25 UNDER 45

YOU’D NEVER SAY IT, but this quintet has more than 125 years of combined service of working at Memorial. The five have worked at the university for at least 25 years and all are under the age of 45. In fact there are 15 employees from the St. John’s campus – all of whom are women – who have recently marked that milestone. With more than two decades of service, they’ve become some of Memorial’s most valued employees who continue to share their incredible knowledge of the university with co-workers. The Communicator salutes the 15 women for their energy, experience and insight. Congratulations! Here, from left, Kim Whitfield, QE II Library; Arlene Ivany, Social Work; Joy Simmons, Physics; Karen O’Leary, Economics; and Nancy Wood, Registrar’s Office, help mark their anniversary with a special cake.

A CHILDHOOD FASCINATION with woodworking – coupled with a keen appreciation for music – has evolved into much more than a passionate hobby for Dr. Laurence Thompson, it’s almost a second career. When he’s not in his lab or classroom, the respected faculty member in chemistry – and university research professor – is usually tucked away in his basement and garage. He’s not just strumming a few notes on his impressive collection of styled guitars though. He carves and creates, carves and creates, carves and creates slabs of wood into unique hand-made archtop guitars, long associated with jazz. He takes his job as a luthier (someone who makes or repairs stringed instruments) very seriously. “Working wood is very therapeutic, if you keep your fingers clear of the tools!” he joked. “Music is also a wonderfully creative outlet, which gives me pleasure and hopefully those who listen also.” And many folks have. He’s played with groups such as Spindrift, Dr. Jazz and the Avalon Jazz Quintet. One of his songs The Wreck of the Anne-Maria has also been recorded by Ryan’s Fancy and Celtic Cross, a group based in Ontario. “It gets a sense of creative achievement out of my hobby, if they turn out well and sound good!” he said. “As a player I have a discerning ear for quality, and a discerning ear for the sound.” How do you spend your downtime from work? Let us know. E-mail jeffg@mun.ca.
WHAT YOU DO MAKES A REAL CONTRIBUTION EVERY DAY TO OUR SUCCESS.

Mike grew up in New York City and completed graduate school in developmental psychology at the University of Iowa. After living — and growing vegetables and fruit trees — in various corners of the United States, he and Melba moved to this province where he began his long career with Memorial. When not doing research or in the classroom, Mike further nurtured his love for farming along the hills of Conception Bay.

“We bought our land out here in June 1976 and the following year we moved in. At first we just had a family garden,” he said.

Although Mike and his family have become agricultural legends here in this province, he said they were actually inspired by two other well-known organic farmers and Memorial faculty members: Dr. Jon Lien, a world renowned whale expert, and Dr. John Evans, a biologist, who both had their own organic farms.

What started as a small family garden quickly grew. By the early 1980s, the family was giving away vegetables and trading some of their produce with local stores.

“Eventually, the farm took on a life of its own,” Mike said. “We expanded the garden to employ teenagers who hung out at our place. We started growing new crops, experimented, and learned by doing.”

Soon newer larger greenhouses were built and recently an irrigation system was installed.

He and his family have also managed to buy extra land to expand the farm. Five years ago, they purchased an additional 17 acres adjacent to their family property. It’s zoned agriculture and has about three acres which can be developed for vegetable production.

Much of the farm’s output goes to members of its Organic Veggie Co-op, a buyer’s club where members pay an annual membership for vegetables throughout the season. The remaining produce is sold at their farm store and to local restaurants and grocery stores.

Mike said being an organic farmer has been a “wonderful balance” with his academic career. He officially retired from Memorial in December but is still employed on a “quarter-time contract” for the next three years. “I want to finish my duties as a researcher and graduate student supervisor before retiring. Furthermore I enjoy teaching a special topics course in cognitive science to undergraduates,” he noted.

So that means these days he has a little extra time to concentrate on running the farm. His family and staff are involved in every aspect of the operation too, from soil preparation, seeding, planting, transplanting, weeding, watering and harvesting, to packaging, labelling and accounting.

“It’s a year-round operation but Mike is determined to see this province’s organic market continue to grow and expand. “Why do I do this? Why do people do what they do?” he pondered. “I want to pass something on to my children and others. I’m not trying — and never have tried — to make money from the farm. In fact, the farm has never turned a profit. This year we may but we don’t know that yet.”

What is certain, though, is that Mike is living his childhood dream each and every day. “It’s a lot of work but also a lot of fun.”
Memorial is alive with lots of interesting employees who are doing all sorts of great things – from making our university a better place to work, winning awards for professional achievements or volunteering in our communities. The Communicator salutes these co-workers for creating a cause for applause! Got an idea for this column? Send an e-mail to jeff@mun.ca or call 737-2142.

Memorial employee – and well-known St. John’s filmmaker – Derek Norman has been appointed to the Newfoundland and Labrador Arts Council. Mr. Norman is the co-ordinator of the Faculty of Arts Digital Research Centre for Qualitative Fieldwork. Dr. Tom Goorden, director, School of Music, was re-appointed to the council.

Facilities Management employee Ben Fushell, below, who works out of the Locksmith Shop, proudly crossed the convocation stage in May to accept his bachelor of arts degree with a major in sociology. Mr. Fushell, who has worked at Memorial since 1987, began his studies in 1971. “When I started work here, I had already completed about 30 courses. I then took advantage of being able to take courses as an employee. I did about a course a year for a long time and now I’m done. A lot were night courses and sometimes I was older than the professor,” he said with a laugh. “But it feels great to have my degree to hang on my wall.” He credits his wife Marian and his family (sons Anthony, left, and Brian and daughter Tina), as well as his co-workers and managers in Facilities Management “for being flexible,” with his studies. He also said he appreciates the guidance he received from the Registrar’s Office, particularly from Mary-Kaye MacFarlane. Congrats, Ben, from The Communicator!

The Women’s Association of Memorial University of Newfoundland (WAMUN) Scholarship Committee has presented its Faculty/Staff Scholarship for 2007/2008 to Jeswin Jeyasurya. WAMUN provides an annual scholarship presented its Faculty/Staff Scholarship for 2007/2008 to Newfoundland (WAMUN) from

The Communicator.

