Inside

peopleprofile

JENNIFER HART KNOWS ALL THE NOOKS AND CRANNIES tucked away in the School of Music – like this one in the sound booth in the Petro-Canada Hall.

Her job doesn’t exactly keep her tied to her desk.

One minute she could be retrieving music stands from a behind-the-stage storage area in the recital hall, the next she could be pushing a grand piano into a performance venue for an evening concert.

As the school’s concert and facilities co-ordinator, her responsibilities run the gamut from booking internal and external festivals and conferences to promoting student and faculty concerts to supervising concert assistants. Find out more about Jennifer’s passion for Memorial in our People Profile on page two.

WHAT DO YOU LIKE ABOUT WORKING AT MEMORIAL?

MEMORIAL UNIVERSITY IS A WONDERFUL PLACE to be a fish biologist. Newfoundland is a truly beautiful and unique island, containing a fully modern western society that remains heavily connected to the natural world. Much of the history, culture and economics of this society were and continue to be dependent upon fishes. The average undergraduate student at Memorial has more of a connection with nature than those at other universities, and graduate students who are interested in fishes are drawn here from all parts of the world.

The cultural heritage is complemented by freshwater and marine ecosystems that enable a wide variety of research opportunities. The basic potential is therefore unmatched.

Dr. Craig F. Purchase
Assistant professor
Department of Biology
Jennifer Hart cont’d from p. 1

Despite her job requiring a certain degree of flexibility – days, nights and weekends to accommodate all the events which take center stage in the Music Building – Jennifer Hart tackles each task with enthusiastic gusto.

“The School of Music is a very unique and exciting place to work – there’s so much happening,” she said recently on a rare quiet afternoon. “It is quite rewarding to be part of such fast-paced environment; from organizing student lunchtime recitals to more high profile concerts and media events. It’s my job to make sure things run as smoothly as possible and just let the music happen.”

Spending time in the venerable music and performance halls is nothing new for Jennifer. Before coming to work at Memorial, she studied here, graduating from the school’s choral music program somewhere in the city,” she said, with a smile. She now works alongside former professors and media events. It’s my job to make sure things run as smoothly as possible and just let the music happen.”

She also directs the Holy Heart Girls Choir in St. John’s – her alma mater – and is the associate accompanist for Shellhouse – Newfoundland and Labrador Youth in Chorus. All that, plus she’s learning how to knit.

“I teach a private piano studio in my spare time and sing in a few of choirs including Lady Core Women’s Choir, Quintessential Vocal Ensemble, St. John the Baptist Basilica Choir and the Philharmonic Choir of the Newfoundland Symphony Orchestra,” she noted.

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Of course we have many family and friends in Newfoundland and Labrador, and will remain connected to this province. We wouldn’t have it any other way. But I also hope to stay connected to Memorial, exploring and developing partnerships with the University of New Brunswick that will strengthen our institutions and also this region.

My belief in the high calibre of our students, staff and faculty remains as strong as ever, and I urge you to continue building this institution which is vital to our province.

“As for her future, Jennifer said she’ll continue her passion of helping foster young musicians and proudly promoting the music talent and first-class performance venues at Memorial.

“Ten years from now I hope to be teaching a high school choral music program somewhere in the city,” she said. “My undergraduate degrees and my current position at the School of Music have most definitely prepared me for whatever lies ahead.”

Infuse yourself in music from Memorial this spring. Check out www.mun.ca/music/concerts for lots of reasons to celebrate MUN’s rich musical talent.

By now all of you know that it is likely I will leave Memorial University later this summer to take up the new position as president of the University of New Brunswick.

There will be time over the next few months to thank you more formally for the support and goodwill you have always shown, particularly since last summer when controversy over the presidential search became public.

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**sustainability news**

**‘Small but significant’**

**EMPLOYEES BECOMING MORE ECO-MINDED**

They may be small in numbers but a modest-sized group of employees is making great strides in creating a more sustainable office right here at Memorial. Now they’re hoping their green-minded actions motivate other units to do the same.

The roughly 20 or so employees who work in the School of Graduate Studies, which is tucked away on the second floor of the Iona Innovation Centre, don’t consider themselves environmental gurus but they’ve come to embrace a new way of working.

They’ve been quietly working on a string of sustainability initiatives, adapting the mantra that change occurs in small steps.

“Our group has really gotten into sustainability and we want to make a difference,” boasted their proud dean, Dr. Noreen Golfman. “There are lots of opportunities for all of us here at Memorial to make a difference. You have to be living under a rock to know there are no easy solutions so we’re making small but significant strides.”

