

THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

December 1999



1999's exemplary employees: Back row (L-R): President Axel Meisen, Cynthia Whelan, Jim Tobin, Fred Tucker, Facilities Management; Joe Hanlon, Christine Burke, Student Housing; Wayne Thistle, vice-president (administration and finance) and legal counsel. Front row (L-R): Sharon Walsh, Grenfell College; Judy Evans, Marine Institute; Denise Collins, Office of the Dean of Arts; Trudy-Pound-Curtis, Comptroller's Office.

Exemplary and long-time employees recognized

On Nov. 19, Memorial University held its annual Employee Service Awards Ceremony in the University Club. Over 200 people attended the ceremony where long-serving employees were recognized by the university and a number of employees were presented with the President's Award for

Exemplary Service. The awards, which have been presented since 1995, recognize the commitment to excellent service provided by administrative staff members. (*continued under Human Resources*)

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From the President

Public contributes to university planning

The Planning and Priorities process moved outside the university in November. A small team, led by Dr. Evan Simpson, vice-president (academic), traveled to Happy Valley-Goose Bay, Corner Brook, Grand Falls-Windsor and Gander. Meetings were also held in St. John's. Dr. Graham Skanes facilitated the sessions.

The turnout from the public was fair even though the sessions had been widely advertised. However, the enthusiasm and commitment to the exercise were strong. There was clear evidence that the people of this province have an abiding faith in Memorial University and appreciate the work of its staff and faculty. Consistent with this, they want our educational and research services to be more accessible so that they can benefit not only individuals, but also entire communities. The St. John's campus is frequently regarded as impersonal and Sir Wilfred Grenfell College, which provides education in a much smaller setting, is not well known outside the Corner Brook region. We will have to find effective and sustainable ways of overcoming these shortcomings.

Dr. Skanes will prepare a report on the public consultations and this will then be used to complement the discussions held previously within the university. It is my expectation that the Planning and Priorities process will be completed by the spring of 2000. Our next challenge will be to find ways of implementing the conclusions. The participation of all members of the university will be required to make this successful.

Negotiations

Collective bargaining is currently underway with CUPE (Local 1615) and MUNFA. Bargaining with CUPE is following the "interest based" approach while the negotiations with MUNFA follow traditional patterns (*Editor's note: to find out more about how interest-based bargaining works, see story on page 4*). In both cases, significant progress has been made, but much remains to be done. I am pleased that the negotiations are proceeding in a purposeful manner. I know how much good working conditions mean to all members of the university and I am confident that the negotiating teams can find ways of improving them. If you have suggestions, please make them known.

Seasons greetings

This will be my first holiday season in Newfoundland and Labrador. My family and I are delighted to share in the wonderful traditions of Christmas and New Year that are unique to the province. The season provides all of us time for reflection after a busy semester. I found the fall particularly interesting since I had to familiarize myself with our university and province. I am delighted to be here. To all of you who have helped to make me feel at home, I want to give a warm "thank you". To those I have yet to meet, I want to say that I look forward to getting to know you very soon.

I wish you and your family peaceful holidays and a very happy new year.

Axel Meisen
PRESIDENT AND VICE-CHANCELLOR

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

Human Resources

Memorial signs agreements with NAPE

The university and two of its Newfoundland Association of Public Employee Locals signed collective agreements on Nov. 3, 1999. Local 7801, representing maintenance employees, and Local 7804, representing custodial employees, negotiated the agreements at the same time at separate tables. Monty Green, manager of Employer and Employee Relations and university team co-ordinator, noted, "Both agreements resulted in a two per cent across-the-board increase for both groups of employees on April 1, 1999 and April 1, 2000. In addition we have agreed to set up a union/management committee to examine and develop a performance management program." Both agreements expire March 31, 2001.

Exemplary and long-time employees recognized

continued from front page

This year, exemplary awards were presented to four staff members for their individual accomplishments, resourcefulness, initiative, creativity, leadership, responsiveness in delivering service, and dedication to high standards.

The recipients were: Denise Collins, Faculty of Arts; Judy Evans, Fisheries and Marine Institute; Trudy Pound-Curtis, Comptroller's Office; and Sharon Walsh, Sir Wilfred Grenfell College. This year marked the first year that a team of employees received the exemplary service distinction for a combined effort. Staff members from Student Housing (Student Affairs and Services) and the Maintenance Team (Facilities Management) were presented with an award. Cynthia Whelan, Jim Tobin, and Fred Tucker accepted the award on behalf of Facilities Management; Christine Burke and Joe Hanlon accepted on behalf of Student Housing.

In choosing the winners, the selection committee considered nominees' continuing contributions in the following areas: significant contribution to the university through service, support and professionalism; excellent performance in the job; extending help to students, faculty, fellow employees, parents, and university guests; making the university a welcoming community for students and employees; involvement with committees or organizations.

