Class act

Memorial’s very own mountaineer’s inspirational story about trying to reach the top of the world

Sickness may have forced her to turn back, but don’t think for a second that she has any regrets.

In fact, Dr. TA Loeffler – who attempted to summit Mount Everest this past spring – couldn’t be happier with her journey.

“I feel it was an amazing experience to live out a lifelong dream,” she said recently. “The amount of growth that was needed to pull off getting there was an Everest in itself and I celebrate that.”

After months of both physical and mental training, Dr. Loeffler, an award-winning faculty member from the School of Human Kinetics, left to attempt to climb the world’s highest mountain in March. Despite being in incredible shape, she developed bronchitis on the journey and then giardia, better known as beaver fever. After losing 25 pounds, she was forced to turn back.

Her trek up the face of the world’s most daunting peak was coined Everest-007. Before packing her bags, Dr. Loeffler set her sights on inspiring others to get more active. And that she did. She spoke to close to 10,000 school children and hundreds of others.

“I take solace in knowing the mission of Everest-007 was fulfilled,” she explained. “I wanted to inspire others to go after their dreams and there was much evidence that that occurred.

“I wanted to inspire others to go after their dreams – the best way I knew to do that was to go after my own.”

Dr. Loeffler said she was moved by the amount of support she received from the Memorial community prior to packing her bags – support from students to faculty and staff members including Dr. Axel Meisen, president of Memorial.

The university helped organize various events in the months leading up to her journey as well. This included a walk-a-thon fundraiser and a Stairway to Health challenge during the month of February where employees were encouraged to take the number of stairs equivalent to reaching the top of Everest. Both events raised the profile of Dr. Loeffler’s Everest-007 project and got people physically active.

“Tech Services also made me an aluminum ‘Become’ card to take to the summit,” she added. “Many, many people from the Memorial community sent messages of inspiration to me while I was climbing. I couldn’t have done it with such a supportive community behind me.”

As for the future, Dr. Loeffler doesn’t rule out another Everest attempt, or reaching other destinations such as the North Pole.

“For now it’s just rest and recovery and teaching this summer,” she said.

“We’re on the hunt for your photos of how you spend your time away from work. Maybe you like to travel, play in a band, hike, volunteer in your community or unwind like Jackie Pitcher-March does – by getting outdoors and enjoying nature. Here, Jackie, the former secretary to the director of Human Resources (she moved on from Memorial in late June), enjoys a little down time along the beach in Green’s Harbour, Trinity Bay. This is where Jackie and her family enjoy a peaceful existence and laid back lifestyle. During the recreational food fishery in August, this bay is a busy spot! Got an idea for our new downtime section? E-mail editor Jeff Green at jeffg@mun.ca with your photo and story. We’ll try to include a new one in each issue.

“*The most exciting moments were in the Khumbu Icefall,”* Dr. TA Loeffler said of her attempt to climb Mount Everest. “A maze of ice, ladders, and ropes. It’s a magical terrifying place and I’m thrilled to have passed through it.”
Memorial University has arrived at a crossroads, which is of great importance to all members of our university. The recently released Kelly/Davies report on the governance of Sir Wilfred Grenfell College presents a number of options and prefers the option that sees Grenfell, our campus in Corner Brook, become a separate university. I encourage you to read the report, which can be found at www.mun.ca/marcomm/home/SWXG0427.pdf. Since this is not the first report on university governance, we have created for ease of access, a website that lists other relevant publications: www.mun.ca/marcomm/home/grenfell_governance.php.

Grenfell College was established as an integral part of Memorial in 1975 to provide first- and second-year courses. Students could start their university education in Corner Brook and then transfer to the St. John's campus of Memorial. In the late 1980s, the college began offering full undergraduate degree programs. Today it has 16 such programs and is increasingly engaged in research. Its student enrolment has grown to approximately 1,350 students, i.e., eight per cent of Memorial's total enrolment of 17,400. Its budget and facilities have been expanded considerably in recent years and further change is planned. Since I became president in 1999, I have been strongly committed to furthering the college's growth in terms of student enrolments, programs (including graduate-level programs), research and other advanced scholarly activities.

The Kelly/Davies Report, commissioned by the provincial government in December 2005 and released to the public on April 27, 2007, was written by Professors John L. Davies, Anglia Ruskin University, England, and John Kelly, University College Dublin, Ireland. Their mandate was to explore options for greater autonomy for Grenfell and they have made a recommendation (known commonly as option 1(a)) that would see Grenfell function as an autonomous university, with its own president and separate senate, operating within one provincial university system governed by a single Board of Regents. When releasing the report, the provincial government indicated that, “it supports a preferred option that will give the college increased university status, within a single Memorial University system”. This is generally understood to mean support for the consultants’ option 1(a).

Adoption of this option would result in a major change in the university’s governance structure. Specifically, it would mean two university presidents, two senates and two administrative systems at two universities, within one university system. In order to fully understand the implications of this change, various bodies, including the Senate and the Board of Regents, are studying the matter closely. Such examination is necessary now because the report was released without prior consultation with the university on the specific options and their rationale. The examination will contribute to creating the best outcome for our students, faculty, staff and other university stakeholders. It should not be perceived negatively, but seen as lighting the way to the future – a future that sees Grenfell continue to grow and thrive.

Please take the time to learn more about this important matter and share your thoughts by leaving a message at www.mun.ca/marcomm/home/grenfell_governance.php or by sending an e-mail to publicaffairs@mun.ca.

Best wishes for a good summer,

Signed

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

Obituaries

Gordon Gladstone Mercer, a founding staff member of the Faculty of Medicine, died Feb. 23. He worked at Memorial’s medical school where he championed the cause of rural outport students.

Grace Gould, a retired faculty member from the School of Nutrition, passed peacefully away at St. Patrick’s Mercy Home on Wednesday, March 28, age 84 years.

Dr. Alastair Macdonald, professor emeritus, Department of English Language and Literature, died peacefully at home in the company of friends on Sunday, April 29, at the age of 86.

