
THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 14 No. 4-5

December 2000

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Santa Claus made a guest appearance at Memorial's tree lighting ceremony held on Dec. 4 at the St. John's campus. The tree lighting ushers in the festive season on the St. John's campus. Here Santa gives children from the CSU-MUN Childcare Centre some candy canes. Santa thanks WalkSafe's Dan Meades for his help.

With the click of a button, the holiday season was officially launched at Memorial on Dec. 4, during the annual tree lighting ceremony. President Axel Meisen, MUNSU president Keith Dunne and GSU president Darren Newton switched on the tree's colored lights to cheering and applause from the audience.

The tree will remain a light between the Science and Henrietta Harvey buildings during the holiday season for the campus community to enjoy. Many members of the university community took part in the

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event, from staff at University Relations who distributed hot chocolate, song sheets and fruit cake, to emcee Sarah Anthony of Student Affairs, to chaplain Major Wilson Perrin and members of the Salvation Army Students' Fellowship Band.

A large gathering, including a spirited group of children from the CSU-MUN Childcare Centre, walked over to Toulinguet Close to sing carols and spread goodwill to the students, faculty and staff preparing for final exams.

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From the President

THE COMMUNICATOR

The approaching festive season is a good time for reflection: another semester and another year have passed. This past year has been most eventful and important.

We have concluded four collective agreements with NAPE, two CUPE locals and MUNFA. It is regrettable that the MUNFA strike occurred, but the dedication with which MUNFA members returned to work was most gratifying for our students and community. I would have preferred to have reached an agreement without a strike; however, the collective agreement process worked and we came to terms. As we move into the festive season, I hope that we can all put the strike behind us and focus on what we do best: teach students, engage in research and creative pursuits, and serve our communities.



The essence of a fine university is its people. This belief is exemplified in the present issue of The Communicator because it contains a number of features on our outstanding faculty and staff. For example, on page 5 you can read about exemplary employees who were recognized at a ceremony held on Nov. 15. While a great many people at Memorial work very hard and effectively, I feel that we should not be reticent about drawing attention to those who have made particularly outstanding contributions. On page 9 we therefore highlight some of our outstanding teachers and researchers.

On pages 10-13 you will find the names of employees who have dedicated 20 or more years to the service of Memorial University. Such service represents almost a lifetime of dedication. On page 6 you can read about pensioners who have been recognized this year by the Memorial University Pensioners Association.

This fall also brought some excellent news. We launched the Oil and Gas Development Partnership in September, and Landmark Graphics Corporation

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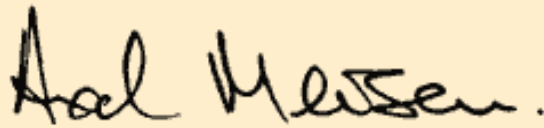
made a very generous donation of software (worth over \$10 million) in support of this initiative on Nov. 24. The Marine Institute has just received funding from the provincial government that will enable us to double the intake of students into the marine transportation programs.

On Dec. 14, we announced a new partnership with Ascension Collegiate in Bay Roberts, designed to share expertise and recruit students.

Without question, there is much more good news to come. I look forward to working with you to make our university an even better place of learning, research, creativity and work.

I hope that you will take time during the upcoming holiday season to relax and enjoy time with your family. With best wishes for peaceful holidays and a very happy new year.

Axel Meisen

A handwritten signature in black ink that reads "Axel Meisen." The signature is written in a cursive style with a period at the end.

PRESIDENT AND VICE-CHANCELLOR

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Human Resources

THE COMMUNICATOR

Agreement signed with CUPE 1615



CUPE 1615 signed an agreement with Memorial University on Oct. 25, 2000: Front row (L-R): Monty Green, Human Resources; Wayne Thistle, vice-president (administration and finance); Dr. Axel Meisen, president, Memorial University; Dave Reynolds, national representative of CUPE; Ralph Tapper, CUPE president, Local 1615; Judy Windsor, CUPE, QEII. Back row (L-R): Claude Horlick, Human Resources; Roxanne Millan, Arts; Rob Shea, Student Affairs; Raelene Thomas, Human Resources; John Butters, CUPE, Computing and Communications; Irene Whitfield, CUPE, Labour/Le Travail; Brian Farewell, CUPE national representative; Carol Kennedy, CUPE, QEII.