The Marine Institute’s Dr. George Rose, below, was shortlisted as a finalist for the 2007’s Winterset Award for his book Cod: An Ecological History of the North Atlantic Fisheries. The award celebrates excellence in Newfoundland and Labrador writing. Dr. Rose, a professor and head of Fisheries Conservation with the MI, is widely considered to be the national authority on the Newfoundland and Labrador cod fishery.

The scholarship is awarded based on scholarship standing. A special application is required and may be obtained from the Scholarships, Bursaries and Awards Office, Rooms 4018, University Centre or by calling (709) 737-3956.

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Hans Rollmann, resource co-ordinator with MUNSU, took home the first-ever Staff Volunteer of the Year honour at the 22nd MUN Volunteer Day awards. He’s seen here accepting his award from Acting President Dr. Eddy Campbell. Mr. Rollmann is active with groups ranging from CUPE Local 4954, the Graduate Students’ Union, and the Newfoundland and Labrador Sexual Health Centre. Meanwhile, Dr. TA Loeffler was named the inaugural winner of the MUN Faculty Volunteer of the Year. She was recognized for her work motivating others – particularly young students – to get active.

Joy Simmons is the 2008 winner of the Faculty of Science Distinguished Service Award. A senior clerk stenographer with the Department of Physics and Physical Oceanography, Ms. Simmons joined the faculty in 1982. The award recognizes superior service by staff members.

Rob Shea, below, assistant professor, Faculty of Education, was named the inaugural scholar in residence by the University of Guelph for the 2008 Ontario Association of College and University Housing Officers’ national conference. That event was held in late May. The conference addressed key issues in the area of student services, and Prof. Shea’s appointment involved a keynote address, adjudication of research presentations, and hosting roundtables with higher education leaders.

Randy Dodge, manager, Technical Support, with Computing and Communications, recently participated in the trip of a lifetime. Organized by the Faculty of Arts, In the Footsteps of the Regiment, which took place April 21 to May 3, saw 16 participants join forces with author Kevin Major to visit Beaumont Hamel and other sites of significance to the Royal Newfoundland Regiment. Mr. Dodge said it was last year’s November 11 Remembrance Day Service that inspired him to sign up for the trip. “I knew then and there that I had to visit Beaumont Hamel – and who better to organize the trip than Memorial University.” He said the 12-day journey was “a way to personally honour those who paid the ultimate sacrifice for my freedom.” For further details on the trip visit www.mun.ca/arts/alumni/majorsrip.

Lynn Best and Robert Barker ofHuman Resources graduated with a master’s certificate in Executive Coaching offered by Royal Roads University in March. Executive coaching services are now available to all employees. Coaching is a learning process whereby a coach may use inquiry, reflection, requests and discussion to help clients identify personal, work and/or relationship goals and develop strategies, relationships and action plans intended to achieve those goals. To learn more call Ms. Best at 737-2077 or e-mail lbmest@mun.ca; or call Mr. Barker at 737-4627 or e-mail rbarker@mun.ca.

GET Goin’

PLENTY OF WAYS FOR STAFF TO GET ACTIVE THIS SUMMER

AFTER A WET AND COOL SPRING – at least in the St. John’s area – just about everybody is ready to soak up summer, including lots of Memorial staff and faculty. Look around any of our campuses and you’ll notice people taking a quick stroll during their breaks, lacing up their shoes for a lunch-time soccer match or strapping on rollerblades to head home from the office. There are lots of ways to take advantage of the blue skies – before, during and after work – all the while getting plenty of fresh air.

That’s what this trio is doing now that summer is here. Dan Hyde, senior professor with Computing and Communications; Dr. Kris Poduska, assistant professor with the Department of Physics and Physical Oceanography; and Amanda Martin, marketing co-ordinator with Student Affairs and Services and Marketing and Communications try to get outside as much as possible.

All three are heavily involved with ultimate Frisbee leagues, including Mile Zero Ultimate (http://milezeroultimate.com), the Newfoundland and Labrador Ultimate Association (www.elua.ca) and the St. John’s Women’s Ultimate Recreational League (www.swurl.ca). All three leagues are currently accepting new members and games are now underway for the season. If you want to learn more, visit their websites.

There are lots of other ways employees at Memorial can stay active this summer.

DAN HYDE, KRIS PODUSKA AND AMANDA MARTIN

The Wellness Program co-ordinates the MUN Employee Lunch-Time Sports (MELTS) group. Soccer, basketball and volleyball games take place throughout the year.

Call Laura Chapman, workplace programs co-ordinator in HR, at 737-7405 for summer times and locations or check out www.mun.ca/humanres/wellness/MELTS.php. New ideas for sporting games – as well as members – are always welcome.

Photo by Jeff Green

Photo by Jeff Green
DOREEN’S DETERMINATION
FACED WITH A LIFE-ALTERING SITUATION, NURSING PROF MEETS HURDLES HEAD-ON

BY JEFF GREEN

DOREEN DAWE’S LIFE took an unexpected turn five years ago. A rare spinal cord injury left her with partial paralysis, forcing her to adapt to a completely new lifestyle. In spite of the challenges, her will to conquer all odds has never been stronger. Now she wants others to know they can overcome obstacles life throws their way.

Ms. Dawe, an associate professor in the School of Nursing who has worked at Memorial since 1982, said that determination, along with a strong faith and positive attitude, go a long way in life’s journey.

“She’s fueled by the unwavering support she’s received from her husband Roy, their three sons, her 86-year-old mother, other family members and friends, as well her nursing colleagues.”

“Memorial as an employer has also been great,” she said on a quiet cool spring morning at her St. John’s home. “These past few years have not been an easy ride and it has had its challenges but I’ve gotten through things. I’ve had to face my problems and find ways around them. I think I’ve done that.”

Indeed, she has.

Five years ago, Ms. Dawe—who has always been a keen outdoors enthusiast—was about to head out for a routine pre-dawn run. At first she felt fine but then the unthinkable happened.

“I collapsed on the floor. I couldn’t move.”

She was rushed to the emergency room where she was eventually diagnosed with having a spinal cord infarction—a blood clot in her spine. She was left with complete paralysis from the waist down.

