Stand and deliver
Business prof preaches benefits of standing versus sitting

F rom his third-floor office in Memorial's Business Administration Building, Tony Dearness can see directly into the busy atrium on the ground floor, he has a clear shot of the Earth Sciences Building and if he leans in the right direction he can keep an eye on traffic on the Prince Philip Parkway, which runs directly through the St. John's campus.

But this assistant professor of human resources and organizational behaviour doesn't have shifty floor-to-ceiling windows giving him this view. While most of us sit in front of our desks all day, Prof. Dearness prefers to stand – all day.

For more than eight or nine hours each day, he types at his computer, checks his e-mail, talks on the phone, prepares for his classes, marks exams, conducts research, and even grabs his lunch while in the upright position. Standing all day also gives him the vantage point of peering through his window whenever he wants without having to get up from his chair.

"It's all part of a unique way to keep fit – a method that's catching on throughout the world and has been reported in academic journals such as Science. It's called NEAT or non-exercise activity thermogenesis." Prof. Dearness read about it in a newspaper article last year and was intrigued about the research being conducted on its benefits at a lab at the U.S.-based Mayo Clinic.

"The theory behind it is that by standing up I would be expending a lot more calories than sitting," he explained. "Standing is healthier. The other part of it is just keeping active. Instead of having everything in arm's reach at my desk, even though I have a small office, I force myself to walk to different ends when I need something.

"The thermogenesis is the heat creation. You are using calories even though you are not exercising."

Some NEAT offices include setups actually equipped with treadmills – fully functioning offices which are strikingly similar to a gym. The treadmills serve as desks and computer platforms.

Always one to try something new, Prof. Dearness decided to create his own NEAT office – minus the treadmill.

"That wouldn't fit in here," he said with a laugh.

With the help of the Audio Visual Centre in the Faculty of Business, he was able to concoct a desk that fits perfectly into his office.

"What I am using is a three-level steel table with wheels. The top level of the cart is about 43 inches from the floor which happens to be about where my elbow wheels. The top level of the cart is about where my elbow wheels."

As an exercise enthusiast, Prof. Dearness walks to work from his home in downtown St. John's three or four times a week. On those days he is on his feet for the entire day without sitting once.

Deciding to kick the routine of sitting at his desk had nothing to do with a medical condition or back pain. For Prof. Dearness, it just came down to keeping active without doing any gruelling exercises.

"I've been pretty well standing in my office ever since last September."

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Deciding to kick the routine of sitting at his desk had nothing to do with a medical condition or back pain. For Prof. Dearness, it just came down to keeping active without doing any gruelling exercises.

"I guess I have the neatest and coolest office on campus," Prof. Dearness said tongue-in-cheek. "At least that's what people are telling me."

A little off the top, please

Ken Forward, aquatics co-ordinator with The Works, was all smiles on March 3 as he and 24 other employees had their heads shaved for charity. The lifeguards, swim instructors, fitness leaders and facility supervisors took part in Shave for the Brave, a fundraiser organized by RealTime Cancer (RTC), raising more than $2,000. RTC was founded in 2000 by Geoff Eaton, a graduate of Memorial's business administration program who was diagnosed with Acute Myeloid Leukemia M4-4 when he was 22. Doing the shaving honours was Kerri-Lynn Mitchell, a hairstyling student from the Woodford Training Centre in Kelligrews.

As far as he knows, Prof. Dearness has the only NEAT office at Memorial. He said he has heard of a former employee who had a similar setup years ago but he hasn't come across any others currently on the campuses.

He said most people are puzzled and curious as to why he'd rather stand all day than sit, but he said once they hear his explanation they understand why he's such a NEAT advocate.

"I guess I have the neatest and coolest office on campus," Prof. Dearness said tongue-in-cheek. "At least that's what people are telling me."

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Recently, Memorial University’s research reputation has been called into question mainly as the result of media stories about a former researcher. That is both unfortunate and unfair, especially to the thousands of faculty, staff, pensioners and students who are conducting research that meets the highest ethical standards. It is important to understand that Memorial is committed to – and values – research integrity. To that end, I’ve invited Dr. Christopher Loomis, vice-president (research), to comment on this matter.