Dr. Bill Wegenast, retired from the Faculty of Engineering and Applied Science, passed away in St. John’s on June 12 after a brief illness, aged 82 years.

The Communicator

Memorial University’s employee newsletter is published by the Division of Marketing and Communications and the Department of Human Resources, Memorial University of Newfoundland. The Communicator is printed on recycled paper and is recyclable.

ISSN 1183-2789

Managing Editor: Ivan Murachka
Editor: Jeff Green
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Graphics: David Mercer
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From the president

Ed Brown

A wide smile stretches across Ed Brown’s face when he talks about how he fills his day since putting down the chalk and retiring three years ago.

His weeks are still hectic and he’s wrapped up in lots of activities, but as Ed proudly puts it, life goes by his clock now.

"Retirement for me has been about redefining who I am and all about renewal. I just have different priorities in life now," he said on a late cool spring morning while sitting in the Aquaterra. “I am very happy with the way things are. I was active in my former life but in a different sense.”

"I still do miss teaching and interacting with all my co-workers and the students, of course," said Ed, who is originally from Trinity, Bonavista Bay, but has called St. John’s home for years.

"I started teaching when I was 22; I worked my way straight out of university.”

In total, Ed has three degrees from Memorial: his bachelor of arts (education), a bachelor of arts and a master’s degree in education with a concentration in teaching.

"I loved teaching. I got a real energy from it," he said. “I always wanted to be a teacher. In my yearbook, I think I said that was what I was going to be.”

While working at Memorial, Ed was involved in a long list of activities ranging from working as the president of the Faculty Association at MIA, to being a member of the board of directors of the Newfoundland and Labrador Association of Public and Private Employees (NAPE), representing college faculty.

It all added up to a busy schedule, sometimes consuming his entire week. But Ed doesn’t regret it.

However, when he was eligible to take early retirement, he says he jumped at the chance.

"I’m still very young. Yes, I am a certain age,” he said with a grin. “Age is merely a number – and my number is unlisted,” before letting out a hearty laugh. “But seriously, I feel better now than when I was in my 30s.”

And, that’s partly because of the healthy lifestyle he quickly adopted in the past three years. Since retiring, Ed has embraced exercising and getting active. He works out at The Works five days a week for at least two hours a day, doing everything from strength training to spinning classes to cardio exercises. He also joined a running program and plans to run this year’s Tely 10.

"I never worked out before because I was so busy with work and the union and life itself,” said Ed. “But now I love it.”

He also keeps active volunteering with two groups very close to his heart – he’s co-chair of Literacy Newfoundland and Labrador and he’s a member of the Provincial Workplace Education Committee.

Ed and his wife Shirley, a retired school teacher, have one son Kristian, who recently returned home from the University of Waterloo after completing a master’s of arts in English-literary studies.

He and his wife are enjoying their newfound time together. They both love to travel, and in the past have been to communities throughout the province, countries in Europe and the Caribbean Islands.

Since retiring, they’ve both rediscovered Ed’s extensive music and book collections and like spending time in the kitchen whipping up international cuisine. In fact, his wife gave him a Moroccan tagine – ceramic crockpot – for his 86th birthday.

"It’s a wonderful way to make delicious food. It’s so easy to make and you can put anything in it - meats, vegetables, you name it," he said. He also keeps active with work and the union and life itself,” said Ed. “But serious.

Ed has a warm smile stretches across his face when he talks about how he fills his day since putting down the chalk and retiring three years ago.

His weeks are still hectic and he’s wrapped up in lots of activities, but as Ed proudly puts it, life goes by his clock now.

"Retirement for me has been about redefining who I am and all about renewal. I just have different priorities in life now," he said on a late cool spring morning while sitting in the Aquaterra. “I am very happy with the way things are. I was active in my former life but in a different sense.”

That former life was as a well-known faculty member at the Marine Institute, where he was a communications teacher for more than 30 years. He spent the better part of his life in front of a blackboard, teaching hundreds – if not thousands of students – before officially retiring in 2009.

“I do miss teaching and interacting with all my co-workers and the students, of course,” said Ed, who is originally from Trinity, Bonavista Bay, but has called St. John’s home for years.

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"Some of my friends didn’t know what I was going to do in retirement,” Ed said before leaving to hit the gym.

"But I told them that nowadays I start my day with nothing to do and I go to bed with it half done. There are always lots of interesting things to do.”
For the second straight year, The Communicator won a Pinnacle Award from the provincial chapter of the International Association of Business Communicators in the newsletters category. We were presented with an Award of Merit during a ceremony in downtown St. John’s on May 24. Editor Jeff Green accepted the award on behalf of the newsletter’s team: Ivan Muzychka, managing editor; David Mercer, graphic designer; Chris Hammond, photographer; Shannon Crotty, production co-ordinator; Lisa Hollett, director of the Department of Human Resources; and Shannon Dawson, communications co-ordinator with Human Resources. At the same ceremony, Memorial also received an Award of Merit for the 2006-07 Viewbook, produced by the Office of Student Recruitment; and an Award of Excellence for the 2007 President’s Report. Meanwhile, Mr. Muzychka was honoured as the 2007 Communicator Professional of the Year.

Memorial is thriving with interesting employees who are doing all sorts of great things – everything from making our university a better place to work, to winning awards for professional achievement and volunteering in our communities. The Communicator salutes these co-workers for creating a cause for applause! Tell us about your awards or achievements. Send an e-mail to jeffg@mun.ca or call 737-2142.

Dining out for dollars

Employees and pensioners heading out for a bite to eat this summer might keep this deal in mind. The Memorial University Alumni Association has partnered with Boston Pizza in the St. John’s area for a unique initiative supporting university scholarships. For every purchase made by staff, faculty, alumni, students and friends of Memorial, Boston Pizza will donate 10 per cent of the purchase price to student scholarships. One hundred per cent of the donations received from Boston Pizza will go directly to students in the form of scholarships. When dining at either of the St. John’s locations of Boston Pizza simply write “MUN Scholarships” on the back of the dining bill and drop it in the charities box located near the reception desk.