This fall an agreement was reached between Memorial University and its administrative, technical and technical support employees represented by the Canadian Union of Public Employees Local 1615. The 750 employees work at Memorial's campuses in St. John's and Corner Brook (Sir Wilfred Grenfell College).

The agreement was ratified by the employees at meetings in Corner Brook on Oct. 10 and St. John's on Oct. 11. It had already been ratified by the labour relations committee of the university's Board of Regents. The agreement was signed on Oct. 25.

The two-year contract, which expires Sept. 30, 2001, calls for the following wage increases: two per cent retroactive to Oct. 1, 1999; one per cent retroactive to April 1, 2000; one per cent retroactive to Oct. 1, 2000; and a wage re-opener clause that takes effect July 1, 2001. Parties agree to re-open discussion of wage increases in the context of any changes to general public sector compensation.

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Outstanding Employees

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Exemplary and long-time employees recognized



This year's exemplary employees: Front row (L-R): Maire O' Dea, Registrar's Office; Barbara Cox, Office of Research; Debbie Barnes, Office of Research; Lisa Savage, Business. Back: President Dr. Axel Meisen; Anthony Kocurko, Earth Sciences and Wayne Thistle, vice-president (administration and finance).

On Nov. 15, Memorial University held its annual Employee Service Awards ceremony in the University Club. The awards, which have been presented since 1995, recognize the commitment to excellent service provided by administrative staff members. A similar ceremony was held at Grenfell College on Nov. 22.

The selection committee considers nominees who have demonstrated commitment to excellence in their role within the university community.

Consideration is also given to people who perform actions of significant merit that benefit the university community and are over and above normal employment responsibilities. Specifically, the award is based on evidence of continued excellence, in excess of the standard level of performance, in these areas: exceptional ability in the tasks associated with the position; contribution to making Memorial University a welcoming community by helping students, faculty, fellow employees, parents, and university guests; contribution to university committees and bodies; contribution to quality of employee work life; contribution to quality of student life; development and/or improvement of operating methods and procedures; contribution to furthering the reputation of Memorial locally, provincially, nationally, and internationally and overall contribution to the achievement of the university's mission.

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 the university. (For a list of employees who received pins, see pages 10-12.)

Exemplary award recipients - 2000

The text which follows each name is the citation read at the ceremony when the awards were presented.

Anthony Kocurko, *manager, Seismological Systems, Earth Sciences:* Mr. Kocurko came to Memorial in 1988 as a seismic researcher in the geophysics group and has been an invaluable resource to the NSERC/PetroCanada Chair in Applied Seismology. His contribution to the department, the university and the community includes supporting undergraduate teaching, assisting graduate students, assisting faculty in their research, publishing his own research, and advising other departments on university-wide computer issues.

He thoroughly fulfills his primary job requirements, helps others who need his services, represents the university well externally, and advances the university's objectives with pride.



(L) Adrian Fowler, *principal of Sir Wilfred Grenfell*, presented **Wayne Muggridge** with his exemplary employee award.

Wayne Muggridge, *instructor, environmental science laboratory, Grenfell College:*

Mr. Muggridge started working at Grenfell in 1980 and has consistently carried out every aspect of his job in the most professional manner. The Earth Science Lab, with its many display cases and plants, is a favourite stop for student tours of the college.

He has been instrumental in developing the laboratory components that accompany Earth Science 1000/1001, Science 115A/B and Science 1000/1001, and Environmental Science 4069. He is considered one of the best mandolinists in the province, has enriched the cultural life of the college and has never refused a request to perform at college functions.

Maire O'Dea, *deputy registrar, Office of the Registrar:*

Ms. O'Dea has been employed by Memorial for 32 years in various positions with the Office of the Registrar. Her broad knowledge of university systems and programs has supported the university community, particularly students.

Her judgement and advice is often called upon to answer questions and provide clarification on questions of regulations, policies and procedures. She listens to the problems and concerns of students, parents, staff and faculty and assists in every possible way to bring a fair and equitable resolution.

Her long-standing membership in national and international associations has

served to promote Memorial to the rest of the country and beyond as an institution of higher learning that exceeds other institutions in its programs, standards and services.

Barbara Cox, *director*; **Debbie Barnes**, *grants co-ordinator, Office of Research*:

The Office of Research oversees Memorial's research effort, which annually generates more than \$35 million in external support. The office maintains information on research in progress, as well as current data on more than 250 sources of funding from more than 150 agencies.