Each employee received a \$1,000 cash prize and a framed certificate noting the achievement. Their accomplishments will also be noted in a public display in the Arts and Administration Building. At the awards ceremony, long-serving employees received pins acknowledging 20 or more years of service to

Memorial and CUPE try out a new way to negotiate

By Ivan Muzychka

Memorial University and the Canadian Union of Public Employees (Local 1615) are trying an innovative way to negotiate their latest collective agreement. Interest-based bargaining (IBB), one of the newest ways to negotiate collective agreements, is based on the writings and research of Professors Roger Fisher and William Ury of Harvard Law School. Negotiations conducted using this process are fundamentally different from the traditional, more adversarial positional-based bargaining. Rather than arriving at the negotiating table with set positions on issues, each party instead explores the various perspectives they bring to an issue or topic. Both sides then discuss issues together and try to arrive at mutual perspectives.

For example, instead of arriving at the negotiating table with a hardened position on a uniform requirement, a union and employer using the interest-based approach might simply state that they want to explore the issue of uniforms. During the course of negotiations, neutral facilitators (an important element in IBB) help the two sides discuss the issues. The facilitated discussions might reveal that costs are actually a concern for both parties. Ideally, a mutually satisfactory solution will be reached during the course of the negotiations. This process avoids compromise, and stresses common goals and a co-operative atmosphere. (Ultimately, of course, the negotiating discussions must be summarized into mutually acceptable contract language that forms the collective agreement.)

Generally, interest-based negotiations take more time. They involve much more discussion and success depends as much on the ability of the facilitators as it does on the negotiators.

CUPE negotiator Brian Farewell is involved in the interest-based approach to negotiate a contract for Local 1615. He believes the new process holds promise. "What I like about the concept is that it promotes discussion," he recently told *The Communicator*. "It's a longer term approach, and there is a lot more time spent on face-to-face discussions. I think the facilitators have to get an accurate read of the mood of the discussions and ensure that both parties are being open-minded. The interest based approach depends on the ability to listen...hopefully as you develop your interests and concerns, common ground will appear."

Consensus is required and is sought throughout the process. Interest-based bargaining does not end with the agreement, and it has potential to change the overall labour-management climate within an organization. The ongoing implementation and maintenance of an agreement will also be subject to the unique conflict resolution method.

Claude Horlick, associate director (staff relations) with Memorial's Department of Human Resources, feels that in order for the new approach to work, all parties must recognize the value of using the interest-based method. "It's a new way of seeing the negotiating process," he told *The Communicator*. "The fundamental difference is that the emphasis is on the process itself. There is more time spent on the front end ensuring that the parties understand the process. The parties come in with open minds and are committed to work together to come up with joint solutions to common interests."

Mr. Farewell rejects any notion that the new process might result in a less valuable contract. "I don't think that a contract arrived at with this process will not be as good. I am not going to compromise my ideals...the interest-based approach means you become a party to more information. Interest-based bargaining is not just a month or a week or two months during negotiations. You really need to use this method to handle all problems that come up in the course of the contract. And any process that helps avoid a strike, a lockout, a discharge or a suspension is something that we need to explore."

While only one union at Memorial is using the new method, Mr. Horlick is confident that IBB is a good start and he's optimistic about the possibilities. "I think we take the opportunities to use this system where we can find them. We can promote our successes and hopefully over time people will buy into this approach. Over time there may be a spillover effect and the interest-based method can be used to negotiate collective agreements with other union groups."

Campus Life

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Storm season is on its way

The next time you wake up to a raging blizzard, reach for your radio before reaching for your snow shovel (or an extra quilt, or a cup of cocoa). Memorial relies on local radio stations to get the news out when classes are cancelled due to inclement weather.

When a class has to be cancelled on the St. John's campus — for a storm or any other reason — professors should contact departmental offices, which should then contact the Division of University Relations at 737-8665. University Relations uses a code when informing radio stations of class cancellations so that bogus information won't be accepted.

In St. John's, the decision to close or cancel all classes in wintry weather is made in consultation with Memorial's president. Some factors which influence the decision are whether the City of St. John's has declared a state of emergency and whether public transportation is still operating.

If bad weather results in classes being cancelled at Memorial — including the Marine Institute — the information is provided to St. John's radio stations CHMR FM at Memorial, VOXM/VOFM, CBC Radio, OZ FM, and Q Radio/KIXX Country. Students at Memorial's St. John's campus can also listen to these stations to find out about classes cancelled for other reasons.

When stormy weather strikes Sir Wilfred Grenfell College in Corner Brook — though class cancellations for this reason are rare — Dennis Waterman, director of Administration and Finance, makes the call, in consultation with the nearby College of the North Atlantic. When in doubt, SWGC students should tune in to Corner Brook radio stations CFCB, KIXX Country, or CBC Radio.