That includes things like eliminating plastic water bottles and using glasses and a water cooler service instead; cutting down on the amount of paper staff would photocopy for meetings and instead posting documents online; as well as projecting agendas for meetings onto a screen or wall instead of printing them.

Paper that’s marked only on one side—and doesn’t contain any personal information—is dropped into boxes in offices like the School of Graduate Studies to make note pads. Here, Sharon Winsor gladly helps the sustainability cause.

Staff also recycle empty ink cartridges and shred all irrelevant documents.

“We also keep a sustainability box where any paper that is marked on one side, but doesn’t contain any personal information, is used to make note pads,” Dr. Golfman noted.

The school is aggressively moving towards an electronic thesis mechanism which will allow students to submit and view drafts, revised and final submissions online instead of having to print lengthy documents.

It’s also developing electronic letters of reference admission forms to help speed up the admissions process.

Dr. Golfman said eco-minded students are coming to expect institutions of higher learning to go green.

“The electronic reference letters is driven by sustainability as much as it’s by efficiency,” she noted. “All of these initiatives are not only great for the environment but will be a catalyst for recruitment efforts, too. As students and faculty and staff become more green minded I think they’ll look to public institutions for inspiration but to also to ensure they’re doing their part to create a better environment.”

“We have a long way to go,” Dr. Golfman added, “but there are also lots of opportunities.”

The School of Graduate Studies has eliminated plastic water bottles in its office. Instead, employees like Linda Misted use glasses to grab a drink.

**‘THIS IS WHERE I WANT TO BE’**

**APPRENTICE LANDS PLUMB JOB**

By Shannon Dawson

**MORE THAN A YEAR** into her plumbing apprenticeship, Fawn Hedderson is quick to credit Memorial for helping her embrace a career that’s still dominated by the guys.

“I’m so pleased I came to Memorial,” the second-year plumber apprentice said with a smile recently while stopping for a quick chat at work. “I didn’t know anyone when I first started but everyone was very welcoming. I couldn’t ask for any better.”

She joined Memorial last January and hasn’t looked back since.

Today, she and four other plumbing apprentices work with a different lead every month. They’re paired with one of Memorial’s seven journeymen, who rotate and work with those still learning the trade.

Ray St. Croix, supervisor of the plumbing shop and Charlie Jerrett, lead hand, are pleased with the work the apprentices are learning and doing.

“One of the very complicated jobs Fawn had an opportunity to work on was the installation of a water main entrance at the Engineering Building,” explained Mr. St. Croix. “It was a great learning experience and Fawn did an excellent job dismantling the old and rebuilding the new. As this is part of an ongoing refurbishment project, there will be more work to be done.”

A native of Straitsview on the Northern Peninsula, Ms. Hedderson trained at the College of the North Atlantic and was bound for Nova Scotia before an offer from Memorial brought her and her family home.

“My husband travels six weeks at a time,” she said, “and when he’s gone, I have to solve problems – plumbing and otherwise – so I decided to make a career out of it. Learning plumbing seemed logical and I’m so glad I did. I hope to stay here after my three-year apprenticeship and my journeymen test,” she added before getting back to work. “This is where I want to be.”
Two employees with Distance Education and Learning Technologies are still brimming with pride. Adrian Collins, seen here, a production technologist, and Benji Kean, a multimedia specialist, were singled out to be the Best of St. John’s edition of the Sepr the winter. Mr. Collins is a member of Gramercy Riffs, which was named best new band. Meanwhile, Mr. Kean was named best DJ by readers of the newspaper. Congrats to both.

Meanwhile, a team from the Discipline of Genetics from Medicine collected more than $1,700. Several student groups – supported by staff and faculty – also took part in the event. Residence houses, with their usual community spirit, brought in $11,218.50 in donations, while the School of Pharmacy had seven teams who raised $7,554 in contributions. Three students and one staff member, who are cancer survivors, led the Survivor’s Walk during the relay.

Mark Fahey, an IT services advisor with the Department of Computing and Communications, raised more than $800 in this year’s Shave for the Brave event on March 7.

Current and retired faculty members and staff are proudly keeping Scottish culture alive as part of the Newfoundland and Labrador St. Andrew’s Society. Members held a special dinner this January to mark the 250th anniversary of the birth of Robbie Burns. Kudos to Graham Morehaya, director of Computing and Communications, who has been the president of the society for the past 15 years.

C-CORE, a separately incorporated entity of Memorial, is this year’s recipient of the Employer of Distinction Award, presented by the Newfoundland and Labrador Employers’ Council. The organisation won in the small employer category. The award recognizes employers in this province that excel at leadership, innovation and creativity.

