Roof repairs essential to protecting employees and maintaining buildings

Memorial University is experimenting with an unusual ingredient to try and cut down on the strong odours produced by annual roofing repairs – bubble gum. If the wind is blowing in the right direction this summer you can smell the fruity-flavoured scent in the air.

It’s part of Facilities Management's effort to make repairs much more tolerable for staff and faculty. Officials are using new technology to try and mask the smell that comes from heated asphalt, which is used to repair the aging roofs across campus. Although there is little evidence that proves the pungent smell of asphalt is harmful to people’s health, it can be overwhelming for anyone with acute asthma or respiratory symptoms. On a trial basis, bubble gum extract has been poured into tar pots to try and create more pleasant smells. The substance doesn’t totally eliminate asphalt odours but it does help create a better aroma.

“Roofing repairs are absolutely vital to maintaining our buildings and to helping ensure we have a clean, dry and safe work environment for faculty, staff and students,” says Keith Hiscock, assistant director of the development and renewal branch of Facilities Management.

Facilities Management is spending about $500,000 this summer repairing roofs on a number of buildings. Block A in the Education Building, which houses the Folklore Department, is slated for renovations, as well as half of Block D in the Science Building, a partial wing of the Chemistry/Physics Building, and the remaining half of the Ocean Sciences Centre Annex Building in Logy Bay. The Student Services Building at Sir Wilfred Grenfell College in Corner Brook is also targeted for repairs.

Facilities Management can only complete sections of buildings at a time because of the sheer cost of roofing projects. For example, in 2001-02, it cost around $74,000 to replace half of Block A on the Science Building. This year half of Block D is being replaced for around $140,000. An entire annual budget could be spent refurbishing any one building but because of the many demands for roofing throughout the campus, the university has to be selective as to which areas are addressed each year.

Facilities Management tenders and then awards projects to local rothers who are members of the Canadian Roofing Contractors’ Association (CRCA). From early spring until the fall workers can be seen on buildings starting at 7 a.m. until after sunset.

But their job isn’t as easy as simply climbing on a roof and patching a few leaks. There is a litany of challenges facing roofers, including the weather and a limited construction season. Roof work requires ideal weather conditions to ensure quality results. If it’s too windy or too wet, work cannot proceed. Facilities Management also does not allow contractors on top of buildings after sunset. “Fall protection is a big issue,” says Boyd Ash, project technologist. “Before contractors go up on the roof we go over our safety regulations with them so contractors are familiar with our guidelines.”

In addition to safety on the roof, there’s also safety on the ground. “Any little pieces that are blowing around need to be picked up,” adds Javis Hulan, projects co-ordinator. “We designate certain areas within a safety fence. This helps keep the site safe. We also use chute systems which bring debris directly from the roof to a dumpster on the ground.”

Facilities Management also does its best to notify staff and faculty that repairs will be taking place. Officials will give departments within specific buildings a minimum of five days notice before roofing begins. Whenever possible, asphalt kettleists are placed away from windows and air vents and fresh air intakes to buildings are closed to a minimum to try and reduce odours. Mr. Ash says they are aware of people’s concerns so that’s why they are looking at innovative technology to cut down on the volume of fumes generated and the odour produced by the asphalt. “That’s where things like the bubble gum come in,” he says.

Other pieces of equipment Facilities Management is looking at include a new asphalt kettle equipped with a secondary burner and an emission control hood to help minimize the amount of fumes produced and reduce odours. “You pull out a drawer and you lay the asphalt in and then slide the drawer back in,” explains Mr. Ash. “But there’s a chimney with a secondary burner. All the smoke is going up this chimney and it’s passing through this secondary burner. At the smoke comes out you don’t get the same emissions.”

“Roofing will continue to be an ongoing process for a campus of this size,” adds Mr. Hiscock. “This roofing requires considerable thought and thorough planning to complete successfully especially in a university environment where every effort must be made to minimize disruption and inconvenience to faculty, staff and students.”

Enchanted Garden

Anne Madden (centre), education co-ordinator at the Botanical Garden, chats with two visitors during the fifth annual Seniors’ Day held on June 24. More than 600 seniors from the St. John’s area toured the garden free of charge – a record number of attendants. The annual event was hosted by The Friends of the Garden and included free transportation, complementary refreshments, tours of the garden and the greenhouse and nature hikes.

