

THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

August 2000



Jennifer Donnelly

Student coordinator helps her fellow students

Jennifer Donnelly, a third-year arts student, is spending her summer working at the Department of Human Resources, as the student co-ordinator for the Summer Career Placement (SCP) program. She is one of many Memorial students who gain valuable work experience on the campus during the summer months. Jennifer is responsible for co-ordinating the SCP program, and in addition to working with Human resources, she also liaises with the Grants Office and with Student Development.

This year's SCP program was a success: \$150,000 was awarded from Human Resources Development Canada (HRDC). These funds helped hire 106 students. One of Jennifer's main duties was to make sure the applications were processed in a timely fashion and to ensure students hired under the program were set up on payroll.

"I am surprised at the number of jobs created for students under this program," Jennifer recently told *The Communicator*. "So many students will be getting valuable career-related experience but they'll also be getting practical work experience. Now that all the students are at work, the key component of my job as a student co-ordinator is to provide an audit report for the Grants Office and to meet with the representatives of Student Employment Services."

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I hope you are having an enjoyable and productive summer. I trust you have set aside time for a vacation and to catch up with teaching, research and student initiatives. Enrollments for the Fall term are going well and the Campus has been busy with conferences. The upcoming conference "Living on the Edge – Birds 2000" will be a particularly large and important event.

Opportunity Fund is closed

A special thanks is in order to all of you – faculty, staff, pensioners and board members – who helped make

the Opportunity Fund a great success. Specifically, over \$2 million dollars were donated by the internal University community. However, your support for the campaign came also in numerous other forms. Many of you canvassed the campus and raised awareness regarding the goals of the campaign. Many offices organized plant sales, casual days, bake sales, parties and other special events where money was raised and donated to the Opportunity Fund. Your actions clearly showed that we who work here believe in our university and have a deep level of commitment to it. Thank you again for your support.

In case you do not recall, the Opportunity Fund raised \$60 million (\$10 million more than the initial target), with half the funds coming from the provincial government in the form of matching monies. In early June we held a special event to mark the official close of the Opportunity Fund. This event was primarily organized for major donors and government officials, but many members of the university community also attended and we made sure that none of the contributors -- large and small -- were overlooked. I particularly want to recognize the achievements of Chancellor John Crosbie who gave extraordinary leadership to the Campaign. The closing ceremony also highlighted the many aspects of our modern university and we have prepared

a video of the event, which will be available shortly.

We are already seeing tangible benefits of the capital campaign: the new University Centre in St. John's, the addition to the student centre at Sir Wilfred Grenfell College in Corner Brook and substantial increases in the number of scholarships. We are also seeing daily progress with the construction of our new Field House on the St. John's campus. While this construction will cause some disruptions and inconveniences, the facility will bring long-term benefits to our university. Facilities Management is trying to minimize the disruptions and your patience is appreciated.

Good news on the research front

On July 18, Dr. Gilbert Normand, Secretary of State (Science, Research and Development), announced the award of \$14.4 million over four years to launch AquaNet, Canada's newest federal Network of Centres of Excellence (NCE). AquaNet will be led by Dr. William Driedzic of Memorial University and will be headquartered at our Ocean Sciences Centre. AquaNet will support fundamental and applied research and it will help the Canadian aquaculture industry globally by increasing the efficiency of aquaculture production through species diversification, biotechnology, environmental sustainability, and the training of highly qualified personnel. I think that this is the largest research award Memorial University has ever received. However, AquaNet is great news for many more reasons as well. First class aquaculture research at Memorial with national and international connections will strengthen particularly the small communities in Newfoundland and it will help to alleviate the worldwide shortage of high-quality foods.

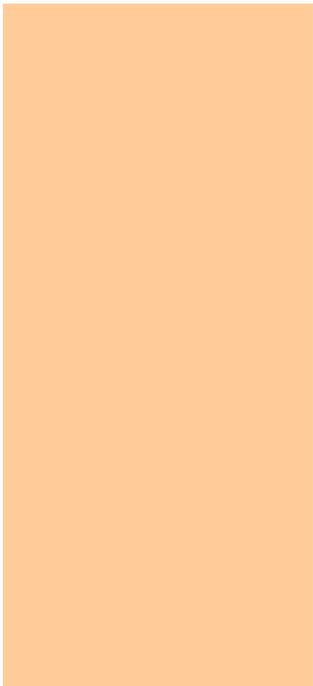
AquaNet is indeed excellent news for our university and it demonstrates Memorial's strength in this field. I know many of you worked hard to make AquaNet a reality, and it is wonderful to see this initiative succeed. Memorial University has the expertise to be a national leader in many other fields as well, and I look forward to helping in this regard.

