Mark Wood has always been obsessed with cars so it’s no surprise this longtime Memorial employee likes to get behind the wheel for some downtime. For more than a decade, this technician with Animal Care Services – who has worked at Memorial for 25 years – has written for numerous local, provincial, national and international publications and is also a published photographer. As a regular columnist with the St. John’s-based Independent newspaper, he’s one of the very few automotive journalists in Atlantic Canada and he gets to test-drive all the latest vehicles ($1.5 million worth since June 2007, in fact) including this 2008 Cadillac CTS. How do you spend your downtime from work? E-mail jeffg@munn.ca and let us know.

Presidential parting
Office bids farewell to respected leader

Staff members in the Office of the President are still adjusting to the fact that they won’t see a familiar face sitting behind his desk when the New Year rolls around in a few weeks.

That’s because Dr. Axel Meisen, the venerable university leader who has steered the Memorial ship for the past eight years, is leaving his post at the end of the year, eight months earlier than expected.

Dr. Meisen announced this fall he was stepping down to accept an appointment as chair of foresight with the Alberta Research Council. Since then, the university community has been bidding farewell to the president. Dr. Meisen’s official last day is Dec. 24.

Dr. Eddy Campbell, Memorial’s vice-president (academic), will serve as acting president, effective Jan. 1, 2008, until a new president is recruited.

Memorial is planning a number of opportunities for staff, faculty, students, pensioners, alumni and friends to bid farewell to Dr. Meisen, including a university-wide reception on Tuesday, Dec. 18. More details will be sent out through Marketing and Communications.

Meanwhile, a profile of Dr. Meisen appears in the Dec. 13 issue of the Gazette.
Wayne Thistle hopes to close his laptop and get away from his desk more than a couple of times this winter – all with the intent of having some fun by hitting the slopes. Skiing is somewhat of a passion for this retiree who left Memorial four years ago. He’s tackled slopes all over the world in Austria, Italy, Colorado, Montana, Vermont, Quebec, Alberta and British Columbia. That’s why he’s hoping this winter will be no different.

And why not? He has the time on his hands since bidding farewell to Memorial after a long and very distinguished career.

Wayne worked here for 35 years – much of that time in senior high-profile positions. From 1982-2003, he served as vice-president (administration and finance) and legal counsel. Before that, he worked extensively in various posts with the Registrar’s Office.

When he officially closed the chapter on his career at the university, he started another. A respected lawyer, Wayne has been a principal with the St. John’s-based Centre for Innovative Dispute Resolution since 2006 where he is an active arbitrator, mediator and facilitator.

“I enjoyed every minute of my time at Memorial,” he said one recent quiet afternoon at his office. “Working there was a huge part of my life and some of the best years of my career. I still use many of the skills that I fine-tuned there at my job now.”

Born in Hickman’s Harbour, Trinity Bay, Wayne grew up in nearby Shoal Harbour. When he finished high school in 1963, he came to St. John’s. That’s when his love affair with Memorial began.

He was immediately enthralled with university life and enlisted himself in course work. He graduated in 1968 with two degrees – a bachelor of science (honours) and a bachelor of education (three years later he obtained a master of arts degree, as well). That same year he started working in the Registrar’s Office. Two years later, with the blessing of Memorial, he took a leave of absence to study law at Dalhousie University. During summer breaks he’d return to work at Memorial.

In 1974, armed with his law degree, he came back to St. John’s full-time and took up the position of associate registrar and special assistant to the vice-president (administration and finance) at Memorial. From there he quickly moved up the ranks.

“I took advice from certain people like Harry Renouf, our former registrar, and others like former presidents, Mose Morgan and Les Harris,” he said. “It was an exciting time.”

When he was appointed vice-president in 1982, Wayne began working with the various units ranging from Human Resources to Facilities Management that reported to his office. He was also actively involved in everything from labour relations and capital campaigns, to crisis communications and the growth of Memorial’s campuses. He also taught business and education courses.

“It was a dynamic time and we had new students with new ideas coming through, our population was growing – and still is – and technology was ever expanding.”

During this time, he also became close friends with several colleagues.

“Myllyse and Glenn Collins, Wilf Busssey and Bob Mackey – all people your readers would know – have a hunting and fishing lodge on Terra Nova Lake and we enjoy getting away a few times a year. I don’t hunt much so I’m the chief cook and bottle washer,” Wayne said with a chuckle. “I also have a summer cottage outside of St. John’s and I enjoy time there with the children and grandchildren. Boating has always recently become a major activity as well.”

A lifelong volunteer and former municipal leader – he was the first mayor of the Town of Wedgewood Park (now a part of St. John’s) in 1978 – Wayne still enjoys working with groups like the Newfoundland Law Society and the Canadian Bar Association. Over the years he has also volunteered with organizations such as the Canadian Association of University Business Officers and St. James United Church.

