NATIONALLY and internationally renowned choral conductor Dr. Douglas Dunsmore of the School of Music invites you to this year’s Carol Sing. For more than 30 years, Dr. Dunsmore has led this traditional feel-good event on Dec. 24.

This year all employees, retirees, students and families of Memorial are invited to celebrate in the D.F. Cook Recital Hall, School of Music, from 10 - 11:30 a.m.

“It’s wonderful to get together every year; to see the look of excitement and happiness on everyone’s face. We’ll fill the hall with songs of the season. It really puts you in the mood for the holidays,” he says.

This will be Doug’s last Carol Sing conducting as a faculty member, as he is retiring on Dec. 31, 2012.

With jolly old St. Nick expected to visit, you may want to ask him if you’re on the “nice” list. Festive refreshments include coffee, tea, hot chocolate, eggnog, milk and cookies.

Dr. Dunsmore has shaped choral music in Newfoundland and Labrador and continues to impact students and the community daily. He is a founding artistic director of the widely acclaimed Festival 500: Sharing the Voices and a mainstay of national organizations such as the National Youth Choir. Having been a member of the music faculty since 1979, Doug has repeatedly brought success to Memorial University choirs in national and international competitions. He has served as the conductor for the Newfoundland Symphony Orchestra’s Philharmonic Choir since 1987.

His standards are high, but for the Carol Sing, he’s encouraging enthusiastic participation.
WE HAVE a lot to be thankful for this year.
Staff, faculty and retirees, focused on student success, continue to advance our place among the country’s finest learning institutions. Thank you.
We received an early gift this season from the provincial government with the game-changing announcement of funding for core sciences facilities. This investment will pay dividends many times over and sets us up appropriately grow and meet the demands of current and future students. A new sciences facility, coupled with the improvements to existing sciences facilities, will serve Memorial and the province for the next half century and beyond.
And speaking of the future, our vision is 2020, as in doubling student enrollment and research capacity in the Faculty of Engineering and Applied Science over the next eight years. Investing in the development of the expansion plan and increasing international recruitment and co-operative education placement services will ensure strategic growth.
As you see in the president’s report, dare or truth, we continue to exceed milestones as we make a tangible difference in the lives of students. With many of the key leadership positions filled, we are experiencing peak enrolment and high retention. We will continue to challenge the norm and dare to be different while striving to make a positive impact.
We’re grateful for our association with General Rick Hillier as chancellor. His wise counsel, commitment and passionate leadership were inspirational. He particularly left an impression with the thousands of graduates and families during convocation ceremonies and contributed greatly to the success of the Dare to Be campaign. He has done much to advance the profile of Memorial, here and around the world.
I extend a heartfelt welcome to Dr. Susan Dyer Knight as she assumes the position of Memorial’s seventh chancellor. Dr. Knight continues a long and strong connection with Memorial and we are proud to have her represent the university.
We thank Bob Simmonds, who served as chair of the Board of Regents since 2008 and recently resigned. He has been a tremendous support for the university and for higher education in the province. His common sense, guidance and unfailing good humour have contributed positively to Memorial. We wish him continued success.
As you prepare for the holiday season, try to take some time, reflect and prioritize what has been, and what will continue to be, most important to you. The New Year is full of promise. And I’m proud to be working here together with you at such an exciting time — when positive stories are taking shape, stories that will have impact long in to the future. We are all part of this. And we can do it.

Dr. Gary Kachanoski
President and vice-chancellor
celebrating 20 years

attending university is one of the great milestones in life. the pressure of fitting in, of being successful, and the life changes that face a new student can be overwhelming. just imagine adding a disability that adds an extra layer of complexity.

every single day for the last 20 years, the dedicated staff of the the Glenn Roy Blundon Centre for students with disabilities have been enabling students with a broad range of needs with professionalism and dignity.

the centre has seen a tidal wave of change. “in 20 years the changes have been astounding,” says ruth north, manager of the centre since its inception. “the use of adaptive technology, such as speech-to-text software, is more widely used by students than it was in the early years. the number of students we serve has also grown exponentially over the years.” each semester the centre provides services and accommodations to approximately 300 students, and in the last 20 years the centre has implemented more than 24,000 testing accommodations. the work doesn’t end there though. “the blundon centre works to keep memorial an accessible learning environment and provides a host of other accommodations including sign language interpretation and on-campus transportation,” says ruth. the blundon centre also does outreach to high schools around the province and has empowered students who might have not made the choice of coming to university.

not only is this a place for students to get the latest in help and guidance for learning and testing, it is also a place where all students are welcomed with warmth and understanding. the staff strives to create an environment which empowers students to be leaders and truly enjoy the experience of going to university. staff are also highly engaged with students. since 2006, kathy skinner has acted as the academic program administrator and implements accommodations for students writing tests and exams at the centre. debbie hickey has been at the centre since 2010 as the centre’s secretary.

the blundon centre has perhaps one of the smallest staff counts at memorial, but they make a big difference to our community.

mi team victorious in health challenge

the marine institute took home the gold in the second annual i love mun days distance education, learning and teaching support (dels) health challenge this october.

the mi team, which was comprised of 23 individuals from the mi fitness group, joined forces on tuesday, oct. 25, to run, walk and roll around the field house track as part of the university-wide health challenge and for a chance to win a pita party from extreme pita and provided by delts.

the event drew 135 participants who together broke last year’s record of 774 km as the greatest distance travelled as a memorial community. breaking the record by a landslide of over 1,200 additional laps, the memorial community came out with a grand total of 4,793 laps.

this year, mi had 23 participants do 1,074 laps, averaging 47 laps per person. the laps completed by mi alone amounted to 20 per cent of the overall total. runners up in the delts health challenge were the office of student recruitment with 366 laps completed by 13 participants for an average of 28 laps per person; the office of collaborations and partnerships with 294 laps completed by 11 participants for an average of 27 laps per person; and delts with 1,091 laps completed by 35 participants for an average of 31 laps per person.