Labour relations update

Negotiations are ongoing with CUPE (at the University and the Aquarena) and with MUNFA. We are all working hard to find ways of making positive changes and I am confident that negotiations will soon result in mutually satisfactory agreements.

Summer is a good time for a BBQ

Last year about this time, a group of employees got together and put on a summer BBQ party to celebrate the University's 50th anniversary as a degree



granting institution. It was a great success and I hear that the same committee is hoping to get everyone together to celebrate the 75th anniversary of the founding of Memorial University College, and the 25th the anniversary of Grenfell College. This new summer tradition is a good way to get together with colleagues informally. I hope that you will be able to come.

With best wishes for the summer,

Axel Meisen
PRESIDENT AND VICE-CHANCELLOR

Visit the president's homepage at: www.mun.ca/president

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Pensions

Recent valuation confirms health, growth of MUN Pension Plan

The Memorial University Pension Plan continues to experience healthy growth, according to the most recent actuarial valuation. It shows the plan enjoys an actuarial surplus of \$40.634 million (up from \$14.035 million at the last valuation for March 31, 1997).

The plan is required to undergo an actuarial valuation at least every three years. The purposes of the valuation are to determine the funded position of the plan, to ensure it has sufficient resources to meet the obligations to the members and to determine the cost of the benefits that will accrue to members until the next valuation.

The most recent valuation (as at Dec. 31, 1999) was undertaken by Eckler Partners Ltd., the actuarial firm engaged for the Memorial University Pension Plan.

The pension plan is overseen by the University Pensions Committee, an advisory committee to the Board of Regents. The committee is representative of the entire university community and includes faculty (comprising one third of the membership), staff unions (comprising one third) and representatives of the administration, management and professional employees, non-bargaining unit employees, retirees, the Board of Regents, as well as external representatives. Among other responsibilities, the committee recommends selection of the actuarial firm of record.

In January 2000, the committee received a presentation from Peter Hayes of Eckler Partners in which he provided the rationale for the actuarial assumptions recommended for use in the valuation of the plan. The assumptions involved interest rates, salary increase estimates, mortality, retirement age, percent of members married and age difference of spouses. The committee unanimously accepted the proposed assumptions.

Report presented in April

In April Mr. Hayes presented the actuarial valuation results to the committee.

The valuation concluded that the pension fund had assets of \$467.269 million, comprised of invested assets with a market value of \$494.952 million, less an investment reserve of \$27.683 million. The investment reserve exists because a significant portion of the pension fund is invested in stocks. It is designed to smooth the effects of short-term market fluctuations.

The fund's actuarial liabilities were valued at \$426.635 million, or \$40.634 million less than the assets. This amount (\$40.634 million) represents the actuarial surplus.

He also indicated that, on an annual basis, the current service costs (i.e., benefits earned by employees) exceed the contributions made by both the employees and university by \$2,579 million. The implications of this matter will receive further study.

Unanimous acceptance

The University Pensions Committee unanimously accepted the report of Eckler Partners and further recommended that it be accepted by the Board of Regents. The Board approved the actuarial valuation at its meeting of May 3, 2000.

For further information, copies of the actuarial valuation report are available in the QE II Library. The report is also on the web at www.mun.ca/humanres/benefits/index.html.

The University Pensions Committee of the Board of Regents includes:

Chair:

Fred Durant, Board of Regents

Secretary:

Dr. George Hickman, (ex-officio), director, Human Resources

MUNFA representatives:

Dr. John Bear, Medicine

Maurice Brewster, Education (retired)

Dr. Raymond Clark, Classics

Dr. Veeresh Gadag, Medicine

Dr. Rajendra Gupta, Business Administration

Dr. Stuart Lodge, Medicine

Dr. Sankatha Singh, Mathematics and Statistics
Dr. Frank Smith, Chemistry (retired)
Andree Thoms, French and Spanish

External representatives:

Kevin Dunphy
Ray Smallwood

Staff union representatives

John O'Leary, CUPE 1615, Physical Education, Athletics and Recreation
Wayne Holly, CUPE 1615, Physics and Physical Oceanography
Allan Goulding, CUPE 1615, Physics and Physical Oceanography
Richard Newman, CUPE 1615, Engineering and Applied Science
Jane Ryan, CUPE 1615, QE II Library
Ann Sanger, CUPE 1615, QE II Library
Ed Brown, NAPE 7405, Marine Institute
Brian White, NAPE 7801, Facilities Management
Jeannie Haynes, NAPE 7803, Facilities Management
Arnold Johnson, NAPE 7804, Facilities Management
Barry Hanlon, NAPE 7850, Marine Institute

Management, professional and executive group:

Harold Squires, Budgets and Audits

Pensioners:

John Lewis, Memorial University Pensioners' Association

Ex-officio

Edward Roberts, chairman, Board of Regents
Dr. Axel Meisen, president and vice-chancellor
Wayne Thistle, vice-president (administration and finance) and legal counsel
Glenda Willis, manager, Benefits and Pensions, Human Resources
Eleanor Bennett, secretary, Board of Regents

MUN Pension Plan		
Actuarial Valuation Results	December 31, 1999 (\$000s)	March 31, 1997 (\$000s)
Assets		
– market value	\$494,952	\$396,855
– investment reserve	(27,683)	(28,021)
– actuarial value	467,269	368,834



Accrued Liabilities	426,635	354,799
Actuarial Surplus	\$40,634	\$14,035

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Christopher Baird

While it's doubtful that anyone in Newfoundland takes beautiful foliage for granted, there's now someone on campus who takes a particular interest in our natural surroundings.

Christopher Baird is Memorial's new horticulturist. Born in St. John's, he is the son of a merchant who farmed in Quebec and Ontario during the war years. Chris, who says that he came by his interest because of his father, was hired in February to plan, direct, and oversee gardening and landscaping projects on the St. John's campus.



Horticulture covers many disciplines, including vegetable, fruit and greenhouse production as well as ornamental landscaping. Chris says his job is to make the plans provided by a landscape architect into a reality.

Graduating from the two-year horticulture program of Niagara College in St. Catherine's, Ontario, Chris returned to Newfoundland and set about putting

his skills to the test. "I worked in Pippy Park under Mike Manning. Mr. Manning was the director and my mentor; he taught me how to apply what I'd learned in Ontario to Newfoundland's unique climatic conditions."

From there, Chris went on to become superintendent of Bowring Park, a position he held for 15 years until the division was downsized in 1994. He then began his own business -- Glenmire Horticultural Services -- which he has been running successfully for the past six years.

Chris' first major project at Memorial was to tackle the revitalization of the university's atriums. Work was carried out on cleaning the plant material, then a fertilization program was implemented. To control the insects inherent to an interior garden, predator ladybugs were introduced. In recent months the focus has been on the outside landscape. He has implemented maintenance work on trees, flowerbeds and gardens. Most recently, he coordinated a planting at the new University Centre.

The main challenge in rendering Memorial a picture-perfect campus is dealing with its age and climate. "This university campus is relatively young: the oldest trees here were planted in the 1960s, so the campus hasn't matured like a lot of older campuses in Canada. Memorials' campus has some unique problems that can be attributed to Newfoundland. We have to garden here; we can't just plant and expect things to grow, we have to work at it. Wind is one of the mitigating factors. Years ago, single specimens plantings were the order of the day and the wind and other factors have just devastated them. In later years, group plantings were used and more success can be attributed to this method."

The construction and location of new buildings on campus can also have an effect on whether trees and plants are successful. "The addition of a new building can create a favourable micro-climate resulting in better growing conditions or it can hinder the growth," Chris explained, adding that he expects the new Field House currently under construction will also alter the profile of the grounds.

Chris is enjoying his position at Memorial so far, and says he appreciates working with the Facilities Management staff. "We only have a small workforce supplemented with summer students and together, they do yeoman's service. There are lots of projects on campus that need to be done yet. I'd like about five or six years to get it into shape, with regular maintenance and more planting."

