Retired? Re-energized!

The Communicator takes a look at some of Memorial’s most active retirees

AFTER RETIRING from the Department of Chemistry in the fall of 2003, Dr. Howard Clase exchanged his Erlenmeyer flasks for birding binoculars. In reality, he’s actually doubled as a chemistry professor and a bird watching guide at Memorial’s Botanical Garden since the mid-1970s. However, since leaving Memorial after 35 years of teaching, he’s become a more regular fixture at the university’s natural oasis on Mount Scio Road in St. John’s.

“I started coming to the garden when it first opened and never really went away,” he says on a slightly damp day in the garden’s visitor’s centre. “But I’ve had a formal connection to this place as chairman of the dean’s advisory committee in the ‘90s and as president of the Friends of the Garden charity. Bird watching, though, is something I’ve always been interested in, ever since I was about 15 years old growing up in England.”

In addition to leading his early Sunday morning hikes, now shared with other birders, Howard assists with the garden’s twice-yearly plant sale – raising approximately $12,000 per year towards operational costs – mostly by helping with the labelling and preparation of plant lists.

Throughout the years, Howard has watched the botanical garden evolve and change. In the early days, part of the garden was in the process of regenerating after a forest fire, resulting in a more varied habitat than today’s boreal forest. The new terrain attracted a pair of nesting mourning warblers – a rare find in the garden then and now. These days, early morning birders can count on spotting 15-25 different bird species per hike, and about 40 in a season.

As well as satisfying his natural predilection for winged creatures, he says his time at the garden has helped him develop an appreciation for its flora as well as its fauna. That, and a happy marriage, he says with a gleam in his eye.

“I’ve more recently become interested in the wild plants, which is just as well as my wife is very much a plant enthusiast. It helps keep us together.”

If you’d like to join in on the bird watching fun, please contact Memorial’s Botanical Garden at 737-8590 or visit www.mun.ca/botgarden.

THE FIFTH ANNUAL First Space faculty and staff exhibition is now available for viewing at the QE II library. The Show, titled After Four, will be on display until Aug. 13. Shown from left to right is Meander by Gerald Vaandering, a retiree from the Faculty of Education; Still Life with Oranges by Iakov Afanassiev, professor, Department of Physics and Physical Oceanography; and Honeysuckle at Hawthorne Cottage by Carole Anne Coffey, administrative staff specialist, the Department of Geography. To check out the artwork online, please visit www.library.mun.ca/qeii/FirstSpace. Photo credits: Stephanie Williams and Iakov Afanassiev.
and you can take great pride in that success. Indeed, this is a season of celebration for Memorial. Recently, we hosted nine sessions of convocation — one in Corner Brook, and eight in St. John’s — conferring more than 2,000 degrees to the best and brightest our province, our country and the world have to offer. Each one reminds us of our primary mission, and the transformative impact we have on the lives of our students, our communities and the society we are building.

We also held a number of special events to mark important milestones for you, our employees. For example, we recognized 271 faculty and staff for their 30 years of dedicated service to Memorial at the 23rd Annual Employee Service Awards. As a long-serving employee — I am the proud owner of a 20-year service pin — it was my pleasure to meet and mingle with employees who have served this university so well, including Dr. Gordon Jones, a 45-year employee and member of our Department of English. We also presented awards to employees with 30, 35, 40 and 45 years of service at the annual service award luncheon and dinner.

For 60 years, and the 25 years that preceded them as Memorial University College, this university has been carrying the collective hopes and aspirations of the people of Newfoundland and Labrador. It has done so with conviction and success, enabled by employees who care deeply about this institution.

I too was assisted by many talented and dedicated people, including Chancellor General Rick Hillier, our Board of Regents, my office staff, administrative colleagues including my senior executive team, as well as by faculty, staff and students. It has been a distinct pleasure and honour for me to lead this university for the past year. It has also been a remarkable journey of discovery for me. I hope your time at Memorial has afforded you similar experiences.

As I prepare to return to the role of vice-president (research), you can be assured that Memorial University, like the province it serves, is truly in its ascendency. Our reputation is growing across the country and around the world, and our future has never looked brighter.