These days, expanding his St. John’s business is a top priority. Earlier this year he was selected to appear in the 2008 edition of The Best Lawyers in Canada in the specialty of alternative dispute resolution.

“I’m excited about what the future holds for us here at the centre,” he said. “And I can’t wait to get skiing, too.”
Dr. Douglas Dunsmore, School of Music, was recognized recently for his contributions to the Newfoundland Symphony Orchestra (NSO). He received the Telegraph 2007 NSO Best Musical Contribution Award. He has spent 20 years working with that group and is the conductor of its Philharmonic Choir. He created and prepared the choir in 1987 to present the first annual Messiah production in the capital city. In addition to his work with the NSO, he’s also the choirmaster at Gower Street United Church and an artistic co-director of Festival 500.

Retired faculty member Dr. Patrick O’Flaherty was present with the Order of Canada in late October. The professor emeritus from the English department was recognized for his contributions to the provincial heritage, culture and education sectors. Dr. O’Flaherty, an award-winning writer and well-known historian, retired in 1995 after a 30-year career at Memorial.

Longtime employee Dr. Maureen Dunne was named one of only 45 recipients of the Governor General’s Caring Canadian Awards this fall. Dr. Dunne, who works with Distance Education and Learning Technologies, is an avid volunteer and passionate community leader. The awards recognize individuals and groups whose unpaid, voluntary work provides extraordinary help to communities.

In November, Bert Riggs released Grand Bank Soldier: The War Letters of Lance Corporal Curtis Forsey which consists of 51 letters Mr. Forsey wrote to his mother and father in Grand Bank during active duty in the First World War. Mr. Riggs is head of the Archives and Manuscripts Division in the Queen Elizabeth II Library.

The Faculty of Medicine is still beaming with pride after a tremendous October. More than 400 people attended a day-long celebration on Oct. 22, to mark the 40th anniversary of the faculty and pay tribute to the late foundling dean, Dr. Ian Rustad. Dean James Bourke was honored with the W. Victor Johnston award from the College of Family Physicians of Canada for leadership in family medicine. Meanwhile, Dr. Wayne Galliver, a graduate of 1982 who has shown tremendous leadership in fundraising for the medical school, especially during his four years as president of the Medical Graduates’ Society (2003–2007), accepted the J.D. Eaton Alumni Award from Memorial’s Alumni Association that same month.

Memorial’s faculty union, MUNFA, has announced the members of its executive committee. Bill Schipper is president. Joe Church is the vice-president, the secretary is Malcolm Grant, Ross Klein is the treasurer and the Canadian Association of University Teachers (CAUT) council delegate is Sean Cudigan. Members-at-large are Barrie Barrell, Donna Bulman, Cathryn Button, Chris Dennis, John Hudson, George Jennie, Richard Niefer, Grenfell College representative Gerard Curtis, and Gentrell alternate Amar Sodhi.

A visual sketch of the history of education in Newfoundland and Labrador from 1727-2000 is now on vivid display in the Education Building thanks to the stellar work of several members of the university community. Drs. Phillip McCann, Glenn Sheppard, Garfield Fizzard and Roy Kellther – who are current and former members from the Faculty of Education – played a key role, as did graphic designer Dougall Dunbar and Tim Borlase, a former director of the Labrador Institute.

The vibrant wall panels were officially launched in the lobby of the Education building in October.
Exceptional faculty and staff recognized

Memorial University honoured the efforts of its best educators, researchers and staff members at a special ceremony Nov. 20 at the Fluvarium in St. John’s. Twelve Memorial employees were honoured at the reception – three for outstanding research, five for exemplary service, one for exceptional community service and one for receiving a national teaching award.

PRESIDENT’S AWARD FOR OUTSTANDING RESEARCH

The President’s Award for Outstanding Research recognizes researchers who have made outstanding contributions to their scholarly disciplines. The award includes a $5,000 research grant.

DR. ELIZABETH MURPHY
Education

PRESIDENT’S AWARD FOR EXEMPLARY SERVICE

The President’s Award for Exemplary Service at Memorial University of Newfoundland is presented each year to recognize employee(s) who have demonstrated outstanding service and/or who have made significant contributions to the university community beyond that normally expected for their positions.

JOAN OLDFORD
Education

UNIVERSITY RESEARCH PROFESSOR

University Research Professors have acquired a designation above the rank of professor. The title is the most prestigious award the university gives for research, and goes to faculty who have demonstrated a consistently high level of scholarship and whose research is of truly international stature. The designation carries with it a $4,000 research grant each year for five years and a reduced teaching schedule.

DR. BARBARA NEIS
Sociology
DR. RICHARD RIVKIN
Ocean Sciences Centre

PRESIDENT’S AWARD FOR DISTINGUISHED TEACHING

President’s Awards for Distinguished Teaching recognize the teaching excellence in the university community. Each winner of the teaching award receives a $5,000 grant contributed by the Memorial University Alumni Association.