There is no increase in the price of any menu item. This offer is valid only at participating Boston Pizza locations in St. John’s, NL.

University Librarian Richard Ellis was presented with the Atlantic Provinces Library Association’s Merit Award during a ceremony in May for his contributions to the region during his 35-year career as a librarian at Memorial. Mr. Ellis recently stepped down from his longtime position but continues to work in the Queen Elizabeth II Library. Here, Mr. Ellis, right, shares a laugh with Tom Eadie, former university librarian at Trent University.

Photos submitted

From left: Jeff Green, Lisa Hollett, Shannon Dawson, Ivan Muzychka, David Mercer, graphic designer; and Peter Morris, director of public affairs at Memorial and a former editor of The Communicator.

Luis Bateman, biology professor and head of science at Grenfell College, is a longtime member of the Humber Natural History Society (HNHS). She recently received the Tucker/Walters Award, which is presented periodically by the Natural History Society of Newfoundland and Labrador to individuals who have made outstanding and enduring contributions to the advancement of natural history appreciation and protection in the province. Prof. Bateman accepted her award from society committee member Henry Mann, a retired Grenfell biology professor. Prof. Bateman also received a framed nature photograph from the HNHS.

In April, Jennifer O’Neill, development officer with the School of Music and the Faculty of Arts, was named a finalist for the 2006 Emerging Artist award by the Newfoundland and Labrador Arts Council. Ms. O’Neill is an accomplished composer and musician.

Members of CUPE Local 1615, which represents roughly 850 administrative, instructional, technical and technical support personnel at Memorial, proudly passed over a cheque for $3,500 to the School Lunch Association on April 25. The association provides hot, nutritious lunches to about 1,500 children per day in 11 schools on the Northeast Avalon. The decision to donate the money was unanimously voted upon by the union members. From left: library assistants Judy Winsor, Blanche Keating, Gail Green, and Carol Kennedy; Frank Pippy, laboratory supervisor, Biochemistry; Bev Rideout, library assistant and Jane Ryan, library assistant.

Music and children make the heart sing

Dr. Jane Gosine, a faculty member in the School of Music, has found a way to combine her two great loves – children and music – in a much-appreciated volunteer capacity with local organizations. Dr. Gosine has been active with Festival 500 and the Tuckamore Festival, as well as other causes and groups. Since 2000, she has been the registrar with Shallaway, formerly the Newfoundland Symphony Youth Choir.

“I began volunteering when our daughter Philippa was in Grade three. Anna, our younger daughter, always came along to help and learn,” said Dr. Gosine, whose husband, Ray, is on the group’s board. “They understood the value of volunteering from a young age and they continue volunteering today and, I’m sure, will continue in the future. The secret to being a satisfied volunteer is to find something you love. You’ll only stay with it if you love it.”

What makes your heart sing? Got a volunteer story to tell? E-mail jeffg@mun.ca.

Or maybe a co-worker you know deserves some recognition. Nominations are being accepted for a new award here at Memorial – the President’s Award for Exceptional Community Service. Nominees must be full-time employees (faculty or staff) with a minimum of five years of continuous service who have demonstrated outstanding community service. The deadline for nominations is Sept. 17. For more information call 737-8662 or visit www.mun.ca/president/awards.php. Or visit today.mun.ca.
Knock! Knock!

Grad students surveying employees for new online database

It is a busy summer for the Harris Centre. Several of its grad students are currently combing the university looking for researchers and experts.

Grad students have been knocking on doors of faculty and staff members collecting information for a new online searchable database.

They’re also looking for faculty and staff doing teaching, research and outreach work related to regional policy and development, which can include anything that helps improve the economy of this province or the quality of life of Newfoundlanders and Labradorians.

The project is a partnership between the Harris Centre and the Department of Computing and Communications, the Office of Research, the Vice-President of Research, the Division of Marketing and Communications, and the School of Graduate Studies. The provincial government, as well as the Social Sciences and Humanities Research Council, Service Canada and several community-based organizations are also partners.

The goal is simple: to make research information available to the public.

“Academic research has value outside the university and we have to build bridges to the community so people can take this information and use it,” said Ted Lomond, project manager of the Memorial University Regional Inventory (MURI).

The new project is part of the Harris Centre’s mandate to reach out to the community and share and collect information about regional policy and development through “knowledge mobilization.”

“Knowledge Mobilization, for me, is putting the right information, in the right format in the hands of people when they need it so as to influence decision-making,” said Mr. Lomond.

This summer, graduate students will develop one-page executive summaries in non-academic language in collaboration with faculty.

The database will be searchable by faculty, region, key words or thematic group. No summary will go online until it is approved by the researcher.

Plans are underway to merge two of Memorial’s existing databases – Research Directory and the Book of Experts – with MURI, which will streamline the service and provide a one-stop point of access. Each publication will still retain its look but will be part of the larger database thus providing more information and less upkeep.

There should also be less demand on faculty and staff when the MURI is completed, added Mr. Lomond. “We want to reduce the workload for people. Right now they are providing information for the Book of Experts and the Research Directory and now for MURI. We want to create one-stop shopping that faculty will be able to update online via a password.”

Grad students are expected to continue knocking on doors throughout the summer.

The Harris Centre hopes to launch MURI in December 2007.

For more information, see www.mun.ca/marcomm/gazette/issues/vol39no12/research.php.

New program to attract international participants

The first classes will take place this summer. “Although we’re partnering internationally, we of course still encourage people from the province to take advantage of the program,” said Karen Brinson, learning vacations co-ordinator.

Each course includes educational and cultural compo- nents, and while learning is the primary goal, participants will also be immersed in the culture, heritage and natural beauty of the west coast.

“Today there is increased demand globally from tour operators, itinerary planners and learning institutes for both academic and tourism Learning Vacation programs,” said Ms. Brinson. “People want to learn on their own terms – not trapped within the walls of a class- room, but ‘out and about’ as they experience new cultures and environments.”