“It’s a rare condition,” she explained while smoothing down the coat of her Gordon Setter, Jimmy. “Before all this happened I was an avid runner and walker. I loved the outdoors and was addicted to it. Then my life turned upside down.”

After weeks of being in hospital, she was transferred to the Dr. L.A. Miller Centre for months of rehabilitation. On trial runs to prepare for discharge, she realized she could not walk the stairs in her home. “My sons and husband had to lift me, wheelchair and all,” she explained. “I saw their backs getting sore and thought there must be a way around this.” With an open mind and a can-do attitude she approached her physiotherapist for help and found a way around obstacles thanks to intense rehab.

Incredibly, Ms. Dawe was able to regain partial mobility. “The therapists are amazed I can walk,” she said proudly.

Today, she gets around with the help of a cane and she has been able to get back outdoors and do what she loves. “I have found new ways to enjoy the physical side of life. To swim, I have adapted to the use of fins. I use a recumbent bike to get out on the trails. To ski or walk in the snow and ice, my husband put together a skiwalker which is basically ski and the handles of a walker. All of these things give me the freedom to enjoy the outdoors like I always did.”

“It has been a long, hard road to recovery and there have been struggles but I’m getting through,” she added.

Ms. Dawe was diagnosed with breast cancer in 2006. She underwent surgery and finished chemotherapy and radiation in the spring of 2007.

And, in true fashion she met life head-on.

With the help of a back-to-work rehabilitation program, Ms. Dawe returned to work full-time in the School of Nursing in May after spending the past five years on long-term disability. She credits Memorial for being supportive through her ordeal.

“Ms. Dawe is still an avid outdoor enthusiast. She uses this recumbent bike to get out on trails in St. John’s.”

MUN HAS BEEN EXTRAORDINARILY ACCOMMODATING.

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MUN HAS BEEN EXTRAORDINARILY ACCOMMODATING.
New director appointed to Faculty Relations

MORGAN COOPER is looking forward to the opportunities as director of the Office of Faculty Relations.

Appointed on April 14, he’s well suited to meet the challenges associated with this position. His educational achievements comprising of a bachelor of commerce (honours) degree from Memorial, a master of industrial relations from the University of Toronto and a law degree from Dalhousie, are nicely complemented by his experience as a former faculty member here at Memorial and his previous roles as a labour arbitrator, labour relations board chair and a partner in a regional law firm.

Mr. Cooper has a long-standing relationship with the university, beginning with his years as undergraduate student, continuing through his work as a full-time and then part-time faculty member in the Faculty of Business Administration (he taught undergraduate and graduate courses in labour relations, collective agreement administration and labour law) and now as an administrator responsible for the Office of Faculty Relations.

“I feel that I have come full circle on returning to Memorial after a period of time as labour board chair followed by private practice as an employment and labour lawyer,” he noted recently.

“I place a high personal value on the special role of Memorial University in educating residents of Newfoundland and Labrador and undertaking programs and research that advances the social and economic interests of the province,” he added. “As one of a large number of individuals who comprise the university, it is my hope that I can make a small contribution in support of the university’s mission.”

As director, Mr. Cooper is responsible for the negotiation and administration of collective agreements for more than 1,300 university employees including all faculty, librarians, co-operative education co-ordinators and per course instructors at Memorial.

The office is responsible for all labour relations matters arising out of the university’s collective bargaining relationship with MUNFA and LUMUN, including grievance and arbitration proceedings and labour relations board matters.

Mr. Cooper has worked very hard to establish effective personal relationships with union and management representatives throughout his career. He has a very strong belief that “successful labour relations outcomes are a function of effective working relationships characterized by mutual respect and trust.”

He actively supports the legal and business community through volunteer activities as an elected bencher of the Law Society of Newfoundland and Labrador and an elected director of the Newfoundland and Labrador Employee’s Council.

To learn more about Faculty Relations, visit www.mun.ca/facultyrelations/.

Painless paper reduction

IT ONLY TAKES a couple of minutes and you can save a lot of time and money by reducing paper waste. Did you know all employees can opt out of receiving paper notification for payroll deposits; simply log onto my.mun.ca and follow the directions under the Employee Services link. For more information, check out www.mun.ca/hr/employees/self-service.php or call Susan Janes in HR at (709) 737-2531. As of this April, departments are no longer receiving a report of employees that have opted out. This initiative alone reduces 8,000 printed pages yearly with many more savings made possible by employees opting out of paper notifications.

Contact the Department of Human Resources or Memorial’s Sustainability Office at www.mun.ca/humanres/Sustainability if you have any additional suggestions on paper reductions and energy efficiency. We’re all in this together. And, remember, progress is painless.

INTERIM OFFICER APPOINTED

EMPLOYMENT EQUITY CONTINUES TO BE A MAJOR PRIORITY FOR MEMORIAL

AS A RECIPIENT of federal funds, Memorial actively participates in the Federal Contractors Program which ensures that the university achieves and maintains inclusive workplaces that are representative of aboriginal peoples, persons with disabilities, members of visible minorities and women. Basically, Memorial must represent and reflect the community and labour pool from which it draws on.

Since May 20, there has been a new face in the university’s Employment Equity Office. Sabreen Mowlaii is at its helm while Tina Hickey is on maternity leave. Ms. Mowlaii was born in Iraq and immigrated to Canada in 2001. She previously studied medicine in Iraq and finished her bachelor of arts here at Memorial. Currently, she is enrolled in the Masters in Employment Relations program at the university.

Over the past few years, Ms. Mowlaii worked in the settlement sector helping immigrants and refugees settle in this province. She has been an advocate for immigrant/refugee and diversity issues and previously worked with the International Student Advising Office as an outreach co-ordinator for international students.

Ms. Mowlaii is looking forward to her new role in Human Resources and hopes she will help advance diversity issues in the university through progressive employment equity initiatives.

To contact Ms. Mowlaii, phone 737-2548 or e-mail equity@mun.ca.