Dr. Mary Bluechardt, director of the School of Human Kinetics and Recreation, is one of the most influential women in sport and physical activity. Dr. Bluechardt, who is renowned for her research in the field of obesity study in the world. The findings are from a study in the laboratory of Dr. Sun, funded by the Canadian Institutes of Health Research.

Biochemistry student Laura Power, left, Bobbi Dwyer, and Ruth Leake gear up for their trip.

Several members of the Memorial community are heading to Central America this summer as part of an international mission to help build a classroom for underprivileged children. The group – all volunteers with the Church Lads’ Brigade – includes Bobbi Dwyer, Office of Student Recruitment, and Ruth Leake, Centre for Institutional Analysis and Planning, as well as a number of students. Kevin Kane, a retiree from Facilities Management, will help co-ordinate the trip while the group will be in Belize.

Several dozen of staff and faculty helped make the third annual Memorial University Canadian Cancer Society Relay for Life a resounding success. More than $52,000 was raised during the 12-hour fundraiser held Jan. 24. The University Lodge Team – which drew its members from the University Masonic Lodge No. 34, some of whom are faculty and staff at Memorial – raised roughly $5,400.

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Memorial University’s Employee Newsletter

5

Memorial Has One of the Largest and Most Innovative Workforces in the Province

Careers milestones were celebrated, contributions recognized and quality of work measured on three of our campuses between Nov. 1, 2008 and Jan. 31, 2009.

As part of the Memorial team, you are one of...

5,172 employees on three campuses (294 at Sir Wilfred Grenfell College; 425 at the Marine Institute and 4,455 at St. John’s)

2,690 permanent employees

1,219 part-time contractual employees

24 part-time regular positions

1,239 full-time contractual positions

88 number of new hires

277 number of re-hires

46 employees transferred to another department

9 staff retired

7 faculty retired

611 people are employed by separately incorporated entities and agencies.

CAREER SNAPSHOT

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BUILDING BLOCKS OF MEMORIAL

We shine the spotlight on those who help Memorial thrive

I never really left Memorial after retiring. I continue to stay involved and work with others to make a difference in our community. When I have spoken at pre-retirement seminars I repeated advice I received and continue to live by: keep your body and mind active and try to do something that interests you. I hope to continue what I’m doing while I still have good health.

NoELVEITCH
Retired associate professor of education
Co-founder and volunteer with Campus Food Bank, co-founder and active member of the Newfoundland Symphony, volunteer with convocation, pensioner’s association, alumni association, the Positive Thinkers Club, and Meals on Wheels.

I love my job where I am meeting and working with various international and local peoples, and families. This involvement continuously enriches my understanding and knowledge on several levels. My goal is to continue through this dynamic journey and contribute as much as possible through innovative ideas and initiatives.

SHAHANA ISLAM
International families co-ordinator
International Student Advising (ISA) Office
Co-ordinator and co-facilitates the Holiday Hosting Program, Coffee Club, ISA Family Program and Discussion Group.

Although an employee of Chartwells, I feel connected to Memorial and, having been here for 20 years, I know many of the people who make Memorial tick. My motto is whatever’s good for Memorial has got to be good for Chartwells. We’re linked in many ways. My driving motivation is to leave a positive impression of Chartwells at Memorial on all the people, from all ends of the earth, we host.

TIM HILLS
Executive chef
Chartwells
Involved with initiatives on sustainability, food source purchases, quality control, and training.

I enjoy coaching the team because it’s a meaningful way to contribute to the lives of students. It helps build self-esteem and is a healthy activity for mind and body. Supporting this important part of Grenfell’s student rec programming has become somewhat of a family affair for me as well – my son Tyler, daughter Sarah, wife Rhoda and I were recognized for our collective contribution to volleyball with a community development award from the Newfoundland and Labrador Volleyball Association.

RANDY ROWSELL
Manager, Computing and Communications
Sir Wilfred Grenfell College
Coach of the Grenfell women’s Volleyball Team and organizer of the Grenfell Volleyball League.

I see the Marine Institute and Memorial as not just my employer but part of who I am; it has given me so much. I have always had a passion to give where I can, which is why I am driven to provide inspirational opportunities to young women. The reward for me is the excitement and amazement on their faces when I talk about my volunteer and career paths. Being able to empower young women and make them believe they can do anything is inspiration for me.

KRISTA PARSONS BUTLER
Safety and survival instructor, School of Maritime Studies, offshore safety and survival Centre, Marine Institute, Froutrap
Founder and leader of M.I. Camp GLOW, role model for Women in Resource Development Committee.
New team
HEALTH AND SAFETY DEPARTMENT ESTABLISHED

By Shannon Dawson

THEIR GOAL IS BIG: to become the model for best practices in this province.