Courses being offered include: Landscape Painting in Western Newfoundland; Western Newfoundland – A Photographe’s Paradise; All the World’s a Stage and Mending Body and Soul – A Women’s Weekend.

“Learning Vacations aim to expand business opportuni- ties and tourism product offerings in the region, to encourage economic development in the region’s tourism and educa- tion sectors, and, perhaps most importantly, to develop programs that are supported and embraced by residents and business owners in the region,” added Ms. Brinson.

For more information or to register, call 709-637- 6200, ext. 6157, e-mail learningvacations@swgc.mun.ca, or visit www.swgc.mun.ca/learningvacations.

Managing your mailbox

C&C experts offer hints on how to keep a healthy e-mail account

With summer vacations well underway, thousands of employees are gearing up for some rest and relaxation away from the office.

But before you log off your computer and switch off the lights in your office, the Department of Computing and Communications has some useful advice on how to keep your e-mail accounts from being inundated with spam which could force you to run into quota problems.

Here are some tips for Outlook and Webmail users to successfully maintain their mailboxes:

• A clean, tidy mailbox is more efficient for both the end user and the server load. Clean up excess e-mail files. Delete spam e-mail, jokes, receipt confirmations and remember to empty your trash/deleted items folder.

• If necessary, save attachments on e-mail files to your desktop hard drive and then delete the e-mail file with the attachment. Remember to then empty your trash/deleted items folder, otherwise the e-mail file with the attachment that is stored in trash will still be using up your allotted server quota.

• Clean up your sent mail folder. If you are sending or forwarding files with attachments, they are saved in your sent items folder and take up a lot of memory especially e-mails with photos or video attachments.

• Set up spam filters for your e-mail. C&C is filtering spam as much as possible to help users. However, it is recommended that you set up personal spam filters for your Webmail or Outlook mail to provide extra protection against this known problem.

For assistance with any of the tips above, please contact the C&C Help Centre at 709-737-4595, or at Sir Wilfred Grenfell College, you can call 709-637-6200, ext. 2049 or send an e-mail to helpdesk@swgc.mun.ca.

If you have any questions that you would like us to address in upcoming issues please e-mail them to help@mun.ca.

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Embarking on paper reduction plan

The newly-created Advisory Committee on Sustainability is working with the university’s sustainability co-ordinator to set priorities for and implement sustainability initiatives here at Memorial. The committee held its first meeting in May 2007. The 25-member group includes faculty, staff and students from the St. John’s campus, Sir Wilfred Grenfell College and the Marine Institute, as well as a governement representative. It will act as a link between the university community and the Sustainability Office, providing advice and recommendations to the sustainability co-ordinator, and helping to determine priorities and to implement green initiatives.

The first major initiative is Reduce Paper Use, a campaign aimed at reducing consumption of forest resources and thereby reducing paper costs.

According to the university’s paper supplier, in 2006 the university purchased about 198,000 kilograms—or 40 million sheets of copy paper—at a cost of $251,000.

“The 2006-07 government contract for paper, of which Memorial is a part, does not include paper containing recycled content, so all of this paper is produced from virgin wood (cutting of trees),” said Toby Rowe, the university’s sustainability co-ordinator. “The volume of paper used by Memorial is equivalent to approximately 4,800 trees.”

Ms. Rowe noted that several universities across Canada have embarked on similar paper reduction campaigns. For example, the University of British Columbia has reduced its paper use by 14 per cent since 1999.

“Remarkably, it achieved this reduction while it experienced a 24 per cent increase in the student population,” she said. “I think our university community is ready to take on the challenge and I look forward to seeing the results over the coming year.”

For further information on the paper-use reduction campaign and other sustainability initiatives, go to www.mun.ca/facman/sustainability or contact the Sustainability Office at 737-2637 or sustain@mun.ca.

Reduce Paper Use Tips
- Print and copy double-sided whenever possible. Set photocopiers and printers to default to double-sided.
- Save non-confidential single-sided copies for draft printing on the other side (if printer specifications allow) or for note pads and scrap paper. Set up a tray next to printer/copier for reusable paper.
- Decrease margin width and font size of documents.
- Send documents as e-mails and attachments instead of printing hard copies.
- Edit and proofread on screen by using spell check, grammar check and track changes, instead of printing multiple drafts.
- When placing printing orders, ask for double-sided and order the minimum quantity required.
- Reduce the number of hard copies when possible. If several people need to be hard copied, circulate a single copy instead of printing multiple copies.
- Print only what is needed. Print one section rather than a whole report.
- Ask students to submit work electronically, especially drafts.
- Allow students to submit double-sided work.
- Provide course handouts electronically.

Sustainable initiatives

Memorial moves ahead with this energy efficiency plans

The Department of Facilities Management and Honeywell have been proceeding on a project which will see the university campus become more energy efficient. The $13 million project was launched in September 2006. The project is enabling the university to offset the impact of rising energy costs while reducing maintenance costs and improving comfort for its more than 20,000 students, faculty and staff.

The work, focused on eight buildings on the St. John’s campus, includes infrastructure upgrades, such as new lighting and heating, ventilation and cooling (HVAC) equipment; improvements to mechanical systems; and upgrades to building automation systems to optimize energy management across the university. Wherever possible, energy-efficient technologies will replace older, less-efficient systems — reducing electricity, fuel consumption and related costs.

Memorial will finance the work from the energy and operational savings the improvements will generate. Honeywell guarantees those savings — projected to be about $1.5 million per year over the next 14 years — under a performance contract with the university. This ensures the project will be self-funded and will not place an additional burden on the university’s budgets. Some of the project achievements to date include:

- Lighting upgrades in the Education Building.
- Upgrade of the Engineering building “envelope” (weather-stripping, windows, ceilings and doors).
- Heating reflectors have been installed on wall heaters in the Engineering Building to increase efficiency.
- Valves and pumps in mechanical rooms in Engineering have been upgraded with insulated jackets. These upgrades have made a significant difference to the heating distribution system.
- New high-efficiency motors have been installed in the Engineering Building. New variable frequency drives have been installed to regulate fan speeds which lowers electricity use overall.