MI folks raise funds for Canadian Cancer Society

Volunteers from the Marine Institute were hustling and bustling during November as visions of Christmas tree decorations danced in their heads. MI folks spent countless hours hand-making decorations for their tree in the Canadian's Cancer Society's Festival of Trees event. All decorations were crafted to represent images of partnerships. The hard work of volunteers resulted in a donation of \$750 when the tree was auctioned in early December.

Barry Hanlon - the MI Man

When thinking about people at the Marine Institute, Barry Hanlon frequently comes to mind. Barry is often the first person to greet visitors to the hill; and he's regularly seen on main campus, bringing packages here and there while spreading his devious cheer. Barry Hanlon works within Technical Services at the Marine Institute. Unofficially, he's jack, um, Barry of all trades. Barry has been with the Marine Institute for 15 years.

In addition to his daily routine of managing the MI mail, and helping to keep MI facilities organized, he's gained quite a reputation with special events. He has the innate ability to scrounge, beg and borrow from unsuspecting victims all over town to get the items he needs to add perfection to these events. For Barry, the highlight of special events is meeting the participants.

"MI is the location for a lot of conferences, seminars and forums. Many of them are international in focus," Barry told *The Communicator*. "I really enjoy meeting the delegates from around the world."

To keep relevant in his role as shipper/receiver, Barry recently completed courses related to the regulation and transportation of dangerous goods. The courses were delivered by the International Air Transport Association air transport), and Occupational Health and Safety (ground transport).

As well as being vice president of MI's support staff local for NAPE, president of MI's social club, and MI's fire marshall, Barry is involved with a number of committees: occupational health and safety, labour management, and the Board of Regents' sub-committee on pensions. Outside the office, Barry keeps quite busy. He's a volunteer with Canadian Blood Services, Big Brothers - Big Sisters Association of St. John's, and the Canadian Cancer Society. He also likes to bowl, go to movies and read novels.

E-mail addresses at Grenfell have changed

For those of you who are wondering, Grenfell College has indeed gone through a name change with respect to e-mail addresses. The Department of Computing and Communications has not removed the extension *beothuk* — it still works and will continue to work in the foreseeable future.

"What we have done at the present time is added an entry for just *swgc.mun.ca* as well," says Randy Rowsell, director of Computing and Communications. "Any new accounts will just have *swgc.mun.ca* created. Any existing as of September will have both. What we have done is asked people to start using only *swgc.mun.ca* for correspondence in the future so that eventually we can eliminate *beothuk* totally, maybe in a year or two when everybody has the new address out to their contacts."

Mr. Rowsell said the reasons for changing the address were very simple. The change reduces the length of the e-mail address, adds a measure of security by not including the mail server name within the address, and makes moving mail function to another server easier in the event of a component failure.

A note of thanks

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Dear Campus Community:

On behalf of myself and my sister's family, I would like to thank the university community for their generosity in supporting the fund-raisers recently held on campus to raise money for my 13-year-old niece, Michelle Dinn. Michelle has made two trips to the Sick Children's Hospital in Toronto, for assessment and surgery for a brain tumor. In January 2000, she will again be returning to Toronto for an extended period to undergo intensive treatment. I would also like to thank Roxanne Rideout Scott, Student Affairs and Services, for her hard work in organizing these fund-raisers.

Sincerely,

Cathy Murphy
Department of English Language and Literature

New tax rates for 2000

The new tax rates listed below will come into effect with the Jan. 13, 2000, payroll. Employees who were at the maximum pensionable earnings for Canada Pension Plan (CPP) will see their 2000 contribution increase by \$143.40 to \$1,329.90. The maximum premium Employment Insurance for 2000 has dropped \$58.50 to \$936.00.

Employees who had reached the maximum CPP and EI premiums in 1999 will notice that with this first pay of 2000, these deductions have started again and will continue until their maximum contributions have been reached.

Canada/Quebec Pension Plan		
	2000	1999
Year's Maximum Pensionable Earnings	\$37,600.00	\$37,400.00
Year's Annual Basic Exemption	\$3,500.00	\$3,500.00
Maximum Contributory Earnings	\$34,100.00	\$33,900.00
Contribution Rate (employee)	3.9%	3.5%
Maximum Contribution (employee)	\$1,329.90	\$1,186.50

Employment Insurance		
	2000	1999
Maximum Annual Insurable Earnings	\$39,000.00	\$39,000.00
Premium Rate (employee)	2.4%	2.55%
Annual Maximum Premium (employee)	\$936.00	\$994.50

Provincial Income Tax		
	2000	1999

Provincial Income Tax Rate	62%	69%
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Surtax on Basic Provincial

10% on provincial tax payable in excess of \$7,050 (\$7,500 in 1999)

6% on provincial tax payable in excess of \$250 and less than or equal to \$7,050

MUNFA negotiations continue

The university administration and the Memorial University Faculty Association commenced bargaining on Oct. 4, 1999. Both sides presented a fairly extensive list of proposed changes to the 1996-99 collective agreement. To date, 16 bargaining sessions have been held and two articles have been completed. In addition, there are a good number of individual clauses within other articles on which agreement has been reached. Neither side has presented a proposal yet on salaries. In mid-December, bargaining moves to Grenfell College where some issues particular to Grenfell will be discussed. The tone of the negotiations thus far has been positive.