Dr. Christopher Loomis, PhD, P.Eng.
President and vice-chancellor

Our current research vision is sound, balanced and highly successful. To build on this and other successes, the university is now engaged in a strategic planning process, which includes public consultations that are currently in progress around the province. For more on the strategic planning exercise, see www.mun.ca/strategic-planning/

This university values research integrity and understands that its reputation as a research institution is created and maintained largely by the manner in which it ensures the veracity of research findings. Over eight decades, with very few exceptions, researchers here have conducted their work in accordance with these standards, yielding knowledge that continues to benefit our province, our country and indeed the world.

Sincerely,
Christopher W. Loomis, PhD
Vice-president (research)

Dr. Joseph “Peter” Dawson, retired from the Department of Philosophy, died peacefully on Tuesday, Feb. 14, 2006, at age 93.

Dr. Anna Leslie, a faculty member of the Division of Social Science, Sir Wilfred Grenfell College, passed away Feb. 7, 2006.

John William Fairley, a retired staff member from the Department of Technical Services, passed away Jan. 20, 2006, aged 80 years.

Elizabeth Stone, a staff member at Sir Wilfred Grenfell College, passed away suddenly on Monday, Dec. 5, 2005, at the age of 54 years.

Dr. Deepa Khosla, a faculty member in the Political Science Department, died suddenly Nov. 21, 2005.

Debbie Rideout, a staff member at the Marine Institute, passed peacefully away at her home in Upper Gullies after a courageous battle with cancer on Oct. 31, 2005.

William Henry Matthew Selby passed away in Tauranga, New Zealand, Oct. 27, 2005, aged 82. Mr. Selby was the first vice-president of administration and finance at Memorial University and worked with Lord Taylor and Dr. Mose Morgan.

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Memunden, a retiree from the Department of Biochemistry, died at St. John’s Hospital at the age of 90.

Memorial University’s employee newsletter is published by the Division of Marketing and Communications and the Department of Human Resources, Memorial University of Newfoundland. The Communicator is printed on recycled paper and is recyclable.

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Managing Editor: Ivan Muzychka
Editor: Jeff Green
Contributors:
Dr. Axel Meisen
Robert Barker
Lynn Best
Pamela Gill
Wade Kenney
Michelle Omond
Jackie Pitch-March
Dr. Christopher Loomis
Glen Roberts

Graphics: David Mercer
Photography: Chris Hammond

To: Editor, The Communicator
Division of Marketing and Communications
Room A-1024
Arts and Administration Building
Memorial University of Newfoundland
St. John’s, Newfoundland, A1C 5S7

Fax: 709-737-8699
e-mail: jeff@mun.ca
(0151-904-04-4, 200

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Grenfell celebrates 30 years!

Thirty years ago the first principal of the West Coast Regional College gave an address at Memorial University's inaugural convocation in Corner Brook. Dr. Art Sullivan couldn't have known at the time how prophetic his words would prove:

"Who can imagine the development which will occur? I will only say that the development is certain to be a challenging and exciting one. I think that we — faculty, staff and students of the college — are exceptionally privileged to be able to participate in this important event."

The establishment of the Corner Brook campus of Memorial University, renamed Sir Wilfred Grenfell College in 1979, heralded a new era on the west coast — one that would bring about economic expansion, social growth, cultural development and, most importantly, higher education in the city and surrounding area.

Grenfell’s first 30 years will be celebrated in its first-ever newsletter, due to be published in April.

"This newsletter is a testament to our commitment to teaching, research and our partnerships with the people of this region," said Dr. John Ashton, principal.

In the fall semester of 1975, Grenfell College looked very different than it does today. The sparsely landscaped campus was devoid of trees, shrubs and ivy. The one-building campus — now the ivy-clad Arts and Science Building — housed the 400 students who registered for first- and second-year courses in arts, science and education.

From this single complex, housing classrooms, laboratories, library, bookstore, gym, pool, dining hall and residence, the college has developed into a liberal arts and science institution.

"Now the ivy-clad Arts and Science Building — housed the 400 students who registered for first- and second-year courses in arts, science and education.

Grenfell’s importance to the west coast community continues to grow. Grenfell provides the community with cutting-edge exhibitions in the art gallery and provocative productions in the theatre. The outreach work of Grenfell’s faculty, staff and students is reflected in their volunteer efforts for organizations such as the Museum Society, the Humber Natural History Society and the Environmental Network. Grenfell’s facilities are used by the community regularly for recreational purposes, volunteer meetings and public lectures."