The office reviews research proposals and applications; approves all research proposals, grant applications, funding agreements and research contracts on behalf of the university; develops research policy, and negotiates and administers university research contracts.

Ms. Cox and Ms. Barnes are critical to the success of this office. They accommodate their own schedules to the needs of researchers at a time that is very stressful. They are the epitome of efficient operation combined with high-quality, timely and courteous service to the community.

Lisa Savage, *intermediate secretary, Faculty of Business Administration*:

Ms. Savage has worked in the university for 22 years and within the Faculty of Business Administration for 11 years. She consistently impresses faculty, students and staff with her knowledge of the MBA program, her concern for students, and her strong interpersonal skills.

She has had a positive impact on the school and the university through her interaction with more than 325 graduate students who are now alumni of the university. Her volunteer work has made an excellent contribution to the American Association of the Collegiate Schools of Business accreditation process.

A current student said, "I hope Lisa realizes just how much she is needed and respected by the students of the MBA program. She is a joy to be around and is very understanding of students' needs."

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Outstanding Faculty

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Outstanding teachers and researchers for 2000



Vice-president (academic) Dr. Evan Simpson (first from left) and President Meisen (centre) congratulated this year's outstanding teachers and researchers; Dr. Trevor Bell, Geography; Dr. Jean Finney-Crawley, Biology; Dr. Rick Johnstone, Sociology; Dr. Danny Summers, Math; and Dr. Maynard Clouter, Physics.

The university recently honoured its outstanding teachers and researchers. The President's Awards for Outstanding Research recognize researchers who have made outstanding contributions to their scholarly disciplines. Each award includes a \$5,000 research grant.

Dr. Trevor Bell, winner of the 2000 president's award for outstanding research, has done significant research into the integration of ancient landscapes and human settlements in Newfoundland. His research has led to the discovery of a 10,000 year old Maritime Archaic Indian habitation site in Port au Choix.

Dr. Jean Finney-Crawley, winner of the distinguished teaching award, is one of the Biology Department's most popular teachers. She has been very involved in the development of the biology program, written new courses for the senior level and is currently undergraduate officer responsible for continued development of the biology undergraduate program.

Dr. Rick Johnstone, another winner of the distinguished teaching award this year, has an international reputation for his research on apartheid in South Africa, and currently writes on other human rights issues. He believes the classroom is the heart of the university — especially the seminar class.

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Named university research professor, **Dr. Maynard Clouter's** findings have played an important, if unexpected role in a number of areas, not the least of which has been NASA's research into the climate and surface conditions of the outer planets.

Also named university research professor, **Dr. Danny Summers'** research interests are in plasma dynamics and theoretical space physics. He has published about 100 research papers and is a member of the American Geophysical Union and a Fellow of the Institute of Mathematics and its Applications in the United Kingdom.

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Employee Service Awards

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The following employees were recognized for their long service to the institution at the Employee Service Awards ceremony held on Nov. 15. The university also held a ceremony at the Corner Brook campus on Nov. 22. The photographs which appear throughout the listing were taken at the Nov. 15 ceremony in St. John's.

20 YEARS SERVICE

Chris D. Adey
University Bookstore

Denise M. Beaton
Faculty of Medicine

Judy Blundon
Faculty of Medicine

Dave Bonnell
Fisheries and Marine Institute

Dr. Donald S. Buell
School of Music

William Burke
Technical Services

T. Wilfred Bussey
Computing and Communications

Martin S. Cahill
Department of Facilities Management

Dr. Leslie J. Cake
Sir Wilfred Grenfell College

Joseph H. Callahan
Department of Facilities Management

Rosalind M. Chafe
Office of the Comptroller

Dr. Shakti Chandra
Faculty of Medicine

Jennifer Cheeseman
Faculty of Medicine



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Edward J. Coady
Technical Services

