**downtime**

THERE ARE FEW THINGS DENNIS FLYNN WON’T ATTEMPT. The manager of information technology with the Faculty of Business Administration isn’t afraid to dive into—sometimes literally—new hobbies. He’s cycled across Ireland, the Trans-Labrador Highway, the former Newfoundland Railway and completed shorter stints in both England and New Zealand. He’s run four marathons, hiked the length of the East Coast Trail, parachuted, bungee jumped, and is a former national bench press champion. But the native of Colliers, Conception Bay—who has worked at MUN since 1992—is most passionate about his freelance writing and photography. “My other hobbies drew me to unique locations that I’d photograph for fun or donate to charities,” said Dennis, who holds four degrees from MUN and regularly takes courses through Lifelong Learning. “People loved the ‘stories behind the shots’ so it became a natural extension to write.” Working here has provided him access to excellent learning opportunities and chances to meet supportive experts in almost any field of study.” His freelance work has appeared in various newspapers and magazines. Five years ago he also received a national writing award from the Canadian Community Newspapers Association. As the season begins to change, Dennis is eager to get out from behind his desk—camera and notepad in tow—and continue capturing images of the great outdoors.

**WORKING FOR YOU**

**HR’S ADVISORY TEAM PLANTS SEEDS FOR SUCCESS**

The vital ingredients in the formula for success—as the age-old adage goes—is teamwork. And for an organization as large as Memorial to thrive, collaboration is the key to that success. Take this team, for example. Created in 2006, the Department of Human Resources’ Advisory Services group is a bridge—literally—between the 60-plus academic and administrative departments and HR to help each of Memorial’s employees succeed in attaining their goals and objectives for their departments and the university, respectively. Each member partners with various departments, faculties or units on all campuses. It’s an ambitious goal but one that team members have met head-on. Their roles vary each day—from assisting in the design of jobs to promotion, recruitment and retention of employees for the Memorial team, to finding solutions to an array of issues including employee engagement, compensation and HR planning. Their motto is simple: partnering with people for success. Their roles are rewarding, particularly, they say, when they see employee or departmental success. The Communicator salutes the team for its solid work! To determine which HR adviser is dedicated to your area, visit www.mun.ca/humanres/contacts.
It was a declaration of peace that brought about many changes in the world, and led to our founding as Memorial University College in 1925. Education flourishes in times of peace and we have grown substantially over the past 80 largely peaceful years, but we have not forgotten the sacrifice of hundreds of young people who fought in the First Great War, but also those in the Second World War and in other conflicts as well, so that we can enjoy freedom in learning.

Though we are grateful everyday for the good things in our lives, in the fall of each year it is usual for us to give thanks for our family and friends, our health and happiness, and our freedom to learn and to live in this wonderful province of Newfoundland and Labrador.

This is also typically a time of year for making wish lists, and I want to share with you my wish list for Memorial University.

First, I hope all of our students did well in their recent exams. They are striving to build a future for themselves and in so doing are honouring the legacy of those young people for whom Memorial was named.

As faculty and staff, we are also living that legacy that was started so many years ago. Many in our community have stated that Memorial is one of the most important institutions to the present and future well-being of Newfoundland and Labrador.

Therefore, next on my wish list for Memorial University is more resources – resources that we need to grow in terms of our enrolment and our infrastructure, as expressed in our Strategic Plan.

As you know, our Strategic Plan reflects the aspirations of the MUN community and our province, and was created in consultation with people across the province. In response to expressed needs, we are committed to increasing our student enrolment and our support for our graduate students.

We also need new facilities to enhance teaching and research at Memorial, and we need to modernize our older buildings, many of which date back to the 1960s. We are now ready for the next major phase in our development, and it will require significant investments in new infrastructure and new operating funds targeted at areas where we can really make a difference.

Finally, I am also wishing for clarity on our autonomy as a university – as I mentioned to you in the last issue of The Communicator, this is a critically important issue. Discussions with the university’s most important partner, our provincial government, are continuing. It may be that we will arrive at a mutually satisfactory conclusion if only because we must return to our most important work – ensuring the future prosperity of our province beyond the end of our non-renewable resources.

On behalf of Memorial University, I wish you the very best holiday season!
CAROL SING INVITE 2008

LITTLE JENNA OLIVER is anxiously awaiting this year’s Carol Sing and is inviting all staff, faculty, students and retirees to join her and her mom — Laura Chapman, the workplace programs co-ordinator in Human Resources — in this Memorial tradition.