Memorial University’s Employee Newsletter 5
How good an eye did you have? Did we stump you or did you recognize your home community? In our spring issue we featured Location, Location, Location, a new unique contest organized by the Archives and Manuscripts division and the Maritime History Archive. In total, 16 stunning archival photos were presented. Grab a back issue and check out the answers to your right. Congratulations to Lorraine Jackson of the Queen Elizabeth II Library for submitting the most identified photos. To learn more about Memorial’s archives – and their wonderful collections – visit www.library.mun.ca/libraries_archives.php.

WE’VE GOT THE RESULTS

1: Bell Island
2: Belleoram
3: Harbour Grace

4: Woody Point
5: Placentia
6: Cochrane Hotel, St. John’s

7: St. Anthony
8: Carbonear
9: Blanc Sablon

10: Greenspond
11: Argentia
12: Exploits

13: Brigus
14: Bonavista
15: Fogo

16: St. John’s campus

BEST PRACTICES FOR HANDLING PRIVACY REQUESTS

MEMORIAL IS OBLIGATED to provide records in the university’s custody and control, including e-mails and electronic records, to people who request information.

Normally, requests for information made to the university are managed in the normal course of business. Occasionally, Memorial receives a request for personal or general information, filed formally under the Access to Information and Protection of Privacy Act (ATIPP Act). When Memorial’s Information Access and Privacy Protection Office (IAPP) receives an ATIPP request, it contacts the unit(s) that have the required records. The IAPP Office will review each of the records and remove information that the university cannot disclose under the ATIPP Act. Information that may be removed from an e-mail or other record includes solicitors-client privileged information, policy advice, and information that must be protected under privacy legislation.

Rosemary Smith, IAPP co-ordinator, added a caution. “We have had to disclose information in e-mails that the affected employee preferred to keep private,” she noted. “E-mails, in particular, tend to be written informally and people sometimes express views which they wouldn’t dream of expressing in a memorandum or letter.”

Her advice? “Don’t write anything in an e-mail that you wouldn’t write in a memo or letter.”

Within seven days of receiving notification of an ATIPP request from the IAPP Office, units are to provide the responsive records to the IAPP Office. ATIPP requests are handled in accordance with the ATIPP Act and regulations.

For more specific information and application forms, refer to www.mun.ca/iapp or contact Ms. Smith at 737-8214 or rsmith@mun.ca.

THE COMMUNICATOR SALUTES CO-WORKERS FOR TIME WELL SPENT AS VOLUNTEERS IN OUR COMMUNITIES

He doesn’t really consider it volunteer work – more like community involvement or even a hobby. Either way, Dr. Martin Mulligan, head of the Department of Biochemistry, has spent more than 20 years sharing his love of Scottish country dancing with hundreds of people in both the U.S. and Canada.

Since 1988, he has been a member and teacher with the Royal Scottish Country Dance Society, St. John’s (Newfoundland) Branch. Since then, he’s helped friends and faculty members, colleagues and complete strangers learn a variety of steps and patterns that’s part of this form of social dance that dates back to the 18th century.

“I took my preliminary training as a teacher while I was a graduate student in Boston and taught classes with others in Pittsburgh and Chicago before moving to St. John’s,” said Dr. Mulligan, who was born in Scotland, and grew up in England and Ireland.

“I get a variety of things out of dancing,” he added. “The friendship of other dancers and the satisfaction of seeing dancers learn and master the figures and footwork. As well, the enjoyment of the dancing itself and expressing that little bit of Scotland within me and helping to promote Scottish dance and Scottish culture.”

It’s also a good form of exercise and gives him a chance to unwind from his hectic schedule as both a researcher and department head.

“I really enjoy this form of dance,” said Dr. Mulligan, seen here in one of his classes on the St. John’s campus, “and encourage others to try it. I was quickly hooked when I got involved.”

To learn more about Scottish Country Dancing – or to join the St. John’s group – check out www.infonet.stjohns.nf.ca/providers/rscds/; or call 709-895-2712.

Classes are resuming this fall.

OBITUARIES

CAPT. FRANK WHEELER of Foxtrap, retired from the Marine Institute, passed suddenly away at the Health Sciences Complex on March 1, age 69 years.

FLORENCE JANE ATTWOOD, retired from the QE II Library, passed peacefully away in St. John’s on March 25, aged 78 years.
EMPLOYEES SHARE EXPERTISE WITH CO-WORKERS

MENTORING MATTERS

ARLENE MCDONALD and Patricia Walsh have gotten to know each other much better over the past six months. Although both work live and work in St. John’s – at Memorial, in fact – they never saw each other on a regular basis. But that all changed this year.

That’s because they both volunteered to participate in a six-month pilot program designed to bring Memorial colleagues together from various disciplines at the university and mentor one another.

Ms. McDonald works with the Marine Institute’s Enrolment Office, while Ms. Walsh works in the Registrar’s Office on the St. John’s campus.

Mentoring @ Memorial is a developmental opportunity where one person – namely a mentoring partner – benefits from the wisdom and experience of another person – the mentor – for the purpose of enhancing the growth, knowledge and skills of their colleague to achieve greater work performance, satisfaction and achievement.

The pair has met about three hours each month for the past six months and highly recommend the experience.

“The mentoring program gives employees the opportunity to discover how other departments across the campus operate and how each department collectively contributes to form the entire university community,” explained Ms. Walsh.

Ms. McDonald agreed.

“The program has been really good. We rotate between the St. John’s campus and the Marine Institute and discuss a variety of topics. It’s informal and focuses on short-term and long-term goals,” she noted. “This mentoring program provides a real connection to share information, problem-solve, and work through frustrating upgrades and revisions. It’s been so useful.”

Ms. Walsh is quick to add that the learning works both ways. “We’ve learned from each other and developed a connection making our work relationship that much stronger,” she said.

Human Resources’ people development strategy incorporates mentoring, executive coaching, succession planning and other opportunities benefiting employees and Memorial.


The pilot program is being reviewed and further developed following the feedback of the 40 participants who recently took part. Mentoring will be offered university-wide in the coming weeks. If you’re looking to fulfill career goals, improve and share organizational knowledge, gain insight into organizational culture, and improve integration of new employees, consider mentoring. It matters.