On the community partnerships front, recently the college welcomed the Institute for Biodiversity and Ecosystem Science (IBES) and the Centre of Environmental Excellence to the campus. Stories like these will be featured in the newsletter.

"The articles in the newsletter focus on the tremendous successes Grenfell College has experienced in the last 30 years and the people who’ve made them happen," said Dr. Ashton.

Exemplary employee

Jane Barry, student placement administrator with the Faculty of Engineering Co-operative Education Program, recently received the Director’s Award for Exemplary Service.

Ms. Barry was nominated by Anil Raheja, program manager in Engineering Co-operative Education, who said he has been "continuously impressed with her ongoing professional performance of her duties, her dedication to this co-op program in all of its aspects, and the exemplary service and support she provides to our students, employers and my colleagues."

In the nomination, Mr. Raheja goes on to say that Ms. Barry knows almost every student and graduate by name and that “her performance is always competent and professional and consistently exceeds the requirements of her job. This is in large measure due to her dedication to our students, her highly-developed sense of responsibility, her sensitivity and caring, her wonderful ability to get along with everyone even under the very heavy and sometimes frustrating demands of an unrelenting and increasingly difficult workload, her attention to detail and quality of work and her motivation to do the very best job she can.”

The Director’s Award for Exemplary Service recognizes the exceptional contribution of members of the administrative, clerical and technical support staff working in co-operative education at Memorial.

Ms. Barry has worked as a student placement administrator in the Office of Co-operative Education at the Faculty of Engineering and Applied Science since 1991.
Steering the ship

New HR director jumps aboard

The Department of Human Resources has a new director at its helm. Lisa Hollett, who is originally from Ontario but has strong ties to this province, started in late February. She succeeded Gerard McDonald.

Memorial’s Board of Regents approved her appointment at its Feb. 2 meeting.

Ms. Hollett has 15 years of progressively responsible human resources management experience with private and public-sector organizations in both unionized and non-unionized environments.

As director of Human Resources, Ms. Hollett’s mandate will be to continue to build an outstanding working environment for all Memorial University employees. She will be responsible for human resource policies and their implementation for both Academic and administrative departments at the university.

She said she is looking forward to the challenges and working with employees at Memorial.

“It’s an honour to be involved in an organization that is one of the predominate employers in the community and is focused on advancing Newfoundland and Labrador,” she said.

“My husband Andre, my mother Elvie and my two children, Kathryn and Andrew are all Newfoundlanders and I am always pleased when people are surprised that I am from ‘away’.”

Ms. Hollett holds a bachelor of arts degree in labour studies from McMaster University (1987), as well as a master of industrial relations from the University of Toronto (1989). She is also a certified Canadian Human Resource Professional (2004).

She comes to Memorial from Labatt Breweries Newfoundland and Labrador where she was the human resources manager. She was responsible for, among other things, providing leadership to the local business as a member of the management team; leading negotiations for collective agreement renewals with the Newfoundland and Labrador Association of Public and Private Employees (NAPPE); and implementing a coaching and performance management process for hourly employees. In her position with Labatt, she was well-respected by management and union alike.

Prior to working with Labatt Breweries, Ms. Hollett worked as human resources manager with both DuPont Canada Inc. and Cargill Foods Ltd. in Ontario. As well, she was a labour relations officer with Ontario Hydro; a staffing and employment officer with the Municipality of Metro Toronto; and an education and research officer with the International Ladies’ Garment Workers Union in Toronto.

Ms. Hollett is currently a volunteer representative for the Avalon region with the Newfoundland and Labrador Employers’ Council’s board of directors, and is also a member of the 2006 executive.

She said she is looking forward to working with the various departments and units at Memorial and moving ahead with HR initiatives.

“I encourage staff, faculty and pensioners to contact me directly by phone at 737-4615 or by e-mail at lhollett@mun.ca.”