This year’s event takes place on Wednesday, Dec. 24, beginning with refreshments at 10 a.m. in the foyer of the Arts and Administration Building, followed by the Carol Sing at 10:45 a.m. in the Reid Theatre.

Come along and spread some holiday cheer!

“arol singing is one of the best ways to get into the holiday spirit,” said Jenna. “I’m looking forward to singing with everyone and enjoying the festive atmosphere.”

If you would like to volunteer, please contact Laura Chapman at 709-864-8381 or Laura.Chapman@mun.ca.

Volunteers will be needed to help set up, serve refreshments and clean up after the event.

To learn more about this year’s Carol Sing, visit www.mun.ca/cdel/career_faculty/.

Volunteer: Let me count the ways

There are endless possibilities to make a difference and get involved at Memorial. If you’re looking for ways to volunteer, check out www.mun.ca/cdel/career_faculty/.

Learn more about an interest you have, contribute to a cause you hold dear, share a talent, or offer learning opportunities and success stories to students and co-workers. Why volunteer? You meet new people, have fun, give back to the university community, feel good about yourself, learn more, take action on something you believe in, and voice your opinion. If you’re searching for the pursuit of meaning or the power of teamwork — connect, reach out and walk the walk. If you can’t find what you’re looking for, start it. It’s how we build community and everyone wins big! You can count on it.

Carolee Photograph

Volunteer: Let me count the ways

There are endless possibilities to make a difference and get involved at Memorial. If you’re looking for ways to volunteer, check out www.mun.ca/cdel/career_faculty/.

Learn more about an interest you have, contribute to a cause you hold dear, share a talent, or offer learning opportunities and success stories to students and co-workers. Why volunteer? You meet new people, have fun, give back to the university community, feel good about yourself, learn more, take action on something you believe in, and voice your opinion. If you’re searching for the pursuit of meaning or the power of teamwork — connect, reach out and walk the walk. If you can’t find what you’re looking for, start it. It’s how we build community and everyone wins big! You can count on it.

BRUCE WHITELEW has always had a passion for boats. In fact, he ran away from home in 1968 to apprentice as a yacht builder. As a builder, designer and teacher, he has spent the past 40 years in the business of boats and is currently an instructor with the naval architecture program at the Marine Institute. As retirement draws near, he looks forward to opportunities to lend his expertise to the service of others.

One group currently benefiting from his enthusiasm and expertise is Avalon Dragon Boating. In March 2006, a small group of breast cancer survivors came together to bring dragon boat racing to the province. The group formed the Avalon Dragons and recruited Bruce to guide the construction of the first team-built dragon boat in Canada. They are the first team in Canada to build their own boat from scratch.

“My father offered much of his professional life to the British Columbia Cancer Institute as a cancer research physician, so when the Avalon Dragons approached me to become involved I jumped at the chance,” said Bruce, who is the technical adviser with the organization. “This has been a great opportunity to meet friends, learn new skills and put existing ones to good use. It’s also a chance to be part of a team that makes a difference to many people in the province who have been affected by cancer.”

To learn more about Avalon Dragon Boating, visit www.avalondragonboating.com.

How do you volunteer in your community? Share your story with us. E-mail editor Jeff Green at jeffg@mun.ca.

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

CAREER SNAPSHOT

MEMORIAL’S WORKFORCE IS ONE OF THE LARGEST – AND BUSIEST – IN THE PROVINCE

Smile, you’re on candid career with Memorial and you make up an essential part of the vibrancy and commitment to excellence necessary to produce outstanding research, teaching and service to the community. As part of the Memorial team, you are...

5,502 employees on three campuses (SWGC campus 301, MI 432, St. John’s 4,769).

188 employees on leave without pay

225 employees on leave with pay

39 faculty who achieved tenure status

2,753 contractual employees; 1,436 are part-time and 1,317 are full-time

2,711 permanent employees; 24 part-time and 2,687 full-time

33 promotions for staff

39 promotions for faculty

367 new hires and 674 re-hires

122 employees who transferred

20 staff who retired (15 from St. John’s, 3 from MI and 2 from SWGC)

10 faculty who retired (all from St. John’s)

* From May to October 2008.
A HEARTY CONGRATULATIONS TO ALL OF OUR EMPLOYEE SERVICE AWARDS RECIPIENTS!