“issuing this challenge is always a lot of fun for us,” says susan clyde, director of delts. “it sparks a friendly competition amongst departments at memorial and encourages staff to be active as a group. we were thrilled to sponsor it again this year, and we congratulate mi for their impressive performance.”

“in order to participate in the mun days health event, all members of the mi fitness group had to give up their regular workout session at the mi gym,” said rose hutfield, health and wellness co-ordinator at mi. “i’m proud of all our members who participated in the delts challenge and the zumba class for their willingness to contribute to these events as part of the larger memorial community.”

mi has been expanding its fitness group and events over the past few years to encourage its 68 members to rise to new challenges. aside from the delts health challenge, the fitness group also registers a team in the tely 10 mile road race every july and some members continue to race all year long in various 10 km, half and full marathons.

working around the clock

fifteen employees of memorial were recently recognized at convolution and, for some, it was a long time coming. it seems the destination can be as satisfying as the journey. in order to successfully balance work, studies, family and health, there must be discipline, determination and support. the department of human resources offers guidance and tuition assistance for eligible employees who wish to continue their education. memorial has more than 100 programs and 450 distance education courses. you, too, can distinguish yourself and earn a degree while you work here.

graduating employers who’ve gone above and beyond include todd barron, ba; dawn corbett, ba; allen andrew duffett, b.sc.; bradley ellipto, m.eng.; kelly foss, certificate of public administration; michael lahey, ba (honours); jerry shane mcgrath, md, m.sc.; mary pippy, b.ed.; tracey pittman, mer; kathryn j. skinner, mer; creina twomey, phd; and denise vincent, m.ed. (ft). congratulations!

employees who were recognized at fall convolution on oct. 19 include: (from left to right) kelly foss, brad ellipto, todd barron, creina twomey, tracey pittman (back), kathy skinner, mary pippy and dawn corbett.
An easy New Year’s resolution for a more sustainable year

IT HAPPENS every year. On Jan. 1 we make a New Year’s resolution to lose weight, eat healthier or exercise more. More often than not, we slip back into our old habits and the resolution is lost.

Some say the key to choosing a successful New Year’s resolution is to change only one behaviour at a time. It takes years for unhealthy behaviours to become habits, so replacing those takes time as well. Here is an easy resolution for 2013 that will help make Memorial a little more sustainable: stop wasting paper at the printer. Today email is so widely used, there is less need to print documents. We could save a lot of paper if we reduce printing and copying. If you must print, select the “double-sided” option to print on both sides. That cuts paper use in half. And remember to reuse scrap paper for printing or to print draft documents on the unused side. For more ways to reduce paper use, check the website at www.mun.ca/sustain/initiatives/printing_tips.php. Challenge your co-workers to commit and make this a resolution you’re proud to keep.

The SPARK of collaboration

TWO HEADS are better than one and when you combine the likes of Mary Dalton, poet and English professor, with Janet Harron, communications co-ordinator with the Faculty of Arts, the results are electrifying.

“When I went to Reeta Tremblay (then dean of Arts) in 2009 with the idea of an event linking Memorial to the writing life of the province,” recalls Mary, “she proceeded to put her money where my mouth was!”

Now in its fourth year as St. John’s only annual literary celebration, the SPARKS Literary Festival is the culmination of Mary’s original idea. The aim of the festival is to celebrate the creations of authors connected with Newfoundland and Labrador at all stages of their creative lives. Mary explains that one of the features of SPARKS is that it includes talented creative writing students alongside established writers. One satisfying outcome of the festival for Mary is that it has led to the establishment of the Cox & Palmer SPARKS Creative Writing Award, a $2,500 prize given to a current or recent participant in Memorial’s creative writing program.

A key element of the success of SPARKS is the close partnership between Mary and Janet.

Janet has an extensive background in publishing and at one point in her career was the publicist for Toronto’s famed International Festival of Authors.

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It was a natural fit when Reeta suggested I work with Mary on the first SPARKS,” says Janet, who feels Mary’s unique perspective as an artist herself has made the festival the success it is.

Taking place on Sunday, Jan. 20, the SPARKS Literary Festival is an opportunity for audience members to connect with authors and their works.

While the format remains consistent each year (16 authors reading from their work in four sessions, each followed by a lively question and answer period), Mary explains that, with various writers being invited each year, “the cast is different,” giving each annual event its own unique energy. This year the festival will be preceded by a symposium on contemporary poetry of Newfoundland and Labrador, sponsored by the Department of English, in which some SPARKS authors will also participate. It ends with a public reception at 6 p.m. on Sunday, Jan. 20.