Chris's involvement with Memorial actually started a long time ago. When he was in grade seven, he was recruited by swim coach, John Drinkwater to train for a position on the Memorial University swim team. In the early 1970s he was employed by the university's marine lab as a scuba diver, carrying out underwater surveys in various Newfoundland bays for Irish moss. The survey was being conducted to see if there was potential for a commercial harvest. Chris sits on the board of directors for the Botanical Gardens. He is married and has two children.

CUPE 1615: Negotiations update

Negotiations are continuing between the university and technical, administrative and administrative support employees represented by the Canadian Union of Public Employees (CUPE) Local 1615.

The negotiations are being conducted using an interest-based approach to bargaining. This process is fundamentally different from the traditional, more adversarial positional-based bargaining. With the aid of external facilitators, both sides discuss issues together and try to arrive at mutual perspectives. Generally, interest-based negotiations take more time and involve much more discussion.

The union has applied for conciliation services from the department and labour but that is not expected to slow the negotiations.

"Conciliation is part of the process. We feel the talks are moving at a reasonable pace and we are making significant progress," said Monty Green, the university's chief negotiator. He added that scheduling conflicts have presented minor problems, but both sides were working to address them. "The university would have preferred to continue meeting on a regular schedule throughout the summer, but that was impossible because some of the union negotiators had other commitments. However, we are meeting when possible and we expect the pace of those meetings to pick up over the next few weeks."



Their Excellencies Governor General Adrienne Clarkson and John Ralston Saul recently toured the Fine Arts Building at Sir Wilfred Grenfell College. In addition to a special preview of a theatre production being rehearsed at the college, they viewed a number of student artworks. Here they examine a sculpture.



The Atlantic Association of College and University Student Services held its annual conference at Sir Wilfred Grenfell College in June. At the closing reception at Marble Mountain Ski Resort, Grenfell Principal Adrian Fowler and AACUSS past president *emeritus* Shelley Clayton shared in the cutting of a cake that recognized the 25th anniversaries of both organizations.

Health and dental benefits for dependents beyond age 21

The Memorial University Health and Dental Plans provide for an extension of coverage beyond age 21 for dependent children of plan members. The provision extends the age limit from age 21 to 25, on a year-by-year basis, for dependent children who are:

- i) in full-time attendance at a recognized post-secondary educational institution;
- ii) unmarried; and
- iii) dependent on the plan member for financial support.

To ensure that coverage is maintained beyond the age of 21 years, plan members are required to submit a Dependent Registration Card to the Department of Human Resources at the time the child reaches age 21 and in September of each subsequent year. Employees may obtain a card by visiting the Benefits and Pensions Office of the Department of Human Resources in Room A-4025 of the Arts and Administration Building or by calling a benefits officer at 737-7406.

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Career Scene

Mary Chalker, a long-time employee of the QE II Library, retired on June 30 after 24 years of service to the university. Ms. Chalker was associate university librarian since 1983. On June 23 her colleagues at the library held a party for her which was attended by many people outside of the library. "She was hired to hang on to my ankles..." quipped Richard Ellis, university librarian. "She brought a very business-like approach to some of our operations... She was a tremendous help during the '90s when the library went through a tough financial period." Mr. Ellis also noted that "she was absolutely unflappable in the face of disaster," recalling her work with various leaks and floods that threatened the collection. "She also played a major role in developing the collection. One of her lasting legacies is the solid collection we have in art history".



The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human Resources and are current at the time of publication.

ACADEMIC

Appointments

Dr. Kelly Anne Hawboldt, Engineering and Applied Science, assistant professor, June 1, 2000

Dr. Alison Leitch, Earth Sciences, assistant professor, April 1, 2000

Dr. Eric Gill, Engineering and Applied Science, assistant professor, July 1, 2000

Dr. Yuri Muzychka, Engineering and Applied Science, assistant professor, Sept. 1, 2000

Dr. Wayne Fife, Anthropology, associate professor, July 1, 2000

Dr. Michael Devine, Social Work, assistant professor, Aug. 17, 2000

Dr. Gerald Farrell, Family Medicine, Medicine, clinical lecturer, April 1, 2000

Dr. Lisa Rankin, Anthropology, assistant professor, July 1, 2000

Dr. David Peddle, Philosophy, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2000

Dr. Robert Meadus, Nursing, assistant professor, Aug. 1, 2000

Karen Parsons, Nursing, assistant

ADMINISTRATIVE

Appointments

Elaine Whelan, Office of Research, intermediate clerk stenographer, April 3, 2000