Thank you again for your support, and have a safe and wonderful summer.
The Advisory Committee on Sustainability (ACS) was formed in April 2007 to provide input on sustainability issues at the university and to work with the Sustainability Office to determine priorities and implement initiatives.

Membership includes students, faculty and staff from the St. John’s campus, the Marine Institute and Grenfell College. To view the full list of members, please visit www.mun.ca/sustain/committee.

Advisory Committee on Sustainability welcomes new members

THE ADVISORY Committee on Sustainability (ACS) was formed in April 2007 to provide input on sustainability issues at the university and to work with the Sustainability Office to determine priorities and implement initiatives.

Membership includes students, faculty and staff from the St. John’s campus, the Marine Institute and Grenfell College. To view the full list of members, please visit www.mun.ca/sustain/committee.

Some of the members of the ACS are shown starting in the front row, left to right: Terry Riche (Project Green), Meghan McCarthy (MUNSU), Frank Wall (NAPE), Jorge Clemente Miranda-Trevino (student member at large), Angela McLoughlin (C&C); back row, left to right, Shannon O’Dea Dawson (Marketing and Communications/Human Resources), Josh Lepawsky (Department of Geography), Nancy Burt (Sustainability Office), Robert Walsh (Facilities Management), Toby Rowe (Sustainability Office), Paula Corbett (member at large), Abigail Steel (GSU), Mary Pippy (Marine Institute) and Dwayne Taverner (Housing, Food and Conference Services).

Printing multiple pages of a document on one page

To use less paper when printing a multi-page document, you can print several pages on one sheet of paper. Microsoft Word shrinks the pages to the appropriate size and groups them on the sheet.

1. On the File menu, click Print.
2. Under Zoom, click the option you want in the Pages per sheet box. For example, to print a four-page document on one sheet of paper, select 2 pages per sheet and select 2-sided print, flip on short edge (on the Paper/Output tab in Printer Properties) to print two pages on the front and two pages on the back of the same sheet of paper. This can also be done in PowerPoint by clicking Print and then under Handouts selecting the number of slides you want to print per page.

Memorial University’s Employee Newsletter 3
GOT A STORY TO SHARE? Maybe you have an interesting photo from a get-together of former co-workers. Or perhaps someone you know has been recognized with an award. What about a birth announcement or the recent retirement of a longstanding employee? Let us know—we’re always interested to hear from retirees and employees. Write to Mandy Cook, editor, The Communicator, Division of Marketing and Communications, Room A-1024, Memorial University of Newfoundland, St. John’s, NL A1C 5S7, or e-mail mandyc@mun.ca. You can also try her by phone at 737-2142.

ELEANOR BUTLER, co-ordinator (internal grants and ICEHR), with the Office of Research, retired from Memorial on April 30 after more than 23 years of service. In her honour, a coffee break was held on Friday, April 23, in the Beatrice Watts Board Room in the Inco Innovation Centre. Eleanor is pictured here with colleagues Barb Cox and Craig Perchard. Congratulations Eleanor!

DOUG BAILEY, computer systems officer with Financial and Administrative Services, shaved his head with many other brave souls this past winter to raise cash for cancer. Doug says he took part because of the loss of his father and several family members to cancer. He also says it was “a small price to pay” to help others. Doug’s intentions were not entirely altruistic, he says, as he reveals that his wife was planning to shave off her lovely hair so he offered to shave his hair instead. Kudos, Doug, for raising $750 to fight cancer!

Cheryl’s Girls raise $3,669 for breast cancer research

Colleagues of Cheryl Miller, a longtime employee of the Cashier’s Office who battled cancer since 2007, know how to become part of something bigger than themselves. To support Cheryl and to raise spirits, awareness and funds, the group grew each of the last three years by participating in bigger numbers in the annual Run for the Cure. Inspired by Cheryl’s strength, grace and love of life, this group has been recognized by the Atlantic region for their fundraising efforts. Their goal is a world without breast cancer. They are left to carry on without Cheryl, who passed away April 29, 2010, at the age of 48.

Ron Lewis of the Faculty of Engineering and Applied Science and his wife Sara Adams welcomed their son John Stephen Lewis (Jack) on Feb. 16, 2010. Congratulations!