WOMEN LEARNING SELF-DEFENCE TECHNIQUES

A GROUP OF 17 women from Memorial got a crash course in self defence this spring. They signed up for a program known as WiseWalk™, offered by the Worklife Programs Office in Human Resources. For 10 weeks, they received practical tips and training from instructor Dave Jackman of Kenpo Karate. The program integrates a person’s normal walking stride and everyday actions of self protection. Here, Lisa Long of the Faculty of Business Administration is seen with Mr. Jackman. A new round of classes will be held in the fall. To learn more check out www.mun.ca/humanres/wellness or call Laura Chapman, worklife programs co-ordinator, at 737-7405 or e-mail lchapman@mun.ca. Costs are shared 50/50 between employees and the Worklife Programs.

FACE AND EYES INTO HER WORK

PATSY BURRY, acting payroll co-ordinator with Human Resources, wasn’t afraid to step up to the plate and try something new during the annual spring Employee Wellness Fair held in March. Ms. Burry was one of hundreds of employees and pensioners who took part in the fair, organized and sponsored by the Worklife Programs Office and the Employee Assistance Program in HR. The event took place in the Inco Innovation Centre atrium. People had a chance to get free chair massages, blood pressure, glucose and cholesterol testing, as well as have their height, weight and body mass index measured. A few – like Ms. Burry – even signed up for a free acupuncture session. Another similar fair is being planned for this fall. Stay tuned to newsline and special messages from HR for details.
SERIOUS ABOUT SECURITY

MEMORIAL IS A BIG PLACE. Consider this: with more than 17,000 students and more than 4,200 employees spread out over dozens of buildings and campuses, we’re like a small town of our own. And keeping check of us 24/7 on the main St. John’s campus and at Sir Wilfred Grenfell College is Campus Enforcement and Patrol. (The provincial department of Works, Services and Transportation owns and operates the MI’s buildings and provides 24-hour security at its facilities and patrol its parking lots). Check out the interesting security facts on the right and cut and keep the helpful checklist for reporting an emergency at Memorial.

ST. JOHN’S CAMPUS

GET READY TO MEET MEMORIAL

This summer, why not put your tourist hat on and get out and visit some of the amazing departments, fascinating facilities and interesting co-workers we have here at Memorial. In July, a new pilot program is being launched. Meet Memorial is basically a series of open houses in both administrative and academic units on the St. John’s campus as well as the Marine Institute. Open Houses take place every Wednesday from 10 a.m. until 12 p.m., from July 9 to Aug. 27.

A co-ordinating committee will work with interested departments and faculties to schedule weekly Meet Memorial events throughout the summer. All faculty and staff are invited to attend each session. The purpose of the pilot program is to enhance the Memorial University community by:

• providing networking opportunities for staff and faculty
• providing opportunities to enhance working relationships
• highlighting the achievements of academic and administrative departments

Departments and faculties are welcome to design the open house any way they’d like. There could be a coffee break, a presentation on a new initiative, a hands-on demonstration of a piece of equipment, a poster display with staff names and photos, or a prize draw for attendees.

More details will follow shortly on Newsline and will be posted to the Events Calendar on today.mun.ca. For more details, contact Lynn Best in Human Resources at 737-2077 or lbbest@mun.ca.

Meet Memorial this summer. This is the place where people and ideas become.

EMERGENCY REMINDERS

Emergency calls to Campus Enforcement and Patrol can be made from any pay phone on campus. There is no charge for these calls. Dialing instructions are included on each pay phone.

City Emergency Service: 911
Health Sciences Centre dial 911*
Ocean Sciences Centre dial 911*
Marine Institute dial 4056
Sir Wilfred Grenfell College dial 911*
At Harlow campus dial 9-999

*When calling 911, a follow-up call should be made to Campus Enforcement and Patrol using the appropriate number listed above.

IMPORTANT NUMBERS TO REMEMBER:

City Emergency Service: 911
Campus Enforcement and Patrol: 911* or 6210
Security Services: 911* or 6210

EMERGENCY CALLS

Campus Enforcement and Patrol can be made from any pay phone on campus. There is no charge for these calls. Dialing instructions are included on each pay phone.

14 THINGS YOU DIDN’T KNOW ABOUT SECURITY AT MEMORIAL

SECURITY BY THE NUMBERS

200+ number of security cameras in public areas on the main St. John’s campus
33 number of security cameras at the Marine Institute’s Ridge Road campus
4 number of security cameras at the Marine Institute’s Ridge Road campus
9 number of emergency phones placed in tunnels on main campus
3 number of fully-equipped emergency response vehicles part of the fleet in St. John’s providing patrol services 24/7
250 number of intruder alarms in buildings on St. John’s campus
66 number of readings on the St. John’s campus
16 number of buildings at Grenfell College
9 number of emergency phones placed in tunnels on main campus
332,214.4 m² total gross area of buildings on St. John’s campus
39,483.8 m² total gross area of buildings at Grenfell College
130,064.3 m² area of parking CP is responsible for patrolling on the St. John’s campus
50 number of uniformed officers employed by CP on the main campus
14 number of security personnel at Grenfell

THINGS YOU DIDN’T KNOW ABOUT SECURITY AT MEMORIAL

SERIOUS ABOUT SECURITY
On May 2, Ron Wiseman, right, retired after 29 years with the Faculty of Engineering and Applied Science. Ron began with the faculty on Nov. 1, 1979 as a technician for measurements. Five years later, he became the faculty’s audio visual technician when he took over from Andy Wells who was leaving the position to head for City Hall. Ron remained in this position until his retirement. Faculty and staff gathered to wish him much health and happiness in his well-deserved retirement. He’s looking forward to graduate studies, Faculty of Engineering and Applied Science.

Ron is seen with Dr. John Quaicoe, associate dean, Undergraduate Studies, Faculty of Science. Ro- n began with the faculty on Nov. 1, 1979 as a technician with the Faculty of Engineering and Applied Science. Ron Wells, who was leaving the position to head for City Hall, and staff gathered to wish him much health and happiness. Ron remained in this position until his retirement. Faculty and staff gathered for a reception in his honour. Terry Harris, left, an electronics technician, retired in April. Staff, faculty, students and former co-workers gathered for a reception in his honour. Terry started in Technical Services before moving to Logy Bay. Here, Terry received a special gift from Dr. Ying-Ping So, a former OSC employee.