Keeping you informed

Update on the Memorial University Pension Plan

December 2005, a series of amendments to the Memorial University Pension Act (the Act) were officially passed by the provincial legislature. These changes had been recommended by the University Pensions Committee and were approved by the Board of Regents on Oct. 21, 2004. Pension plan changes were made in the following areas:

• Participation of employees of Separately Incorporated Entities (SIEs) of Memorial University of Newfoundland;

• Transfer of pensionable service from the City of St. John’s pension plan, in respect of Aquarena employees;

• Formal recognition of the participation of contractual employees;

• Flexible reciprocal transfer legislation;

• General incoming portability on an actuarial basis; and

• Repeal of outdated plan provisions dealing with rounding of pensionable service and implicit 35-year service accrual cap, where no such cap exists under the plan.

Changes with respect to SIE and contractual employees were made to reaffirm and codify in the Act the eligibility requirements for pension plan participation. It is important to note, however, that the plan amendments do not alter, where applicable, current Board of Regents policy in these areas. For example, the policy governing the participation of contractual employees hasn’t changed; the Act has simply been amended to clarify their eligibility. With respect to SIE employees, the amendments provide for the continued pension plan participation of all eligible employees of the Memorial University Recreation Complex (MURC), for E-CORE and the Botanical Gardens, however, only those employees who were members of the pension plan on the date of amendment are eligible for participation. No other SIEs have employees who participate in the pension plan and the amendments will reaffirm their eligibility.

Some of the more significant changes are in the areas of improved pension portability. Employees who come to Memorial University of Newfoundland from other employers may now elect to transfer their pension entitlements from their prior employer’s registered pension plan to the Memorial University Pension Plan. The transfer must be made directly from the former plan and the amount of service credited in the Memorial plan will be determined based upon its actuarial cost. The Department of Human Resources has already begun to process some requests for transfers from other employer plans such as universities and government employers, including the Newfoundland Government Money Purchase Pension Plan. The Act has also been amended to allow the university to enter into a transfer agreement with the City of St. John’s to transfer the pension entitlements of former city employees who joined the plan when the university assumed responsibility for the Aquarena. In addition, outdated reciprocal transfer provisions have been replaced with more current, flexible language broadening the scope of employers with whom the university might negotiate a transfer agreement.

The remaining changes, dealing with rounding of pensionable service and an implicit 35-year service accrual cap, may be viewed as housekeeping changes more than anything else. These provisions of the Act are no longer valid under the plan. In the current pension environment, the 35-year service accrual cap was removed in 1997 by a previous plan amendment. In addition, rounding under the plan has not occurred since 1997 as it is inconsistent with the spirit and intent of both the Income Tax Act Regulations (Canada) and the Pension Benefits Act, 1997 (Newfoundland). Furthermore, rounding introduces certain elements of unfairness and cost to either the pension plan or employee, depending on whether service is rounded up or down.

Questions related to these plan amendments may be directed to the Benefits and Pensions Office at 737-7406 or by e-mail at pension@mun.ca.

Memorial University's Employee Newsletter
Retirements

At Memorial University of Newfoundland, many individuals have concluded their service, and the Retirement Office is here to ensure a smooth transition. Whether retiring due to age, disability, or simply wanting to pursue other interests, our team is here to support you.

Mike Goldsworthy, a supervisor at the Medical Education and Laboratory Support Services, retired after 31 years of service. Mike's dedication to the Medical Education and Laboratory Support Services was recognized by his colleagues during a special coffee break held on Jan. 19 in the Administration Building. From left: Minerva Cramm, Roxanne Preston, Kelly Knight, Penny Lynn White, Phyllis Parsons, Virginia Barrett, Julie Green, Marie Donovan, Roger Chafe, Dianne Hussey and Bon O'Neill.

Memorial's smallest retiree, Judy Goldsworthy, is also retiring from her job at Eastern Health. Mike got his nickname “The Birdman” because he raises hens, and sells eggs from his home in Pouch Cove.

The Department of Biology said goodbye to six dedicated faculty members recently. A reception was held on Nov. 10 for the professors who officially retired last August. In lieu of gifts, the retirees decided to establish the Soufflou Scholarship Fund to benefit a third-year biology student. Anyone wishing to make a contribution to the fund should contact the Department of Alumni Affairs and Development. From left: Dr. Alan Whittick, professor, 32 years of service; Doreen Singleton, associate professor, 35 years; Dr. Thakor Patel, professor, 26 years; Dr. Patrick Dabinett, associate professor, 30 years. Missing from photo: Dr. John Green, professor, 37 years of service; Dr. D. Roger Lee, associate professor, 29 years.