Info on prior service

In May 1999 the university approved a policy allowing for the recognition of prior Memorial and provincial government service for vacation entitlement. Some 150 applications were received within the first two weeks of the policy being announced. Each application requires an audit of the personal file. In some cases an employee can have 20 separate contracts of employment, each of which must be evaluated against the policy criteria. The applications are being processed in the order in which they were received and as time permits. Employees will be notified as their application is assessed.

Y2K and your desktop PC

Robert Wells, Computer Services and Learning Technologies, Marine Institute

The purpose of this article is to provide you with a brief background on the Y2K issue as it relates to your desktop PC, point you to a source of further information, and to recommend an action plan to assist you in resolving any issues that could arise in January 2000.

Most governments, institutions, businesses and corporations have been focused on their Y2K issues for a number of years. This activity has created an acceptable level of comfort that our major infrastructures such as the banking, hydro and telephone sectors will be unaffected. Of course, it would be foolhardy to suggest there will be absolutely no disruptions, but most believe that these disruptions will be minor in nature, especially in North America.

Similarly, at Memorial, there has been a rigorous effort to address the problem. In March 1998 a coordinating group was formed to oversee Memorial's efforts. The group, comprised of representatives from all areas of the university, established a process to assess the scope of the Y2K issues at Memorial. The results of this assessment permitted the group to focus on critical systems and to track the status of all of Memorial's Y2K issues. The group has now moved to the issue of contingency planning. Memorial's efforts can be viewed in detail at www.mun.ca/year2000. This comprehensive Web site has gained recognition from other institutions in Canada and is an invaluable reference for Memorial's desktop PC users.

There is good news and bad news for the desktop PC user. The good news is that a majority of personal computers have minor Y2K issues and that they can be resolved easily and without significant cost. The bad news is that a majority of personal computers will require some corrective action to function properly after Jan. 1, 2000, especially Windows-based personal computers.

There are problems in two categories: hardware and software. The hardware issue relates to the retention of the current date and time in your personal computer. Most personal computers in operation today (estimated to be 99.9 per cent) will retain a year 2000 date but will not make the transition from Dec. 31, 1999 to Jan. 1, 2000 properly. These computers will require a one-time date setting after Jan. 1, 2000. Software applications, including the operating system, are likely to have Y2K issues, usually minor, that will require a software "patch" or update. Memorial's Web site (URL noted above) contains a comprehensive list of the software patches for the most common software applications. The University of California, Berkley has created an excellent source of information at <http://y2k.berkeley.edu:7040/computers/fixpcs/>.

So what are the specific actions that a desktop PC user should undertake? The following list is not exhaustive, but should prepare you for Y2K.

- Don't wait. It is likely that the Internet will become increasingly congested as users connect to receive and download Y2K information. You may have trouble connecting to a vendor's site.
- Inventory your core software applications, including the operating system, noting the version and release of each application.
- For each software application, discover the nature of the problem, if any, and determine if this problem will affect your use of the software. This information is easily available from Memorial's site.
- For each of the critical software systems identified above, download and apply the recommended software patch. Links to these patches are also available from Memorial's Y2K

site.

- Back-up critical information on your PC. This is good practice at all times, but is especially important before Jan. 1.
- Ensure that your virus scanner is current. There has been speculation that there will be a host of new viruses introduced shortly before Jan. 1.
- Ensure that your PC is turned off for the transition to Jan. 1.
- Upon powering on the PC for the first time in 2000, set the date and time. Reboot the computer to verify that the date and time is retained properly.
- If you need help or require further information, please contact the Computing and Communications Help Centre at 737-4595 or your IT support group.

Best wishes for the new year.

Career Scene

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. Javed Akhtar, Discipline of Surgery, Medicine, clinical assistant professor, Sept. 15, 1999

Dr. Rajdeep S. Bhatia, Discipline of Radiology, Medicine, clinical assistant professor, Sept. 15, 1999

Dr. Stephen Bornstein, Political Science, professor (with tenure), Sept. 1, 1999

Dr. Yaser Haddara, Faculty of Engineering and Applied Science, assistant professor, Jan. 1, 2000

Dr. Gilbert J. Kirouac, Division of Basic Medical Sciences, Medicine, assistant professor, Oct. 1, 1999

Dr. Kellie LeDrew, Psychiatry, Medicine, assistant professor, Oct. 1, 1999

Michael Lonardo, Queen Elizabeth II Library, acting head of the collections development division, Sept. 20, 1999