After more than 34 years, a longtime member of the Ocean Sciences Centre (OSC) bid farewell to his colleagues. Terry Harris left, an electronics technician, retired in April. Staff, faculty, students and former co-workers gathered for a reception in his honour. Terry started in Technical Services before moving to Logy Bay. Here, Terry received a special gift from Dr. Ying-Ping So, a former OSC employee.

Dozens of co-workers, former colleagues, friends and family members gathered on April 10 to bid farewell to a respected member of the Memorial community who retired after more than 30 years. Jerry Chafe, supervisor of the Health Sciences Centre Mail Room and Print Shop with the Department of Computing and Communications (C&C), was a well-known employee. Here, Jerry (thind from left) is seen with C&C colleagues Rick Maloney, Carolyn Bennett, Graham Mowbray and Todd Newhook.

Helen Morrissey sure saw a lot of changes during her 31 years at Memorial. In that time she worked for both the Ocean Sciences Centre and the Department of Computing and Communications (C&C). She officially retired as the university’s switchboard operator and receptionist for C&C on May 3 and her colleagues gathered for a reception in her honour on May 15 at Bitters.

He’s not hanging up his lab coat just yet, but he did end one chapter of an illustrious career here at Memorial. After two terms – 8 years in total – as dean of the Faculty of Science, Dr. Robert Lucas, seen here with his partner Verna Parsons, has stepped down and returned to his job as professor in the Department of Chemistry. Dr. Lucas started working at Memorial in September 1974. A special reception was held in his honour on the St. John’s campus.

After a stellar 35-year career with Memorial, Brian Murphy is on his own schedule these days. He began working at the Memorial University Art Gallery, which was a part of Extension Services, on July 17, 1973 as an art gallery assistant. He was named gallery registrar in 1979 and seconded from the gallery to The Rooms Provincial Art Gallery in 2004 until his retirement on April 4. Brian was known to many for his love of art and was a self-taught art historian. Here he is seen during the last exhibition in 2003 at the Memorial University Art Gallery in the St. John’s Arts and Culture Centre.

MEMORIAL ARCHIVIST GAIL WEIR will have plenty of extra time to devote to researching and writing about her home – Bell Island. Ms. Weir retired this spring after nearly 28 years at Memorial with the Archives and Manuscripts division in the Queen Elizabeth II Library. A number of colleagues past and present gathered in April for a reception in her honour.

HOMEMADE LEMONADE AND WARM LENTIL SALAD

Thanks to Janet Harron, the communications co-ordinator with the Faculty of Arts, for the quick-and-easy creation. “They make a great summer meal or a good addition to any pot luck,” she said, “healthy, light and totally yummy.”

HOMEMADE LEMONADE:
6 lemons
1 cup water
1 cup white sugar
Water and ice to taste

DIRECTIONS: Juice the lemons. Boil water and sugar on stovetop until sugar completely dissolves, creating a sugar syrup. Put lemon juice in pitcher and add approximately 1/4 cup sugar syrup. Add water and ice to taste. If too sweet, add juice of another lemon. If too tart, add more sugar. Remainder of sugar syrup can be kept in fridge for another batch of lemonade or for cocktails.

WARM LENTIL SALAD:
Two chicken breasts
Lemon juice
Olive oil
Garlic
Salt and pepper
Red peppers
1 cup of lentils
2 cups of baby spinach
1/2 cup of goat cheese or to taste

DIRECTIONS: Marinate chicken in lemon juice, olive oil, garlic, salt and pepper. Grill until cooked. Roast red peppers in 400°C oven until blistered. Remove skin and chop in large length-wise pieces. Rinse lentils and cook on stovetop in water, fluffing with a fork and then simmer until tender. Clean baby spinach. Drain lentils and place in serving platter white still warm. Add spinach and allow to cool. Top with slices of grilled chicken and red pepper and pieces of goat cheese. Add salt and pepper to taste.

The Communicator is sent to more than 1,200 pensioners each time it rolls off the press. Everybody has a story to tell. How are you spending your retirement? Got an interesting photo to share? Retired Marine Institute instructor Capt. Wayne Norman sure does. This photo – titled Bird, Fog and Gull – was recently named the winner of The Independent newspaper’s second annual photo contest. The St. John’s-based weekly liked it so much they put it on its cover in April. The Communicator is looking to hear from more pensioners like Capt. Norman. Write editor Jeff Green. Our address is on the right-hand side of this page.
I AM REALLY PLEASED TO BE A PART OF THE UNIVERSITY’S OPINION SURVEY. THANKS TO THE FEEDBACK, THERE ARE SIGNIFICANT BENEFITS IMPROVEMENTS FOR EMPLOYEES AND MANY OTHER INITIATIVES THAT ARE INTENDED TO RESPOND TO WHAT YOU TOLD US.

I hope you stay well, happy and fulfilled during our 93 days of summer. The city and province tourism departments can help you really experience this wonderful place. Connect with them for details. And, if you see me during the Tely 10, be sure to give me a shout-out. I’ll need the encouragement!

I invite comment and feedback on this column. Does it meet your needs? Does it answer your questions? Would you prefer a different format? I am available at lhollett@munic.ca or 709-737-4615 if you have any suggestions on this or any Human Resources initiative. We’re here for you.

Carol Boland, Human Resources Recruitment Officer

Meet Carol Boland, Human Resources Recruitment Officer

CHANCES ARE... if you’re working with Memorial, you know Carol Boland. Or at least you know her voice. “I’m calling to officially offer you the position of…” would have been music to your ears as you awaited the phone call. And as great as it is to get, Carol claims she has the best job at Memorial because she makes those calls. “I get to offer the jobs,” enthused Carol. “Many have said ‘I came here for a week and I’m still here 10 years later’. It’s rewarding to provide the start for employees and help their progress.”

Carol loves the academic setting of Memorial and has spent her entire career supporting education. She began at the Ocean Sciences Centre and then moved to Kitchener, Ont., with the University of Waterloo. After the birth of their son, Carol and her husband decided to return to Newfoundland. They had a daughter shortly after and Carol stayed home to raise her family and work part-time in their family business. She volunteered at her children’s school and values the years she spent focused on her young family. When she returned to work, Carol was hired part-time with Continuing Education and then Graduate Studies. In 1985, she filled in for a maternity leave position in Human Resources and has been a valuable member of the team ever since.