Virginia Barrett was all smiles as she was joined by colleagues during a special coffee break and retirement party on Nov. 25. The Birds Eye View Fundraiser was all smiles as she was joined by colleagues during a special coffee break and retirement party on Nov. 25. She was joined by faculty and staff from across the university, all who bestowed best wishes on her well-deserved retirement after 37 years of service!

Maire O’Dea, Memorial’s longtime deputy registrar, received an armload of presents during a special coffee break and retirement party on Nov. 25. She was joined by faculty and staff from across the university, all who bestowed best wishes on her well-deserved retirement after 37 years of service!

After nearly three decades of service Gary Clarke retired as assistant manager, Answers, Student Success Programs, Student Affairs and Services. He was with Memorial for 29 years. A party was held Nov. 21 from left: Dave Kirkland, a retiree from Memorial, Dave Clarke, Gary’s brother, Gary, and Dr. Lilly Walker, dean of Student Affairs and Services.

Dr. William Kennedy welcomes its newest member, a little girl named Maia Gabrielle, born on Dec. 29, 2005. Mr. and Mrs. Kennedy were happily welcomed their daughter Maia Gabrielle born on Dec. 29, 2005.

Little fingers, little toes

The Memorial family welcomes its newest additions

Tracey Mills, communications co-ordinator with the Faculty of Arts, and her husband Robert Mills, welcomed their daughter Lucinda Jane on Nov. 29, 2005.

Ruth Hungerland, co-ordinator of the English as a Second Language Program, and her husband Peter Gaskovski happily welcomed their daughter Maia Gabrielle born on Dec. 29, 2005.

New transfer agreement with federal government

This January, the university concluded the process of negotiating a new Pension Transfer Agreement with the Government of Canada. This agreement allows the transfer of pensionable service, on an actuarial basis, between the Memorial University Pension Plan and the federal Public Service Superannuation Plan.

Under the actuarial model, transfer amounts are calculated by each pension plan with reference to the actuarial assumptions used by the plan as the basis for funding pensions (e.g. mortality, interest rate, salary progression, etc.).

Amounts available for transfer from the exporting plan would represent the actuarial reserve held by that plan to fund an employee’s future pension benefit based upon the service accrued to the date of transfer. In a similar fashion, the amount required by the importing plan would represent the actuarial reserve necessary to credit the same amount of service in that plan based upon its actuarial funding assumptions. Any surplus that might arise on transfer, which would otherwise be payable to an employee on a termination basis, would be paid to the credit of the employee in accordance with the provisions of the exporting plan. Likewise, where there is a deficiency in the funds transferred, an employee would have the option to either accept a reduced amount of service in the importing plan or pay the deficiency and receive full service credit.

To be eligible for a transfer under this agreement, an employee must be a member of the importing plan and request a transfer estimate within one year of becoming a member or one year from the effective date of the agreement, whichever is later. In addition, the transfer must be made after 20 years of service in the exporting plan.

Questions related to the new Pension Transfer Agreement may be directed to the Benefits and Pensions Office at pensions@mun.ca.
Making a promise
Memorial set to launch new marketing campaign this year

A fter more than a year of planning, meetings with focus groups, consultations with people around the campuses, brainstorming with the university’s senior officials, and one-on-one discussions with stakeholders, Memorial University will start rolling out a new marketing campaign later this year.

The effort is being headed up by a team drawn from around the university and led by the Division of Marketing and Communications.

Spearheading the effort is Michael Pickard, associate director (marketing). He was recruited from a local marketing firm in the winter of 2005 to help develop a long-term marketing plan for Memorial, including the creation of a brand focus for the university.

Mr. Pickard said the efforts to create a well-recognized brand for Memorial really boil down to delivering a promise to stakeholders – employees, students, alumni, funders and donors.

“When people think about the concept of ‘brand’ they may think about Microsoft and what they are trying to sell,” he said. “Really, brand theorists would say that a brand is a promise; at its core, the process is about defining and achieving a common understanding of the promise we want to make to our stakeholders and then delivering on that promise.

“We’ve gone through a process to try and understand the core things that differentiate Memorial from other universities that are competing for the same students or research dollars or donations.”

What makes Memorial unique and appealing?