And, if the enthusiasm being shown already by the new five-member team tasked with steering the university’s health and safety initiatives is any indication, they’ll meet their objective head on.

The new department combines the original Facilities Management health and safety team with a new director, Sheila Miller. The Board of Regents approved the unit, which reports to Kent Decker, vice-president (administration and finance). Last year and Ms. Miller joined the university this past January.

While health and safety isn’t a new focus at Memorial, an official department is. The standards of excellence are the same with a renewed focus on a more cohesive health and safety culture at Memorial.

The Communicator dropped by the team’s offices, located in Spencer Hall, to get to know the new members:

• Sheila Miller, director, is well-equipped to develop a blueprint for optimal performance through her diverse career in research, nursing, counselling and health and safety. Ms. Miller has been working in health and safety since 1987 and brings with her a wealth of expertise in this area, having worked at the Health Care Corporation and with the Department of Transportation and Works. She has personal experience with those who have been adversely affected by workplace accidents and injuries and is committed to ensuring Memorial is the safest work place possible.

• Don Wood hails from Nova Scotia and joined Memo-
rial two years ago as the radiation/biosafety control officer and today manages and monitors operations, equipment and facilities as it relates to radiation and biosafety.

• Robert Guest is the driving and boating safety officer. He has been in this position for the past eight years. He’s responsible for monitoring and ensuring a safe working envi-
ronment for scientific diving and boating activities, including all diving and boating activities at locations at the Ocean Sciences Centre, Sir Wilfred Grenfell College and the Bonne Bay Marine Centre.

• Craig Boyd is a manager and is responsible for main-
taining programs related to health and safety. He acts as a consultant to the university community, departments and committees regarding health and safety related issues. He joined the university in 2005.

• Louise Green joined the team in January and provides administrative support to the program. She comes from the Standardized Patient Program within the Faculty of Medi-
cine. She has been with Memorial for more than 20 years and has extensive experience within both the academic and administrative departments within the university.

The Health and Safety’s goals include a cross-country environmental scan to review other universities health and safety programming including committee structures and the development of a perception survey for faculty, staff and students.

"While Memorial has many of the health and safety core elements at work, there needs to be a comprehensive and collective plan to further ensure the safety of all students, employees and visitors to campus," observed Ms. Miller.

Once the scan is completed, a recommendations report is expected outlining potential structures for both the program and the committee structure.

The Health and Safety department is in the process of redeveloping its website which will be available soon. In the meantime, you can reach at health.safety@mun.ca or 737- 3786 if you have any questions, comments or recommenda-
tions.

LEARNING THE ROPES

Sarah Stoodley

Last May, during her final day of bachelor of commerce (co-op) class, Sarah Stoodley put word she was selected to receive a prestigious fellowship – one of only three students in the country – to work in the field of advancement.

She eagerly accepted and began wondering, what is advancement anyway? Nine months later, she’s still learning the ropes.

By Sarah Stoodley

IT WAS NOVEMBER 2007: I had just finished a semester of working as a student assistant with the Division of Marketing and Communications when Victoria Collins, its executive director, asked me if I would be inter-
ested in being nominated for the Canadian Council for the Advancement of Education (CCAE)’s TD Meloche Monnex Fellowship in Advancement.

Other than having a long name that is a bit tedious to recite regularly, the opportunity seemed very intriguing and I was honoured and delighted to agree.

Long hours and hard work went into creating our joint application. Then the waiting game began.

Fast forward to last May. I was seated in the atrium of the Faculty of Business on the last day of classes, celebrating with my classmates, when I got a call from Michael Pickard, the associate director of marketing. He was calling to tell me that I was going to be the next TD Meloche Monnex Fellow. After the excitement calmed, I realized that I would not have to start the job hunt that I was desperately trying to avoid ...

and I began asking everyone, “So what is advancement?”

As it turns out, institutional advancement means different things to different people in different institutions in Canada. From my understanding, the gamut of university advancement activities here at Memorial encompasses all activities that help advance the university’s interests. It could be argued that all employees are working in advancement, or towards advancement, but generally and traditionally advancement includes the work done by external relations – focused units such as the Division of Marketing and Communications, the Office of Student Recruitment and the Office of Alumni Affairs and Development. These units, among a variety of others who also engage some aspect of external relations, are represented on the university’s Advancement Council which meets quarterly to plan, co-
ordinate and promote advancement activities.

To speed my learning about advancements, the Division of Marketing and Communications decided that I should attend the CCAE Newcomer’s Conference, which I did last summer in Ontario. I was also fortunate enough to attend the American Marketing Association’s Symposium for the Marketing of Higher Education in Chicago in the fall.