Here are just some of your co-workers to help put a face to a name

20 YEARS

Bath V. Alivo
Sherry Allen
Thomas Baker
Spencer Barnes
Linda G. Barrett
Margaret R. Baxter
Karl Beauregard
Allan Boyd Bishop
David Bishop
James D. Boone
Andrea Brunswick-Hunter
Rosemary Bromley
Murray K. Brooker
R. Ford Bussey
Gail Bussey
Paul W. Butler
John W. Butters
Randy Cabill
Rodrick Campbell
Michael Carroll
David Casey
Stephen Chafe
Helena Choquette
Veronica Coffin
J. Victoria Collins
Joanne Collins

25 YEARS

Russell J. Adams
Hajmeh Aitken
Stephen D. Ballard
Douglas Barnette
Joan Beasy
Janis Black
Carol Boland
Douglas F. Bolger
Genevieve T. Butler
David A. Carroll
Thomas B. Clift

30 YEARS

Olga G. Alexander
Wayne Andrews
Cathy A. Anstey
Kenneth R. Austin
Joan Beauregard
Stuart C. Brown
Paul J. Campbell
William E. Carroll

35 YEARS

Patricia M. Adams
S. Edward Andrews
Marilyn R. Beaton
S. Elaine Boone

40 YEARS

James G. Barnes

Sherry Allen
Brenda D. Lomond-Carey
Donald R. Diebel
William Girling
Sharon P. Cochrane
James G. Barnes
Dr. Axel Meisen received an honorary degree from the University of Waterloo in Ontario on Oct. 25. Dr. Meisen, Memorial’s seventh president and vice-chancellor, was recognized for being “one of Canada’s best engineering educators.” He was awarded a doctor of engineering degree. He stepped down last year as president of Memorial to take up a post as chair of foresight with the Alberta Research Council.

The Communicator would like to thank all those Memorial employees who will be working during the upcoming holiday season. What would we do without our teams in Central Utilities, Campus Enforcement and Patrol, maintenance and others who are scheduled to work over the holidays? Thanks for all you do year-round but especially during the holidays!

Employees in the School of Social Work, seen here on the right, spooked things up during a special Halloween Haunted House in aid of the Campus Food Bank. Two boxes of groceries and more than $150 was raised for the worthwhile cause. From left: Daphne Corbett, Lisa Muise, Arlene Ivany, Ellen Oliver and Shelly Bienio-Lefickitch.

The General Offices’ team includes, from left: Carolyn Lomo, Peggy-Ann Parsons, Laura Walsh, Sharon Wall, Carolyn Bourne, Marilyn Hicks, and Eileen Ryan (seated).

They are an office, indeed a valued community, dedicated to going above and beyond the usual requirement … it is a privilege to work with such a fine group of women. I owe much of my success to their superb skills.
Don’t bottle it up
MEMORIAL SPLASHES INTO THE BOTTLED WATER DEBATE

By Toby Rowe

A GROWING number of institutions and municipalities are eliminating bottled water in their facilities. They are doing so based on studies that suggest bottled water has negative social and environmental impacts and that bottled water is often produced under lower health and safety standards than public or tap water. On the other hand, some argue that bottled water is convenient and tastes better.

Bottled water has become a hot topic and Memorial is jumping into the debate. Several groups at the university are looking into the use of bottled water, including Project Green which is working toward a ban on selling bottled water, and the MUN Students’ Union (MUNSU) which has been encouraging academic and administrative units to officially put an end to the use of bottled water in their facilities and at events.

There are many reasons to reduce the use of bottled water. The City of St. John’s provides safe drinking water, and taxes are collected to help cover the cost. Why would you want to pay for water that has been bottled thousands of kilometres away when you have unlimited access to tap water? The environmental impact of producing plastic bottles, filling them in bottling plants, transporting, and then disposing is significant. Bottled water is often filtered tap water or sometimes taken from a spring or other source. Communities where the water is sourced rarely see much economic gain, as the bottlers may not have to pay for the water.

St. John’s took a stand against bottled water earlier this year. It approved a policy in June that prohibits the use of city funds to purchase bottled water for city operations and for functions that the city sponsors. As the entity that provides safe drinking water to the residents of St. John’s, it did seem like a contradiction for the city to use and provide bottled water while trying to cultivate a trust in the drinking water system.

Memorial’s Sustainability Office and the Advisory Committee on Sustainability would like to encourage discussion about drinking water at the university. The office will be gathering input from staff, faculty and students on issues related to drinking water at the university through a survey in the new year. While it may seem fairly simple to stop using bottled water on our campuses, information needs to be gathered to understand the impact of such a policy at an institution the size of Memorial.