Erin Bradbury, ergonomics specialist with Allied Health Services, welcomed her son Culainn Todd Bradbury Massey on Oct. 6, 2009. Congratulations!

Deena Riggs of Student Affairs and Services and David Elliott received the best Christmas present ever this year! Julien Fox Riggs Elliott, arrived healthy and happy on Dec. 23, 2010.

Paul De Decker of the Department of Linguistics and Jeannie Bail, business liaison librarian at the Queen Elizabeth II library, welcomed their son Paul Theophil De Decker on Nov. 26, 2009. Congratulations!

Phil Kirby, a longtime employee of Memorial, retired recently after 30 years of service to the university. He spent the last two years at the Marine Institute and 28 years at Computing & Communications on the St. John’s campus. His friends and colleagues gathered to wish him well at a retirement function on Tuesday, April 20, in the student lounge at the Marine Institute. Congratulations, Phil!
CHEERS TO ALL OF OUR EMPLOYEE SERVICE AWARD RECIPIENTS!

Here are the 271 long serving Memorial employees who make this place matter.

20 YEAR RECIPIENTS:
- Ms. Judy Foote
- Mr. Graham Evely
- Ms. Dorcas M Dooley
- Mrs. Linda J Bennett
- Mr. Anthony J Dawe
- Mrs. Norma D Churchill
- Ms. Debbie Bruce
- Ms. Marian C Abbott
- Ms. Patricia Cumby

30 YEAR RECIPIENTS:
- Mr. Charles Conway
- Dr. Norman R Catto
- Ms. Susan L Carter
- Dr. George Carayanniotis
- Dr. Valerie Burton
- Mr. Robert Clarke
- Ms. Patricia M Churchill
- Mr. Fred Christian-Quinton
- Ms. Margaret C Chafe
- Mr. Paul Boylan
- Ms. Lorna R Bennett
- Ms. Catherine T Baker

35 YEAR RECIPIENTS:
- Mr. Bernard P Brazil
- Dr. David John Hawkin
- Mr. Roger N Guest
- Dr. Lawrence F Felt
- Mr. John M Dunne
- Mr. Keith E Decker
- Dr. Austin R Cooper

40 YEAR RECIPIENTS:
- Ms. Madeline M Taylor
- Mr. Robert G Trentholm
- Ms. Brenda Trickett
- Ms. Michelle Wade
- Ms. Bonnie Walsh
- Ms. Joyce Walsh
- Mr. Philip J Walsh
- Mrs. Sandra Warren
- Ms. Sherry L Whelan
- Ms. Karen C Wooley
- Dr. Joseph S Wroblewski

25 YEAR RECIPIENTS:
- Mr. John R Crowell
- Dr. Benvon Cramer
- Ms. Denise C Collins
- Ms. Georgette M Clairmont
- Ms. Judy Foote

35 YEAR RECIPIENTS:
- Dr. Grant A Gardiner
- Ms. Margo Harlion
- Dr. Philip D Hiscock
- Miss Marian L Hutchings
- Mr. Paul Jackson
- Mrs. Sandra Kelly
- Mr. Philip G Kirby

40 YEAR RECIPIENTS:
- Dr. Anthony B Dickinson

30 YEAR RECIPIENTS:
- Mrs. Marie T Harding
- Dr. Anthony B Dickinson
- Mrs. Bonnie Smith
- Mr. Philip J Walsh
- Mrs. Sandra Warren
- Ms. Sherry L Whelan
- Ms. Karen C Wooley
- Dr. Joseph S Wroblewski
THE HEALTH Sciences Centre is a big place. As in almost 140,000 square metres big. It also has numerous floors, departments and hallways that can accurately be described as labyrinthine.

When you consider the staff who receive, sort and deliver thousands of pieces of mail to every nook and cranny of the hospital complex per day, you start to get an idea of how challenging the job can be.

“You don’t just walk in here and start,” says Rick Maloney, assistant manager, Mail and Print Services. “It takes time to find your way around. And our floor is easy! The upstairs floors are mazes. It’s daunting – and the building is only getting bigger.”