Boyd Ash, project technologist with Facilities Management, on the roof of the Science Building on Memorial’s St. John’s campus. Annual roofing repairs are well underway again this year.

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Deciding on future directions for our university

This summer has seen two major developments, both of which will profoundly influence the future direction of Memorial University.

The first development is the launch of Memorial's strategic planning process, with special assemblies in St. John’s on June 14 and in Corner Brook on June 22. These assemblies were organized by faculty, staff and students. They outlined the process for developing our next strategic plan and started to seek the views of members of the university community on important strategic issues facing the institution.

Both meetings were well attended and I am confident that, with input from inside and outside the university, we will be able to articulate a future for our university that builds on Memorial's strengths and meets the needs of our stakeholders: our students, our employees, our province and others.

Five years have passed since the university concluded its last strategic planning process. The time has come to re-examine our mission, re-examine our priorities and set new goals. The objective of the present strategic planning process is to build on our past experience and to guide the university over the next five to ten years. We will identify specific priorities, goals and actions, along with performance indicators to track our progress. These measures will also guide our budgetary and other resource allocations.

The future of Memorial University affects all of us—students, faculty and staff—and it is therefore important that all of us participate in this strategic plan. I want the process to be highly consultative, with plenty of opportunities for discussion and debate for everyone with a stake in our university, whether they are inside or outside the institution.

A discussion page has been set up on the strategic planning Web site, www.mun.ca/strategicplanning. Please visit the site regularly to stay apprised of developments and to get involved. There will also be other university assemblies, providing opportunities for in-person discussions and debate.

The second major development affecting the university happened July 7, with the release of the provincial government's White Paper on Public Post-Secondary Education. The report—titled Foundation for Success—clearly indicates that the government is committed to maintaining an accessible and high-quality public post-secondary education system based on a one-university, one-college system model.

In addition, the government committed itself to a three-year budgeting horizon for the university and an additional $30 million. These measures will bring funding stability and growth. A portion of this funding has been provided to address key areas of need, such as special funding for the library, graduate students and Sir Wilfred Grenfell College. The white paper also encourages greater co-operation with the College of the North Atlantic and places major emphasis on adult learning. To learn more about the white report, please visit www.ed.gov.nl.ca/edu/wispaper/index.html.

Our strategic planning process will be informed by the white paper. The paper and our planning process are aimed at building a university that is amongst the best in Canada.

With best wishes for a pleasant and safe summer.

Signed
Axel Meisen, PhD, P.Eng.
President and Vice-Chancellor

Obituaries

Elizabeth Anne McGrath, a faculty member retired from the Department of English Language and Literature, Faculty of Arts, died April 23, 2005, aged 72. Donations in her memory may be made to the Apostolate of Sister Margie Conne, for the education of children in Kenya and Uganda. Contributions payable to The Laoshan of the Sacred Heart at Halixaf may be directed to the care of June O'Brien, 1455 Summer St., Halixaf, N.S. B3H 4L6.

Leighton F. Bugden, passed peacefully away at the Health Sciences Complex on March 28, 2005, aged 83 years. Mr. Bugden retired from Memorial University where he had worked as an electrician with Facilities Management.

Dr. Edmund Phelan, the chair of Memorial's Board of Regents from 1954 to 1969, died March 11, 2005. He was 85 years of age. Dr. Phelan received an honorary doctor of laws degree from Memorial in 1964.

Alan Geoffrey Bethell, the husband of longtime Harlow employee Betty Bethell, passed away Feb. 5, 2005, after a short illness. An electrician, Mr. Bethell frequently solved many of the Harlow's electrical problems and also did a great deal to help with fund-raising activities and student trips.

Feedback

We want your thoughts on what you read in The Communicator.

Did you enjoy the articles? Do you have an idea or photo for a future story?

Maybe you know a co-worker who is giving back to their community by volunteering with a worthy non-profit group or has just won an award.

E-mail your ideas to Jeff Green, editor of The Communicator, at jeff@mun.ca or call 737-2142.
Digital directory
Finding numbers gets a whole lot easier

Memorial University's internal phone books have gone high-tech. A new Web-based searchable phone directory was recently launched online. It allows users, including the general public and media, to find phone numbers, office locations and e-mail addresses for staff and faculty at the click of a mouse. The directory includes Memorial’s St. John’s campus, the Marine Institute, Sir Wilfred Grenfell College and the Harlow campus.