When you combine the rich reserve of Mary’s talent with Janet’s expertise as a book promoter, the collaboration is a winning one. Each complements the other, resulting in Memorial’s own homage to the writer and spoken word. Complete details about the SPARKS Literary Festival 2013 including authors and a complete schedule of events, can be found at www.arts.mun.ca/sparks.

Memorial’s Teaching and Learning Community seeks online conversation!

THE UNIVERSITY-wide conversation that has been instrumental in creating the Teaching and Learning Framework at Memorial is continuing in many ways. An important goal of the Teaching and Learning Community (TLC) at Memorial is to give stakeholders a voice. Online technologies are helping to fulfill this promise.

A new website was launched in September that provides students, educators, staff and members of the community at large with an opportunity to post comments and feedback on stories and reports about teaching and learning. In November, to launch a TLC Facebook page, a photo contest was held. All members of Memorial’s TLC were asked to post their photos of unique places they study in and unique ways that they study for final examinations; the two most “liked” photos walked away with an iPad mini.

You are encouraged to “friend” the TLC Facebook page to keep up with future teaching and learning initiatives and “Join the Conversation” by submitting comments and sharing your teaching and learning experiences on the award-winning website.

LINKS
www.facebook.com/MemorialTLC
www.mun.ca/teachingandlearning
www.youtube.com/user/mun teachinglearning

Student and Answers employee Jenna Roddick’s unique study location is curled on top of a desk in the QEI Library.
**Focused on time management**

**When you** manage your time and priorities and apply your drive in a focused way, you can work full time, pursue a master’s degree, stay healthy, and have a fulfilling family life. Steve Lawlor, manager of fellowships and awards with the School of Graduate Studies (SGS), is a prime example.

Since beginning with Memorial in 2008, Steve has been interested in pursuing a master’s degree, particularly an MBA. Despite being out of school for a few years, Steve decided to test the waters by taking an undergraduate course. “Having been away for awhile from the university setting as a student, I was a bit hesitant about returning to school, but I’m glad I did,” says Steve. “I completed an undergraduate course and really enjoyed it. It provided an inside look into the business world today, which motivated me to continue my studies.”

Upon applying, Steve was accepted into the MBA program in 2009. “At first it was all a bit overwhelming,” he says. “But you soon realize that it’s all about balance. Finding a balance and being able to prioritize has been the key to my success so far.”

On average, Steve has completed two courses per semester. He also works 40 hours per week, maintains a great family life with his wife and two children and still manages to find time to head to the gym for a workout every day. “Anything is possible. It takes commitment and time management,” says Steve. “But it’s also a great advantage to work in an office with hard working and supportive co-workers who always provide assistance and support during hectic times. The SGS staff has made the transition of going back to school a lot easier.”

Another benefit of enrolling in a graduate program at Memorial is the university’s reimbursement incentive. Memorial provides reimbursement for all or part of master’s and doctoral tuition for employees. “It’s terrific that Memorial provides this assistance to its employees,” says Steve. “Graduate programs can be costly and having financial assistance to further your education is great encouragement.”

Steve is grateful for the opportunity to complete his master’s degree at Memorial and will celebrate his accomplishment in May 2013 when he graduates with his MBA.

For more information on graduate programs at Memorial, visit the School of Graduate Studies’ website via wwww.mun.ca/become/graduate. If you have questions, please submit an inquiry at wwww.mun.ca/become/graduate/contact/knowmore.

**Leadership roles at Memorial’s business faculty**

**Dr. Kara Arnold** is applying a career of employee-focused research to her new role at the Faculty of Business Administration.

Dr. Arnold took over the role of associate dean of research in September from Dr. Jeffrey Parsons, who held the position for eight years.

“Employee well-being is the thing that ties my work together,” says Kara. “I’m interested in how leadership affects employee well-being, both from the perspective of the employee and the perspective of the leader. I’m also interested in women in leadership, how they’re perceived and how that affects their careers.”

As associate dean of research, Kara is responsible for supporting, promoting and improving research activities at the Faculty of Business Administration as well as administering its PhD program and developing new research-based graduate programs. Kara intends to use her experience to contribute to the Faculty of Business Administration’s renewed focus on research and engagement.

“Research has always been my favourite part of the role,” she says. “I really saw this as an opportunity to be able to make a difference in terms of the research culture in the faculty [and] to ensure that a research focus is front and centre.”

“Dr. Arnold has been a valued member of our faculty for nine years and we’re thrilled that she has taken on this leadership role,” says Dr. Wilfred Zerbe, dean of the Faculty of Business Administration. “We are poised for significant growth both in terms of our degree programs, the number of students and instructors and our physical space. I expect Dr. Arnold will be an important part of that growth and I look forward to seeing her contributions to our success.”

Kara also hopes to improve the faculty’s recruitment of top-quality PhD candidates, to work on creating a research-based master’s degree program, and to bring greater recognition to research successes by faculty members over the course of her term as associate dean.

Kara will serve as associate dean of research for the next three years.
Paul Chancey, Outstanding Service

Paul Chancey, director of the Centre for Institutional Analysis and Planning, was the sole recipient of the Canadian Institutional Research and Planning Association (CIRPA) Outstanding Service Award this year. The criteria for the award include exemplary service and leadership to the organization and continued significant professional contributions. Paul received his award at the annual CIRPA Conference in Montreal, Que., this fall.