Dr. Angela Penney, Psychiatry,

ADMINISTRATIVE

Appointments

Kelly Brown, Sir Wilfred Grenfell College, laboratory instructor, Sept. 1, 1999

Linda Cuff, Human Resources, intermediate secretary, Aug. 30, 1999

Lillian Darrigan, Sir Wilfred Grenfell College, technologist I, Sept. 27, 1999

Jacqueline Doran, Alumni Affairs and Development, intermediate clerk stenographer, Aug. 5, 1999

Kimberley Slaney, Human Resources, data entry operator, July 5, 1999

Promotions

Kimberley Hearn, Graduate Studies, Senior Clerk Stenographer, July 29, 1999

Cynthia Whelan, Facilities Management, Manager of Administrative Services, July 27, 1999

Medicine, assistant professor, Oct. 1, 1999

Dr. Patricia Wadden, Discipline of Laboratory Medicine, Medicine, clinical assistant professor, Oct. 1, 1999

Dr. Tarun Wasil, Discipline of Medicine, Medicine, clinical assistant professor, Sept. 15, 1999

Dr. Mary Wells, Surgery, Medicine, assistant professor, Sept. 1, 1999

Term Appointments

Douglas J. Batten, Mathematics and Statistics, lecturer, Sept. 1, 1999
Stephanie E. Lewis, English, Sir Wilfred Grenfell College, lecturer, Sept. 1, 1999

Anne Morris, Sociology, lecturer, Sept. 1, 1999

Paul Ripley, Sociology, lecturer, Sept. 1, 1999

Jonas Steffen, Arts, Sir Wilfred Grenfell College, lecturer, Sept. 1, 1999

Appointments (other)

Dr. Clar Doyle, Faculty of Education, acting dean, Nov. 1, 1999

Dr. Penny Moody-Corbett, Research

Transfers

Roland Burke, Facilities Management, Manager of Space Planning and Administration, July 27, 1999

Retirements

Joan Brewer, Nursing, senior clerk stenographer, Aug. 31, 1999

Albert Morgan, Facilities Management, Sept. 24, 1999

Francis Philpott, Technical Services, technician II, Aug. 31, 1999

Selby Piercey, Marine Institute, instructor, Aug. 31, 1999

Robin Rodgers, Medicine, intermediate clerk stenographer, Aug. 31, 1999

John Somerton, Facilities Management, custodian I, July 30, 1999

Joseph Williams, Facilities Management, custodian supervisor, Aug. 31, 1999

and Graduate Studies, Medicine,
assistant dean, Sept. 1, 1999

Dr. C. Parish, Ocean Sciences Centre,
associate director, Sept. 1, 1999

Dr. Sharon Peters, Medicine, vice-dean,
Sept. 1, 1999

Dr. James Tuck, Anthropology,
Henrietta Harvey professor, Sept. 1,
1999

Dr. Allan Stein, Chemistry, acting
head, Sept. 1, 1999

Dr. R. Venkatesan, Faculty of
Engineering and Applied Science,
chair, discipline of electrical
engineering, Sept. 1, 1999

Dr. Mark Whitmore, Faculty of
Science, associate dean of science
(research), Sept. 1, 1999

Cross-Appointments

Dr. Stephanie Kaiser, Discipline of
Medicine to Division of Basic Medical
Sciences, Medicine, Sept. 1, 1999

Dr. John Grant McLoughlin, Faculty of
Education to Department of
Mathematics and Statistics, Jan. 1, 2000

Dr. Leslie Phillips, Pharmacy to
Discipline of Psychiatry, Oct. 1, 1999

Dr. Fereidoon Shahidi, Biochemistry to
Ocean Sciences Centre, Nov. 1, 1999

Dr. Paul Snelgrove, Marine Institute to
Ocean Sciences Centre, Nov. 1, 1999

Dr. Shou-Ching Tang, Discipline of
Medicine to Division of Basic Medical
Sciences, Medicine, Sept. 1, 1999

Secondments

Lynda Younghusband, Avalon East
School Board to the Faculty of
Education, lecturer in educational
psychology, Sept. 1, 1999 to Aug. 31,
2000

Tenures

Dr. Vina Broderick, Medicine, Sept. 1,
1999

Dr. James Hutchinson, Medicine, Sept.
1, 1999

Promotions

Dr. Pradip Joshi, Clinical Medicine,
associate professor, Sept. 1, 1999

Dr. Sharon Peters, Medicine, professor,
Sept. 1, 1999

Retirements

Dr. Louise Dionne, Mathematics and
Statistics, Aug. 31, 1999

Dr. Margarete G. Smith, French and
Spanish, Dec. 31, 1999

Employee Service Awards

The following employees of Memorial University were recognized for their long service to the institution at the Employee Service Awards ceremony held on Nov. 19. The university also held a ceremony at the Corner Brook campus on Nov. 26. The photographs which appear throughout the listing were taken at the November 19 ceremony in St. John's.