Through all of this, I have discovered that many other universities consider advancement to be primarily university development, and the fundraising, communications, rec-
ordship and alumni relations that support development.

My one-year fellowship exists so that new grads and new professionals can learn about advancement activities – espe-
cially since there’s no program you can take in Canada to learn about institutional advancement.

My job title is advancement liaison, which is often much easier than saying, TD Meloche Monnex Fellow in Advancement and usually doesn’t require an explanation.

In the past nine months, I have been working on projects that involve two or more advancement units. Since May, I have been busy co-ordinating a 29-chapter university video project, developing a sponsorship strategy for the university, co-
ordinating the Rant Like Rick campaign with the Office of Student Recruitment, and helping out with day-to-day marketing efforts.

It’s scary to think that the fellowship will soon be over. I really appreciate the opportunity that TD Meloche Monnex has so generously funded to allow me to immerse myself in the fascinating world of advancement. The experience has also given me an opportunity to “advance” my own career.

CCAE awards three TD Meloche Monnex Fellowships each year to universities and colleges across Canada. Darcy McMeekin, a Memorial alumnus and now a development officer for Nursing and Pharmacy, was awarded the fellow-
ship here at Memorial two years ago, and since an institution must wait a year before applying again, put your thinking caps on now to try and figure out who Memorial should nominate next year!

Information about the program and nomination can be found online at www.ccaecanada.org/awards/meloche_monnex_fellowships_in_advancement.php.

Rose Hatfield, left, assists Adam Courage, a faculty member at the MI, during a recent workout.

**Rose’s commitment**

MI EMPLOYEE HELPS CO-WORKERS EMBRACE PHYSICAL ACTIVITY

With spring in the air — and lots of us wanting to turn a new leaf and get active — The Communicator looks for inspiration from the Marine Institute’s Rose Hatfield who has been inspiring fellow co-workers to get active for years.

By Stephanie Barrett

**ACCORDING TO RESEARCH**, employee health and wellness programs lead to a more productive work environment. Rose Hatfield is a firm believer in this theory and suggests that a little exercise can never hurt anybody.

Rose is the recreation and sports co-ordinator with the Marine Institute and is extremely dedicated to her job and promoting health and wellness among employees.

Since joining MI in 1988, she has put tremendous effort into the fitness program at the institute and has always provided advice and assistance for anyone on request. Rose has also implemented numerous successful programs and group activities, one of which is the popular Survivor Challenge. She then progressed to developing customized individual training plans for a group of employees who wanted to tackle the Tely 10 Mile Road Race. She subsequently developed individual weight training and cardio training plans for an ever-growing group. This program has since been supplemented with the use of three-times-per-week video workouts.

“It is very gratifying to see the employees involved challenge themselves and get real results,” said Rose. “They are doing very well and working very hard on trying to accomplish some real lifestyle changes. It is the most involvement in physical activity I have seen in 21 years.”

And her contributions do not go unnoticed. Every year, as a token of appreciation for all her dedicated work, the group presents Rose with a small gift. She graciously accepts the gift but insists that it is completely unnecessary.

The group still felt that some token was necessary so decided that instead of presenting a gift to Rose, they would raise money for the development of a scholarship at the Marine Institute. The scholarship will be based on a combination of active living participation and academic achievement.

The group presents Rose with a small gift. She graciously accepts the gift but insists that it is completely unnecessary.

**MEMORIAL BY THE NUMBERS**

The university’s Preferred Rate Program is designed to encourage employees and retirees to make better use of campus recreation facilities. Memorial pays up to 50 per cent of the cost (up to a maximum of $10 a pay period) of a membership at The Works in St. John’s or three fitness centres in Conception Bay for those employees at Sir Wilfred Grenfell College.

Here’s a look at the Preferred Rate Program by the numbers as of Feb. 1 for the past six years.

To find out more information and apply for the Preferred Rate Program and payroll deductions, refer to www.mun.ca/humanres/wellness/prp.php. A complete schedule of wellness activities and events can be found at www.mun.ca/humanres/wellness/index.php.

**PREFERRED RATE MEMBERSHIP**

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**IT’S NO SURPRISE** to those who know Martha MacDonald that a keen enthusiasm for culture and heritage, a love of the arts, and a passion for grassroots community theatre make up a big part of her life — both at work at the Labrador Institute and during her spare time.

“Many people cherish life in Labrador because of the outdoor opportunities, but that isn’t my first love,” she said proudly. “I really like the arts community here — it is open to everyone.”