I support prohibiting the provision of bottled water at university events and the purchase, by the university, of bottled water for use in offices.

Kent Decker, vice-president (administration and finance), is a strong supporter of sustainability initiatives on campus and recently said, “Personally, I would be really happy if I never saw another bottle [of bottled water] on campus again.”

Student groups have similar opinions. “By allowing the sale of bottled water on campus, Memorial University is saying to the world ‘We believe the sale of privatized water is a legitimate practice,’” said Peter Smith of Project Green. “Really, it is one of the great evils of our society today.”

Melissa Penney, director of campaigns with MUNSU, told me she feels the use of bottled water is “not only wasteful, damaging to the environment and potentially unhealthy, but it also undermines public confidence in our – far superior – public water systems.”

“The city has responded to the public’s concerns, and our next goal is to lobby the university to put an end to the promotion and use of bottled water on campus.”

From speaking with staff, faculty and students, it is clear that there are issues around banning bottled water that must be addressed. For example, do employees, students and the public have access to tap water on our campuses? If yes, why do some people still avoid drinking tap water? Are there sufficient fountains and can they accommodate containers for filling? If bottled water is prohibited from events and meetings, would the university switch to reusable glasses instead of disposable, non-recyclable cups? Does staff have access to facilities for washing cups and glasses? If a visitor wants water to drink and doesn’t have a container to fill, will the only option be to buy a soft drink from a vending machine?

We need to determine and overcome the barriers to tap water use at the university in order to reduce consumption of bottled water. The Sustainability Office would like to get your input on bottled water and tap water use on our campuses. Look for an online survey in the new year to provide your opinion.

Toby Rowe is Memorial’s sustainability co-ordinator. She welcomes your comments on this topic. You can e-mail sustain@mun.ca.

Did you know?
• According to Health Canada, bottled water is water which has been packaged in sealed containers for human consumption. It includes water represented as “spring” water or “mineral” water and water from various other sources that may have been treated to make it fit for human consumption. Bottled water is considered to be a food and is regulated by the Food and Drug Regulations.
• It takes large amounts of energy to produce plastic bottles, roughly 3.4 megajoules to manufacture the packaging, bottle and cap of a one-litre plastic bottle.
• The 31.2 billion litres of bottled water consumed annually in the United States uses more than 17 million barrels of oil to produce.
• Twice as much water is used in production than what is sold in the bottle.
• The source of bottled water is often tap water from municipal water supplies.
• It is estimated that Canadian water bottling plants receive government inspections once, on average every three to five years.
• The Guidelines for Canadian Drinking Water Quality (which applies to tap water) state that for a population of 90,000, water must be tested 90 times per month for bacteria.

Sources: inside-the-bottle.org and Health Canada

feedback

Like the stories you’ve been reading? Got something to share with us? Know of a good story idea?
Get in touch with us. After all, The Communicator is your newsletter! Drop editor Jeff Green a note.
E-mail jeffg@mun.ca or call 709-737-2142.

MEASURING WHAT MATTERS TO YOU

IN THE NEW YEAR. The Communicator will be reaching out to you to find out what you like and don’t like about the newsletter and how it might be improved. We want to know why you pick it up, what columns you read, what other content you’d like to see on our pages, what you think of the quality of the writing and photography … all this and more will be asked in a survey to measure your opinions, attitudes and recommendations.

We’ll be in touch in the new year with a short online survey, written questionnaires and focus group sessions.

If you’re interested in participating, please e-mail HR’s communications co-ordinator, Shannon Dawson, at sodawson@mun.ca with your name and work number.

We also want to ensure that the newsletter continues to evolve into an even more valuable resource for all staff, faculty and retirees. Please be sure to take a few moments when asked early in 2009 to give your opinion on The Communicator and help us become more useful to you. More information will be circulated via Newsline.

YOUR THOUGHTS COUNT!
Moving forward

HEALTH AND SAFETY INITIATIVES EXPANDING

By Shannon Dawson

USING HER EXTENSIVE EXPERTISE in the fishing industry, Dr. Barbara Neis is helping to expand Memorial’s recently created SafetyNet Centre for Research in Workplace Health and Safety, all the while participating in the MUN/MUNFA Health and Safety Committee.

And, all that work comes on the heels of a recent decision by the university to create its own department of health and safety.