The new project, which is being headed up by Computing and Communications and coworkers, is an effort to reduce the cost – and paper – of producing traditional phone books.

“The Web is almost a by-product of the printed phone book. So what we are trying to do is flip that around and have the phone book as a by-product of the Web,” says Rohan Sooklal, computing and communications supervisor and head of the Web development unit in C&C. “The Web version will be more up-to-date. It takes a long time to print the actual phone book which is only produced once a year.”

In the past C&C would forward departments the contact information for employees asking them to verify the list. C&C would then make the changes and proofread the material three times before it was printed. The entire process would start in September and new books would be printed in January.

“At that point some of the information was wrong,” says Mr. Sooklal. “People retire or move to different offices. In order to increase the accuracy of the information that’s contained in the phone directory we proposed a simpler process.”

Now, designated people in every department will enter new information into a centralized electronic directory on the Web. That information will then be verified by a senior manager or supervisor before the changes are approved. The new system now allows departments to add the names and extensions of visiting professors or staff members who may only be working at Memorial for a few months.

“As a university, our primary commodity is information so it is obviously in the university’s best interest to become much more efficient at handling the information it produces about itself,” says Mr. Sooklal.

“We feel that because departments are the ones aware of what staff are moving within their units, it would make more sense for them to make the changes as they occur,” adds Carolyn Bennett, office manager with C&C. She says they plan on making this new procedure a part of the orientation checklist that departments go over with new employees so that staff are added to the directory immediately.

The digital directory will also offer departments a number of print options for those who want either partial or full copies of their department’s directory. “They can print contact information for an individual department or all departments across campus as seen in our current phone directory,” explains Ms. Bennett. “They can print this within their own department but that can be costly.”

“We really want the Web to be the main directory. This new Web directory cuts down on paper which is a good thing for everybody to do.”

The university is recommending that the most cost effective method for departments is to purchase bound copies of the phone book from Printing Services at a minimal price.

Notices will be posted on Newsline every three months to remind departments to update phone, e-mail or office changes.

Mr. Sooklal says the new online phone directory will not only be more convenient and useful, but will be much more environmentally friendly. “We really want the Web to be the main directory,” he says. “This new Web directory cuts down on paper which is a good thing for everybody to do.”

Anyone with comments about the new phone directory can write phonebook@mun.ca.
Lacing up and keeping active 
Memorial employees learn the benefits of running

More than 30 participants recently crossed the finish line for the first-ever Learn to Run program offered on campus at Memorial University. The course was offered from April 5 to June 7 and was open to all faculty, staff, pensioners and their spouses. It was one of the projects offered by the Employee Wellness Program to promote active living. Over a 10-week period, participants learned about the basics such as proper running techniques, injury prevention, shoe selection and nutrition.

“This was an attempt to get people more active,” says Peter Hynes, work-life programs co-ordinator with Human Resources. “People want a supportive environment when starting a new exercise such as this. We had goals in place for our runners and access to professional trainers.”

Since this was the first time Memorial offered such a program, it part- nered with the Running Room retail store in St. John’s. “We started at a beginner’s level and followed what is commonly known as a run/walk training program, running a little then taking a walk break and running a bit more,” says Mr. Hynes.

Gradually participants walked less and ran more. Their goal was to continuously run for 10 minutes and take a one-minute walk break and run for 10 more minutes. The program was designed to build stamina. Nearly 70 people signed up for the program and about half finished.

“I think it was great so many took the initiative to join in the first place,” adds Mr. Hynes. “Some people missed a week or two and fell behind in the program and found it hard to catch up. I think that those who were very inactive realized that some fitness was required even before starting this program. Some just discovered running wasn’t for them, and that’s okay, too. You need to do physical activity that you enjoy somewhat or you won’t stick with it.”

Some participants actually put their newfound activity to the test by doing their first five-kilometre road race on July 3, while others joined Team Memorial to do the Tely 10 race on July 24.

Mr. Hynes says if there is demand for another Learn to Run, he’ll consider offering it again in the spring. “Then we may ‘run’ the activity that you enjoy somewhat or you won’t stick with it.”

For more information about the program, please contact Peter Hynes at 737-4782 or phynes@mun.ca.