Promotions and Transfers

Patricia Churchill, University Counselling Centre to Office of the Dean, Student Affairs and Services, intermediate secretary, April 1, 2000

Retirements

Marie Butler, Canada Games Park, head receptionist, April 14, 2000

Janet Fairley, Graduate Studies, administrative staff specialist III, May 31, 2000

Yvonne Forsey, Facilities Management, custodian I, May 31, 2000

Ching Zhy Kuo, Fisheries and Marine Institute, instructor, May 26, 2000

Ronald LeGrow, Facilities Management, custodian I, March

professor, Aug. 1, 2000

31, 2000

Dr. Peter Duggan, Hematology,
Medicine, assistant professor,
Sept. 1, 2000

Stewart Moss, Business
Administration, graphic artist III,
April 28, 2000

Dr. Tarun Wasil, Medical
Oncology, Medicine, assistant
professor, June 12, 2000

Jean Voisey, Student Housing and
Food Services, conference/food
services supervisor, April 28, 2000

Thomas Loewenheim, Music,
assistant professor, Sept. 1, 2000

Dr. Wanhong Yang, Social
Science, Sir Wilfred Grenfell
College, lecturer, Sept. 1, 2000

David Philpott, Education,
assistant professor, Sept. 1, 2000

Dr. Kevin Hogan, Discipline of
Psychiatry, Medicine, clinical
assistant professor, June 12, 2000

Lindsay J. A. Glynn, Health
Sciences Library, public services
librarian at the rank of librarian I,
June 12, 2000

Term Appointments

Dr. Doreen Klassen, Sir Wilfred
Grenfell College, assistant
professor, Sept. 1, 2000

Chad Saunders, Business
Administration, lecturer, May 1,
2000

Scott Kernaghan, Psychology/

Social Science, Sir Wilfred Grenfell College, lecturer, Sept. 1, 2000

Ingrid Mary Percy, Visual Arts/
Fine Arts, Sir Wilfred Grenfell
College, assistant professor, Sept.
1, 2000

Dr. Jeffrey Braun-Jackson,
Political Science, lecturer, Sept.
1, 2000

Appointments - Other

Dr. John Quaicoe, Engineering
and Applied Science, acting
associate dean (graduate studies
and research), April 1, 2000

Dr. Bodil Larsen, Basic Medical
Sciences, Medicine, interim
associate dean, January 1, 2000

Dr. Ted Callanan, Discipline of
Psychiatry, Medicine, acting
chair, April 1, 2000

Dr. Anthony Dickinson,
International Centre, acting
executive director, April 1, 2000

Dr. June Harris, MedCareers,
Medicine, director, May 1, 2000

Dr. Tom Gordon, Music,
professor (with tenure) and
director, June 1, 2000

Dr. Martin Lovelace, Folklore,

head, Sept. 1, 2000

Dr. Sandra MacDonald,
Undergraduate Studies, Nursing,
associate director, Sept. 1, 2000

Dr. Tom Daniels, Sir Wilfred
Grenfell College, interim vice-
principal, Sept. 1, 2000

Christopher Dennis, Queen
Elizabeth II Library, head of the
collections development division,
Oct. 1, 2000

Jane Dempster, Social Work,
interim director, June 6, 2000

Cross Appointments

Dr. Donna Hardy-Cox, Social
Work to Education, Sept. 1, 2000

Dr. Jane Green, Medicine to
Discipline of Medicine, June 12,
2000

Tenures

Dr. Joan Crane, Obstetrics and
Gynecology, Medicine, Sept. 1,
2000

Dr. Khalid Aziz, Discipline of
Pediatrics, Medicine, Sept. 1, 2000

Dr. Gary Tarrant, Discipline of

Family Medicine, Medicine, Sept. 1, 2000

Dr. Ted Callanan, Discipline of Psychiatry, Medicine, Sept. 1, 2000

Promotions

Dr. Ian Jones, Biology, associate professor, Sept. 1, 2000

Dr. Ivan Emke, Engineering and Applied Science, associate professor, Sept. 1, 2000

Dr. Christopher Marshall, Classics, associate professor, Sept. 1, 2000

Dr. Sandra Kromm, English Language and Literature, associate professor, Sept. 1, 2000