“We have to get to the point where we are the model for the province,” Dr. Neis said recently. “We train a lot of business-leaders and many of those will end up as managers and workers in our wider economy. The prevention of work-related injury and illness is a key area of responsibility for all of us.”

Dr. Neis’ concern over health and safety comes from years of research examining occupational health and safety (OHS). She helped launch SafetyNet in 2001 as a five-year Canadian Institutes for Health Research-funded Community Alliance for Health Research grant with a focus on occupational health in marine and coastal work. She’s the co-director along with and Dr. Stephen Bornstein, medicine.

In 2007, SafetyNet shifted from a grant-funded initiative to a new Memorial Centre for OHS research with core funding from the Office of the Vice-President (Research), a new suite of offices in the Inco Innovation Centre, and a broad mandate to promote OHS research in the province, as well as OHS training, knowledge transfer and clinical capacity. The SafetyNet leadership includes Dr. Scott MacKinnon, its interdisciplinary chair in OHS research. A growing number of Memorial academic faculty members have some affiliation with the centre and many students, research assistants and postdoctoral fellows have worked with SafetyNet since 2001. SafetyNet hopes to see these numbers increase substantially in the near future when it gains approval for its proposal to develop a new interdisciplinary masters program in OHS at Memorial.

THE PREVENTION OF WORK-RELATED INJURY AND ILLNESS IS A KEY AREA OF RESPONSIBILITY FOR ALL OF US.

Dr. Neis decided to stand for election to the MUN/MUNFA OHS Committee in 2007 because the university is one of the largest and most complex work-places in the province. As workplaces, universities include almost the full-range of potential OHS exposures including physical, chemical, biological and psychosocial.

Generally speaking, she said that Canada’s universities have not been particularly pro-active when it comes to identifying and dealing with OHS issues. While to date SafetyNet has done only limited research on OHS at the university, the centre and its resources have the potential to provide useful expertise and input in the future.

Dr. Neis is optimistic that the OHS climate in this province and at Memorial is improving. She strongly supports the recent decision to create an independent health and safety department at the university with its own director. In her view, Memorial needs to show strong leadership within the province in the field of OHS not only through research and training but also as an employer.

“Too long and in too many areas of our economy we have had a ‘jobs or health mentality’ and the result of this has been an unnecessarily high and in some cases devastating legacy of injury and illness,” she noted. “We have to change this mentality to a ‘jobs and health’ mentality. Memorial can and must play a key role in leading this change.”

To learn more about SafetyNet, check out www.safetynet.mun.ca. And stay tuned for more news about Memorial’s new Department of Health and Safety.

TEAM PLAYER

CUSTODIAL STAFF PROVIDES VALUABLE SERVICE

TONY ROCHE has a smile familiar to many since becoming a part of the Memorial family in 1989 with Facilities Management’s custodial unit.

He’s currently “at home” on the fourth floor of the Arts Building on the St. John’s campus where he’s valued as a member of the HR team.

While taking great pride in his work, Tony also drops in to visit with the various offices and unions on his floor and is a favourite to many who indulge his sweet tooth.

Like all of the custodial team, Tony is responsible for a certain area of the university. He provides essential services such as cleaning classrooms, offices and washrooms, collecting waste and recyclables, and maintaining well-kept work and study areas. Like most members of the custodial team, he begins his day long before staff, faculty and students show up.

NO ONE FUMING

A PLACE FOR EVERYONE

MEMORIAL IS COMMITTED to providing a safe, healthy environment for all students, staff, faculty and visitors. Smoking is prohibited campus-wide in all buildings and facilities, including offices, open office areas, laboratories, classrooms, libraries, university vehicles, workshops and workrooms. As well as areas and facilities that are open or common, such as stairways, hallways, tunnels, overhead walkways, lobbies, entrances, reception areas, elevators, lounges, lunch rooms, cafeteria and washrooms.

There are designated smoking areas at well-marked entrances for those who choose to smoke.

For those who do smoke near designated entrances, thank you for being mindful of those people who must pass by.

Smokers continue to be conscious of the environment around them by staying away from nearby open windows and doors and air and exhaust vents. Respecting non-smokers and their need to access buildings by not gathering in a group clouded with smoke is also appreciated. All employees and students of Memorial should know it is prohibited to prop open doors around smoking areas.