The Nova Scotia-native has been living and working in the Big Land for more than 20 years and her relationship with the institute, which is based in Happy Valley-Goose Bay, goes back a decade. That’s when she started on a short-term contract to help set up a folklore and oral history archive. Today, she’s its new associate director, focusing on educational opportunities, teaching students at the College of the North Atlantic and helping to guide the institute’s many projects.

When not at work, Martha’s heavily involved in the Labrador Creative Arts Festival, acts and sings in local productions and has been a vocal advocate for an auditorium for the region. She’ll be front row centre when the ribbon is cut to a new facility this spring.

“In a community of this size you have to make things happen, and therefore you are able to influence what happens,” she said.

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

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

You cannot simply phone our editor or HR to change of address. A written request to update your moving address must be made.

Thank you for staying in touch as you enjoy The Communicator.

Marge Hackett rang in the New Year in style – by celebrating her retirement. The respected associate professor in the School of Nursing bid farewell to close colleagues and friends after 30 years of service to Memorial on Dec. 31. A special reception was held in her honour just before the holidays. Here, Marge, second from the left, poses for a congratulatory photo with co-workers and friends Elaine St. Croix, left, Michelle Caines-Puddleton and Lena Clarke.

Madonna (Abbott) King, the longest serving employee of the Ocean Sciences Centre, retired from that facility on Nov. 21 after 37 years. In 1968 Ms. King, who had just finished her first year as a Memorial science undergrad, first entered the doors of the OSC as a summer student. She returned in 1971 to begin her career as a research assistant with Dr. Garth Fletcher, a partnership that continued until his retirement in 2005. He returned to honour her at her retirement celebration.

The Department of Biochemistry celebrated Dr. Antonio Martin’s retirement during a coffee break on Dec. 19, 2008. Dr. Martin retired on Dec. 31st after 29 years with Memorial University. He first joined the department as a staff member in 1979. He became an assistant professor in 1981 and later an associate and full professor. Dr. Martin became a Fellow of the Institute of Food Technologists in 2008 when he was honoured for his multidisciplinary and innovative research in bioconversion processes for enhancing food production. Here, Dr. Martin Mulligan, left, head of the Department of Biochemistry congratulates Dr. Martin for his career achievements and pending retirement.

LOUIS JOSEPH CHIARAMONTE, a retired faculty member from the Department of Anthropology and Archaeology, passed away on Feb. 26, aged 74 years.

ROGER BURRY, retired from Distance Education and Learning Technologies, passed away on Feb. 5, aged 59 years.

GERRIT MAUREAU, the former executive director of Memorial’s Oil and Gas Development Partnership (OGDP), and his wife Sheila Malm, a doctor, are believed to have been killed when the twin engine 58 Beechcraft Baron aircraft in which they were flying crashed in Southern Colorado on Dec. 20, 2008.

PRUDENCE DONALDSON WRIGHT, the wife of chairman emeritus of Memorial’s campus in Harlow, England, Dr. David Wright, passed away Sept. 8, 2008, aged 82. Ms. Wright was also chief nursing officer of the Harlow Occupational Health Service and co-ordinated Memorial’s nursing faculty’s visits to Harlow and their nursing program.

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YAFFLE LAUNCH

Are you in? Memorial faculty and staff who are experts in their fields should be a part of Yaffle.ca – the new searchable online database of Memorial expertise launched this February. Log on, check it out, sign up, scroll around. Users can find an expert, query research being done by the university in their geographic region, and even suggest research ideas. See what all the fuss is about for yourself; surf on over to yaffle.ca today.

Yaffle is an initiative of Memorial University, led by the Leslie Harris Centre of Regional Policy and Development, in partnership with Marketing and Communications, Computing and Communications, the Office of Research and the Queen Elizabeth II Library.
I AM SO INSPIRED by the amazing people I work with, some of whom are represented throughout this issue. So many Memorial employees go the extra mile, volunteer their expertise and make a valuable contribution with their incredible enthusiasm and energy.

Memorial is much more than bricks and mortar. We are more than our world-class facilities like the QE II Library, leading-edge research equipment and upgraded energy-efficient buildings. We are the community of people who come to work each day and make a difference by doing our best, debating with and supporting each other, united in the quest to be a world-class teaching and research facility. We volunteer to help shape policy and direction on committees and action teams like sustainability, health and safety, ethics, equity, pension, benefits, campus food bank, fundraising and social events. And there is a place for everyone.

Before releasing our precious children to childcare, and before I joined Memorial, my husband and I researched everyone. I was so impressed by the quality of care at the facility on our St. John’s campus. You can feel the difference when you walk through the doors and leave your children in the hands of Tracy Rose and her capable team. They have created a bright, stimulating, child-friendly environment, where toddlers, preschoolers and school-aged children receive an enriched, caring early education. Both my children attended and benefited from the combination of creative play and structured time and learning that learning is fun. That is when my commitment to the Childcare Centre began and it continues, even though my own kids have moved on.