Carol’s specialty is recruitment and she’s well suited, as so much of it is common sense. “I feel lucky that everything has worked out for me. I was in the right place at the right time and worked hard, but I was also lucky,” she reflected. “I enjoy all the contact I have with people in this job.”

With between 50 to 60 competitions ongoing at any one time, Carol is challenged to meet the demand of helping to fill all non-academic placements. “It’s a lot like 20 years ago,” she said. “There are a lot of postings as recruitments and hires have doubled in the past few years. I have noticed it’s getting harder to recruit as prospective employees are looking farther afield. Expectations are higher than ever before.”

Carol received the President’s Award for Exemplary Service in 2003 and earns the respect and admiration of colleagues daily. She is reliable and a known team-player.

When not hard at work here at Memorial, she is a gardening expert and a terrific baker, delivering homemade decorated holiday treats to colleagues. In her time off, Carol also enjoys reading and travelling. Drop by for a warm welcome. Carol is the person to see if you have a recruitment or advancement question. Or if you’d like to know which flowers bloom brightest here.
BEFITTING BENEFITS
Improvements brought about by employee survey

Memorial employees have been heard loud and clear. A total of 5,684 of you participated in last year’s Employee Opinion Survey and nearly 80 per cent said Memorial’s benefits were significantly important, yet the average satisfaction rating was only 57 per cent. There was a significant gap between satisfaction rating and perceived importance. According to the survey, the employees hired an external group to compare the university’s benefits to other group insurance benefits programs offered by employers in this province and across Canada. The findings of the report were reviewed by the Benefits Committee and the Board of Regents approved the following enhancements under the health and dental plans, effective April 1, 2008:

- Vision care increased to a maximum of $250 per participant every 24 consecutive months (80 per cent reimbursement of the eligible cost of lenses and frames, including contact lenses and laser surgery).

- The dental plan has been advanced two years to March 1, 2008. Coverage increased in 2007.

- Dental plan has been advanced two years to March 1, 2008. Coverage increased in 2007.

- Orthodontic services and related supplies have increased to provide 80 per cent reimbursement to a maximum of $200 per participant per calendar year.

- Nursing benefit has been enhanced to include personal care workers for up to four hours per day. The maximum reimbursement per plan participant per calendar year remains $10,000. All eligible nursing and personal care services are subject to a pre-approval process by Medavie Blue Cross.

In addition to the above improvements, paramedical coverage increased in 2007. Visit www.mun.ca/humanres/benefits.php for complete information or call the Benefits and Pensions Office at 737-7406 or e-mail pensions@mun.ca.

ACADEMIC

Appointments – tenure-track

Dr. Ralf Badstue, Faculty of Engineering and Applied Science, associate professor, Jan. 1, 2008

Dr. Fred de Souza, Faculty of Medicine, assistant professor, Jan. 1, 2008

Dr. Monica Cason, Department of History, assistant professor, Jan. 1, 2008

Dr. James MacAskill, Department of Physical and Occupational Therapy, pinch hitter, May 1, 2008

Dr. Dan Wiktory, Faculty of Engineering and Applied Science, associate professor, Jan. 1, 2009

Appointments – tenure

Dr. Karen Arey, Department of Earth Sciences, associate professor, Sept. 1, 2008

Dr. Daniel Bongardt, Department of Physics and Physical Oceanography, associate professor, Sept. 1, 2008

Dr. Tracy Budge, Faculty of Medicine, associate professor, Sept. 1, 2008

Dr. John Doe, Faculty of Medicine, assistant professor, Sept. 1, 2008

Dr. Cynthia Calix, Faculty of Engineering and Applied Science, assistant professor, Sept. 1, 2008

Dr. Robert Dwyer, St. Wilfred’s College, associate professor, Sept. 1, 2008

Dr. Mikea Histoza, Faculty of Medicine, assistant professor, Sept. 1, 2008

Dr. Michael Histoza, Faculty of Medicine, assistant professor, Sept. 1, 2008

Dr. Jennifer Jones, Faculty of Education, associate professor, Sept. 1, 2008

Dr. Paul Murphy, Faculty of Education, associate professor, Sept. 1, 2008

Dr. Kathy Purchase, School of Music, professor, Sept. 1, 2008

Retirements

Elizabeth Bohnen, St. Wilfred’s College, full professor, Jan. 1, 2008

Dr. Susan Dunn, Faculty of Medicine, associate professor, March 31, 2008

Dr. Paul Harris, St. Wilfred’s College, associate professor, April 1, 2008

Dr. Raghunath Kulkarni, Department of German and Russian, associate professor, Jan. 1, 2008

Dr. Richard Kiss, Queen Elizabeth II Library, librarian, Dec. 31, 2007

Dr. Margaret Maclean, School of Nursing, associate professor, Dec. 31, 2007

Dr. Allan Marshall, St. Wilfred’s College, associate professor, April 1, 2008

Dr. Lillian Rutledge, Department of Psychology, professor, Dec. 31, 2007

ADMINISTRATIVE

Appointments – administrative

Dr. Jill Barrett, Faculty of Medicine, interim assistant dean, Sept. 1, 2008

Dr. Robert Boland, School of Human Kinetics and Recreation, associate dean (graduate studies), March 1, 2008

Dr. Dan Hall, Department of Religious Studies, assistant professor, Sept. 1, 2008

Dr. Barry Barnes, Faculty of Medicine, interim assistant dean, Jan. 1, 2008

Dr. Steve Burt, Faculty of Engineering and Applied Science, acting associate dean, March 1, 2008

Dr. Stephen Casey, Faculty of Medicine, disciplines chair, Jan. 1, 2008

Dr. Simon Coope, Faculty of Medicine, associate professor, March 1, 2008

Dr. Peter A. Connolly, Faculty of Medicine, disciplines chair, Sept. 1, 2007

Lawrence Cochrane, Innovac Centre Inc., executive director (industrial and mining), March 1, 2008