Timothy P. Connors
Department of Facilities Management

M. Bernadine Conran
University Library

Moya Crocker
Faculty of Engineering & Applied Science

Norman R. Crocker
Technical Services

Nancy A. Dawe
Office of the Comptroller

Sheila DeSilva
Department of Chemistry

Elizabeth A. Doody-Browne
University Library

Mary T. Dray
Faculty of Medicine

Dr. William Eaton
Faculty of Medicine

David A. Edwards
Technical Services

Donna M. Evans
University Bookstore

Dr. John C. Garland
University Counselling Centre

Cathy Glynn
Faculty of Engineering & Applied Science

Dr. Virginia Grant
Department of Psychology

Ellen I. Green
Fisheries and Marine Institute

Charles J. Greene
Technical Services

Gerry F. Gulliver
Department of Chemistry

Marilyn Hicks
Office of the Comptroller

Susan Hicks



Faculty of Education

Dr. George William Hurley
University Counselling Centre

Marion L. Hutchings
Office of the Comptroller

Dr. Olaf U. Janzen
Sir Wilfred Grenfell College

Dr. Linda Kealey
Department of History

Robert C. Kelly
Animal Care Services

Alvin J. Kenny
General Student Services

Dr. Nizar Ladha
Faculty of Medicine

Dr. Martin J. Lovelace
Department of Folklore

John J. Maddicks
Department of Facilities Management

Thomas W. Mallard
Department of Facilities Management

Dr. Charles Malsbury
Department of Psychology

Dr. Falah B. Maroun
Faculty of Medicine

Dr. Antonio Martin
Department of Biochemistry

Dr. Anthony G. Middleton
Department of Computer Science

Catherine Miller
Department of Budgets and Audits

Dr. Dorothy Milne
University Library

Wanda J. Mooney
Art Gallery

Wayne Muggridge
Sir Wilfred Grenfell College

Henry L. Murphy
Department of Biochemistry



Dr. Richard A. Niefer
Faculty of Engineering & Applied Science

Ruth M. North
Student Development

Quy Van Pham
Department of Chemistry

Brian Taaffe Power
Computing and Communications

Cheryl Quigley
Sir Wilfred Grenfell College

Dr. Ronald W. Richards
Sir Wilfred Grenfell College

E. Joan Ritcey
University Library

Dr. Toby Rivers
Department of Earth Sciences

Dr. Sudhir Saha
Faculty of Business Administration

Dr. Peter R. Sinclair
Department of Sociology

Sheila M. Singleton
Office of the Registrar

Dr. Ian F. Smith
Faculty of Medicine

Donna Jean Stamp
Office of the Registrar

Dr. Valerie Summers
Department of Political Science

Arthur A. Taylor
Faculty of Medicine

Dr. Sudesh C. Vasdev
Faculty of Medicine

Sharon Wadden
Faculty of Medicine

Dr. Christine Way
School of Nursing

Patricia Whelan
Student Housing & Food Services

Violet White

University Bookstore

Bruce A. Whitelaw
Fisheries and Marine Institute

Edward Whitten
Office of the Comptroller

W. G. Ross Wilson
Department of Geography

D. Scott Winsor
Technical Services

25 YEARS SERVICE

Dr. Rita E. Anderson
Department of Psychology

William Andrews
Department of Facilities Management

Rosalind D. Bailey
School of Continuing Education

Rosalie M. Barrett
School of Continuing Education

Dr. Dennis Bartels
Sir Wilfred Grenfell College

Lois E. Bateman
Sir Wilfred Grenfell College

Dr. M. Ian Bowmer
Faculty of Medicine

Theresa B. Bradbury
Office of the Vice-President (Administration and Finance) and Legal Counsel

