases the difference is due to taxable benefits (Box 40) being added to the amount in Box 14, which is not EI insurable. For example, the $49.40 for group insurance not insurable, so if Box 40 shows $49.40, Box 24 should be $49.40 less than Box 14. Also note the maximum EI insurable earnings is $39,000.

4. Why did I get two T4s?

MUN has two accounts with Revenue Canada: one for employees who are in the benefit plans and another for those who are not. T4s must be produced separately for each account. If you were a contractual employee not in the benefits plan and then moved to a permanent position in the benefits plan, you will get two T4s.

5. What is the pension adjustment in Box 52?

If you are a member of the MUN pension plan, the amount reported in this box represents the value of the pension benefit you earned in 1999.
Safety Notes

Update on indoor air quality survey

Thank you to everyone who completed the indoor air quality survey - over 500 surveys were submitted. That portion of the environmental audit is now complete. The next stage involves tabulating the information collected through the surveys and identifying problem areas that may require further testing. The final report is expected from the consultants by the end of March.

Watch your step

There has been a recent increase in the number of slip and fall accidents reported on campus. Many of these accidents have been a result of wet surfaces (floors and stairs) from snow and rain tracked into buildings on footwear. Our custodial staff make every effort possible to keep indoor walking surfaces dry and slip-free but, with the amount of foot traffic into university buildings, it is impossible to keep all areas dry at all times. Walk cautiously at entrances and stairways, where there may be a chance of water build-up.

Another hazard is ice and snow on outside walkways and parking lots. Again, every effort is made to keep all areas clear but, with the fluctuations in temperatures we have been experiencing, quick freezes have been occurring. Of particular hazard for pedestrians and drivers is black ice. Be careful walking outside, especially when the temperature is at the freezing point or below. Walk slowly and take small steps to avoid slipping. The more falls you anticipate and guard against, the fewer you will have.

Use cellular phones safely

The use of cell-phones means that we can be contacted wherever we travel. You should be aware of safety issues associated with their use.

Don't use a hand-held phone while driving; park your vehicle first. Even the few seconds it takes for you to dial a number or answer a call can result in enough of a distraction to cause an accident. Remember, road safety comes first.
Switch off your phone in hospitals and on aircraft. Many hospitals, including the Health Science Centre, have posted signs to remind you of this. The signals emitted from cellular phones can interfere with medical and airline equipment.

Switch off your phone when refueling your vehicle and in other areas with high concentrations of flammable liquids, such as some university laboratories and workshops. Unless your phone is rated as "intrinsic safely", it may produce enough of a spark to ignite flammable vapours.

Switch off your phone near blasting operations; it may interfere with blasting equipment.