Despite the logistical challenges of delivering approximately one million items each year in house and around the world – things like cancer medications for rural communities, lab reports like X-rays and MRIs to family doctors or just regular correspondence – Rick says the staff in his department performs admirably under pressure. But he’s not content with just keeping the operation running like clockwork. He wants to achieve even more.

“Our mail room and the mail room in the Arts building -- which makes deliveries to 70 different units twice a day on the St. John’s campus and the outer community -- used to be two separate areas. Now, I manage both, and we’re currently working towards cross-training to provide a seamless service for better integration of our resources.”

In addition to Rick, there are four postal clerks at the HSC plus one floater who travels back and forth between the hospital and the Arts building. The mail room in the Arts building has six employees who deliver mail to the whole campus plus provide a courier service off campus, while the HSC crew provides mail delivery for the Health Sciences and Memorial’s units within the hospital. About 80 per cent of the HSC team's time is devoted to the bustling hospital routes under a shared services agreement with Eastern Health.

Rick says ensuring that important packages arrive at their proper destination is a large part of why he enjoys his job. In fact, he says he likes being the invisible driver behind a healthy, functioning system.

“For me, it’s satisfying knowing that we’re helping to keep the health care system going. Actually, as long as most people don’t know we’re here, it’s a good thing. It means everything is working smoothly.”

Matthew Burry is one of the dedicated staff members at the HSC mail room.
MEMORIAL UNIVERSITY is undertaking a critical project to convert 40 years of video into digital format. A collaborative initiative between Distance Education and Learning Technologies (DELT) and the Queen Elizabeth II Library, the project will digitize, store and share thousands of video productions considered to be valuable resources for teaching and learning.

Currently stored on formats such as film reels and video cassettes, some 3,500 productions will soon be lost due to their deteriorating conditions. The list includes four decades of documentaries, course materials, teaching demonstrations, convocation addresses and special lectures – such as the Galbraith lecture.

Don Walsh, digitization technician at the QE II Library, and Kevin O’Leary, video producer at DELT, are two of the project’s team members who are charged with reformatting the productions.

“This project is important,” says Don. “These tapes are getting old and, although still in fairly good condition, will soon deteriorate to the point where copying or digitizing them won’t be an option.”

“Different departments have been recording stories on film and video for more than 40 years,” Kevin adds, “but many of these productions have no public outlet. This project will give them a new life by making them available to anyone with access to the Internet.”

Once digitized, the productions will be stored in the QE II Library’s Digital Archives Initiative (DAI) and – where digital rights permit – will be accessible either through Memorial’s learning management system, Desire2Learn, or through a streaming service via the DAI. This will allow educators to incorporate the resources into their courses, but it will also be accessible by the Memorial community and general public.

During the conversion process, the project team is requesting input from the Memorial community to identify high priority items for digitization.

“We have well over 3,500 videos and the plan is to eventually digitize them all over time,” says Don. “So we are asking the university community to tell us which videos are most important to them.”

To find out more information, contact Jane Costello, senior instructional designer with DELT at 737-3246 or jcostello@mun.ca.

Dr. Larry Bauer, professor with the Faculty of Business, has parlayed his woodcarving hobby into good deeds by carving wooden spin tops for kids staying at The Janeway Hospital in St. John’s. He says he and other members of the Avalon Wood Turners Guild – some of whom work in the occupational therapy and neurology departments at the children’s hospital – use bits discarded from larger projects to create toys to bring a smile to a child’s face. And, the spin tops help children with motor control challenges to boot.

Wendy Ennis, administrative staff specialist with the Faculty of Medicine, began working with Memorial in 1984 and took her first university course in 1986. This spring, she crossed the stage to receive the blue hood signifying her admittance to the degree of bachelor of education (post secondary). Wendy was joined by 30 other Memorial employees who recently graduated with a well-earned doctorate, master’s degree, bachelor’s degree or certificate. Congratulations to many other employees who recently completed degrees and certificates, including Abigail Steel, P. Alexander Ryan, Marc Kielley, Zachery Hynes, Roger Bath, Alvin J. Kenny, Karen Griffiths, Brenda Hillier, Emily Catherine Bonnell, Jason Tucker, Doug Bailey, Bridget Ghaney, Reneé Fitzgerald, Dawn Baldwin, Adam Taylor and Debbie Connors.