Last year the university hired Manifest Communications, a social marketing company experienced in building university brands, to do an analysis of Memorial’s reputation, its strengths and its competition, and to recommend the most compelling points to focus on to help achieve a variety of institutional objectives. After dozens of meetings with internal and external groups, Mr. Pickard said some key core points became evident.

“It became obvious that the issues important to most people were the high value placed on creativity and ingenuity, and that this is a place where people transform,” he explained. “People said, for example, that those who thrive at Memorial are the curious and irrepressible, the problem solvers, 21st century explorers – these could be students who come here, or faculty or staff we’re trying to recruit, or those who have been here for years and have helped build what this institution is, or donors or groups that we partner with.”

Defining the Memorial promise

Getting the opinions of employees, students and alumni – as well as the greater community – has been vital to the project, added Victoria Collins, director of Marketing and Communications.

“Because part of this process has been defining who we are and want to be, it has been vital to get input from representatives of our stakeholder groups and get buy in to the brand development process across the institution. We have been most fortunate – many people value Memorial and want to help shape its future so they were generous with their time and their thoughts.”

Some other Canadian universities are undertaking or have just completed similar processes to bring a strategic focus to their marketing efforts. Like Memorial, they also see the multiple benefits of delineating a clear brand in today’s higher education marketplace, Ms. Collins said.

“Our brand is the promise that we stand for – how we want people to see us and talk about us, and what are we saying about ourselves.

“With increased competition from other universities and organizations, it is critical that we have a shared vision and expression of Memorial,” she said. “Our brand is the promise that we stand for – how we want people to see us and talk about us, and what we are saying about ourselves. We must present Memorial’s unique brand promise in a unified and compelling way that speaks clearly to each of our audiences, so marketing efforts across the university must be co-ordinated and complementary.”

Launching the brand

Mr. Pickard said his team is fine tuning some of the key brand messages and will be rolling out their efforts later this year.

“Whether it is our recruitment material or the way we conduct our orientation, or even some of the signage around campus, when the new school year starts in September, it’s all going to look a little bit different,” he said. “There will be no radical changes. It’s more like we have learned some core ideas that set the Memorial experience apart and we want to communicate them consistently, creatively and continuously.”

And communicating, he noted, will happen in many ways, through formal communications vehicles and through informal ways in virtually everything the university does – from how it supports students, to the design of a campus building, to the programs offered to alumni. “As Dr. Jim Barnes, professor of marketing in Business Administration, likes to say, ‘Everything communicates!’”

What does that mean for members of the Memorial community? “We don’t think people need to do things differently, rather that they need to view things differently. One way to do this is to ask yourself how can I foster ingenuity in the work I do each day? For example, there’s value when faculty and staff explicitly encourage and then recognize ingenuity and creativity in others,” added Mr. Pickard.

Memorial will showcase the new marketing campaign on campus this spring but most people, particularly those outside of faculty and staff, likely won’t really notice a major difference until this fall.

Keeping the promise

Mr. Pickard said the university wants to execute a strong brand building campaign about a solid promise. He said he wants employees, faculty and pensioners to know about and care about the brand building process. That’s why his team will be posting updates on the brand campaign on Memorial’s website to keep people informed.

“At its core, Memorial’s vision is to foster ingenuity and creativity, to be a place where people and ideas become. We want this to be more than a marketing strategy – this is something that is true to who we are and why Memorial is such a special place. We simply want to recognize it, celebrate it, and keep living it.”

Celebrating 30 years of service

Memorial held a special employee service recognition luncheon on Thursday, Jan. 19, to honour employees who have achieved 30 years of service in 2005.

Here, Maureen Lewis, an accounting clerk in the Grants Office, Division of Financial and Administrative Services, Delores Wheeler, an administrative assistant at the Ocean Sciences Centre; and retired Vieva Edison, look over a copy of the Memorial Gazette from 1975 – the same year they started working at the university. To hear memories from some of the honourees, visit http://today.mun.ca and type in: Celebrating 30 years of service.

MUN employees share their culinary creations

Got a favourite recipe?

Are you a whiz in the kitchen? Maybe you’re just an occasional cook. Either way we want to hear from you! The Communicator is on the hunt for new healthy home-made meal ideas from you – our readers.

Send your recipes to jeffg@mun.ca.
They are provided by Human Resources and are current at the time of publication.