Hira Ahuja

Dr. Hira Ahuja had one of his many dreams fulfilled when the University of Waterloo bestowed on him the highest of honours. Hira has worked hard, dreamed big, focused on serving others, and has devoted his life to continuing education for engineers and underserviced immigrant populations. He became a full professor at Memorial in 1975. In partnership with the University of Toronto, he founded the Educational Program Innovations Centre in 1992. It includes a program to help immigrant engineers prepare for technical licensure exams. Hira is a generous donor to graduate and undergraduate scholarships in engineering faculties at four Canadian universities. Hira continues to do what he loves and helps to inspire others to dream big.

Cheryl’s Girls raise hope!

The power of friendship can be immense, and long-lasting. This year was the sixth annual Run for the Cure with Memorial’s Cheryl’s Girls leading the pack! About 35 spirited team members remembered and celebrated the life of Cheryl Miller, a former employee of Memorial who lost her three-year battle with breast cancer in 2010. Her sister and Memorial employee Pam Clancy and other colleagues and friends continue to raise money and hope in Cheryl’s name. So far, more than $20,000 has been contributed. A scholarship has been set up in memory of Cheryl, who would have been 50 years old this year. If you’d like to contribute, Alumni Affairs and Development is administering all aspects of the endowed scholarship.

A co-worker to remember

WHEN longtime Chemistry employee Viola Martin passed away last November at the age of 47, her friends and colleagues at the university immediately began discussing ways to memorialize her on campus. “We knew we wanted to do something and when I saw a memory bench on Coronation Street I thought it was a lovely idea,” said Bonita Smith. “We agreed that it would be nice to have a bench in front of the Chemistry-Physics building to remember Viola. She came in that front door every morning to go to work. She loved flowers so we put a flowerbed there as well.”

To bring it all together, the women worked with a number of units across the university including Technical Services, who built the bench and made the plaque, and Facilities Management, who installed the bench and created the flowerbed. To cover the cost, Viola’s colleagues took donations and sold tickets across campus on a framed print donated by artist Joan Squires, a retired chemistry staff member. Anne Sheppard, a chemistry employee, won the print.

In September, chemistry faculty and staff also participated in the CIBC Run for the Cure in Viola’s memory. Their two teams, Viola’s ChemiGals and Equilibri-men, raised almost $7,500, with the ChemiGals taking home the post-secondary challenge top individual fundraiser award for St. John’s. The group also helped put Memorial in the top 10 Canadian fundraising institutions.

Lilly Walker

Dr. Lilly Walker, professor with Memorial’s department of psychology and past dean of Student Affairs and Services, returned to Manitoba in September to receive an award from Brandon University. She has been added to their Wall of Honour which features individuals who have made an outstanding contribution to the profession and to Brandon University. Lilly was honoured for her contributions to student services. She started her career at Brandon University in the Psychology Department and created services for students, including career counselling and learning skills assistance. She enhanced capacity to facilitate students’ success. Lilly was involved in providing and evaluating innovativeprogramming for aboriginal students and mature students on which the accessibility programs in universities is now based.

Chris Kovacs

Canadian Brushstroke Magazine profiled the artwork of Dr. Chris Kovacs, a professor with the Faculty of Medicine, recently. The online link is: www.brushstrokemagazine.com/issues/2012/07 durée/2012_07_hr.pdf.
Memorial University’s Employee Newsletter

2012 PRESIDENT’S AWARDS  CELEBRATING EXCELLENCE

PRESIDENT’S AWARD  FOR OUTSTANDING RESEARCH
Sean McGrath, Philosophy, Faculty of Arts
Mani Larjani, Faculty of Medicine, BioMedical Sciences

UNIVERSITY RESEARCH  PROFESSORSHIPS
Raymond Poirier, Chemistry, Faculty of Science
Proton Rahman, Faculty of Medicine, Rheumatology

PRESIDENT’S AWARD  FOR DISTINGUISHED TEACHING
Alistair Bath, Geography, Faculty of Arts
John Tucker, School of Marine Studies, MI

PRESIDENT’S AWARD  FOR OUTSTANDING TEACHING (FACULTY)
Dr. Jim Connor, Faculty of Medicine, Discipline of Medicine

PRESIDENT’S AWARD  FOR OUTSTANDING TEACHING (LECTURERS AND INSTRUCTIONAL STAFF)
Helene Staveley, English, Faculty of Arts

PRESIDENTS AWARD FOR OUTSTANDING GRADUATE AND POST GRADUATE STUDENT SUPERVISION
David Schneider, Department of Ocean Sciences, Faculty of Science

PRESIDENT’S AWARD FOR EXCEPTIONAL COMMUNITY SERVICE
Marguerite MacKenzie, Linguistics, Faculty of Arts

PRESIDENT’S AWARD FOR EXEMPLARY SERVICE
Lynn Cadigan, Alumni Affairs and Development
Andrew Kim, Graduate Studies
Phyllis McCann, Registrar’s Office
Roxanne Preston, Student Recruitment
Kimberley Thornhill, Marketing and Business Development, Marine Institute

Memorial honoured a group of remarkable educators, tireless researchers and extraordinary staff members at a special ceremony in St. John’s on December 10, 2012. A plaque listing the names of this year’s President Awards’ recipients is located in the Founders’ gallery in the foyer of the Arts and Administration Building. Congratulations to all!
Harris Centre intern ready to put theory into practice

MORGAN MURRAY’S master’s thesis project was an illustrated book colourfully titled, Screw Everything: Make it Better. While we’ll respectfully reserve comment on the first part of the title, his interest in doing things differently is sure to come in handy in his new position with the Leslie Harris Centre of Regional Policy and Development. Morgan, a recent graduate of Memorial’s master’s in philosophy program, has landed the Harris Centre’s public policy internship, a year-long position designed to develop interest and aptitude for public policy issues in recent graduates. As part of the program, interns develop programming, assist in the execution of large scale public events, and meet and connect with decision-makers provincially.