Congrats, grads!

One good turn
AMY CARROLL really didn’t have any other choice, looking back on it. She knew about Memorial her whole life, thanks to her dad Joe Carroll, who continues to enjoy a 28-year career with the university. Amy attended Memorial, graduating with a bachelor of commerce degree, and worked with the Facilities Management grounds crew during her studies. Now, almost inevitably, she works here full time.

“I’ve always felt quite at home at Memorial as a student,” says Amy. “I was so happy when a position opened up in Human Resources because I felt it fit with my education and experience. Two years later I’m still here – now with advisory services – and still feel quite at home here.”

Joe remembers well the days when he, his daughter and his wife all car-pooled in the morning to spend the day on or around campus.

“When your kids are in high school, you rarely get to see them,” says Joe. “You might see them in the morning before work, maybe for supper. My wife worked in the Health Sciences Complex, so it was nice when Amy was a student here because I would see her around campus. It’s especially nice now that she works here, because I get to see her more and more.”

Joe, who works in the QE II library, has always spoken highly of Memorial and encouraged his children to come here to study and work. You don’t have to know Joe well to tell he is a family man, instilling in his children pride, a good work ethic, loyalty and a sense of humour.

Amy returned home from Ottawa in 2007 to apply for a job in Newfoundland. Joe was so delighted he packed up her belongings himself. When Amy started applying for jobs, her first choice was Memorial. It was natural for Amy to join the family business. And no one is more proud than dad.

“Following in father’s footsteps

"This past winter I have found myself reading a lot of memoirs. Since Christmas I have read The Year of Magical Thinking by Joan Didion, Burning Down the House by Russell Wangersky and was about to start on Too Close to the Falls by Catherine Gildner when I got waylaid by my current book, Indestructible Truth: The Living Spirituality of Tibetan Buddhism. First published in 2000, the author is Dr. Reginald Ray, a professor of Buddhist Studies at Naropa University in Boulder, Colo.

I am hugely enjoying this book, which thoroughly explains the history, philosophy and practices of Tibetan Buddhism. Not only am I interested in the subject matter, but the book is so clearly written, I know I will revisit it as a reference work many times in the future.”

DEBBIE McGEE, Producer/director
Distance Education and Learning Technologies
St. John’s campus

Restructuring Occupational Health and Safety

MEMORIAL UNIVERSITY is restructuring its occupational health and safety (OHS) committees to be more building/worksite focused.

This revised system will develop an enhanced safety culture at the university, facilitate communication between the various groups and meet legislative requirements.

The University Health and Safety Committee is working together with the university’s Department of Health and Safety to help organize and facilitate the restructuring of OHS at Memorial. Dr. George Jenner, pictured at right, is a professor with the department of Earth Sciences and is one of the lead initiators of the OHS restructuring effort at Memorial.

In order to effect these changes, employee groups and the university will need representatives to attend training and participate in OHS committees for each building on each campus. Training is expected to take 2-3 days.

In some instances this will require modifications to existing OHS committees, while in others, building committees will need to be created. It is expected all committees will be in place as soon as practically possible. Employees, faculties and divisions will be contacted over the summer to facilitate this process.

As there may be opportunities for 35 faculty and staff to work on various committees, you are encouraged to consider volunteering. If interested, please contact your dean/director and/or union. You should also forward your name to the Department of Health and Safety at health.safety@mun.ca. For more information, visit www.mun.ca/health_safety.
EMPLOYEES AT

Grenfell College got an opportunity recently to receive training as part of Grenfell College’s Emergency Management Plan. The plan, which is nearing completion, requires a series of training sessions to ensure that employees – particularly those who are designated as emergency floor wardens or other positions – are properly equipped to handle potential emergencies when they arise.

In May, about 100 people availed of two days of training sessions on roles and responsibilities of emergency floor wardens as stipulated in the emergency evacuation safety plan, as well as a session on fire prevention and the operation of portable fire extinguishers.

There are four pillars in the Emergency Management Plan, the first of which is preparedness. This training fell under the preparedness component. The other pillars are prevention/mitigation, response and recovery.