Learn to Run graduates, from left: Patricia Coady, Medicine, Sri Gerrand, Coasts Under Stress Project, visiting researcher, Christine Burke, Housing, Food and Conference Services; Alfred Dyck, Major Research Partnerships; Robert Barker, Human Resources; Bill Burke, Technical Services; Chris Houssell, Student Affairs and Services; Dave Woolridge, Maritime Studies, MI; and Lester Marshall, Student Affairs and Services.

Forget the perfume and cologne

Encouraging a scent-free university

A new campaign aimed at promoting a scent-free workplace was enthusiastically latched onto of campus. These posters have been placed throughout campus asking faculty, staff, students and visitors to voluntarily refrain from wearing scented items such as perfumes, colognes or hair spray. The campaign has been organized by the Employee Wellness Program and will focus on encouraging people not to wear these products. “Right now this is not a ban, it’s just a voluntary compli- ance,” says Claude Horlick, associate director of Human Resources.

“We know some employees are sensitive to these scents and different departments had put up their own posters.”

In 2001, Human Resources’ Wellness and Active Living survey indicated that four per cent of Memorial employees have been diagnosed with multiple chemical sensitivities. As well, more than 50 per cent of workers said that having a scent-free workplace would be beneficial.

The Newfoundland and Labrador Lung Association indicates that 15-20 per cent of the Canadian population has some kind of breathing problem. Asthma, allergies, emphysema, and bronchitis can be adversely affected by the chemicals found in scented products.

Human Resources will be establishing a working group made up of members from across the university to look at other ways to promote a scent-free workplace including the use of scent-free cleaning products.

Get a favourite recipe? 

Are you a whiz in the kitchen? Maybe you’re just an occasional cook.

Either way we want to hear from you! The Communicator is on the hunt for new healthy home-made meal ideas from you – our readers.

This new section will include recipes from employees here on our campus.

Send your recipes to jeffg@mun.ca or call 737-2142.

NEW THE HOME COOK

MUN employees share their culinary creations

SPICY ASIAN-STYLE PASTA SALAD

Serve this as a side dish, or add some cooked shrimp or chicken for a main course. Look for the sesame oil, garlic, soy sauce, soy sauce, garlic, salt, and pepper in another small bowl. Combination sugar and vinegar and cayenne pepper in small bowl to blend. Whisk 3 tablespoons sesame oil, honey, soy sauce, vinegar and cayenne pepper in small bowl to blend. Whisk 3 tablespoons sesame oil, honey, soy sauce, vinegar and cayenne pepper in small bowl to blend.

Cook pasta in large pot of boiling salted water until tender but still firm to bite, stirring occasionally. Drain completely.

For the sauce:

3 tablespoons soy sauce
1 tablespoon prepared white horseradish
1 teaspoon prepared garlic paste
1 teaspoon prepared ginger paste
Combine dressing ingredients in small bowl. Add to pasta and toss to coat. Serve immediately.

For the dressing:

1/4 cup honey, 2 tablespoons soy sauce, 2 teaspoons sesame oil
Combine all ingredients in small bowl and mix well. Refrigerate until ready to use.

This dish is a hit even with those who aren’t partial to salmon.

SALMON WITH HORserADISH SAUCE

For sauce:

Mix all ingredients in small bowl. Season with salt and pepper. (Can be made 1 day ahead. Cover and chill.)

For salmon:


Photo by Peter Hynes
Members of CUPE 1615 recently made a donation to the St. John’s Women’s Centre. The donation included a cheque for $400, as well as food and clothing. Taking part in the collection were (L-R) Lorraine Jackson, Dawn Learning, Jane Ryan and Barbara Strong. Ms. Strong says they are continuing to collect for the Women’s Centre so that the organization can help women and children in need. The St. John’s Women’s Centre is the oldest of its kind in Canada. If you would like to make a donation, contact Ms. Strong at 737-8701.

Glen Hoffe officially retired from Computing and Communications on June 24, 2005, as supervisor of the Help Centre. He spent 36 years working on Memorial’s St. John’s campus – 14 years employed with Newfoundland and Labrador Computing Services, a former provincial Crown Corporation, which had a branch on the St. John’s campus, and the remainder with C&C. “All together I’ve been here longer than some buildings,” he says with a smile. “I am really going to miss interacting with all the friends I’ve made over the years.” His colleagues say they’ll miss Glen’s easy-going attitude. “You could talk to him about anything. He was so even-tempered and was always around when you needed him,” says co-worker Kathy Skinner.