DR. KATHERINE GALLAGHER,
Business Administration
DR. CHRISTOPHER SHARPE
Geography

3M NATIONAL TEACHING FELLOWSHIP

The 3M National Teaching Fellowships recognize teaching excellence as well as educational leadership. They are awarded by the Society for Teaching and Learning in Higher Education and are considered Canada’s most prestigious teaching award. Up to 10 fellowships are presented each year.

DR. GEOFFREY RAYNER-CANHAM
professor of chemistry, Division of Science, Sir Wilfred Grenfell College

PRESIDENT’S AWARD FOR EXCEPTIONAL COMMUNITY SERVICE

The President’s Award for Exceptional Community Service is presented each year in recognition of employees (faculty or staff) who have demonstrated outstanding community service.

GREG BENNETT
Computing & Communications

GARY COLLINS
Biology

LINDA KIRBY
Medicine

SONJA KNUTSON
International Student Advising

ZITA MURPHY
Student Affairs and Services

3M NATIONAL TEACHING FELLOWSHIP

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The Faculty of Science welcomes its new dean, Dr. Mark Abrahams, next year. His appointment was announced in July. He succeeds Dr. Robert Lucas who has served in that position since 1999. Dr. Lucas will remain dean until Feb. 29, 2008. Dr. Abrahams, who has also been appointed professor of Biology/Ocean Sciences Centre, takes over the post as dean starting March 1, 2008. He has a B.Sc. (honours) in zoology from the University of Western Ontario, a M.Sc. in biology from Queen’s University and a PhD in biology from Simon Fraser University.

In early September, Dr. Keith Chaulk became the new director of the Labrador Institute. Born in North West River, Labrador, Dr. Chaulk holds a B.Sc. in biology from Dalhousie University and a M.Sc. in biology from Acadia University. He completed his PhD in cognitive and behavioural ecology at Memorial in 2006.

Lorraine Busby is still meeting new faces as the newly-appointed university librarian. She started officially on Nov. 1 but was named to the post on July 19. She replaced longtime librarian Richard Ellis who stepped down in August. A graduate of Queen’s University with a bachelor of arts degree, Ms. Busby also holds a master of library science degree from the University of Western Ontario.

Earlier this year, Memorial’s Employee Opinion Survey was released. Its results were shared with the university community in spring 2007 and department-specific results were released to all units soon after.

During this summer and fall, human resources advisers have been meeting with all deans and department heads to discuss the results, identify best practices, and develop action plans to improve in specifically identified areas.

Departments are sharing the specific results with employees and seeking suggestions for work life improvements on the ranked scales in the employee opinion survey. This is an ongoing process.

“The survey results create a benchmark to quantifiably measure Memorial’s current climate, review and evaluate results, work toward improvement in identified areas through an action plan, and share best practices that can be applied pan-university,” said Lisa Hollett, director of HR.

Detailed survey analysis identifies generational differences and assists in developing plans to create more effective recruitment and retention strategies.

“Memorial cares about employees and their opinions and constantly strives to make improvements”, Ms. Hollett emphasized.

Departments who scored significantly higher than the group’s average have identified some of their success strategies, as shared here in this table:

<table>
<thead>
<tr>
<th>SPECIFIC WORKLIFE AREA</th>
<th>SOME DEPARTMENT’S BEST PRACTICE</th>
<th>AND WHY…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work control</td>
<td>Opportunities created to empower employees; greater participation on projects.</td>
<td></td>
</tr>
<tr>
<td>Co-worker/colleague cohesion</td>
<td>Encourage people to interact outside of the work role (for instance getting involved in a scholarship auction or barbeque fundraiser).</td>
<td></td>
</tr>
<tr>
<td>Resources and supplies</td>
<td>Dedicated funds provided for training and tools and equipment to ensure employees have what they need to do their jobs.</td>
<td></td>
</tr>
<tr>
<td>Pay satisfaction</td>
<td>Market differentials for IT positions; compensation review for hard to fill jobs; adjustment to hiring rates for trades.</td>
<td></td>
</tr>
<tr>
<td>Communication in your unit</td>
<td>Departmental meetings held monthly where all units provide status reports; distribute newsletters and include staff and faculty in departmental meetings.</td>
<td></td>
</tr>
<tr>
<td>Involvement in decision making</td>
<td>Participation in the implementation of new technology.</td>
<td></td>
</tr>
<tr>
<td>Intention to remain</td>
<td>Department leaders recognize value of employee contributions by saying “thank you”; acts of kindness to recognize efforts; involvement.</td>
<td></td>
</tr>
<tr>
<td>Respectful workplace</td>
<td>Workplace assessment committees; clear expectations about a respectful workplace; guidelines for conducting respectful meetings.</td>
<td></td>
</tr>
</tbody>
</table>

Memorial’s Respectful Workplace Policy will continue to be put into practice university wide in 2008 and beyond.
From getting your garden ready for spring to learning how to get active, Memorial experts help you start the New Year off right

Sound Advice

Planting your own green thumb

The Communicator took a daytrip recently to MUN’s Botanical Garden (located on Mount Scio Road in St. John’s) where its director, Dr. Wilf Nicholls, shared some helpful tips on preparing your own garden for winter and getting ready for spring.