When the governance structure of the centre changed in the summer of 2007, I was asked to join the board of directors. Currently, I chair the board and support for Campus Childcare Incorporated. I advocate, with a capable team of volunteers, for a positive learning experience for the 160 children who attend. Memorial is also on the fund-raising committee, and help raise dollars to supplement the costs involved with running a not-for-profit quality centre.

The childcare centre, originally created by the Students’ Union, has been around for over 30 years and will continue to provide an encouraging, positive and friendly place for children. What began as a much needed support for students has seen some early attendees graduate from medicine, business and engineering. Parents, who remember their early days at the centre, now entrust their own children to the childcare team. Elementary school teachers can see the difference our environment makes when children first enter kindergarten. Children of students, staff, faculty and the community all benefit from Campus Childcare. Students in human kinetics, psychology, education, nursing and early childhood education regularly visit the centre to observe the programs as part of their own learning.

Like many other volunteers, I get back far more than I give. There is an inherent satisfaction in helping out and I learn a lot from the wonderful people who also volunteer. The people I know who are most generous with their time and talent also seem to look happy and energetic, keep their sense of humour and stay positive. Most are quite modest about their contributions; and most have very busy, full lives outside of their volunteer activities.

Reach out. You’ll be so glad you did. If you’re looking for ways to help but don’t know how, check with the Student Volunteer Bureau, the pensioners association, the Memoral Fund—anything. Junk mail. I’m sure you know, it’s all in the names of good causes.

Kim is the voice you hear when you call the Employee Self Service helpline support desk (737-2434). Thankfully, she loves people contact because there’s lots of it. Calls are sporadic but most days, it’s quite steady. In addition to those duties, she also generates standardized and customized reports and works with the rest of her team in Administration and Systems Integration to update and maintain the Human Resources Management System. As in all areas of the university, recent privacy legislation and access to information guidelines have directly impacted the ways in which Kim performs her duties in information gathering and sharing.

Always one to get involved, Kim is active with the University Social Committee and has been treasurer for the past six years. She’s keen to get people involved in a bit of fun whenever she gets the chance. She’s taken additional courses through Lifelong Learning and volunteers occasionally with the Campus Food Bank. As a busy wife and mother of three daughters, Kim manages to fill time to volunteer with one of their basketball teams, canvass for Heart and Stroke and play a little Guitar Hero, too. No one is immune to the “I just love the people,” is the only explanation Kim gives for her enthusiasm. “I enjoy the interaction with others and enjoy the part of my job that has me answering the HR Helpline and phone and e-mail consultations to offer support. Expecting? New arrival to your family? Did you know, Memorial’s Employee Assistance Program (EAP) provides a childcare resource and referral service for parents-to-be. Expecting a new addition to your family can be both exhilarating and daunting. It’s a time of change and challenges. But Memorial is here to help. For example, through the EAP, there are initiatives such as the pre-parenting program, for expecting or adopting parents. Best of all, it’s free! To learn more, call 1-800-387-4765 and you can receive a pre-parenting resource kit and follow-up consultations to offer support.
PRIVACY IN PRACTICE
HR puts legislation into action

THE ADMINISTRATION and Systems Integration team’s responsibilities are one of the broadest in Human Resources – they co-ordinate everything from payroll, personnel and management systems, to the employee self-service within my.mun.ca, employee service awards and maintain all employee personal files.

While working closely with the Information Access and Privacy Protection Officer, Human Resources is taking a lead role in putting privacy rules in to practice.

“We can only collect what we need and what we will use in order to perform our duties,” explained the team’s manager, Brenda Muller. “If we don’t need it, we have to get rid of it. Complete confidentiality is assured.” Simple as that. Well, not quite.

Take this example: the team – and anybody for that matter – now has to declare on all documents, paper and electronic, what they’re collecting requested information for with a privacy statement. Those regulations are consistent with legislation for developing best practices in information access and privacy protection.

That was the easy part.

The real big job was identifying what information already exists and how it is stored, either electronically or on paper and whether it was in binders, files or boxes.

Guidelines had to be established for information – what to keep, for how long, and how it would be archived.

Human Resources has developed a database outlining what is in each informational store, who’s responsible for it, when it will need to be disposed of and how.

Team member Tina Mulcahy was hired to ensure compliance of the regulations, and a digital/electronic database has been established for storage.