Word Scramble

A D S E R K E S Q R L Y M V Y I H A N H V B
V Z P K Z O S Z G F X A C R Y S O X A U E I
D N A M C E W G X L I T O T A I K X A I M A I
F E N N N G P X C L R S P L M D F Q S A V R
Y V I I L M M M R W I H G H A R E D S N M V
X U H H A Y O U E L P R B I L B H R T Z C
B K Q D R M C H N U R S I N G E O J P I I P
T I Y Y T Z C L I N G U I S T I C S V E O Z
T N G D S O X H S R I L Y F R Y I 1 O O S M K
B E O J I P Q W W S Y E M H O E W N C P H P
W T L B G N O I T A C U D E P L G U F M H Y
G I O X E C F F A O I N M U L A K E A X Y Y
N C P O R T C E N V C U O L B R R L N Y N C
L S O V U D A O C L A S S I C S T G O T J I
X B R Z B J M N E Y J C I J J H Y F V O R S S
K H H E E I T G E E T T L M E I R B J E E U
N P T B C C M T W S D Z M A E C X M W A G M
W X N S Q R W M M S E P T D T F B E Q W J V
D G A D E S Z P C C L R O D J P B X I U E N
D Y D R X D L K B V E H J T G L S N W H P X
E N I C I D E M Q H V T Y W O K R D S G G

Donations help local women’s group

Members of CUPE 1615 recently made a donation to the St. John’s Women’s Centre. The donation included a cheque for $400, as well as food and clothing. Taking part in the collection were (L-R) Lorraine Jackson, Dawn Learning, Jane Ryan and Barbara Strong. Ms. Strong says they are continuing to collect for the Women’s Centre so that the organization can help women and children in need. The St. John’s Women’s Centre is the oldest of its kind in Canada. If you would like to make a donation, contact Ms. Strong at 737-8701.

Glen Hoffe (3rd from left) was joined by fellow Memorial employees – Corey Stamp, Barbara Dawson, Marg Cumby, Kathy Skinner, John Butters and Russ Flynn – for a celebration at Bitters on June 16.

Wilf Bussey (fourth from left) and colleagues Glenn Collins, Registrar, Rod Campbell, C&C; Carolyn Bennett, C&C; Phil Kirby, C&C Interim Director; and Dallas Collins, C&C.
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 – Tenure-Track**

- Dr. Jennifer Buckle, Sir Wilfred Grenfell College, assistant professor, Aug. 1, 2005
- Dr. Sonya Corbin Dwyer, Sir Wilfred Grenfell College, associate professor, Sept. 1, 2005
- Dr. Francois Depeault, Department of Sociology, assistant professor, July 1, 2005
- Dr. Rodolphe Devillers, Department of Geography, assistant professor, July 1, 2005
- Daniel Duda, Queen Elizabeth II Library, librarian II, April 1, 2005
- Dr. Matthew Farish, Department of Geography, assistant professor, July 1, 2005
- Dr. Dianne Farquharson, Department of English Language and Literature, assistant professor, July 1, 2005
- Dr. Deepa Khosla, Department of Political Science, assistant professor, Aug. 1, 2005
- Dr. Brad Levet, Department of Classics, assistant professor, July 1, 2005
- Dr. Christopher Lockett, Department of English Language and Literature, assistant professor, Aug. 1, 2005
- Dr. Natalie Osman, Department of Philosophy, assistant professor, July 1, 2005
- Jean-Paul Roy, Faculty of Business Administration, assistant professor, July 1, 2005
- Dr. Kenneth Snellgrove, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2005
- Dr. Michelle Sullivan, School of Social Work, assistant professor, July 1, 2005
- Dr. Tracy Swan, School of Social Work, assistant professor, Aug. 1, 2005
- Dr. Geoff Zbikiew, Faculty of Medicine, assistant professor, July 1, 2005

**Appointments – Regular Term**

- Becky Childs, Department of Linguistics, assistant professor, July 1, 2005
- Dr. Octavia Dobre, Faculty of Engineering and Applied Science, assistant professor, Aug. 1, 2005
- Dr. Karen Hattenhauer, Department of Chemistry, assistant professor, Aug. 1, 2005
- Dr. Derek Pyne, Department of Economics, assistant professor, Sept. 1, 2005
- Andrew Vardy, Faculty of Engineering and Applied Science, assistant professor, April 1, 2005