Be sure to dress warmly when working outside this time of year.

Ensure you’re physically ready to garden, and remember to care for your knees and back to avoid injury or aches.

Move prized but tender plants like fuchsias and pelargoniums indoors. Put them in clean potting soil and keep them away from frost. Many plants are carrying aphid eggs so look for aphids hatching in January and spray with a soap solution.

Buy treated bulbs such as paper whites and hyacinths and give them as gifts. Untreated bulbs can be put in pots, dug into the garden (and marked) or put in a root cellar. In April, bring inside to enjoy.

Rake leaves off lawns, pile them up using netting (garbage netting not needed in winter) to prevent them from blowing around.

Lime takes so long to sweeten the soil so why not lime the lawn now.

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Lime takes so long to sweeten the soil so why not lime the lawn now.

Clean up garden – prune only what’s damaged or diseased.

Plant fall bulbs (following instructions on the box) apply bone meal, and plant a little deeper than recommended.

Do not feed any plants or shrubs fertilizer – they’re heading in their dormant period.

Turn off water to hose pipes and store hoses out of the garden with no water left in them.

Take proper care of your gardening tools:
- Knock off dirt.
- Wipe all tools with an oily rag – this stops them from rusting and seals their wood.
- Store in your shed or a dry place.

Clean your lawn mower. Take gas out and remove spark plug (or replace spark plug next year).

Cut back perennials to about one foot high (not right to the ground) as the stems act as a catch for the snow.

Stake and burlap any young woody plant that you may have recently planted. Don’t tie too tight – this will act like a strainer in the winter sun.

Firmly secure any climbing vine with garden twine to trellis.

Clean up and dig over any vegetable beds and apply lime.

Compost – build a compost bin and be good to the garden and the environment (include all but diseased/damaged materials) Plans and info at the Garden.

Winter care for fish – if pond is less than 2.5’ deep they may be in trouble. Take them out and store them somewhere deeper or inside.

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Five to 10 fruits and vegetables a day. Eight glasses of water a day. An apple a day keeps the doctor away. It’s that time of the year again when people start thinking about turning a new leaf and getting serious about nutrition and better eating. Dr. Barbara Roebothan, an associate professor of community health and biochemistry, thinks people should stop and think about their food choices but not stress out over it. Here, she offers 12 nutritious tips to help you start the New Year off just right.

Eat lots of different nutritious foods – try new healthy dishes for you and your family.

Make smart choices about food. Don’t stress over calories or cut a favourite food from your diet altogether. Limit rather than deny. It’s okay to treat yourself to that piece of cake every now and then.

Increase your consumption of fruits and vegetables – especially fresh items. Those who consume more fruits and vegetables tend to experience less chronic problems with obesity.

Reduce your consumption of junk foods. Many of us know that we are consuming more energy than we need but we don’t realize that we’re still not getting enough of many nutrients needed to support optimal health. Junk food tends to have lots of energy but few of those missing micronutrients.

Lead by example. Teach children to enjoy healthy foods and their consumption for the right reasons and in the right amounts.

Limit salt. Many highly-processed foods contain a lot of sodium, large intakes of which can have detrimental effects on your health.

Learn to read food labels and know what you’re putting into your body.

Limit (not eliminate) the consumption of refined sugars.

Consume as much of your carbohydrates as possible in the form of complex (starchy) carbs, concentrating on those which are whole grain.

Consult the new Eating Well with Canada’s Food Guide (online at www.healthcanada.gc.ca/foodguide) a local dietitian or your family doctor for more advice.

Take time to relax and enjoy a meal with your friends or family, whenever possible.

Finally, remember that eating well is only part of the picture, although it’s really a very important part. Support your good food with fresh air, exercise and a positive attitude.

Photo by Shannon Dawson

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Dr. Wilf Nicholls in one of the Botanical Gardens’ green houses.

Visit the Botanical Garden’s gift shop for unique and locally-made gifts. Call 737-8590 or visit them online at www.mun.ca/botgarden for more information.

Dr. Barbara Roebothan shows off some smart food choices at Belbin’s Grocery Store in St. John’s.

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Dr. Barbara Roebothan shows off some smart food choices at Belbin’s Grocery Store in St. John’s.
Green routine

Save trees – paper with 30 per cent recycled content can be ordered through paper tender.