Morgan’s interest in the program was piqued by his experience working on Words in Edgewise, an event he developed during his grad studies that takes the graduate program in humanities’ ordinary colloquium program downtown to an art gallery, allowing academics, artists and the public to meet, learn and discuss. “The whole point is to share with the world the amazing things that bright, interesting, engaged and curious people spend their lives working on, and to get a crowd of people talking like grown-ups about interesting things,” explains Morgan. “My thesis was about how we act, and Words in Edgewise is about how we communicate, which brings me to why I’m so excited about the internship and the public policy work of the Harris Centre.”

What does Morgan hope to take away from his experiences at the centre? “A lot,” he says. “I’m looking to learn, and contribute, to the nuts and bolts end of things – see behind the curtain, so to speak.” Along with an interest in learning the “nuts and bolts of public policy development,” Morgan’s intentions lead right back to his thesis. “I want to contribute to the Harris Centre’s great public policy programming, and work to heighten the public discourse in the province, in hopes of heightening the quality of public policy to help, in whatever small ways, make things better.”

Polar Bear in the Rock published in Innu-aimun

IN THE FALL, Labrador Institute staff travelled to the Sheshatshiu Innu School to launch the Innu-aimun version of Polar Bear in the Rock. This book, originally published in English and Labrador Inuttut, recounts the legend of the polar bear that can be seen in English and Labrador Inuttut, alternating with translator Anne Nuna Rich and Martha Macdonald. At the launch, project editor Martha MacDonald read the book in English, alternating with translator Anne Nuna Rich who read the Innu-aimun version. Eighty children attended the launch and also watched a film from the Labrador Institute’s collection. The film, describing the tradition of the Innu shaking tent, was introduced by Morgan Mills who maintains the tradition of the Innu shaking tent, was introduced by Morgan Mills who maintains the film collection.

The event concluded with the sharing of two cakes decorated to resemble the cover page of the book. The Labrador Institute is at work on another book which uses an Innu legend to educate children about wildlife in Labrador.

Holiday Clip-out

Schedule of holidays for 2013 for MUNFA/LUMUN/TAUMUN

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The Communicator 8
WITH A LITTLE downtime to look forward to, we wanted to give you a gift—a list of some favourite books, movies and songs to enjoy over the holidays and during those long winter nights. Here are a few suggestions—some new and some tried and true—to help you get the most out of the holidays.

**READ**

Cynthia Whelan  
Assistant director  
Operations and maintenance  
Department of Facilities Management

My lineup for the holidays is a little varied to say the least—some books recommended by friends and family include:

- David Adams Richards — *Mercy Among the Children*. My sister gave me her copy of the book, a solid recommendation. She loves well-developed characters and a story that speaks to the heart. I have high expectations.

- Edward Rutherford — *The Princes of Ireland*. I enjoy a novel that has a balance of a walk through historical events and a good story. A good friend recommended the read. I’m looking forward to revisiting some of the sights, sounds and history of Ireland with this novel.

- Jodi Picoult — *Sing You Home*. I enjoy this author’s approach to storytelling. The topics are current in terms of the moral and ethical issues they cover. The story is never settled in your heart fully—each chapter moves from the perspective of one character to another—we see how the characters react to the same set of circumstances based on our own perspectives, beliefs and needs. Something we all need to be reminded of at times.

- The guilty pleasure—a *John Grisham* novel. Next on my list is *The Confession*.

**WATCh**

Debbie Maddalena  
Clinical instructor  
School of Nursing

This time of year, we take time to reconnect with family and friends. It’s a time for special foods, music and our favourite movies. Here are some of mine:

- *Charlie Brown’s Christmas*—Charlie Brown’s Christmas was one show that came on TV every year when I was a child. Charlie Brown and his friends learn that Christmas is about peace, love, co-operation and understanding.

- *Moby’s Christmas*. This is a wonderful story about a mole and a rat who desperately try to find their way home one snowy Christmas Eve. They live a meagre existence and in their poverty they work together to celebrate the spirit of Christmas. I love the animation and the country setting.

- Merry Christmas, Mr. Bean—Mr. Bean, in his own special way, finds the spirit of Christmas. He celebrates the holiday season in simple ways, for example, by sending himself a Christmas card and by stuffing his stocking with his missing sock. Mr. Bean is funny and unpredictable.

- *The Snowman*—This is a story about a young boy who, after a snowstorm, builds a snowman. The snowman comes to life and takes him on a magical journey to meet Santa Claus. The theme music for this animation, *Walking in the Air*, is mystical and soothing.