In addition, a number of information sessions have been conducted for staff members in both the Education and Engineering Buildings who were kept apprised of the work. Information sessions were also arranged for Facilities Management staff including electricians, carpenters and plumbers.

Honeywell began its involvement in the project by identifying areas where upgrades would have a significant effect on energy efficiency and building improvements. Once the engineering audit and report was complete, Honeywell and Memorial jointly planned the project, choosing the measures with the greatest impact.

Work began in the QE II Library this summer.

Wireless wizards

C&C helps campus visitors stay connected

Thousands of visitors from around the world are visiting the St. John’s and Corner Brook campuses this summer, attending various conferences and events.

These colleagues will be looking to keep in touch with their offices and homes.

Memorial faculty and staff members can sponsor guests that are visiting Memorial on university-related business to give them temporary access to the MUN wireless local area network.

In order to gain access to the wireless network, a guest will have to be sponsored by a current faculty or staff member by completing a form that’s available online.

For professors/instructors:
- Reduce the number of hard copies when possible.
- Edit and proofread on screen by using spell check, grammar check and track changes, instead of printing multiple drafts.
- When placing printing orders, ask for double-sided and order the minimum quantity required.
- Reduce the number of hard copies when possible. If several people need to be hard copied, circulate a single copy instead of printing multiple copies.
- Print only what is needed. Print one section rather than a whole report.
- Ask students to submit work electronically, especially drafts.
- Allow students to submit double-sided work.
- Provide course handouts electronically.

Bright ideas

Memorial moves ahead with this energy efficiency plans
Employee opinion survey – a snapshot

Prompted by the report by Dr. Shirley Katz, following her investigation into the employment experience of Dr. Deepa Khosla, and the working climate for women at Memorial, a university-wide confidential opinion survey was commissioned and conducted from Feb. 26 - March 16, 2007, by Brock University Workplace Health Research Laboratory. To see the complete survey results, please visit www.mun.ca/humanres/opinion_survey/Overall_Corp_Rpt.pdf.

All employees were asked to complete a quality of worklife section of 24 standard questions and were asked to note the importance of each. Faculty were asked questions specific to the nature of their positions involving teaching, researching, advising, etc. Finally, all employees were asked to complete a customized section (inspired by Dr. Katz’s Report) involving diversity and respectful behaviours in the workplace and a demographic component. Here is a snapshot of the results breakdown, based on the 1,750 responses, including demographics and summary responses on key items such as work satisfaction and respectful workplace.

Responses by Gender

- Male
- Female
- No Response/Other

54% of survey respondents identified as female, while there are 51% females in Memorial’s workforce.

Responses by Age

- 25 or younger
- 26 - 35
- 36 - 45
- 46 - 55
- 56 or older

Of the respondents who participated, there are more people 56 and older in the academic category, while the bulk of staff is aged 36-55 years of age. There are implications for retirement (no longer at 65 years of age), succession planning, mentoring, coaching, and opportunities for advancement. Age categories 36-45 and 46-55 demonstrated the most similarities in scale comparisons, for example they had similar levels of satisfaction with training, communication in your unit, co-worker/colleague cohesion, and job clarity, while overall scale averages differed most for those 25 or younger (with work control and intentions to remain).

Responses by Status

- Tenure track
- Contractual
- Permanent
- Academic
- Staff

Work control and work satisfaction were ranked highest amongst the tenured and tenure-track employees, while work control and work satisfaction were ranked at least 5% lower for permanent employees. Contractual employees ranked a level of satisfaction with each item at least average, with half scoring more than 5% higher than the rest of Memorial. 52% of respondents identified their status as permanent employees.

Overall, in all campuses, academic respondents (561) make up 32% of the total profile. A total of 31% of all eligible faculty participated in the survey. Staff respondents (1,080) make up a total of 62% of the total survey profile while 45% of all eligible staff participated in the process. The results illustrated represent an overall response rate of 41.4% of the university employee population (4,226).

Employment Equity

Of the 41.4% of the university population who responded, these are the numbers of people who self-identified in each of these groups. Employment Equity is a focus of Memorial (see page 10 for more details), with adequate representation distributed throughout job categories. Results of the 2006 census are available online.

Visible Minorities

- Staff
- Academic

Persons with Disabilities

- Staff
- Academic

Aboriginal People

- Staff
- Academic

Of the respondents who participated, there are more people 56 and older in the academic category, while the bulk of staff is aged 36-55 years of age. There are implications for retirement (no longer at 65 years of age), succession planning, mentoring, coaching, and opportunities for advancement. Age categories 36-45 and 46-55 demonstrated the most similarities in scale comparisons, for example they had similar levels of satisfaction with training, communication in your unit, co-worker/colleague cohesion, and job clarity, while overall scale averages differed most for those 25 or younger (with work control and intentions to remain).
Employee opinion survey – a snapshot

Respect in the Workplace

Did you Report?
Satisfied with outcome?
No
No
N/A
Yes
Yes
The university responds appropriately to the above-listed behaviours
My supervisor responds appropriately to the above-listed behaviours
My work group responds appropriately to the above-listed behaviours
This university is supportive of lesbians, gays, bisexuals, and transgendered people
Gender-inclusive language is used throughout the university
I would feel comfortable approaching my unit head/supervisor if I were to experience some form of verbal or physical harassment
I would feel comfortable approaching the Sexual Harassment Office if I were to experience some form of verbal or physical harassment
I would feel comfortable approaching those Resources or Faculty Relations if I were to experience some form of verbal or physical harassment

University Response to Disrespectful Behaviour

Overall, there are differences in staff satisfaction rankings and academic responses. The top two areas of noted satisfaction are indicated as are the three issues with the least satisfaction rating. Issues specific to faculty are also highlighted.