Produce less waste – “Lug A Mug” with you when you go to get your morning coffee or tea.

Don’t idle – if you are idling your vehicle for more than 10 seconds you are using more fuel then turning it off and on.

Only print what you have to – no need to print all e-mails you receive.

Send documents as e-mail attachments or scanned from workstations instead of printing hard copies.

Re-use paper – make your own scrap paper or note pads from old documents that are printed on only one side.

Re-using paper is one of the quickest and easiest ways employees can help cut down on waste. When you’re finished with a document you’ve printed, turn it over and re-use the other side as scrap paper. It’s that simple. Here, Shelley Pardy, sustainability co-ordinator, shows off some of the paper which makes great note pads.

Get moving

Craig Neil has been with The Works for six years and it shows as he comfortably walks around the complex – which consists of the Aquarena, Field House and other recreation facilities on the St. John’s campus – chatting with regulars. As the manager of fitness for the largest training centre in Atlantic Canada, Mr. Neil offers us some tips on making the decision to get fit. “Consistency is key,” he emphasizes. “Joining a fitness centre with interests and ability.”

Start slow – but start! No time like the present to get active and start leading a healthier lifestyle.

Never try to do too much in the beginning – keep adding exercises, repetitions, and variety as desired.

Match fitness with interests and ability.

Stay with it – a fitness break during the day will add energy and make you happier and healthier.

And, if you want to jump on the fitness train, look no further than The Works. Here’s how easy it is to register:

Register and all paper work is done for you by The Works.

Consistency is key. 

Health Lacing Coordinators (many of whom come from Human Kinetics) will continue to check in with you to provide consistency, motivation, assistance and friendly contact.

For more information about what The Works has to offer, check out their website www.theworksonline.ca or phone 737-3000. To learn more about the Preferred Rate Program, visit www.mun.ca/humanres/wellness/.

There are lots of green ways you can start the New Year off right, too, here at Memorial. Keep these 11 common-sense recycling and sustainability tips in mind as you do your part to keep Memorial clean and green!

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- Opt out of paper payroll deposits and pension updates through Employee Self Serve.
- Set your photocopiersons and workstations to default double-sided
- Recycle beverage containers in beige bins that are located next to garbage bins on campus.
- Bring your lunch to work – you save money, use leftovers and produce less waste by avoiding disposable products of fast food takeouts.
- Avoid bottled water and fill up a reusable bottle with municipal supplied water – you save money and produce less waste.
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Congratulations to all of our Employee Service Awards recipients!

Here are just some of them to help put names to faces with names.

20 years

Gerald L. Anderson
Craig Barnes
Janet M. Bartlett
Carl W. Boland
Edward Brown
Heather Bogler
Keith Butler
Deborah Canning
Steven M. Carr
George R. Chaffe
A. Kerst Churchill
Emer S. Chancey
Lena M. Clarke

Mary Jerilyn Clarke
John Patrick Collins
Rick J. Collins
Debbie Comans
David F. Craig
Austin Critch
Patricia Crocker
Joseph Curtis
Catherine Ducey
Gregory Dunning
John Stuart Durrant
Nancy Fagan
Mary Ann Faux
Juliette Galway
Wade Goulding
Jeremy Hall
Dennis John Hanlon
John Harnett
David Innes
Judy Innes
Geraldine Kennedy
Rohinton Sohrabi Khass
Diane Learning
Brenda Lee
Mary-Kay MacFadlane
John G. MacKay
Joyce MacKinnon
James MacLean
Roger Mason
Catherine Mathias
David Miller
Frederick Miller
Edward Murphy
Rosalind Marie Nichols
Elizabeth Noseworthy
Donna M. O’Driscoll
Janice E. Parsons
Sharon Louise Polley
Alex Joseph Prinney
Ivy Perchard
Brian Pizzio
Tom Pike
Steven Pitcher
Deborah Quintan
Pamela Diane Reich
Paul F. Rice
Carl W. Robbins
Rose Russell
J. Mary Ryan
Peredoo Shalidi
Donna Shapler
Elaine St. Croix

25 years

John Ashton
Patrick Janor Barker
Jane Barry
David M. Bartlett
Carolyn Bennett
Gregory Bennett
Donald R. Bowering
Elizabeth Browne
Elliot T. Burden
Joseph Carroll
Randalph Chafe