- *A Christmas Carol* by Charles Dickens—This movie is special because it reminds me that there is good in everyone. I enjoy curling up on the sofa with a cup of hot cocoa to watch this classic tale. I enjoy both versions: the 1951 version with Alister Sim, and the more recent *Muppet* *Christmas Carol* version.

**LISTEN**

Dr. Marco Merkli  
Professor and researcher  
Mathematics and Statistics

While thinking of the many ways to enjoy the holidays, I can’t imagine them without:


- *Heinrich Ignaz Franz von Biber— Missa Salisburgensis* (Not to be confused with Justin Bieber’s *epic Mis*Méne).

- Marc-Antoine Charpentier — *Messe de Minuit*.

- *Arcangelo Corelli— Opus 6 No. 8, Christmas Concerto in G Minor* (These are four baroque pieces. Festive, full, ornate and powerful, exactly suited for Christmas time).

- *Sextin d’Avant— L’Apogée* (French Rap, effective antidote in case of an unintended baroque overdose).

**ARChAEOLoGIST** Lisa Rankin’s latest research partner doesn’t have a master’s degree or even an undergraduate degree but she sure knows a lot about crew bonding.

*Daisy*, a six-month-old golden retriever, will be the third dog to accompany Lisa and her research team to their annual summer dig on an island off the Labrador coast.

“Dogs are great company when you’re away from home for so long. They lighten everyone’s spirits. We are gone for up to eight weeks at a time. That is a long time for a group of humans to get along well, but pack animals understand that a group needs to work cohesively. They will notice if someone is feeling blue and try to cheer them up,” says Lisa, who is the principal investigator of Understanding the Past to Build the Future, a five-year project dealing with the long-term cultural and social history of the Inuit Metis of southern Labrador.

**MARKETING**

Recruitment and communications professionals at Grenfell Campus are in the midst of rolling out the campus’s new brand, nested within Memorial’s master brand.

A launch party was held at Grenfell Campus on Oct. 3, culminating two years of planning, consultation and creative work. The new brand asks students, faculty and staff to “Find your corner.”

“Find your corner recognizes the uniqueness and individuality of the people of Grenfell Campus,” says Joann Fitzgerald, marketing manager, Grenfell Campus. “It is about who we are and what we stand for. It’s about students finding their purpose, passion, their corner.”

The new brand comes to life through photography by nationally-renowned photographer David Howells, who captured Grenfell’s personality through images of Grenfell students, faculty and staff in a unique, raw style. Through the range of portrait and action shots, and in a range of styles, hundreds of personalities came together to express one voice.

“There are our real students in their natural settings, captured in their raw emotion and unscripted honesty and authentic picture of the Grenfell experience,” says Joann.

The primary piece of the new brand is the viewbook, Grenfell’s catalogue of its programs and services. It features the unique photography as well as words ending in –er, reinforcing the action-oriented nature of those at Grenfell. The idea is that whether students are starters, leaders, transformers or trailblazers, they will find that Grenfell is a special place that will nurture their personal goals.

In the weeks ahead the multimedia campaign will continue. The faces of Grenfell students are on buses and mall posters, and are part of an online and cinema campaign at various cities throughout Atlantic Canada.
The Communicator helps put a face to a name in HR

THE FACULTY of Medicine is getting a real shot in the arm with Janet Norman as a new manager. Janet is putting her 14-plus years of human resources experience to work in leading the HR team. She is all about people, relationships and service.

For the past five years, Janet has enjoyed increasingly responsible positions with the central Department of Human Resources. In her new role, she continues to provide excellence in service and will support the Faculty of Medicine in achieving its strategic goals.

She applies natural logical thought to all her processes. Being one of eight children, she learned early how to negotiate and get along. As such, she is a valued member of the university's management negotiating team. Human resources management is an excellent fit for Janet who looks to resolve issues and find solutions.

Janet has lived in the province for 27 years, having transferred here for work after university. She married a Newfoundlander and has two teenage children, all of whom enjoy exploring the province by car. She can often be found walking her dog and reading non-fiction, true crime especially. What she particularly enjoys is learning – she craves knowledge and is happiest doing courses.

Janet is a graduate of the bachelor of business administration program at St. Francis Xavier University, holds a certified human resource professional designation, and is completing a master's program in adult education through St. Francis Xavier University.

Janet is looking forward to working hard with the hard-working people in the Faculty of Medicine. She can be reached at 777-8516.

Grenfell Campus holds respectful workplace retreat

GRENFELL CAMPUS held a retreat this fall titled Climate Change on the Inside: It Starts With Us – Maintaining a Respected Workplace.

"Memorial University’s Respectful Workplace policy outlines expectations, guidelines and processes that are necessary to sustain the cultural values related to respect in the workplace," said Dr. David Peddle, associate vice-president (Grenfell Campus) academic. "Just as the policy reinforces the importance that Memorial places on maintaining a respectful workplace, so too does this retreat: a chance for all employees of Grenfell to become more responsive to the values that inform respectful workplace practices."

WHEN YOU think retiree, you don't think Anthony Chadwick. He seems to be living more fully than most, in any stage of life.

Tony Chadwick provided Memorial with 37 outstanding years (1967-2004) as a professor with the Faculty of Arts and continues to apply both mind and body to his many interests. He continues to share his passion for learning through several blogs such as making psychoanalytic theories accessible and interesting, and social, economic and political issues.