Michael Harding, Office of the Dean of Arts, administrative specialist II, Oct. 3, 2005
Darlene Kennedy, Office of the Dean of Arts, senior secretary, Feb. 6, 2006
Helen Kwok, Financial and Administrative Services, manager, financial reporting and analysis, Nov. 7, 2005
Frances Kelly, Office of the Dean of Medicine, director, OPE/TETRA, Aug. 15, 2005
Patrick Morgan, Financial and Administrative Services, store clerk I, Jan. 16, 2006
Mari O’Brien, Student Health Services, administrative specialist II, Jan. 9, 2006
Joyce Prowse, Department of Facilities Management, enforcement and patrol officer II, Jan. 16, 2006
Patrick Quick, Department of Facilities Management, enforcement and patrol officer II, Jan. 16, 2006
Margaret Shaw, Housing, Food and Conference Services, assistant director – operations, Feb. 6, 2006
David Stinos, Department of Technical Services, craftsman IV, Jan. 13, 2006
Richard Squares, Department of Facilities Management, power engineer 3rd class, Oct. 24, 2005
Ralph Tapper, Queen Elizabeth II Library, manager – library facilities services, Jan. 9, 2006
Harold Whelan, Department of Communications and Networking, network administrator II, Dec. 1, 2005

Retirements
Patrick Bolger, Department of Facilities Management, custodian II, Oct. 4, 2005
William Bowen, Department of Biology, science technician III, Jan. 6, 2006
Roger Burry, Distance Education and Learning Technologies, electronic technician IV, June 24, 2005
Terry Chaplin, Distance Education and Learning Technologies, production technician II, Dec. 30, 2005
Edward Clarke, Department of Facilities Management, campus enforcement and patrol officer II, Jan. 16, 2006
Gary Clarke, Student Success Programs, assistant manager – student life, Jan. 9, 2006
Burke Embley, Department of Facilities Management, assistant manager – student life, Nov. 8, 2005
Michael Goldsworth, Faculty of Medicine, contact supervisor, Nov. 30, 2005
Heather Grech, Faculty of Engineering and Applied Science, computer technician II, Dec. 5, 2005
Michael Holmes, Office of the Registrar, registrar, Sept. 11, 2005
John Hunter, Office of the Registrar, deputy registrar, Nov. 23, 2005
William O’Shaughnessy, Department of Facilities Management, campus enforcement and patrol officer II, Dec. 31, 2005
Leo Spurrell, Department of Facilities Management, campus supervisor, Jan. 4, 2006
Helen Telfer, Department of Facilities Management, custodian I, Jan. 6, 2006
Bruce Winter, Department of Computing and Convergence, personal computing, Dec. 9, 2005
Kim Brian, Student Housing, Food and Conference Services, director, Oct. 5, 2005
David Lamb, Financial and Administrative Services, senior clerk, Nov. 11, 2005
Linda Longeich, Faculty of Medicine, medical researcher, Nov. 14, 2005
Maureen Moore, Department of Earth Sciences, intermediate secretary, Nov. 10, 2005
Malcolm Macdonald, Office of the Registrar, deputy registrar, Nov. 23, 2005
William O’Shaughnessy, Department of Facilities Management, campus enforcement and patrol officer II, Dec. 31, 2005
Leo Spurrell, Department of Facilities Management, campus supervisor, Jan. 4, 2006
C. Bruce Winter, Department of Computing and Convergence, personal computing, Dec. 9, 2005
Dr. Andrew Vardy, Department of Computer Science, reported in error as being appointed to the Faculty of Engineering and Applied Science in the Fall 2005 issue of The Communicator.

MicroMemorial's Employee Newsletter
De-stressing 101

Memorial employees share how they relieve tension

Let’s face it, we have all experienced it and have gone home frustrated at the end of the day because of it – workplace stress. Although we cannot avoid it, some of our co-workers have developed their own techniques to deal with the hustle and bustle of busy workdays.

Take Harrriet Taylor for example. The administrative specialist II in the Department of Geography enjoys some R&R to recharge her batteries. “When I feel my everyday life becoming stressful and I know that I need to log-off, I make a cup of tea, find a quiet space, and bring along a good book,” she said. “Sometimes it can be for very short periods other times it takes a little longer but I find after I take this special time for me, I can focus, think clearer and my stress levels are certainly minimized.”