**Appointments – Other**

- Professor Peter Ayres, Faculty of Arts, associate dean (undergraduate), Sept. 1, 2005
- Dr. Douglas Dunsmore, School of Music, intern director, July 1, 2005
- Dr. John Hanchar, Department of Earth Sciences, head, June 1, 2005
- Dr. Cecilia Moloney, NSERC/Petro-Canada WISE, chair, July 1, 2004
- Dr. Chris Radford, Department of Mathematics and Statistics, head, Aug. 25, 2005
- Dr. Stephen Riggins, Department of Sociology, head, Aug. 1, 2005
- Bert Rigs, Queen Elizabeth II Library, head (Newfoundland and Labrador Studies Archives), June 1, 2005

**Cross-Appointments**

- Dr. Valerie Booth, Department of Biochemistry, cross appointed to the Department of Physics and Physical Oceanography, Sept. 1, 2005
- Dr. Jim Connor, Faculty of Medicine, cross appointed to the Department of History, Sept. 1, 2005

**Promotions**

- Susan Cleaye, Queen Elizabeth II Library, librarians IV, Sept. 1, 2005
- Dr. Stephen Crocker, Department of Sociology, associate professor, Sept. 1, 2005
- Dr. Christopher Dunn, Department of Political Science, professor, Sept. 1, 2005
- Dr. Carme Dyck, Department of Linguistics, associate professor, Sept. 1, 2005
- Dr. Bridget Fernandez, Faculty of Medicine, associate professor, Sept. 1, 2005
- Dr. Kurt Gamperl, Ocean Sciences Centre, associate professor, Sept. 1, 2005
- Dr. Noren Golman, Department of English, professor, Sept. 1, 2005
- Dr. Howard Heyes, Faculty of Engineering and Applied Science, professor, Sept. 1, 2005
- Dr. Philip Hiscock, Department of Folklore, associate professor, Sept. 1, 2005
- Dr. Amgad Hussein, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2005
- Dr. Aphrodite Indares, Department of Earth Sciences, professor, Sept. 1, 2005
- Dr. Andrew Vardy, Faculty of Engineering and Applied Science, assistant professor, April 1, 2005
- Dr. Serpi Kocabiyik, Department of Mathematics and Statistics, professor, Sept. 1, 2005
- Dr. Allison Leitch, Department of Earth Sciences, associate professor, Sept. 1, 2005
- Dr. T.A. Loeffler, School of Human Kinetics and Recreation, professor, Sept. 1, 2005
- Dr. Scott MacKinnon, School of Human Kinetics and Recreation, associate professor, Sept. 1, 2005
- Dr. Yuri Murychka, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2005
- Dr. David Peddle, Sir Wilfred Grenfell College, associate professor, Sept. 1, 2005
- Dr. David Philpott, Faculty of Education, associate professor, Sept. 1, 2005
- Dr. Jennifer Porter, Department of Religious Studies, associate professor, Sept. 1, 2005
- Dr. Lisa Rankin, Department of Anthropology, associate professor, Sept. 1, 2005
- Dr. Caroline Schiller, School of Music, associate professor, Sept. 1, 2005
- Dr. William Schipper, Department of English Language and Literature, professor, Sept. 1, 2005
- Dr. Michael Slawinski, Department of Earth Sciences, professor, Sept. 1, 2005
- Dr. Shirley Solberg, School of Nursing, professor, Sept. 1, 2005
- Annette Staveley, Department of English Language and Literature, professor, Sept. 1, 2005
- Dr. Brian Staveley, Department of Biology, associate professor, Sept. 1, 2005
- Dr. Guang Sun, Faculty of Medicine, associate professor, Sept. 1, 2005
- Dr. Anne Thang, Department of French and Spanish, associate professor, Sept. 1, 2005
- Dr. Rosonina Tite, Faculty of Education, professor, Sept. 1, 2005
- Dr. Stephen Tomlin, Department of Political Science, professor, Sept. 1, 2005
- Dr. Todd Wareham, Department of Computer Science, associate professor, Sept. 1, 2005
- Dr. Michael Wernerheim, Department of Economics, professor, Sept. 1, 2005
- Dr. Ie Xioa, Department of Mathematics and Statistics, associate professor, Sept. 1, 2005
- Dr. Xiaogang Zhao, Department of Mathematics and Statistics, professor, Sept. 1, 2005