Dr. Edward Brown, Computer Science, associate professor, Sept. 1, 2000

Dr. Peter Cornish, Counselling Centre, associate professor, Sept. 1, 2000

Dr. Barbara Roebathan, Biochemistry, associate professor, Sept. 1, 2000

Dr. Nabil Shalaby, Mathematics and Statistics, associate professor, Sept. 1, 2000

Dr. Don-Roger Parkinson, Sir
Wilfred Grenfell College,
Environmental Science, associate
professor, Sept. 1, 2000

Dr. Ian Warkentin, Sir Wilfred
Grenfell College, Environmental
Science, associate professor, Sept.
1, 2000

Dr. Pierre Rouleau, Sir Wilfred
Grenfell College, Physics,
associate professor, Sept. 1, 2000

Dr. Michael Grant, Medicine,
associate professor, Sept. 1, 2000

Dr. Ann Colbourne, Medicine,
associate professor, Sept. 1, 2000

Dr. Shou-Ching Tang, Medicine,
associate professor, Sept. 1, 2000

Dr. Leonard Lye, Engineering and
Applied Science, professor, Sept.
1, 2000

Dr. Jean Brown, Education,
professor, Sept. 1, 2000

Dr. Brad deYoung, Physics and
Physical Oceanography,
professor, Sept. 1, 2000

Dr. Douglas Dunsmore, Music,
professor, Sept. 1, 2000

Dr. Donald Buell, Music,
professor, Sept. 1, 2000

Dr. Mildred Cahill, Education,
professor, Sept. 1, 2000

Dr. Ki Su Kim, Education,
professor, Sept. 1, 2000

Dr. Pat Byrne, English Language
and Literature, professor, Sept. 1,
2000

Dr. Aileen Macdonald, French
and Spanish, professor, Sept. 1,
2000

Dr. Mark Joyal, Classics,
professor, Sept. 1, 2000

Dr. Brian Roberts, Education,
professor, Sept. 1, 2000

Dr. Marc Glassman, Education,
professor, Sept. 1, 2000

Dr. Joseph Brown, Ocean
Sciences Centre, professor
(research), Sept. 1, 2000

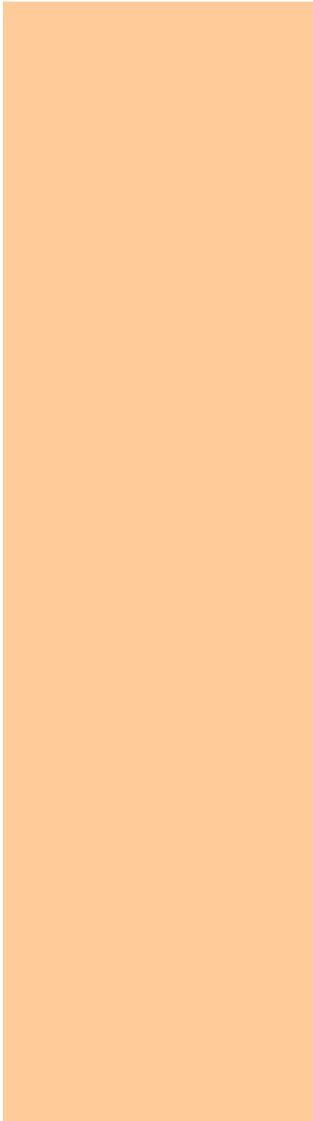
Dr. Joan Oldford-Matchim,
Education, professor, Sept. 1,
2000

Dr. Douglas Forbes, Sir Wilfred
Grenfell College, Physics,
professor, Sept. 1, 2000

Dr. Gary Paterno, Medicine,
professor, Sept. 1, 2000

Dr. Ted Rosales, Medicine,
professor, Sept. 1, 2000

Dr. T. Hoekman, Medicine,
professor, Sept. 1, 2000



Dr. Sushil Parai, Medicine,
clinical professor, Sept. 1, 2000

Retirements

Dr. George Koski, Education,
Sept. 1, 2000

Mark Graesser, Political Science,
Sept. 1, 2000

Mary Chalker, Queen Elizabeth II
Library, June 30, 2000

Yvette M. Walton, Physical
Education, Recreation and
Athletics, August 31, 2000

John Hare, French and Spanish,
August 31, 2000