Karen Alexander of Memorial University’s Emergency Management Department introduced the process that unfolded at Grenfell over the last 18 months to develop the Emergency Management Plan.

Randy Rowsell, who is a member of the Emergency Management Planning Group at Grenfell, explained the alert system which is to be installed at Grenfell, as well as the emergency management activation flowchart, which is used to evaluate the various levels of threats, from Level 1, dangerous, to Level 2, serious, to Level 3, crisis.

The fire prevention portion was delivered by Mr. Larry McCarthy, a federal fire commissioner and safety officer with the Department of Human Resources and Skills Development Canada (HRSDC). HRDSC provides fire prevention training through Fire Protection Services, the federal government’s technical authority in the area of fire protection. The department provides services related to the administration of the National Building Code of Canada, the National Fire Code of Canada, Treasury Board Fire Protection Standards and prepares and manages a variety of related technical standards and guidelines.

Wendy Hackett, a staff accountant in the Bursar’s Office, tries her hand at operating a fire extinguisher during the portable fire extinguisher training session at Grenfell College recently.
NO DOUBT about it, we've had a very wet spring! The good thing is that it went quickly for me as I was kept very busy getting accustomed to the hectic pace of my new role.

I've enjoyed the first four months on the job as interim director of human resources, meeting with many of you and hearing what is important as we review systems, initiatives, processes, priorities and future direction. I continue to work hard with my team of service professionals in human resources to hopefully exceed your expectations.

I had the very enjoyable privilege of congratulating faculty and staff celebrating career milestones with Memorial University on May 28. A total of 271 employees were recognized for their contributions to the university, including Dr. Gordon Jones, who is the first employee at Memorial to reach a 45-year service milestone. Dr. Jones came to work at Memorial the same week that I was born! Thank you to all those who submitted nominations for the President's Awards. These recognition programs can’t exist without the enthusiastic involvement of observant employees who recognize and celebrate success. Recipients will be announced in the fall.

Congratulations to the 30 employees who graduated and were recently recognized at spring convocation. It is motivating to see how many employees successfully balance work, life and learning to achieve an educational goal. This is a significant accomplishment. You should be proud of yourselves.

Memorial began on May 26 and continues each Wednesday from 10 a.m.-1 p.m. until Aug. 18. This is the third year for the program, which invites faculty, staff and retirees to become better acquainted with the many interesting specialists and facilities right here at Memorial. I encourage you to take short trips to explore, discover and meet the experts in each of the 24 sites profiled this year. In June we hosted the Canadian Association of University Business Officers’ Rock the Common conference for the first time since 1994. More than 550 delegates were urged to challenge convention and think differently about university operations. And where else could that have been more successfully accomplished than right here at Memorial? There are a number of other conferences and events hosted here this summer. To see what’s coming or to add your own, go to www.mun.ca/memorial/conferences.

Equity initiatives are a top priority as well at Memorial and are integrated with the strategic plan. They include international education, diversity training and career outreachs. More than 75 per cent of eligible employees completed the employment equity census. Thank you for completing this census, as the information provides meaningful data on Memorial’s workforce and is required by the federal government. If you haven’t already done so, please go to my.mun.ca and confirm or update your status.

Finally, I wish you and your family an enjoyable and safe summer. Hopefully the weather will co-operate and our wet spring will transition into a sunny and warm summer – all the better for the gardeners and golfers amongst us.

Thank you again for working with me and for welcoming me to the St. John’s campus. It has been a great learning opportunity and a very rewarding professional experience.

If you ever need to contact me, I can be reached at 737-4655 or hhdirector@mun.ca.

Mike Fowler
Interim Director of Human Resources

Meet Wendy Cooper, Memorial’s connection to benefits and pensions

WENDY, A SENIOR CLERK with Benefits and Pensions, is one busy woman. Having joined Human Resources in 2007, Wendy worked in the director’s office and organizational development before finding her current home with Benefits and Pensions.

“I really enjoy the people I work with and the atmosphere in the office,” explains Wendy. “We get a lot done but there’s a lot of laughing too.”