**Retirements**

- Dr. George Casey, Department of English Language and Literature, associate professor, April 30, 2005
- Dr. Clar Matchim, Faculty of Business Administration, assistant professor, June 30, 2005

**Confirmation in Appointments – Tenures**

- Dr. Mark Borgaonkar, Faculty of Medicine, assistant professor, Sept. 1, 2005
- Dr. David Buckley, Faculty of Medicine, assistant professor, Sept. 1, 2005
- Janet Goosney, Queen Elizabeth II Library, librarian I, Sept. 1, 2005
- Dr. John Hanchar, Department of Earth Sciences, professor, June 1, 2005
- Dr. Sean Murphy, Faculty of Medicine, assistant professor, Sept. 1, 2005
- Dr. Stephen O’Leary, Faculty of Engineering and Applied Science, associate professor and Canada Research Chair (Tier II), Jan. 1, 2006
- Dr. Martin Plumer, Department of Physics and Physical Oceanography, professor, July 25, 2005
- Dr. Chris Radford, Department of Mathematics and Statistics, professor, Aug. 25, 2005
- Bert Rigs, Queen Elizabeth II Library, librarian II, June 1, 2005
- Dr. Gary Sneddon, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2005

**ADMINISTRATIVE**

**Appointments**

- Craig E. Boyd, Department of Facilities Management, manager, safety and environmental services, March 28, 2005
- Sheldon Cribb, Department of Technical Services, technologist I, Feb. 21, 2005
- Wendy Hackett, Sir Wilfred Grenfell College, staff accountant, June 6, 2005
- Brian Joyce, Department of Technical Services, craftsman I, May 30, 2005
- Fronie Squibb, Faculty of Medicine, intermediate secretary, March 15, 2005
- Jeff Young, Department of Technical Services, craftsman I, May 24, 2005

**Contractual to Permanent Appointments**

- Shirley Alexander, Faculty of Medicine, intermediate clerk stenographer, April 22, 2005
- Karen Hollett, Office of Faculty Relations, associate director, April 1, 2005
- Theresa Kelly, Office of the Dean of Science, instructional assistant, Jan. 5, 2005
- Danielle Nichols, Ocean Sciences Centre, research marketing manager, May 27, 2005
- Jason Nowlesworth, Financial and Administrative Services, stores clerk I, May 27, 2005
- Raylene Rowe, Faculty of Medicine, intermediate clerk stenographer, June 2, 2005
- Amelia Squires, Faculty of Medicine, library assistant III, May 2, 2005
Here's a quick update on some recent activities and developments in the Department of Human Resources.

**Online employee services on my.mun.ca**

The Department of Human Resources recently launched an online employee services facility via the university's Internet site. This facility will permit employees to view and/or change various items of personal information directly online.

We are actively considering other services we may provide on this site in the future. If you have any suggestions, please let us know. There is a feedback link on the Employee Services tab or you can e-mail us directly at hrinfo@mun.ca.

Additional information regarding this service and how to obtain access is available from our Frequently Asked Questions document, which may be accessed from our main Web site, www.mun.ca/hrinfo.

**HR's updated Web site**

Our department has recently upgraded our Web site. You will see a new, more pleasing presentation which is consistent with the look and feel of the university's main Web site and the sites of several other departments who have adopted the same format over the last several months. In addition to the new look, you should find it easier to navigate our site and to readily find the information you are seeking. The addition of a Google-powered search feature should help as well.

The HR Web site is quite large and hosts hundreds of pages of information, so the conversion process was an extensive one. While we have taken the opportunity to simplify our site in obvious places, our main focus has been to get our site converted. We will look at opportunities for further streamlining in the future. Please do not hesitate to let us know if you have any ideas or suggestions. We can be contacted by e-mail at hrinfo@mun.ca.

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**Current activities in Human Resources**

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**Tely 10 Team Memorial**

In 2004, the Wellness Office of the Department of Human Resources coordinated for the first time a Tely 10 Team Memorial. This was a group of employers and their spouses and/or children who had decided to run, walk or run/walk the annual Tely 10 road race as a group from Memorial. Last year, this initiative attracted almost 90 participants—the vast majority of whom were employees. Out of this group, we estimate there were at least 20-25 who were first-time participants in the Tely 10. Once again, we organized the same initiative this year and approximately 120 employees and their spouses and/or children registered for the 2005 Tely 10. As of this writing, we are currently in the process of reviewing the proposals from a short-list of four firms. Barring anything unforeseen, I expect we will conclude this process and finalize the selection of our EAP provider by the end of July.