20 YEARS OF SERVICE

Marian C. Abbott
Office of the Registrar

Barbara G. Adams
Office of the Registrar

Suresh L. Belkhode
Biochemistry

Linda J. Bennett
Technical Services

Michael Bruce-Lockhart
Faculty of Engineering and Applied Science

Debbie Bruce
Biology

Christine E. Burke
Student Housing and Food Services

I. Joseph Byrne
Student Recruitment and Promotion

Dr. Shashikant M. Chittal

25 YEARS OF SERVICE

Dr. Judith E. Adler
Sociology

Margaret H. Ballard
Faculty of Medicine

Elizabeth M. A. Behrens
Sir Wilfred Grenfell College

Bernard P. Brazil
Office of the Comptroller

Dr. John N. Bridson
Chemistry

Dr. Margaret E. Brosnan
Biochemistry

Mary F. Chalker
University Library

Dr. Ranjit K. Chandra
Faculty of Medicine

Dr. Glenn Clark
Faculty of Education

30 YEARS OF SERVICE

Dr. Denes Bajzak
Faculty of Engineering and Applied Science

Dr. Arya K. Bal
Biology

Dr. Donald W. Bass
Mathematics and Statistics

Dr. Sharon K. Buehler
Faculty of Medicine

Dr. Patrick A. Byrne
English Language and Literature

Michael J. Callahan
Computing and Communications

Dr. Raymond J. Clark
Classics

Dr. Maynard J. Clouter
Physics and Physical Oceanography

Faculty of Medicine	J. Rex Clark Anthropology	Dr. Michael A. J. Collins Biology
Norma D. Churchill Faculty of Medicine	Dr. Austin Rick Cooper Faculty of Medicine	Dr. Robert K. Crocker Faculty of Education
Bernice Cochran Faculty of Medicine	Keith E. Decker Technical Services	Louise Dawe History
Bruce Cocker Technical Services	James F. Devereaux Ocean Sciences Centre	Dr. Anthony B. Dickinson International Centre
Lorraine P. Cole Office of the Comptroller	Dr. Louise Dionne Mathematics and Statistics	Edward F. Downton Technical Services
Charles Conway Geography	John M. Dunne Facilities Management	Eleanor B. Fitzpatrick Institute for Social and Economic Research
Patricia Cumby Marine Institute	Suzanne Ellison University Library	Rennie Gaulton Psychology
Anthony J. Dawe Faculty of Education	Christine Everson Biology	Jeanette M. Gleeson Institute for Social and Economic Research
Dorcas M. Dooley Animal Care Services	Janet P. Fairley School of Graduate Studies	Clayton W. Halfyard Mathematics and Statistics
Jeanette M. Doran Facilities Management	Dr. Lawrence F. Felt Sociology	Marie T. Dunphy Harding Faculty of Medicine
Alison C. Edwards Medicine	Clifford R. George Faculty of Medicine	Dr. Rasul A. Khan Biology
Graham Evely Facilities Management	Howard J. Gladney Faculty of Medicine	David C. Kirkland Council of the Students' Union
Judy Foote Faculty of Medicine	Michael K. Goldsworthy Faculty of Medicine	Dr. Charles E. Loader Chemistry
Dag Friis Faculty of Engineering and Applied Science	Leslie J. Greenland Technical Services	

Laverne M. Gallant Council of the Students' Union	Vera F. Griffin Faculty of Medicine	Michael Luke French and Spanish
Dr. Grant A. Gardner Faculty of Science	Robert F. Guest Ocean Sciences Centre	John J. Mannion Geography
Dr. David E. Graham French and Spanish	Roger N. Guest Physics and Physical Oceanography	Eileen Melvin-Hawkin Mathematics and Statistics
Dr. Richard L. Haedrich Biology	Mildred Haines University Library	Dr. Thomas F. Nemec Anthropology
Margo Hanlon Marine Institute	Dr. David John Hawkin Religious Studies	Dr. Ranee K. L. Panjabi History
Dr. Philip D. Hiscock Folklore	Bernard E. Healy Faculty of Engineering and Applied Science	Dr. Bernice Schrank English Language and Literature
Paul Jackson Facilities Management	Dr. Robert H. Hill Sociology	Catherine M. Sheehan Faculty of Medicine
Joseph Keating Marine Institute	Dr. Roy C. Hostetter Sir Wilfred Grenfell College	Lloyd G. Warford Earth Sciences
Sandra Kelly Faculty of Medicine	A. Maureen Howard Psychology	Judy Winsor University Library
Dr. H. Lotar Krein Faculty of Engineering and Applied Science	Maureen M. Kent Faculty of Medicine	Dr. Michael J. Woods English Language and Literature
Agnes B. Lewis School of Graduate Studies	Dr. Bodil A. Larsen Faculty of Medicine	Dr. James A. Wright Earth Sciences
Clyde B. Lush School of Continuing Education	Dr. C. Robert Lucas Faculty of Science	35 YEARS OF SERVICE
Dr. Gerard M. Martin Psychology	Eugene Lye Marine Institute	Dr. Philip G. Gardner English Language and Literature