Wendy is responsible for updating the pension system, updating Blue Cross, noting personal information changes such as marital status and processing cheques for those employees on leave. Focused on employees, retirees and family members, Wendy is the go-to person at the front desk, supporting the three benefits officers and manager Glen Roberts.

In her spare time, Wendy loves to walk. You may see her lunch time over at The Works walking or taking classes with colleagues. She also gets on her treadmill at home. Another favourite hobby of Wendy’s is DIY projects. She bought a house in April 2009 and has plastered, sanded, painted, decorated and is already looking to re-paint. “I love to paint,” she enthuses. “I’ve already changed colours I put on a year ago. I love the look of the finished product. I love the design, colours and decorating decisions.”

In addition to exercise and home decor, Wendy is kept very busy with her two active sons, aged 10 and 7. “I don’t stop. It’s flat out. And I wouldn’t want it any other way.”

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MEMORIAL has one of the largest and most innovative work forces in the province with cutting-edge research, award-winning teaching, outstanding service to the community and so much more. Career milestones were celebrated, contributions recognized and quality of work measured on three of our campuses between Feb. 11, 2010 and May 20, 2010.

CAREER SNAPSHOT:

5,425 employees on three campuses (293 at Sir Wilfred Grenfell College, 457 at the Marine Institute and 4,675 at St. John’s)

2,752 permanent employees

934 part-time contractual employees

27 part-time regular positions

1,174 full-time contractual positions

621 people are employed by separately incorporated entities and agencies

DEVELOPMENTS:

88 new hires

228 re-hires

44 employees transferred to another department

16 staff retired

2 faculty retired

Memorial recognized with CARE Award

THE NEWFOUNDLAND and Labrador Smokers’ Helpline recently awarded various health care professionals, community organizations and workplaces for their commitment to the CARE (Community Action and Referral Effort) program. Memorial University was recognized as a leader in promoting the CARE program by providing tobacco cessation support to their employees. Laura Chapman, Memorial’s human resources advisor, has been named a CARE Champion for demonstrating outstanding support and dedication to the CARE program. Congratulations Laura!

To make a difference in your life, contact the Smokers’ Helpline, NL Lung Association, at 1-800-363-5864.

THE COMMUNICATOR
A SUCCESSION PLANNING management committee, made up of 12 representatives from the St. John’s campus, the Marine Institute and Grenfell College, supports the Succession Planning office by assisting in the identification of key positions at Memorial University, development of internal successors for these positions and monitoring the succession process for strategic value to the university.

The first round of 15 candidates has been selected through a nomination, application and an interview process. “It was very humbling to review the depth of calibre, credentials, qualifications and experience,” reflects Lynn Best, manager, Succession Planning. “It was tough to select only 15 participants. The selection committee had to focus on the key and critical needs identified in the seven functional areas and at each campus, both near-term and long-term.”

While some positions are pressing, there are others with a 3-5 year anticipated need. There was a high degree of interest in the first call for nominations, with approximately 60 nominations submitted.

The selected members of the succession program met for the first time in mid-May to discuss future plans. A learning plan has been developed for each in consultation with the head of their unit. The length of the program will vary for each candidate depending on their development needs. In addition, candidates are encouraged to network with other members of the succession group and broaden their organizational knowledge.

While integral to the succession plan, these 15 candidates are not fast-tracked through respected channels for progression. The collaborative succession process merely provides formalized resources to help employees achieve career goals that are consistent with Memorial’s anticipated needs. All employees of Memorial are eligible to prepare for future opportunities with guidance through training, education, mentoring, coaching and secondments.

The second call for applications will go out in September with another 15 candidates being added to the succession planning readiness process.

“Although there were well beyond the 15 intakes which were self-nominated,” explains Lynn. “All interested employees are welcome to apply. Either nominate yourself or a colleague you believe is interested in this program.”

Visit www.mun.ca/succession/welcome/ for complete details and updates.

CARLA MYRICK has always had a passion for animals. Growing up in a family of animal lovers, she recalls welcoming animals of many shapes and sizes into her home. Now the proud owner of two beautiful adopted shelter animals, Carla is doing her part to raise awareness of the importance of adopting rescued animals from local shelters such as the Society for the Prevention of Cruelty to Animals (SPCA).