Mary Jerilyn Clarke
Sandra M. Collins
Susan Coulthard
Randall Dodge
Debbie Edgecombe
June Ellis
Jeremy Ennis
Suzanne Evans
James P. Feehan
Dennis Furlong
John E. Gale
Jane S. Green
Karen Griffiths
Pauline Hayes
Maggie Hennessy
Eric W. Hession
Michael J. Hinchay
Paula Hogan
Adene Ivany
Helen Anne Kelly
Beverly Kendall
Darlene Kennedy
Jeanette Kerriwan
E. Cathy Kielay
Michael LaBorde
Kathleen McKay
Rosanne Millan
Janet Murphy
Janet O’Keeffe
Janice M. Pettren
William G. Pollett
Audrey Anne Power
Bernadette Power
Elizabeth Power
John E. Quaicoe
Shen Quinton
 Janet C. Robinson
Heather Roche
Nada J. Roswell
Anne Marie Sanger
A.M. Shanun
Joy Simmons
Richard Soper
Christine D. Squire

30 years

Christine Arestt
Eric M. Bagg
H.W. Ian Barrett
Joseph W. Boland
Michael Booton
Paty Marie Barry
Karyn G. Butler
Tom Caion
Clifton J.S. Chaytor

Gary Collins
Daniel Dalton
Heather H.M.P. Dove
Janet Lee Duxree
Rosalind English
Stephen K. Foster
Marc Glassman
Gary Gorman
James G.C. Greender

Georg Gunther
David Han
Leo Hartlieb
Gene Hershberg
Joan Hillier
Richard Hiscott
Robert C. Holler
Janice James
Dennis James Johnson
Robert J. Kavanagh
Y.H. Lee Lee
John K. Lewis
W. Randall Maggs
Steve Milsay
Vera A. Mitchell
Sharon M. Morgan
Helen Morrissey
Marvin L. Olafson
Michael P. Parker
Carole L. Peterson
Gerald L. Pocius
Amber D. Rahimtula
Michael T. Raymond
Wayne Roche
Debbie Seymour
Juan M. Squires
Dennis L. Trelaw

35 years

Emir Anne Andrews
James R. Black
John T. Bromson
Cathryn Button
Mary L. Courage
Andy A. Den Otter
Harry Edstrom

Roger Green
Gary H. Jeffery
Sylvia S. Kao
A. Thomas Kendall
Sandra K. Lish
Henry E. Mann
Paul F. Murphy

Michael M. Parmenter
David Press
Noel Ray
Walter J. Samson
John A. Savak
Reginald W. Woodland

40 years

P.C.R. Ayres
Bernadette Connors
Donna Vey
Retirements

Well-known staff member Ralph Tapper officially retired this fall after 37 years – all with the Library. He started in a newly created position of clerk and finished in a newly-created position as manager of library facilities services. Over the years he made countless significant contributions to the university and its community. Brian retired from his role as senior producer with DELT after 34 years of service to Memorial.

One of the most familiar people to many students at Memorial has retired. June Ellis was the nursing consortium co-ordinator with the School of Nursing and then the Office of the Registrar for 20 years and helped hundreds of students answer questions over the years. She actually started working at Memorial in the Library in 1971. She joined the Nursing Consortium Office in 1987. That unit was transferred to the Office of the Registrar in 2004. A number of co-workers were on-hand for a special good-bye reception in October. From left: Glenn Collins, registrar; June Ellis; and Sharon Peach, intermediate clerk stenographer.

A recognizable face from the Faculty of Business Administration recently retired. Dr. Robert Sexty came to Memorial on July 1, 1968, and was a professor in the faculty for 39 years. In his retirement he plans to pursue his academic involvement by publishing a book, presenting papers, and writing articles and case studies. Dr. Sexty is also looking forward to more time to devote to travel (a goal in his high school yearbook). He will continue his volunteer work as chair of the Anglican Homes Inc. (Saint Luke’s Home) board of directors and as consumer representative on the Canadian Egg Marketing Agency board.

Recent retirees from the Faculty of Engineering and Applied Science, presented retirement certificates to Dennis Johnson, an engineering technologist III who retired in September after 30 years of service, and professors Don Bass, who retired in August 2006 after 37 years, and Dag Friis, who retired in August 2007 after 28 years. Both have since been made honorary research professors.

Heather Dove retired recently from her position as administrative program assistant with the Office of Research and Graduate Studies (Medicine). She had been with Memorial for 30 years, working in the research office since 1995. Colleagues gathered on Sept. 25 for a special reception in her honour.

Recently, the Faculty of Engineering and Applied Science, presented retirement certificates to Dennis Johnson, an engineering technologist III who retired in September after 30 years of service, and professors Don Bass, who retired in August 2006 after 37 years, and Dag Friis, who retired in August 2007 after 28 years. Both have since been made honorary research professors.

A lunch-time reception was held recently for long-time employee and Memorial graduate Sylvia Kao who retired from Biology after 35 years. Sylvia was born in Come-by-Chance and raised in Carbonear. She graduated from Memorial with her bachelor of science and bachelor of education degrees. She spent the majority of her career here at Memorial in the lab – as an instructor. Over the years she helped introduce hundreds of students to biology, botany and genetics. Although Sylvia didn’t have any immediate plans for retirement, friends and family will likely catch her dabbling in painting and crocheting, as well as spending more time with her family especially her grandchildren. Front row (from left): Debbie Bruce, Elizabeth Diegor, Linda Morrissey, Sylvia Kao, Valerie Power, Paul Murphy.