For anyone interested in a smoke-free lifestyle, there are a number of resources on campus and in the community including sponsored smoking cessation programs. Learn more by phoning 737-7405 or by visiting www.mun.ca/wellness/topics/smoking.php.
Heading up the corporate steps is something that’s on Lynn Best’s mind a lot these days. In her new position at the university, it’s her job to implement succession planning at Memorial. As employees move up to new areas – or retire – it’s her role to ensure Memorial has talent for key positions.

In the case of Sir Wilfred Grenfell College, an alternative holiday may be substituted for Regatta Day.

HOLIDAY SCHEDULE 2009

ACADEMIC STAFF MEMBERS

New Year’s Day
Second January Holiday
Good Friday
Memorial Day
Labour Day
Thanksgiving
Remembrance Day
Christmas Eve
Christmas Day
Boxing Day
New Year’s Eve

Thursday, Jan. 1
Friday, Jan. 2
Friday, Jan. 3
Friday, April 10
Wednesday, July 1
Monday, Sept. 7
Monday, Oct. 12
Wednesday, Nov. 11
Thursday, Dec. 24
Friday, Dec. 25
Monday, Dec. 28
Thursday, Dec. 31

MARINE INSTITUTE

New Year’s Day
Mid-March
Good Friday
Easter Monday
St. George’s Day
Victoria (Commonwealth) Day
Discovery Day
Memorial Day
Mid-July
Regatta Day
Labour Day
Thanksgiving
Remembrance Day
Christmas Day
Boxing Day

Thursday, Jan. 1
Monday, March 16
Friday, April 10
Monday, April 13
(Management and support staff only)
Monday, April 20
(Instructors, demonstrators
& technical assistants only)
Monday, May 18
Monday, June 22
Wednesday, July 1
Monday, July 13
Wednesday, Aug. 5 (or as designated)
Monday, Sept. 7
Monday, Oct. 12
Wednesday, Nov. 11
Friday, Dec. 25
Monday, Dec. 28

ADMINISTRATIVE, TECHNICAL, TECHNICAL SUPPORT STAFF

New Year’s Day
Second January Holiday
Mid-March
Good Friday
Victoria (Commonwealth) Day
Discovery Day
Memorial Day
Mid-July
Regatta Day
Labour Day
Thanksgiving
Remembrance Day
Christmas Day
Boxing Day

Thursday, Jan. 1
Friday, Jan. 2
Monday, March 16
Friday, April 10
Monday, April 13
(Management and support staff only)
Monday, April 20
(Instructors, demonstrators
& technical assistants only)
Monday, May 18
Monday, June 22
Wednesday, July 1
Monday, July 13
Wednesday, Aug. 5 (or as designated)
Monday, Sept. 7
Monday, Oct. 12
Wednesday, Nov. 11
Friday, Dec. 25
Monday, Dec. 28

Newfoundland Association of Public Employees, Locals 7801, 7803/1804 and 7804/1809

New Year’s Day
Good Friday
Victoria (Commonwealth) Day
Memorial Day
Regatta Day
Labour Day
Remembrance Day
Christmas Day
Boxing Day

Thursday, Jan. 1
Friday, April 10
Monday, May 18
Wednesday, July 1
Wednesday, Aug. 5 (or as designated)
Monday, Sept. 7
Wednesday, Nov. 11
Friday, Dec. 25
Monday, Dec. 28

smokey holiday hummus

Thanks to Jacquie Baggs, graphic artist with the Division of Marketing & Communications, for this festive recipe. Try it today or over the holidays.

If you’ve got a healthy home-made meal to share, e-mail jeffg@mun.ca.

INGREDIENTS

1 large can chickpeas/garbanzo beans
1/2 cup plain yogurt (Balkan style)
2-3 garlic cloves (more if roasted)
2 tbsp olive oil
1 tbsp of balsamic vinegar
Lemon juice (about half a lemon)
1 tbsp of honey
1 chipotle pepper (or two for hot hummus)
Salt and pepper to taste
Dried red chilies, cilantro, or chopped jalapeno for garnish
Red tortilla chips

DIRECTIONS

Combine all the ingredients in food processor or blender and blend for a couple minutes until smooth. Pour into festive bowl. Drizzle top with olive oil and garnish with dried red chilies, cilantro leaves or chopped jalapeno. Serve with red tortilla chips. Store in the refrigerator for a few days.
Joan Bessey had a good reason for this big bright smile during October’s Service Awards ceremony – her retirement was on the horizon. The well-known employee officially retires on Dec. 31 after 30 years of service. Joan has worked in a number of units including the Comptrollers’ Office, Facilities Management, the Budget Office and most recently in the Centre for Institutional Analysis and Planning where she was the co-ordinator of academic program reviews. What does she want to do post-retirement? “PhD” said Joan with a laugh. “Plans, ideas and projects!” That includes spending this winter in Florida, finishing a master’s degree, continuing as an instructor, volunteering around the world with Habitat for Humanity and taking a two-month vacation with her husband in Italy. “And that’s only the first year!” she added.