Satisfaction Levels

The complete summary report can be found at www.mun.ca/humanres/opinion_survey/Overall_Corp_Rpt.pdf.

The next step

Dr. Axel Meisen assures “the complex and extensive survey results will be further analyzed and shared with employees as we work together to continually improve the quality of our workplace. The survey results will assist the other action groups, as recommended in Dr. Katz’s report, to complete their mandate.”

Each department and faculty head has recently received department-specific results and several have disseminated this information to employees in their unit. Human Resources will support efforts in communicating within units the areas of greatest opportunity and strength. Employees will be given an opportunity to consider the results and contribute to the development of an action plan. Strategically, department priorities must align and support the future direction of Memorial.

The commentary section of the summary report containing personal feedback will be compiled into thematic summaries per department for reporting purposes. Brock University recommended this solution in order to provide benefit from employees’ contributions while maintaining individual anonymity.

A mechanism to share best practices and learn from areas achieving in specific ways will be developed. Celebrating policies and practices that result in demonstrated employee satisfaction and productivity will be instrumental as we move forward.

An action team who will thoroughly review the research results from an overall ‘climate for women’ perspective is being formed and volunteers are needed. If you are interested, please contact humanres@mun.ca. “All employees play an active role in creating the work environment at Memorial,” said Lisa Hollett, director of Human Resources. “The research results represent respondents’ perceptions on a variety of topics. The most important phase begins as the results are analyzed and plans for future review, evaluation and action materialize.”
Facebook phenomenon

Memorial’s privacy expert cautions users not to trip up in the net

In recent months, there has been an explosion in popularity of various online social networking sites such as Facebook and hi5, both of which allow users to post photos, personal and work contact information, as well as sites like YouTube – a trendy video sharing site where users can upload, view and share their own video clips.

All three are user-friendly and have attracted lots of attention throughout Memorial. Everyone from first-year students to seasoned employees to award-winning professors are logging on and getting hooked.

But people should be wary of the kind of material they’re uploading, said Rosemary Smith, Memorial’s information access and privacy protection co-ordinator.

“The most important thing to remember is that online content never really dies,” she noted. “When using social network sites to put information online, you retain little control over it. Even adjusting privacy settings offered by these sites will not ensure that someone won’t copy and paste your information somewhere else.”

Ms. Smith said increasingly potential employers, job recruitment agencies, law enforcement offices, consumers and the media are searching for people online. In fact, some may be out looking for a trail of what she called “digital dirt” on people.

There’s proof of this happening, too.

“In January this year, several employees of an Otsawa-based chain of companies were fired because of derogatory postings about their employer on a popular social networking site,” explained Ms. Smith. “Earlier this month, a candidate for political office in Edmonton withdrew from the race when opposing party workers dug up from the Internet derogatory comments made by the candidate a few years ago.

“A psychotherapist based in Vancouver was recently banned from entering the United States because border guards Googled his name and found a paper he’d written detailing his use of LSD more than 30 years ago.

To avoid similar incidences, Ms. Smith recommends people pick sites that offer the greatest privacy protections to users and allow them to control the content. She also suggests choosing your own privacy settings rather than opting for the default privacy settings on sites.

“While doing so won’t guarantee that your information won’t be visible, at least it will give you some measure of control over your own personal information,” she added.

To learn more about Memorial’s Information Access and Privacy Protection Office, visit www.mun.ca/iapp.

Travel guideline changes

The following changes to Memorial’s Travel Guidelines were approved on April 1, 2007:

• Require one travel claim be submitted per trip.
• Increase the per diem for international travel to $43 US from $41 US.
• Require boarding passes and official conference lines were approved on April 1, 2007:
  required on April 1, 2007:

To learn more about Printing Services, visit www.mun.ca/printingservices/ or call 737-8233/34.

Family donates art to The Works

The family of the late Bob Ducey donated a piece of art in his memory to The Works.

Mr. Ducey was manager of finance with The Works, at Memorial. He died last year after succumbing to injuries after a tragic accident. He was 44.

His wife Gina and their children, Julia, six, and Brad, 10, along with Gina’s mother and father, Donna and Bob French, attended a special reception at the Aquarena for the unveiling in late April.

The ceremony was attended by Mr. Ducey’s friends and co-workers from throughout The Works and the university. Sherri Lomond, co-ordinator of finance and food services with The Works, represented his colleagues and read a poem in his memory that had been written collaboratively by The Works’ group.

The art work, titled Stinging Crabapples by Richard Steele, hangs in the main office of The Works and is accompanied by a plate with the following inscription:


From left: Gina, Julia and Brad Ducey with Anne Richardson, general manager of The Works.

Hot off the press

Printing Services welcomes faster, more efficient equipment

Colleagues in Printing Services are still beaming.

In December, they received an early Christmas gift – a very big one, in fact.

The university purchased a new piece of high-tech equipment known as an iGen3 Xerox digital press. It’s the only one of its kind east of Montreal, with B.C.’s Simon Fraser University being the only other university owning one in Canada.

The new technology has made a big difference at Printing Services, a unit within the Department of Financial and Administrative Services.

The iGen3 has doubled production ability, cut time in half (printing double-sided copies), can take larger and heavier paper stocks, and achieves exceptional quality. In fact, the new machine reduced one three- or four-week conventional printing requirement to just three days!

A special open house to officially welcome – and show off – the new equipment will be held in late September in Printing Services’ main facility, the Ingledow Building on the St. John’s campus.

Printing Services is the exclusive provider of convenient, high quality, confidential, competitive, delivered printing services to Memorial’s campuses, as well as the university’s separately incorporated entities. If Printing Services is unable to do a job, it will source out and arrange an alternate supplier of service.

Customer service is its primary focus with its new customer service team of Peggy Chafe and Rosemary Maher, at the main plant, as well as teams in the Engineering, Science and Arts buildings in St. John’s.

Later this year, Printing Services hopes to implement web-based services, a new service to allow Memorial departments to submit jobs via the Internet and place orders directly online. The goal is to eliminate the four-part printing requisitions sometime in the future.