GOT AN INTERESTING RETIREMENT STORY TO TELL OR PHOTO TO SHARE? The Communicator always likes to hear from our pensioners. Get in touch with editor Jeff Green.

Write to The Communicator, Division of Marketing and Communications, Room A-1024, Memorial University of Newfoundland, St. John’s, NL A1C 5S7 or e-mail jeffg@mun.ca.
While I’m sure my list looks the very same year-after-year, this year feels different. I have a resolve, a commitment, Meisen for his leadership during this time and wish him all the best as he continues on his path beyond Memorial. Strategic Plan. Memorial continues to become ... in many ways. I’d like to say a special thank you to Dr. Axel sation review, and people development plan), we’re well on our way to supporting the achievement of Memorial’s and equity), to improved operational processes and policies (including the Respectful Workplace Policy, compen- can find it online at www.mun.ca/humanres/blog/happyfriday. at ljhollet@mun.ca or 737-4615. And, finally, be sure to check out my weekly blog – updated each Friday. You Memorial's goals. If you have any comments on how this might be better achieved, I welcome them. I can be reached givings people a format to do this. The Department of Human Resources exists to advance and emphasize the importance of people in supporting Warren Shepell and other wellness providers) will be measured. Once programs are evaluated, adjust- Current programs, such as the preferred rate and work/flex programs, will be evaluated and their effect on overall health, productivity and satisfaction levels will be measured. Once programs are evaluated, adjust- ment measures will be developed and promoted. Laura believes integrating wellness in the workplace (with the assis- tance of Warren Shepell and other wellness providers) will play an important role in the retention of current employees. “Memorial offers one of the best preferred rate programs in the province and we are on the doorstep of the most comprehensive fitness facility in Atlantic Canada,” she said. “Taking advantage of a fitness program or working through smoking cessation, weight loss, financial management, marital issues, care- giving challenges, or any other wellness initiative is a win-win for the participant and Memorial. It’s also an an interest was taking away rather than adding to my life; somehow taking away from other priorities and respon- sibilities. That is not true. We are all better when we take a break, focus on fitness (or a course or interest) and energize. It’s an investment we must make. Generally, workplaces have a culture – a norm – that’s bought into by all employees. If you’re rewarded for working 80-hour work weeks, then that’s what you do. If socializing on the golf course is rewarded, then that’s what you do. As Memorial, there are about 1,200 employees who receive tuition and training support and currently 700 employees who take advantage of the Preferred Rate Program promoting physical wellness, and of that number, there may be people who are registrants only – who never actually get to benefit from their membership. This may be because there are so many demands. If one thing has to go, it’s generally the one we think gives us the least. Again, not true. We need to commit to our own health and wellness and support others who do. The entire workplace benefits when this happens. And, research has shown, great ideas and insight hit you in the most unex- pected place! As you celebrate the holidays, I wish you much happiness and success in making all your New Year’s resolu- tions a reality. The work you do is valued and the investments you make in yourself are good for everyone. Discuss your goals with a mentor, respected supervisor, or trusted peer and make it happen. Our coaching pilot program gives people a format to do this. The Department of Human Resources exists to advance and emphasize the importance of people in supporting Memorial’s goals. If you have any comments on how this might be better achieved, I welcome them. I can be reached at ljhollet@mun.ca or 737-4615. And, finally, be sure to check out my weekly blog – updated each Friday. You can find it online at www.mun.ca/humanres/blog/happyfriday.

UP CLOSE AND PERSONAL

The Communicator helps put a face to a name in HR

Meet Laura Chapman, the new worklife programs co-ordinator

Juggling isn’t part of the formal job description, but you’d never know it the way Laura Chapman lives her life. Laura brings to this position five years as a physical education teacher and 10 years in human resources. She’s working on a master’s degree in employment relations (coincidentally with a research focus on worklife integration), has a 20-month old daughter, and balances many other aspects of her life. She is well organized, can prioritize, and has great time management skills. Good thing, too, as all are needed in this position. Laura is energized and has several goals to evaluate and improve Memorial’s health and wellness initiatives. Current programs, such as the preferred rate and work/flex programs, will be evaluated and their effect on overall health, productivity and satisfaction levels will be measured. Once programs are evaluated, adjust- ment measures will be developed and promoted. Laura believes integrating wellness in the workplace (with the assis- tance of Warren Shepell and other wellness providers) will play an important role in the retention of current employees.