Anthony W. Mercer Facilities Management	Dr. John Graham Malpas Earth Sciences	Dr. Gordon P. Jones English Language and Literature
Malcolm E. Mercer Technical Services	Carl Morrissey Art Gallery	Leo S. Mackey Office of the Registrar
Dr. Hugh G. Miller Earth Sciences	Cathy J. Murphy English Language and Literature	Judith K. Warford Office of the Comptrollers
Michael F. Mooney Faculty of Medicine	Lillian F. Murphy Sir Wilfred Grenfell College	
Karen A. Morris Biology	Paul F. Murphy Biology	
Wayne Norman Marine Insitute	Tom A. Myrick School of Continuing Education	
Linda S. Noseworthy Office of the Comptroller	Dr. Peter Narváez Folklore	
Robert R. O'Donnell Ocean Sciences Centre	Dr. Richard S. Neuman Faculty of Medicine	
Dr. Thakor R. Patel Biology	Maria Ellen Noseworthy School of Music	
Gary R. Penney Facilities Management	Robert M. O'Dea Technical Services	
Rosanne H. Pinhorn Faculty of Medicine	Edward P. Oliver Biology	
Robin J. Rodgers Faculty of Medicine	June M. Penney Human Resources	
Eugene G. Ryan Faculty of Medicine	Baxter Pope Technical Services	
Geoffrey G. Smith University Bookstore		

Judith Y. Smith
Sociology

Philip D. Smith
Facilities Management

Jacqueline St. Croix
Marine Institute

Raymond St. Croix
Facilities Management

Dr. Anne E. Storey
Psychology

Edgar Thistle
Technical Services

Gary F. Tucker
University Library

Dr. Maureen R. Volk
School of Music

Eileen R. Wade
Maritime History Archive

Doreen Walsh
Animal Care Services

Rick S. Walsh
Facilities Management

Elizabeth M. White
Office of the Registrar

Ronald Wiseman
Faculty of Engineering and
Applied Science

Jim Woolridge

Carmelita Porter
School of Continuing
Education

John M. Power
Physics and Physical
Oceanography

Dr. Violeta E. S. Ribeiro
School of Nursing

Milton H. Rose
Facilities Management

Debbie Sidel
English Language and
Literature

Keith J. Small
Facilities Management

Bonnie Smith
University Library

Mary B. Somerton
General Student Services

Edward Soper
Facilities Management

Harriett M. Taylor
Geography

Dr. Raymond J. Thompson
Ocean Sciences Centre

Robert D. Walsh
Technical Services

David F. Warren
Faculty of Medicine

Ocean Sciences Centre

Doris G. Watts
Office of the Comptroller

Shelagh Wotherspoon
Faculty of Medicine

Safety Notes

Alert warns of hidden fire hazard

The following is adapted from a release by the Workplace Health, Safety and Compensation Commission. Several serious fires have been reported as a result of people filling portable gas cans in the backs of pickup trucks with plastic liners and in cars with carpet surfaces. The insulating effect of the surfaces prevents static charges from grounding properly. The discharge of this buildup to the grounded gasoline dispenser nozzle can cause a spark and ignite the gasoline.

Here are some precautions to safely dissipate static charges and avoid a fire while filling a portable gasoline container:

- Remove the container from the vehicle and place it on the ground away from the vehicle.
 - Touch the container with the gas dispenser nozzle before removing the gas container lid.
 - Keep the nozzle in contact with container inlet while filling.
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Did you know?

When an employee visits a physician and mentions their illness may be work related, the physician is obligated to report the injury to the Workplace Health and Safety and Compensation Commission. The commission must then contact the university for necessary documentation.

Sometimes physicians make the report without advising the employee, and when the employee is contacted by the Department of Human Resources they are surprised. If you think you have a work-related injury or illness, please complete an accident/injury report form before you see your physician. To obtain a form, see your department head.

Your questions and our answers about changes to the recycling system:

Q. Why are we using the over-sized bins to collect paper?

A. As part of the recycling contract, the contractor provides collection bins to the university on a rental basis. These bins are designed to fit onto a lifting mechanism on the collection vehicle. This mechanism greatly reduces any lifting requirements by personnel. The large size allows us to store more paper in advance of the pickup.

Q. Why does the paper bin vanish from my area every Friday morning?

A. Custodial staff transfer the bins to the collection points before 9 a.m. Friday mornings so the contractor can empty them. The containers are then returned.