“I have been actively volunteering with the SPCA for several years now because animals and their well-being have always been a huge part of my life,” she says. “They deserve a second chance and they are the ones, who no fault of their own, end up in the shelters, totally confused and removed from a life, good or bad, that they once knew.”

Carla, a graphic designer with the Marine Institute, goes on to explain the SPCA relies heavily on donations and fundraising events to keep the shelter doors open.

“At a volunteer, I sell tickets throughout the year for various fundraisers and participate in the Annual SPCA Walk for the Animals. Because of allergies, I can’t physically volunteer at the shelter, but I try my best to find homes for animals that need our help via e-mail and word of mouth.”

Aside from giving her time, she also supports both the St. John’s and Clarenville area shelters with personal monetary donations that aid animals in need of special medical attention. She also supplies toys, blankets and food to the shelters.

Carla goes on to say that volunteering with the SPCA is extremely rewarding as so many happy endings are created from finding the perfect home for animals in need.

“We are all that the animals have to rely on. If we don’t look out for them, who will? We have to be their voice because they can’t speak for themselves.”

At right, Carla with her SPCA rescue Pinto and Pokey.

The Communicator salutes co-workers for time well spent in our communities

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THE SPRING 2010 mystery photo turned out to stump all of our Communicator readers! The photo of employees in the Division of Building Research, National Research Council (circa 196?), doing a load test on a house roof, could possibly be the first time there will be no prize awarded in the contest.

Let's hope this issue's photo jogs some memories. Have a look at the image to the left. The building is Memorial's Parade Street campus, but what is the name of the department where the women are working?

Send your guess to editor mandyc@mun.ca or mail it to us (complete mailing address on p. 2) for a chance to win. The contest is open to all faculty, staff and retirees. The deadline for entries is July 30, 2010. One entry per submission. Be sure to include your name, work or home telephone number and your department. A huge thank you to Linda White, Archives and Manuscripts Division, QE II library, for all her help putting together the contest.

Thanks and good luck!
Mandy Cook

whatdoyoudoatMemorial?

“I love visiting the Colony of Avalon archaeological dig in Ferryland and topping off the visit with a picnic at the lighthouse. It’s only about an hour’s drive – which makes it the perfect daylong excursion.”

JENNIFER BROWNE
Director
Career Development and Experiential Learning
St. John’s campus

“I like to go to Golden Bay Sands, down by Fortune. There’s a nice sandy beach on a freshwater pond and cabins. It’s very beautiful and the kids love it.”

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“With so many nifty crooks and crannies throughout our great province it can be challenging to pick just one spot. However, when my partner Matthew and I want a place that has it all, sun, adventure, wood smoke, peaceful waterways and rugged waterfalls, all with a kick of sand between the toes, I would have to say Western Bay is our No. 1 choice.”

SHERRY POWER
Conference co-ordinator
Marketing and Business Development
Fisheries and Marine Institute

“We have a two-year-old so summer getaways cannot be too far afield – although where we normally go is pretty close. My family has a summer cottage in the ‘remote’ location of Paradise – it has been in the family for more than 60 years. So it is great to go up to the lake, have a barbecue, play in the woods or the field and relive lots of childhood memories with my daughter and family.”

DR. TOM COOPER
Faculty of Business
St. John’s campus

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“I have a multidimensional role overseeing a wide assortment of logistics in the School of HKR. On a typical day I am involved with servicing the various needs of students, faculty, staff or the general public to facilitate any specific detail that may be required. Among these diverse tasks, I am responsible for the procurement and purchasing of equipment, materials and supplies, as well as their upkeep and maintenance for use in the classroom lectures, the gymnasium or in laboratory programs. I also operate as a laundry steward for the maintenance of uniforms, towels and clinical or laboratory laundry that is used for Sea-Hawks events, the athletic therapy clinic, Allied Health programs or academic activities. I compare my job to that of a theatrical stage hand – there is always an infinite array of behind-the-scenes details that must be attended to on a daily basis. My work philosophy is that no task is too small. There is a personal satisfaction in knowing that even the smallest task can be of great importance when helping the client achieve their program objectives.”

RANDY COISH
Senior clerk
School of Human Kinetics and Recreation