“It is a good idea to delete all unnecessary e-mails and archives,” said Ms. Mullett.

She said various units and departments at Memorial probably have archives or storage rooms with filing boxes containing administrative and academic information. She said those archives “will be a thing of the past with all information now being scanned and stored electronically.”

Appropriate disposition of information includes shredding, CD shredding and hard drive destruction.

To learn more about HR’s Administrations and Systems Integration team, you can e-mail humanres@mun.ca or call 737-8220.

BALANCING RISK AND REWARD
NO WALK IN THE PARK

INFECTION DISEASES. Bomb threats. Pandemic preparedness. Alcohol awareness. Firearms. Studying abroad and field trips. Adequate insurance. Not exactly child’s play, but these are just part of what David Head, director of Enterprise Risk Management, and his team balance daily.

“Balancing the risks associated with the incredibly important, high-quality and innovative scholarly, research, administrative and student life experience is what we do,” he explained. “We support and encourage the work of the university and help each area by ensuring it has at least one less thing to worry about.”

Enterprise Risk Management is focused on the well being and safety of people, the protection of physical, intellectual and financial assets, as well as the environment and the university’s reputation.

“We think of risk in terms of strategic, operational, compliance, reputational and financial,” Mr. Head noted. “Risk management becomes part of everyone’s balancing act and mindset as we become proactive in mitigating risks as well as plan responses.”

And that type of work has already been completed in the areas of work placement, study abroad programs, athletics and alcohol consumption.

“We don’t even see the risk,” said Ms. Head. “It’s up to each unit to manage risk and report through forms and processes. Appropriate balance between all areas of priority can be achieved without jeopardizing safety and responsibility.”

To learn more about the Enterprise Risk Management team and its mandate, visit www.mun.ca/hrm/home/ or call 737-7683.

PREPARING FOR A CRISIS
Meet MUN’s new emergency management planner

When did you begin working with Memorial? In September 2008.

What is an emergency management planner? One who ensures plans and teams are in place to best prepare for and mitigate against, respond to and recover from any natural or human related threat or event that would impact the life and safety of students, staff and faculty, critical infrastructure and our reputation. An emergency management planner builds emergency planning into our culture, making Memorial an emergency resilient university.

The planning areas range from fire/hazardous material prevention/evacuation plans, weather related threats, communicable diseases such as Norwalk/pandemic influenza to human caused threats, such as a bomb or shooter, to site a fire.

Where did you come from? What is your background? I graduated from Memorial in 1974 with a B.A. in psychology and in 1984 with a Bachelor of Social Work and I practiced as a registered social worker for 34 years. I have extensive specialized training in emergency social services response (prevention of reception/center management; food, clothing, shelter and personal services). I am trained and registered as a Salvation Army volunteer to respond worldwide; when required, in areas of critical incident stress management and personal services and feeding.

What do you work most closely with? I work with teams all across every facet of the university. I spent the fall conducting a vulnerability assessment, reviewing the current capabilities and strengths. I am working to implement a strategic framework focusing on priorities including pandemic preparedness and mitigation strategies with senior executive. Very shortly, through working with Sir Wilfred Grenfell College in developing an all hazards emergency management plan, we will be ready to update current fire, civil unrest and hazardous materials response plans and develop new plans for persons with disabilities and student housing. At Marine Institute, the team identified its priority as an active intruder protocol. We held our first meeting with the Royal Newfoundland Constabulary in November, 2008.

Why does Memorial need an emergency management planner? The university recognizes the need to minimize its risk and be ready and prepared for any probable threat and is willing to dedicate a full time position with support to ensure that’s done. This is about more than writing plans, its educating the university community, especially the student body, and conducting exercises on the effectiveness of plans and ensuring they’re kept current.
So speak up again this year

YOU WERE HEARD, LOUD AND CLEAR

Two years ago – during the spring of 2007 – an anonymous, confidential employee workplace survey was conducted. The purpose was to measure employees’ views on a variety of workplace issues such as pay, benefits, workload, work satisfaction, communications, diversity and recognition.

A total of 1,750 employees participated which formed the basis of much work and improvement since then including improvements to the benefits program and coverages, respectful workplace policy awareness and training, and shared best practices.

As indicated in 2007, a two-year follow up survey is planned for this year. Make sure you participate and voice your opinions. What you think and feel is very important and you can’t be heard unless you speak up.

Complete details are available online at www.mun.ca/humanres/opinion_survey/.

If you have any comments or questions about the 2009 workplace survey or wish to get involved, contact Shannon O’Dra Dawson, communications co-ordinator with the Department of Human Resources, at 682-0540 or sodawson@mun.ca.

Your opinions count so let them be heard.