Leading a hectic life leaves Joan Butler, secretary to the Women’s Studies and the Humanities Programs at Memorial, little time to be stressed. She is raising two teenagers, on top of working full time and volunteering with groups at the community, provincial and national levels. “I set aside five kilometres four or five days a week and get outside as much as possible on the weekends, whether that is taking the dog for a walk or shovelling in winter or gardening in the summer,” she said. “That is also the time I spend recharging and thinking.”

Michelle Healey, program co-ordinator with Memorial Athletics, de-stressing usually involves jumping into her sneakers and heading to the gym. “Whether it’s squash, basketball or indoor soccer, the joy of competition and getting into the game really takes your mind off the stress,” she said. “And it provides a chance for your body to recharge and refocus.”

Darren Smith, the research computing specialist with the Earth Sciences Department, said he takes a 30 minute walk each day – 30 minutes each way – to help reduce his stress. “I believe it rejuvenates him physically and mentally. When he’s not walking, he likes to read, watch, without having to think or move, my favourite TV show, Survivor.”

For Michele Healey, program co-ordinator with Memorial Athletics, de-stressing usually involves jumping into her sneakers and heading to the gym. “Whether it’s squash, basketball or indoor soccer, the joy of competition and getting into the game really takes your mind off the stress,” she said. “And it provides a chance for your body to recharge and refocus.”

New award recognizes faculty and staff giving

As the next phase of its faculty-staff campaign, Alumni Affairs and Development has created a new award that will recognize employees who give to Memorial. The award is part of a new campaign aimed at encouraging faculty and staff to support scholarship and research through payroll giving.

The faculty or department that garners the highest percentage of its members giving to the university will win the soon-to-be-covered ‘FAST’ (Faculty And Staff Together) award. Each month the alumni website will be updated to show the number of people from each faculty, school or department who have donated. Each quarter the division that shows the greatest increase in the number of givers will be presented with the FAST award and featured in internal media such as today.mun.ca, as well as in Luminus, the alumni magazine.

“An gift from the people who work within these walls, no matter which campus they call home, carries a very strong message to the students and the community at large,” said Dr. Dale Foster, outgoing director of AAD. “Every member of the staff of the Office of Alumni Affairs and Development appreciates the value of this message and I’m proud to say 100 per cent of the staff in our office have pledged to this campaign.”

And if the response to the campaign – which was launched in December 2005 – is evidence, the people who work on Memorial’s campuses agree. Every dean and director has pledged at least $1,000, and by the end of February 2006, faculty and staff payroll giving had more than doubled from the initial three per cent of people to seven per cent for an additional $33,000 annually.

“It is our hope that faculty and staff together at all our campuses will choose to support students and researchers through payroll deduction. We believe that within a few years we can surpass the average at other Canadian universities,” added Dr. Foster. For more information e-mail munalum@mun.ca or go to the alumni/friends website off the MUN main page and click on “Faculty and Staff Campaign” in the related links.

Days gone by

New photo contest garners lots of interest

In our last issue we launched a brand new contest to showcase amazing photos, objects, news and interesting stories. We were blown away by the overwhelming response from staff, faculty and pensioners.

Congratulations to Lori Pike, manager of budgets, Financial and Administrative Services, who correctly identified the photo in the fall issue. It was taken from the Science Building looking towards the Physical Education Building in the 1960s – long before the extension to the Arts and Administration Building.

Let’s keep the momentum going for this great contest! Take a look at this photo. What occasion is this man preparing for? Be as specific as possible! It was taken in 1961 by Frank Kennedy, a photographer for the former Daily News. It is part of the Dr. S.J. Carew Collection, which includes about 1,300 photographs from the early years of Memorial to 1977.

Send your submissions to jeffgreen@mun.ca for a chance to win a prize. The contest is open to all Memorial faculty, staff and pensioners. The deadline is May 15, 2006. One entry per submission. Include your name, work number and your department in the e-mail.

What do you like about working at Memorial?

“Working at Memorial has given me opportunities I would otherwise never have had. I’ve travelled to Labrador and Quebec and have had the chance to learn about the Innu language and culture and to meet and work with fabulous, dedicated people. Also, it’s rewarding to know our work is making a valuable contribution.”

LAUREL ANNE HASLER,
project manager, Knowledge and Human Resources for Innu Language Development, Department of Linguistics

Memorial University's Employee Newsletter