Q. The bins are labeled "WHITE PAPER ONLY." What do I do with other types of paper?

A. At the present time, the only paper collected for recycling is white paper. All other paper types, such as coloured, glossy and newsprint, are not collected for recycling and should be placed in the regular garbage container.

Q. Is cardboard still collected for recycling?

A. Yes. The recycling contract also provides us with outside metal containers for cardboard recycling. Recycling of this material will greatly reduce cardboard storage in loading bays and entrances. Boxes must be broken down to fit into the slot in the containers.

Q. What about beverage container recycling?

A. There are no changes to the beverage container recycling program. Beverage container collection is still handled by Ever Green Recycling.

Make it a safe holiday — keep these safety tips in mind:

- Check your tree, whether it's real or artificial. When selecting a real tree be sure to check for freshness and keep it watered. Check artificial trees for excessive dust buildup, which can create a fire hazard. Artificial trees can be washed, vacuumed or placed outside for a good airing-out to remove dust build-up. Remember, only artificial trees are permitted inside campus buildings.
- Check your lights for frayed cords and empty sockets. Avoid overloading sockets.
- Take care when using candles and fireplaces. Keep flammable decorations away from all of flame and heat. Lit candle displays are not permitted inside campus buildings.

- Assign a designated driver if you plan on indulging during holiday parties, on and off campus.
 - Prepare for all weather conditions if you are travelling long distances by car during the holidays.
 - Shut down all non-essential electrical equipment, especially computer monitors, at home and at work before leaving for extended periods. Unattended equipment can create a fire hazard.
 - Try to take time for yourself to relax. Even a few minutes to close your eyes and take a few cleansing breaths can help to relieve holiday stress.
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From The Garden

Reflect and look forward to a new season

by **Carl White**
Botanical Garden

As another gardening season comes to an end it's a good time to reflect on the many successes and possibly a few disappointments that you had in your own garden. Time and experience are often the best teachers and you will learn more from trying things yourself (and visiting your Botanical Garden) than you will from watching Channel 45 or from reading a gardening column.

Doing it the "write" way

Try keeping a journal of what you did in your garden, and when. Things such as when you pruned your shrubs or when and how you fertilized the perennial bed, and the ensuing results, good or bad, are all learning experiences. If recorded, these experiences will help you in the future if only to remind you to never do it that way again.

Take a walk around and make some notes on what plants did well and what needs to be divided or moved to a new location. Often a plant that is doing poorly will benefit from being moved to a spot more suited to its growing requirements. Dates of your first and last blooms are also handy to know and will help you plan your garden during those long winter nights that are already upon us.

You may have to stop gardening but you don't have to stop being a gardener. Planning next year's work is a good way to stay close to your garden. A fun winter exercise is to design a garden that you never intend (or can afford) to build. Get out the seed catalogues (Park's and Stokes are good ones) and the gardening books and plan a fantasy garden where you can have as many different plants and features as you want. After all, fantasies are free, and it's a great way to get to know new plants and techniques.

Garden activities a success

We had a busy year at the Botanical Garden with new gardens being constructed, the new greenhouse coming on stream and many tour groups and students visiting. We grew 22 varieties of vegetables for a total of 581 pounds of produce that was harvested and offered for sale at the Field Centre. Our second Open House was a wonderful success with over 1,000 visitors taking part in the many events. The second Potato Festival, held on Oct. 9, was a great time for all involved with approximately 1,500

people taking part in activities ranging from a potato peeling contest to potato art to a celebrity potato salad contest. Displays on potato growing, potato recipes and pest and diseases rounded out this showcase for lovers of the humble spud.

Your Botanical Garden is not just another pretty place and, while it isn't the largest or best funded garden in the country, it is unique. Our "naturalistic" approach to display plantings, along with our large natural area of walking trails, make the garden a pleasing place for all our visitors. The many different themes of our display beds offer something for everyone, regardless of horticultural knowledge and level of interest.

Older visitors enjoy the Heritage Garden, which is filled with plants that have been grown in Newfoundland for over 60 years. People who grow their own take notes on our vegetable garden and greenhouse display. Birdwatchers along the three kilometers of trails have many close encounters with over 80 species of birds that have been sighted throughout our 110 acres.

Photographers use the trail system to get up close and personal with the 100 or so native species of plants that line the walkways. The building of a osprey platform resulted in a pair of these "fish hawks" returning yearly to fascinate visitors from all over the world as they feed their young with trout caught in Oxen Pond. Habitat enhancement has encouraged the seasonal stay of several species of ducks on the pond, and we have found that even the most jaded and disinterested kids love to feed the ducks. Local artists can often be found with their easels set up along the garden paths and many display their work in the Field Centre.

Our small and very busy staff will always stop to answer questions and we pride ourselves as being a very user-friendly facility. So plan to visit us next season and don't forget about your own garden over the winter. Remember, it's not dead, it's only asleep.

Have a Merry Christmas and Happy New Year from all the staff at your Botanical Garden.