Congratulations, Joan. Here, she is seen with Dr. Michael Collins, vice-president (academic) at the awards ceremony.

Respected faculty member, author and painter Dr. Peter Scott retired this fall after 35 years of service in the Biology department. Dr. Scott had a distinguished career at Memorial, completing research on the flora of this province, and was the curator of the Agnes Marion Ayre herbarium in his department. Fellow colleagues and friends gathered for a reception in his honour on Sept. 3.

The Communicator
As the holidays quickly approach, following what has been a great autumn, I would like to thank each and every one of you for coming to work with a positive attitude, looking to get along well with others, solving problems and going the extra mile.

Memorial employees who were recognized with the President’s Awards recently, and who are celebrated on page 11, represent all those employees who work to award-winning standards every day. Thank you also to those employees who were recognized at the Service Awards ceremony in October and are acknowledged on page four.

Over the past month or so, progress has been made on the issue of compensation, including the payout of the $8 per cent increase to employees who are not covered by the terms of collective agreements. There have been many reasons to celebrate the 2008 accomplishments, both personal and professional, not the least of which was my first-time participation in the Tely 10 with so many other Memorial colleagues and the Habitat for Humanity Build. Collective negotiations were negotiated and signed, benefits were improved, recruitment and retention efforts were ramped up, systems were upgraded, and teamwork and integration has increased. With the support of senior leadership, we have delivered respectful workplace policy training, sexual harassment investigator training and mediation training.

MEMORIAL RECOGNIZES THAT PAYING COMPETITIVE WAGES IS ONLY ONE ASPECT OF ATTRACTING, RETAINING AND SATISFYING TALENTED EMPLOYEES.

A pilot mentoring program and a series of open houses known as Meet Memorial were launched. This year saw an increased involvement with the Canadian Association of University Business Officers as we plan for a conference here in 2010. I’ve been involved with the Atlantic Universities Human Resources Association as the recording secretary and the Human Resources Professionals of Newfoundland and Labrador in the role of vice-president. I am also the new chair of the Newfoundland and Labrador Employers Council who proudly hosted a Homeword Bound conference in November focused on increasing provincial efforts to recruit and retain key talent. 2008 has been a very busy and satisfying year. In 2009 we will continue to build on those successes.

As you prepare for the holidays and plan for the year ahead, I have many wishes for you. May you have...

1. Exciting work that you feel passionate about
2. Career growth, learning and development
3. Great people to work with
4. A good boss and support from management
5. Recognition, value and respect
6. Good benefits and fair pay
7. Meaningful work that makes a difference
8. A great work environment and culture
9. Autonomy, creativity and sense of control
10. Job security and stability
11. Diverse, changing work assignments
12. Pride in working for MUN

Your HR team is committed to working with you to help fulfill these wishes.

Thank you to all those who provide feedback and ask questions as we openly welcome your thoughts. I can be reached at ljhollett@mun.ca or by phoning 737-4615.

Health and happiness to you in 2009 and beyond. Hope to see you at the holiday party on Dec. 18 in The Breezeway in St. John’s.

cheers! Lisa

As you prepare for the holidays and plan for the year ahead, I have many wishes for you. May you have...

1. Exciting work that you feel passionate about
2. Career growth, learning and development
3. Great people to work with
4. A good boss and support from management
5. Recognition, value and respect
6. Good benefits and fair pay
7. Meaningful work that makes a difference
8. A great work environment and culture
9. Autonomy, creativity and sense of control
10. Job security and stability
11. Diverse, changing work assignments
12. Pride in working for MUN

Your HR team is committed to working with you to help fulfill these wishes.

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cheers! Lisa

Meet Carmel O’Reilly, a valuable member of the HR team.

You will spot Carmel most work days at 11 a.m., walking the track at The Works with her friend and co-worker Mary Lake. Carmel is steady and sure, whether on the track, in her office working with HR’s payroll unit or at home with her family. She joined Memorial in 2003 following a 31-year career with Aliant. Carmel just wasn’t ready to retire and is nowhere near retirement yet – thankfully for Memorial. In her long career specializing in payroll, Carmel has seen and done it all (she remembers the days of manual pay cheques and tedious processing).