The range of Tony’s retirement contributions to the university and to the community is wide and deep. He lends enthusiastic dignity to simple but necessary volunteer tasks and generously offers lengthy periods of time and thought to insightful academic analysis and mentorship of students’ work.

Tony is extensively involved with politics as co-president and executive for the New Democratic Party of Newfoundland and Labrador. Active in five choirs, he also finds time to help organize the Tuckamore Festival. He participates in writing, genealogical research, and is an avid sailor, having been involved in four major voyages and completed circumnavigation of a North Atlantic Ocean.

Tony is energetic, passionate, and generous and seeks to make a difference. He is the new benchmark for active retirement living.

Alumni’s advancement services team goes out on a limb

WHATEVER it takes to get the job done. That is what advancement services and operations is all about. According to Rojean Williams, manager of advancement services and operations, the department is an “all-inclusive, one-stop shop” for administrative, financial, operational and research support pertaining to philanthropy and alumni relations. The advancement services (AS) team is part of the Office of Alumni Affairs and Development (AA&D), located at Lambe’s Lane, and focuses on alumni and donor research, gift administration, information and systems management, budget, human resources and building management.

While the roles and responsibilities found within this team vary widely, the AS staff meet regularly in order to establish standard operating procedures and policies in a collaborative fashion. Informal coffee breaks, regular team meetings, and lots of conversations and emails result in focused, integrated support for the AA&D team, and for various faculties, departments and administrative units across the university.

Whether it is welcoming new team members to AA&D, organizing professional development opportunities, assisting with the financial and administrative aspects of establishing new student scholarships, or providing research and other support for the fundraising function of Memorial, the AS team members are contributing to something much larger than their group. “We help other units make a difference in the lives of our students, alumni, staff, and in our community,” says Rojean.

During the past year, with the combination of Dare To: The Campaign for Memorial University and havin’ a time: Reunion 2012, the AS team experienced a ‘perfect storm’ in terms of their workload, says Brian Power, manager, prospect research. "Competing interests and priorities have been particularly challenging this year," says Brian. "But, the people we work with truly excel in managing various demands. Handling and processing such an abundance of information can be tricky, but our team works diligently to coordinate requests and to attain accuracy and efficiency."

While the campaign and reunion events have concluded this year, the AS team will have plenty of new priorities to juggle. An ongoing, sustained fundraising approach will keep the team busy well into 2013 and beyond. And, if you need a diploma framed, they’ll take care of that for you too!

Grenfell Campus

Tireless Tony Chadwick

Recipient of MUNPA Tribute Award 2012

Tony Chadwick, left, is congratulated by MUNPA President Barb Cox and Memorial’s President Gary Kachanoski.

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Lives lived

**TERRENCE CONWAY**, retired mechanical patrol person with Facilities Management, passed away Oct. 24. He was 63.

**FAIZA ENAN**Y, retired instructor with the School of Ocean Technology, Marine Institute, passed away, April 20. She was 67.

**PHYL LIS HAWKINS**, clerk typist III with the Office of the Registrar, Marine Institute, passed away Oct. 3. She was 47.

**DR. WAYNE KING**, associate professor with the Faculty of Business Administration, passed away Nov. 2. He was 69.

**DR. WAYNE NESBIT**, retired faculty member with the Faculty of Education, passed away Sept. 27. He was 69.

**JUDITH STRANG**, intermediate clerk with Computing and Communications, passed away Aug. 25. She was 58.

Lexi Estelle Coady was born on July 31. Her proud parents are Tracy Coady, intermediate secretary, Department of Human Resources, and Brenden Coady. Big sister Bella is thrilled!

Terence Conway, retired mechanical patrol person with Facilities Management, passed away Oct. 24. He was 63.

**SHAELE COURISH** retired from Memorial on Sept. 28, 40 years after she first started working at the university. She worked in a number of areas and held a number of positions. Sheila retired from the Finance Office in the Faculty of Medicine.

**Madeleine Rolland-Raydon** was born on Oct. 18 to proud parents Dr. Luc Rolland of the Faculty of Engineering and Applied Science and wife Clotilde Raydon.

**Neiva Bernadette Keough** was born on Oct. 27 to proud parents Cheryl Keough of the Maritime History Archive and her husband Travis.

Summer Quinn McDonald was born on April 28. Congratulations to proud parents Tanya McDonald of the Maritime History Archive and her husband Travis.

**Lexi Estelle Coady was born on July 31. Her proud parents are Tracy Coady, intermediate secretory, Department of Human Resources, and Brenden Coady. Big sister Bella is thrilled!**

Retirement

**CHRISTINE BURKE**, who started in an entry level position with Memorial in 1979, retired as the director of Housing, Food and Conference Services on Oct. 19. Christine had an impact on many students and colleagues and looks forward to enjoying all that retirement has to offer.

**LENA CLARKE** recently celebrated her retirement from Memorial with colleagues from the School of Nursing. Lena began her career in the School of Nursing 25 years ago, and later handled admissions to the school when she went to work in the Office of the Registrar.

**PETER EARLE** retired on Oct. 1 from his position of research computing specialist with the Department of Biology. He is thoroughly enjoying his retirement, dabbling in painting, after working with Memorial for 24 years.