To learn more about Printing Services, visit www.mun.ca/printingservices/ or call 737-8233/34.

Members of the Printing Services team are seen with the new Gen3 machine. From left: Maxine Coates, Margaret Pippy, Peggy Chafe, Rosemary Maher, Paul Hawkins, Brenda Lee and Boyd Cranford.
The New Year began great for Joan Squires. The intermediate secretary in the Department of Chemistry officially retired from Memorial after 31 years of service on Jan. 1. The department held a social in her honour. Here, Joan, centre, was joined by Linda Corbett, left, current administrative assistant in the department, and former colleague Rosemary Barron.

A familiar face in the hallways of the Arts and Administration Building said goodbye to his co-workers and dozens of friends and colleagues from around the university in early June at a special reception. Doris Watts, records supervisor with Printing Services, officially retired on May 25 after 33 years. Doris had a face — and voice — recognized by hundreds of employees who dealt with Printing Services, including us here at The Communicator (she always ensured we got our final product out on time). Here, Doris, right, accepts a special certificate for her years of service from Deborah Collis, acting director of the Department of Financial and Administrative Services.

After an incredible 37 years, one of the most familiar — and respected — faces as Memorial retired this spring. Doreen Whalen, who worked in a number of roles at the university and was most recently the director of the Division of Lifelong Learning, bid adieu on April 7, 2007. Doreen started her career in continuing education in 1970, eventually moving into her position with Lifelong Learning in 2001. Colleagues, friends and family members joined her for a send-off reception on Thursday, April 5. Here, Doreen, third from left, is joined by fellow Lifelong Learning employees Georgene specialist, and Elaine Healey, acting director. 

Did you know that retirees can take one credit course and one non-credit course free each semester through Lifelong Learning? Contact Nola Perry at 737-4626 in Organizational Development, Human Resources, to receive a registration form. Check out the available courses online at www.mun.ca/lifelonglearning or call 737-7979 for a brochure. 

MUN Employees share their culinary creations

**THE HOME COOK**

**CHICKEN CRANBERRY STEW**

Thanks to Helen Houton, a graphic designer with Images Services of Marketing and Communications, for submitting this tasty recipe. If you’ve got a home-made meal idea to share with us, send it to jeffg@mun.ca.

1 lb boneless & skinless chicken, cut in cubes
1 cup flour
1/2 cup oil
1 onion, cut into small wedges
1 celery stalk, cut into thick slices

Season chicken with salt & pepper on both sides. Thoroughly dredge in flour. In a hot ovenproof skillet with 1/4 cup oil, sauté chicken until golden brown, about three minutes. Set chicken aside. Pour off excess oil from skillet, leaving a small amount. Add onion, carrots, celery, potato, garlic and cranberries to hot skillet. Sauté for three minutes. Add cranberry juice, beef broth or dry red wine, cinnamon stick, white sugar, 1/4 tsp salt and 1/8 tsp pepper. Bring to a simmer. Reduce heat and simmer for 1 1/2 hours.

1 lb potatoes, washed & quartered
3 cloves garlic, chopped
1/2 cup fresh or frozen cranberries
1/2 cup beef broth or dry red wine
1/3 cup cranberry juice
1/2 cup white sugar
1/8 cinnamon stick

Yield: 8 servings.
A hhhhh … summer is upon us. The sun is streaming through my office window as I update you on the recent happenings in our area and the university overall. Since the spring issue, an interim sexual harassment advisor has been hired – Cathy Morris – as well as an employment equity officer – Tina Hickey (see articles below). Welcome aboard! Both these positions have far-reaching impact and importance to the university community and culture and will support the implementation of the recently approved Respectful Workplace Policy. Respectful workplace training will begin in the fall and will provide expectations as to how we deal with each other when we feel things need to change.

Meanwhile, Memorial’s commitment to employment equity continues. The employment systems review for the Federal Contract Program audit is nearing completion and development of unit plans will soon begin. The opinion survey results are proving to be a useful tool in analyzing current satisfaction and performance indicators. The complete report is available online at www.mun.ca/humanres/opinion_survey/, and specific departmental information has been sent to each department/unit head for review. Each area will have an opportunity to share specific results with employees and develop action plans on how to address areas of opportunity and to share best practices with other units. While the opinion survey results are quite detailed, it is important we use the information to move forward. If you have any specific questions on the status of this process, please contact your department/unit head or e-mail humanres@mun.ca.

In response to the different communication needs of Memorial’s multi-generational employees, I launched a weekly blog on Friday, July 13. Be sure to “blog on” and check it out!

This summer we said fare thee well to Robert Nichols as he retired after a career with Memorial spanning over 34 years. Mr. Nichols was an invaluable resource and a much-appreciated voice of steady counsel both within Human Resources and to the rest of the university. We wish him well as he begins a well earned vacation. Enjoy your retirement, Bob!

Whether it’s camping, hiking, barbecuing, fishing, resting, reading, or all of the above, I hope you enjoy a great summer. It’s important to take the time and enjoy family, friends and what’s shaping up to be great weather. Congratulations to Team Memorial as you prepare to run in the Tely 10 on July 22. We’re rooting for you!

I would like to hear from you to make sure this column is meaningful. Please send any comments or questions to ljhollet@mun.ca or phone 737-4615.

Cheers!
Lisa Hollett, Director of Human Resources

**New HR team member**

**Employment equity advisor**

As our employment equity advisor, Tina Hickey, will apply her significant breadth and depth of experience in working with diverse groups of people, specifically visible minorities, aboriginal peoples, people with disabilities, and women.

The purpose of employment equity is to recognize, prevent, and eliminate disadvantage in order to create a climate that fosters attitudes and behaviors that are welcoming of diversity.

In this position, Ms. Hickey, who began on May 7, is responsible for the university’s employment equity program which includes ensuring compliance with the Federal Contractor’s Program requirements and fulfilling obligations under the MUNFA collective agreement.