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The university issued a Request for Proposals relative to the renewal of our EAP in May, and several proposals were received from interested companies, including FGI. With the help of a small committee which was struck from the department's EAP Advisory Committee, our department is presently in the process of reviewing the proposals from a short-list of four firms. Barring anything unforeseen, I expect we will conclude this process and finalize the selection of our EAP provider by the end of July.

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**Have a safe summer!**

Summer is well upon us and it's the time of the year many of us turn our attention to relaxing a little and taking advantage of the good weather. Whether you are travelling, gardening, working around the house, fishing or spending time at the cabin, I hope you and your family have an enjoyable and safe summer.
Updating university Web sites has gotten a whole lot easier. A new free Web-based program is now available to all university departments and faculties allowing them to post and update their own Web pages without any extensive knowledge of the Internet or complicated computer programs. The new tool is called Site Builder and it was officially launched late last year. Since then, more than 35 different departments and faculties have started using it to create Web pages that have the same design as the university’s official site. About half of the sites have been officially launched while the others are still being created. “This simple tool allows people to produce good content instead of dealing with technical details,” says Paul Whittle, Memorial’s Web manager, University Relations. “It’s basically a content management system that’s used to keep sites up-to-date. People don’t need to know any HTML. If you can use Microsoft Word you can use this. It’s as easy as cutting and pasting documents.”

Mr. Whittle says Site Builder was conceived out of a need by departments and faculties to have access to a simple tool that allows them to create attractive Web sites. In the past some departments hired students to design sites that were launched but never updated. Other sites were full of gluity graphics that are no longer used on the Web. “Some departments had these sites but didn’t know how to control them. Nobody sat down with them to show them how to update their pages,” says Mr. Whittle. “More importantly, people want something that is not going to go out-of-date as Web technology changes. With Site Builder they get a content management system which will keep up with new capabilities on the Web as it evolves.”

Site Builder was developed for Memorial by canwebworks along with the Division of University Relations. Users simply log into the system, make changes to their Web sites into a template and save their data. That information is then uploaded to MUN’s main server. “This new program puts a tool in the hands of all the departments that makes it very easy for them to create Web pages that are consistent with Memorial’s look,” says Beth Ryan, Memorial’s Web editor. “The university Web site used to be an add-on to other institutional-level pages,” adds Mr. Whittle. “Site Builder is one way for departments to easily adopt this preliminary look and feel if they choose to. And as this look and feel changes it will be automatically updated.”

Workshops have been held with different faculties and departments showing them the benefits of Site Builder. Departments can make changes each week or month rather than overhauling their Web sites once a year. Mr. Whittle says Site Builder is catching on quickly. Memorial’s campus in Harlow has used it to create its own Web site, so has the School of Nursing, the Faculty of Science, Facilities Management, Human Resources, the Registrar’s Office, Senate and Regents and the School of Graduate Studies. “Some of these sites are still in production while others have been launched,” says Mr. Whittle. “Having access to a simple computer program that allows departments the ability to update their own site was the main attraction for Facilities Management. “It brings a lot of ownership and the School of Nursing, the Faculty of Science, Facilities Management, Human Resources, the Registrar’s Office, Senate and Regents and the School of Graduate Studies. “Some of these sites are still in production while others have been launched,” says Mr. Whittle. “Having access to a simple computer program that allows departments the ability to update their own site was the main attraction for Facilities Management. “It brings a lot of ownership and

Mr. Whittle says he anticipates more departments will come on board once they realize the benefits of Site Builder. “They have to look at it and see how the tool works before they judge it,” he says. “They can create sites quite and easily compared to before. It really takes no time.”

**What do you like about working at Memorial?**

“**My job is very interesting and I get to meet a lot of people. Every day is different. I could be shooting video on an oil rig one day and then at Government House the next. However, the best part of my job is learning from and working with a group of the most talented and knowledgeable television professionals you will find anywhere.**

LORNA YARD, graphic artist/production technologist, Distance Education and Learning Technologies