**LEN A C L A R K E recently celebrated her retirement from Memorial with colleagues from the School of Nursing. Lena began her career in the School of Nursing 25 years ago, and later handled admissions to the school when she went to work in the Office of the Registrar.**

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Dr. Naterer’s vision is a simple, yet impactful, one.

**E ngineering to double faculty by 2020**

**DR. GREG NATERER** hasn’t had much downtime since joining Memorial University this past August as dean of the Faculty of Engineering and Applied Science. Since arriving on campus, he has been busy learning his new role and leading the faculty during an exciting and critical period of major growth.

“IT IS A PRIVILEGE AND HONOUR TO SERVE AS DEAN OF SUCH A RESPECTED AND DISTINGUISHED FACULTY. OUR FACULTY, STAFF AND STUDENTS ARE EXCEPTIONALLY TALENTED. WE SHARE A COMMITMENT TO DELIVERING THE HIGHEST QUALITY OF EDUCATION AND RESEARCH,” he says.

“Our plan is to double the faculty by 2020. This includes broadly strengthening our programs and specifically expanding capacity in our strategic areas of strength — ocean technology, energy, information and communication technology and sustainable infrastructure and environment. It’s an exciting opportunity to lead the faculty at this time of vast bright opportunity in the province.”

A native of southern Ontario, Dr. Naterer was a Canada Research Chair, Tier 1, and associate dean of engineering at the University of Ontario Institute of Technology (UOIT) before moving his family to St. John’s to join Memorial University. He is excited to be here and looks forward to creating opportunities for the faculty as it experiences further growth.

“We believe our growth will have a major beneficial impact on the province by addressing the shortage of engineers and enhancing the technology base to sustain economic growth and diversification of the provincial economy. A stronger and broader engineering capacity will help to create, more commercialization activity and sustained growth. Making this type of positive impact is one of my most rewarding aspects as dean,” he says.

Dr. Naterer’s vision is a simple, yet impactful, one. “We aim to become among the most distinguished engineering faculties in the country and global leaders in our strategic areas of strength. By delivering the highest quality of education, we prepare our students to succeed and become leaders of tomorrow. Our commitment to teaching and research excellence extends to all aspects of our activities. External engagement is also an important priority for us, through industrial collaborations and various forms of community outreach. Our faculty’s vision and strategic priorities fit well within the broader frameworks of Memorial’s strategic plan.”

When he’s not busy at the office, Greg enjoys spending quality family time with his wife, Josie, and three children, Jordan, Julia and Veronica. He especially enjoys outdoor activities with his family and the hillside hiking trails along the ocean.

**M emorial University’s Employee Newsletter 11**
**MYSTERY PHOTO CHALLENGE:**

It is 1970. In The Flotsam. Think Newfoundland’s Joni Mitchell. Do you know who this student singer is?

Send your guess to sodawson@mun.ca or mail it to us (complete mailing address on page 2) for a chance to win. The contest is open to all faculty, staff and retirees. The deadline for entries is Jan. 15, 2013. One entry per submission. Be sure to include your name, contact number and your department.

Congratulations to Marion Matthews, a retiree from the QE II library, who correctly guessed our Days Gone By mystery photo in the 2012 fall edition of The Communicator. The photo showed Ted Russell, professor of English, in a familiar stance and Rex Murphy when he was a student. Marion was the first correct guess received but there were a number of others, many of whom recounted their memories of when the photo was taken.

A huge thank you goes out to Linda White, Archives and Manuscripts Division, QE II library, for taking such an interest in putting this contest together.

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**WHAT DO YOU DO AT MEMORIAL?**

“I REJOINED Memorial’s Technical Services 18 months ago as a mechanical technologist. When I’m not using Solidworks to design research and testing equipment for students and faculty, I am playing with our new rapid prototyping machine. This machine is basically a big 3-D printer that will actually print three dimensional, full scale working models of parts and assemblies in plastic! I also operate a CMM laser scanner that I can use to scan existing objects like a rock or a fossil and print an exact replica of that too. Having worked in other universities and private industry across Canada, I can say that Memorial definitely has the coolest technology.”

Michael Smith
Mechanical technologist
Department of Technical Services

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**MEMORIAL’S UNDERGRADUATE CAREER EXPERIENCE PROGRAM (MUCEP)**

What has MUCEP meant to you?

“During our 15-plus years with MUCEP we have had more than 35 student work placements. Domestic, international, diploma, undergrad and post-graduate students have worked on international initiatives at MI International, many of whom have gone on to participate in our international internship or study attachments in Africa, Asia, Europe or the Americas.”

BILL CHISLETT
Director of MI International, Marine Institute

“About 70 MUCEP students are hired part time work at Grenfell Campus each semester. The program has benefited Grenfell students in new skills development and useful career related experience, working with faculty and staff to get more involved in campus life, and earning extra money. A number of MUCEP students return to work at Grenfell as graduates. Thanks MUCEP!”

MARY SPARKE
Student affairs co-ordinator, Grenfell Campus

“MUCEP has been vital for my research on children’s eyewitness memory for highly stressful events. MUCEP students have shown professionalism and dedication and I always acknowledge their importance in my publications and talks.”

CAROLE PETERSON
Full professor, Department of Psychology

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**THE COMMUNICATOR**