Dr. Pat Connolly, Student Affairs and Services, acting dean, Feb. 1, 2008

Dr. Gerald Connolly, Faculty of Medicine, director, March 1, 2008

Linda Costelloe, Faculty of Medicine, disciplines chair, Sept. 1, 2007

Lawrence Costelloe, Innovac Centre Inc., executive director (industrial and mining), March 1, 2008

Dr. Paul Connolly, Student Affairs and Services, acting dean, Feb. 1, 2008

Dr. Gerald Connolly, Faculty of Medicine, director, March 1, 2008

Dr. John Jones, Faculty of Engineering and Applied Science, associate dean, acting dean, March 1, 2008

Dr. Amr Gardani, Faculty of Medicine, disciplines chair, Jan. 1, 2008

Dr. Susan Gardner, Faculty of Medicine, interim assistant dean, Sept. 1, 2007

Dr. Raymond Goossen, Vice-President (Research and Development), president of the president’s priority studies, March 1, 2008

Dr. Anthony Speer, Department of Philosophy, department head, Aug. 1, 2008

Dr. Anne Marie Taylor, Department of Political Science, interim head, Jan. 1, 2008

Dr. Donald McKelvey, Faculty of Medicine, associate professor, Sept. 1, 2008

Dr. John Quinnie, Faculty of Engineering and Applied Science, acting dean, March 1, 2008

Dr. Brian Vinich, Faculty of Engineering and Applied Science, acting dean, March 1, 2008

Dr. Ramchandra Venkatakrishnan, Faculty of Engineering and Applied Science, acting dean, March 1, 2008

Appointments – other

Dr. Timur Dwyer, Department of Philosophy, director (interim director of the magnificent Fund for Humanities and Arts program), Jan. 1, 2008

Promotions

Dr. Tracy Budge, Faculty of Medicine, associate professor, Sept. 1, 2008

Dr. Jake Doe, Faculty of Medicine, associate professor, Sept. 1, 2008

Dr. Morgan Gordon, Faculty of Education, associate professor, Sept. 1, 2008

Dr. Michaela Hinata, Faculty of Medicine, associate professor, Sept. 1, 2008

Dr. Jennifer Jones, Faculty of Education, associate professor, Sept. 1, 2008

Dr. Kathy Purchase, School of Music, professor, Sept. 1, 2008

Retirements

Elizabeth Bohnen, St. Wilfred’s College, full professor, Jan. 1, 2008

Dr. Susan Dunn, Faculty of Medicine, associate professor, Dec. 31, 2007

Dr. Allan Marshall, St. Wilfred’s College, associate professor, April 1, 2008

Dr. Lillian Rutledge, Department of Psychology, professor, Dec. 31, 2007

Administrative appointments

Kenneth Brown, Department of Technical Services, defence lab (military), March 10, 2008

Eric Butt, Department of Facilities Management, maintenance, March 24, 2008

Mary Butt, Department of Facilities Management, engineering technician II, March 24, 2008

Julie Rideout, Department of Psychology, administrative staff member, March 24, 2008

Len Thoms, Office of the registrar, manager, information and finance, March 24, 2008

Conventional to Permanent

Renzo Roland, Ocean Sciences Centre, distance instructor, Dec. 31, 2007

Alison Iveson, Department of Facilities Management, maintenance electrician, Nov. 1, 2008


Dr. Rachel Dwyer, CREATE Network, research assistant II, Feb. 1, 2008

Dr. Amanda Farhan, Department of Psychiatry, research associate II, Feb. 1, 2008

Dr. Stacie Penrose, Department of Facilities Management, industrial electrician apprentice (3 year), April 1, 2008

Dr. Manoel Gabardo, Centre for Distance Education, teaching associate, March 1, 2008

Dr. Peter King, Major Research Partnerships, research associate II, Feb. 1, 2008

Dr. Patrick Kerr, Department of Computing and Communications, communications assistant, March 1, 2008

Dr. Jean-Christophe Leduc, Department of Psychiatry, maintenance electrician, Nov. 1, 2008

Dr. Bronson Leduc, Division of Marketing and Communications, communications assistant II, Dec. 1, 2008

The Communicator. They are provided by Human Resources and are current at the time of publication.
A CAREFUL EYE – and a sharp memory – helped Dr. Antonio Martin, a professor in the Department of Biochemistry, identify the mystery photo in our last issue. In fact, many of our readers knew the smaller picture (at right) was of squid drying outside the Science Building near Facilities Management. According to Dr. Martin, the project was headed up by Dr. Norman Haard who once worked at Memorial. It began in 1979 and continued in the spring of 1980 and beyond. “Part of this project included air-drying of squid,” Dr. Martin told me in an e-mail. “Although at the time this project was infamous due to the smell generated by the squid indoors, luckily when the squid was placed outdoors, the odours were dispersed. Thank you for retrieving and publishing it.” Dr. Martin receives a special Memorial prize for his response.

Now, have a look at this picture. Where was it taken? Be as specific as possible! Send your submissions to jeffg@mun.ca or mail your entry to us (our address is on page two) for a chance to win. The contest is open to all Memorial staff, faculty and retirees. The deadline for entries is August 1, 2008. One entry per submission. Be sure to include your name, work or home number, and your department. Thanks to Linda White of the Archives and Manuscripts Division for her help in putting together this contest.

THANKS AND GOOD LUCK!
Jeff Green
Editor

I FIRST ARRIVED at Memorial as a young undergraduate. My interests in field biology and the great outdoors were fostered through my university training by strong faculty and great support staff within the Department of Biology. Today I find myself employed at Bonne Bay Marine Station, on the island’s west coast, where I have the opportunity to communicate Memorial’s exciting marine research stories, and my love of the ocean environment, to undergraduate students, school children, visitors, and community organizations. The station could not function without the strong support from the Dean of Science Office, Department of Biology and various administrative departments, especially Facilities Management. Let’s not forget my multitalented co-workers who always come to work with a positive attitude and a smile. There are not many jobs where your workplace sits on the water’s edge and on a sunny day you can find yourself splashing about in the tide-pools with wide-eyed school kids.

FIONA CUTHERBERT
Manager
Bonne Bay Marine Station

WHAT DO YOU LIKE ABOUT WORKING AT MEMORIAL?