Payroll is a demanding, deadline-driven job which Carmel thrives on. She enjoys working with facts and figures and those contacts in the areas she represents like the QE II Library, Sir Wilfred Grenfell College, and Engineering and Applied Science. She works to ensure accuracy and exceptional client service. She, like her position, is results-oriented, exact and very busy. Carmel loves to outnumber, garden, quilt, cross-stitch and is quite the hand at playing cards, as well as spending time with her grandson Connor.

With Carmel’s gentle strength and energy, there is little she can’t do and nothing she won’t try. She’s one of the respected rocks of HR and a valuable member of the team.

JOHN HUNT, Communications Coordinator of the Division of Marketing and Communications and the Office of Student Recruitment, and her husband Brad Hunt welcomed their daughter Marley Rae born on Nov. 2, 2008.

Expecting a new addition to your family can be both exhilarating and daunting. It’s a time of change and challenges, but Memorial is here to help. The Employee Assistance Program (EAP) provides a childcare resource and referral service for parents-to-be. For example, through the EAP, there are initiatives such as the pre-parenting program for expecting or adopting parents. Best of all, it’s free! To learn more, call 1-800-387-4765 and you can receive a pre-parenting resource kit and follow-up consultations to offer support.
2008 President’s Awards
Outstanding Faculty and Staff Recognized

Memorial honoured the efforts of 12 of its best educators, researchers and staff members at a special ceremony in St. John’s on Nov. 25. The 2008 President’s Awards recognized three for outstanding research; two for distinguished teaching; five for exemplary service; one for exceptional community service and one for receiving a national teaching award. Here are this year’s winners!

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. Anand Yethiraj, Physics and Physical Oceanography

University Research Professors

University research professor is 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. Peter Pope, Anthropology and Archaeology
- Dr. Xiaoqiang Zhao, Mathematics and Statistics

President’s Award for Distinguished Teaching

President’s Awards for Distinguished Teaching recognize the teaching excellence in the university community. Each recipient of the teaching award receives a $5,000 grant contributed by the Memorial University Alumni Association, Office of the President, and Instructional Development Office/DILT.

- Dr. Valerie Legge, English
- Dr. Maureen Volk, Music

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. It includes a $1,000 award.

- Dr. Wade Locke, Economics

3M National Teaching Fellowship

The 3M National Teaching Fellowship recognizes 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 awards. Nationally, up to 10 fellowships are presented each year.

- Dr. TA Loeffler, Human Kinetics and Recreation

President’s Award for Exemplary Service

The President’s Award for Exemplary Service at Memorial University 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. It includes a $1,000 award.

- Judy Casey, Student Affairs and Services
- Moya Crocker, Engineering and Applied Science
- Debbie Earles, Atlantic Computational Excellence Network (ACEnet)
- Denise Hooper, Student Affairs and Services
- Virginia (Ginny) Ryan, The Writing Centre
IT APPEARS WE MAY have stumped all but a handful of you. Those with a really sharp eye had no trouble identifying the old temporary buildings once housed on the St. John’s campus as our mystery photo from the fall issue. The crumbling walls were a clear giveaway for Facilities Management employee Shane Lewis, who astutely offered more details about the image. “The photo is the old School of Nursing but this is the corridor by the religious studies unit, which was in the same building,” he said in an e-mail. “When nursing left it was taken over for a while by computer studies.” The building was the last of several temporary buildings. The clock tower and parking lot in back of the QEI now fills that spot.

Congratulations, Shane for identifying our photo and adding those extra particulars. Shane received a unique Memorial prize for his winning entry.

Now, take a look at this picture. Fourth-year Arts student – and assistant in the Archives and Manuscripts Division – Lauren Keen is modeling a bomber jacket recently donated by Memorial graduate Peggy March to the archives. This bomber jacket is from a not-so-distant decade – but which year was it purchased? 1955? 1965? 1975? Send your submissions to jeffg@mun.ca or mail your entry to us (our address is on page two) for a chance to win. The contest is open to all Memorial staff, faculty and pensioners.

The deadline for entries is Feb. 6, 2009. One entry per submission. Be sure to include your name, work or home number, and your department. Thanks – as always – to Linda White of the Archives and Manuscripts Division of the QEI Library for her help in putting together this contest.

THANKS AND GOOD LUCK!

Jeff Green
Editor