“Memorial offers one of the best preferred rate programs in the province and we are on the doorstep of the most comprehensive fitness facility in Atlantic Canada,” she said. “Taking advantage of a fitness program or working through smoking cessation, weight loss, financial management, marital issues, care- giving challenges, or any other wellness initiative is a win-win for the participant and Memorial. It’s also an opportunity supported by Memorial, both with time and money. Further integrating health and wellness into the workplace must become a more natural way of life.”

More information on wellness initiatives can be found at www.mun.ca/humanres/wellness/ and Laura can be reached at 737-7405 or lchapman@mun.ca. She’s looking forward to integrating your suggestions and comments into her juggling act.

Laura Chapman, one amazing member of the HR team. 

HATS OFF to our volunteers!

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

Harold Squires has gotten used to wearing many hats. Over the years he has volunteered with a range of groups – both on and off campus. For 30 years, Mr. Squires was a dedicated employee working in various financial positions. In 2000, he retired as director of Budgets and Audits but stayed connected with the university. He joined the executive of the Memorial University of Newfoundland’s Pensioners’ Association (MUNPA) in 2002. This fall, he took up his post as vice-president. In addition, he has spent several years volunteering with the MUN Sea-Hawks where he was a founding member of the Sea-Hawks’ Booster Club. He has also been donating a $500 scholarship to a varsity athlete for the past 20 years. He also works with his church, St. Augustine, and collects for the Newfoundland and Labrador Arthritis Society.

“I get the satisfaction of trying to contribute to the community,” said Mr. Squires, who was honoured with the President’s Award for Exemplary Service in 1996. “I prefer not to sit back and do nothing. I like to get involved.”

A passionate golfer, Mr. Squires is a former golf captain and past board member at Bally Haly in St. John’s, an honorary member of the CEI Club and was awarded a fellowship for his service to the Certified General Accountant Association of Newfoundland and Labrador.
They are...
et cetera

WHAT’S YOUR HIDDEN TALENT?

Bill Morrissey
Director, Centre for Management Development
Faculty of Business Administration

My 13-year-old son, Shaun, and I try to spend as much time as we can on the weekend out on the trails on our mountain bikes. He is at the age now that I am no longer concerned if he can keep up to me … but if I can keep up to him. Hill climbs, he has me beaten; fast downhill, I can’t come close to him, but at least I still have the upper hand on the narrow technical trails – for now! I can’t think of a better way to spend my down time than out on the trails getting adrenaline-filled fresh air than with Shaun and our friends.

Cathy McFadyen
Network administrator
Department of Computing and Communications

As a gift to myself for finishing my undergraduate degree, I enrolled in a stained glass course. I really enjoy working with stained glass because it provides a great mental break – when I am working on glass my mind is focused totally on the project at hand, and any problems/issues that came up during the day disappear. I also like the feeling of accomplishment I get when a piece is completed.

Craig Lush
Computer support specialist
Marine Institute

Music was always of interest to me so when I was 14, I started playing the guitar. I’m now a member of the band Dungarvan, a Newfoundland Celtic group based in St. John’s. I sing lead vocals, play five string banjo and guitar. We recorded our debut CD in 2003 with the late Dermot O’Reilly. We play mostly Irish, Newfoundland, and traditional music as well as some country and rock. We are currently recording a new CD that should be released early in 2008.

Days Gone By

The photo we ran in our fall issue certainly stirred up lots of memories for you because the response to our contest was stellar – we had more than 40 submissions from staff, faculty and pensioners. Most of you knew right away the photo was of the former bowling alley located in the basement of the Physical Education Building. Congratulations to Boyd Smith the former head of the School of Fisheries at the Marine Institute who is now retired, for his correct guess. So many of you wrote with your own memories of the facility, which was converted into a dance and aerobic studio after the alley closed and is now a lab for the School of Human Kinetics and Recreation (HKR). Sonia Banfield, a retired employee from Biochemistry, wrote to tell us that “pin boys reset the pins, returned the balls and jumped out of the way whenever necessary.” Meanwhile, Dr. TA Loeffler – who teaches in HKR – wrote to say “you can still sit on some of the bowling alley benches in the lobby of the PE building,” and Nish Costello says he immediately knew what our mystery photo was since he was hired to open and manage the alley in Sept. 1961 which he did for two years. “I think we closed the lanes in 1965 or ’66” he wrote. “The game of bowling at that time cost 25 cents, plus 10 cents for shoe rental.”

Now, have a look at this picture. Where was it taken and what is being constructed? Be as specific as possible! Send your submissions to jeffgreen@mun.ca or mail your entry to us (our address is on page two) for a chance to win a unique Memorial prize. The contest is open to all Memorial staff, faculty and pensioners. The deadline for entries is Jan. 26, 2008. One entry per submission. Be sure to include your name, work or home number, and your department.

Thanks and good luck!
Jeff Green, Editor