Ms. Hickey is experienced in working as an anti-racism co-ordinator, a diversity program co-ordinator and as an independent diversity consultant. She has also been a teacher of English as a second language, and a counselor with special needs youth. She has spent time in Australia, South Korea, Taiwan, the Ukraine, UAE, and other countries.

As well, Ms. Hickey, who obtained her bachelor of arts degree in sociology from Memorial, is scheduled to complete a master’s degree in professional communication from Royal Roads University by August with a specialization in intercultural and international communication.

Ms. Hickey replaces Amy Wyse, the associate director of Faculty Relations at Memorial.

**Sexual harassment advisor**

Cathy Morris joined Memorial on May 7 as the new interim sexual harassment advisor on a six-month contract to replace Lori Yerman who is away on medical leave.

With a bachelor of education and bachelor of social work degrees from Memorial, Ms. Morris is a registered social worker with 18 years experience.

Previously, she was employed with Eastern Health as a social worker with child, youth and family services. She also worked with the RCMP and RNC in investigating and supporting complainants and respondents of sexual assault. She has developed and facilitated training sessions to raise community awareness on a variety of topics relating to individual issues and the impact on others. Ms. Morris has also worked in the areas of protection, youth corrections and addictions and has worked collaboratively with community agencies, organizations, and the judicial system to ensure appropriate support and intervention.

The Sexual Harassment Office, located in room 3000 of the University Centre in St. John’s, offers a safe, respectful environment for the informal discussion of sexual harassment concerns. This service is available on all campuses, to students, staff, faculty, visitors, and guests. Ms. Morris can be reached at 709-737-2015 or via e-mail at sexualharassment@mun.ca. A complaint is not acted upon unless, or until, the advisor is instructed to do so by the complainant. The sexual harassment advisor follows the procedures as outlined by the University Wide Procedures for Sexual Harassment Complaints.

Thank you to Isobel O’Shea of Stewart McKelvey who provided valuable expertise and training as she replaced Lori Yerman during the search for this contract replacement. Many thanks also to consultant Sarah Mills for her beneficial involvement in training and counsel on sexual harassment identification and prevention.
Contractual appointments (one year or more)

Jennifer Black, Dr. John Hawboldt, Dr. Wei Qiu, Dr. Qiying Chen, Dr. Frederick White, Dr. Richard W. Cryer, Dr. Mark Shallow, Dr. Richard L. Paine, Dr. Peter Miskell, Dr. Tony E. Sarty, Dr. Tony Troughton, Dr. Donald Hussey, Dr. James Power, Dr. Donald Young, Dr. Stephen F. Mahon, Dr. Patricia Surette, Dr. Michael Lee, Dr. Joseph Carroll, Dr. Randy Eller. Thank you for reading this automatically generated, natural text version of the Memorial University of Newfoundland Employee Newsletter.
How did you celebrate Canada Day?

Jane Penton-Cooper
Visitor Services/Gift Shop manager
MUN Botanical Garden

I was working on Canada Day, greeting visitors to the garden to celebrate the wonderful country that we are so fortunate to live in. I finished the evening with a family barbeque and then fireworks. Most importantly, I didn’t forget the men and women who made the ultimate sacrifice for our freedom, particularly, the many Newfoundlanders and Labradorians who died on July 1 at Beaumont-Hamel.

Jianping Cui
Senior instructional designer
Health Sciences Information and Media Services
Faculty of Medicine

Last year we were living in Clarenville and on Canada Day we had a party with a Newfoundland couple who have three adopted Chinese children, ages three to seven. There were also some other families with adopted Chinese children at the party and with my husband Wei Zhao and our two children – Boyang, age 6, and Nathan, 20 months – it was quite a crowd. This year we were planning to take the children to Ottawa for Canada Day but when I was hired here at Memorial, we decided to visit the Confederation Building on Canada Day instead.

Jim Gosse
Engineering technologist III
Ocean Engineering Research Centre Wave Tank
Faculty of Engineering

I always look forward to Canada Day. I think that now people put a lot more effort into celebrating it than when I was a kid, so my Canada Day is always packed with activity. In the morning, I jumped on my bicycle, and participated in the annual Team Instrumar, Bicycle Newfoundland and Labrador Canada Day 100 kilometre Century Ride. Once I finished that, it was be home to collect my two kids and then off to the annual neighborhood Canada Day Block Party. That gave me a chance to unwind, and relax after a few hours in the saddle, and enjoy a beverage that wasn’t Gatorade.

Ki Adams
Associate professor
Faculty of Education

Happy Canada Day!

Shauna Stone Fury
Athletic therapist

What do you like about working at MEMORIAL?

“This is a very exciting time for Memorial University Athletics. I love the support that athletics and athletic therapy are receiving from the university community. It is nice to see so many people recognizing what a strong varsity athletic program can offer. I truly appreciate the support that I am receiving for building the athletic therapy program here and the contribution that I make to varsity athletics at MUN on a daily basis. I love going to work every day and that is a wonderful feeling!”

Shauna Stone Fury
Athletic therapist

Days Gone By

Our mystery photo from the spring issue not only harkened back to a different era here at Memorial, but also a different location. The picture was of the Annex Building at our former Parade Street campus, taken in July 1958. Congratulations to Dale Kirby, assistant professor from the Faculty of Education, for correctly identifying the photo. We had a bundle of correct answers and Dale was our winner from a random draw. He wins a special Memorial prize.

Now, take a look at the photo above. Why are these students lined up? Be as specific as possible. Send your submissions to jeffg@mun.ca for a chance to win a unique Memorial prize. The contest is open to all Memorial staff, faculty and pensioners and the deadline for entries is Sept. 7, 2007. One entry per submission. Include your name, work or home number, and your department in your e-mail.

As usual, a big thanks to Linda White from the Archives and Manuscripts Division in the Queen Elizabeth II Library for her careful eye in helping select photos for this great contest!

Good luck!

Shauna Stone Fury
Athletic therapist