William L. Brown
Department of Biology

Arlene E. Buckle
Sir Wilfred Grenfell College

N. Bruce Bussey
Sir Wilfred Grenfell College

Damian E. Butler
Department of Facilities Management

Frank T. Butler
School of Physical Education, Recreation & Athletics

Gerald P. Caul
Office of the Comptroller

Jill D. Hudson Charlebois
University Library

Francis Chong
Sir Wilfred Grenfell College

Dr. Sandra A. Clarke
Department of Linguistics

Dr. David W. Close
Department of Political Science

Dr. Murray H. Colbo
Department of Biology

John Connors
Fisheries and Marine Institute

Dr. Brian Craske
Department of Psychology

George M. Cummins
Faculty of Business Administration

Dr. Patrick Dabinett
Department of Biology

Dr. Thomas Daniels
Sir Wilfred Grenfell College

Vieva L. Edison
School of Continuing Education

Carolyn J. Emerson
Department of Biology

Ian Emerson
Department of Biology

Dr. Jean R. Finney-Crawley
Department of Biology

Robert B. French
Department of Facilities Management

Patricia Garrett
Department of Biology

Wilfred W. George
Department of Facilities Management

Dr. Paris E. Georghiou
Department of Chemistry

Dr. John A. Gow
Department of Biology

Beverley Greene
Sir Wilfred Grenfell College

Dr. Rajendra K. Gupta
Faculty of Business Administration

Dr. Norman H. Hadley
Faculty of Education

Samuel J. Hawkins
Technical Services

Dr. Colin Higgs
School of Physical Education, Recreation & Athletics

Dr. J. Douglas House
Department of Sociology

Dr. Martin J. S. Howley
University Library

Dr. William J. Iams
Sir Wilfred Grenfell College

Dr. Chester R. Jablonski
Department of Chemistry

Vivienne Kuester
School of Physical Education, Recreation & Athletics

Dr. Alan Kwan
Faculty of Medicine

Dr. Chu-In C. Lee
Department of Mathematics & Statistics

Maureen E. Lewis
Office of the Comptroller

Kurt H. Marshall
Department of Facilities Management

Frederick M. Mason
Department of Facilities Management

Dr. Chester J. Michalski
Faculty of Medicine

Dr. William A. Montevacchi
Department of Psychology

Barbara M. Mulloy
University Library

Dr. Terrence M. Murphy
Faculty of Arts

Hyma Naidu
Department of Chemistry

Barbara L. Noel
School of Social Work

Brian G. O'Leary
Technical Services

Howard N. Parsons
University Library

Dr. Paul Patey
Faculty of Medicine

Dr. Raymond Penney
Department of Psychology

Sterling Pritchett
Fisheries and Marine Institute

Dr. F. Michael Rabinowitz
Department of Psychology

Dr. Geoffrey Rayner-Canham
Sir Wilfred Grenfell College

Sharon Rose
Office of the Comptroller

Dr. Abraham S. Ross
Department of Psychology

Dr. Thomas M. Scott
Faculty of Medicine

Dr. Christopher A. Sharpe
Department of Geography

Lewis G. Sparkes
Animal Care Services

Mary G. Sparkes
Sir Wilfred Grenfell College

Edna Spencer
Technical Services

Deborah A. Spurrell
Faculty of Medicine

John E. Steffler
Sir Wilfred Grenfell College

Bonita R. Stevenson
University Library

Dr. Daniel J. Stewart
Sir Wilfred Grenfell College

Barry D. Trask

Department of Facilities Management

Dr. Eugene Tsoa
Department of Economics

Jean E. Voisey
Student Housing & Food Services

George F. Walsh
Department of Facilities Management

Gerard F. Walsh
Technical Services

Dr. Bruce B. Watson
Department of Mathematics & Statistics

Delores D. Wheeler
Ocean Sciences Centre

Sandra E. Whelan
University Bookstore

Gregory John White
Department of Facilities Management

Damian Whitten
Ocean Sciences Centre

Dr. B. Paul Wilson
Sir Wilfred Grenfell College

30 YEARS SERVICE

Dr. Grenfell B. Adams
Faculty of Medicine

James V. Andrews
Technical Services

Dr. Colin E. Banfield
Department of Geography

William J. Barry
School of Continuing Education

Dr. David N. Bell
Department of Religious Studies

Roger S. Burry
School of Continuing Education

Edgar Churchill
Fisheries and Marine Institute

Donald J. Coady
Fisheries and Marine Institute

Glenn W. Collins
Office of the Registrar

Alexander V. Coombs
Department of Facilities Management

Dr. M. Sheila Drover
Faculty of Medicine

Dr. Peter Fisher
Fisheries and Marine Institute

Mark W. Graesser
Department of Political Science

Douglas E. Hall
Department of Biochemistry

Sidney A. Hann
Fisheries and Marine Institute

Dr. T. Edward Hannah
Department of Psychology

Dr. Penelope A. Hansen
Faculty of Medicine

Dr. Frank R. Hawkins
School of Social Work

Dr. James K. Hiller
Department of History

Dr. Joseph P. Hodych
Department of Earth Sciences

Fred D. Hollingshurst
School of Continuing Education

Dr. Robert G. Hooper
Department of Biology

Dr. William A. McKim
Department of Psychology

Dr. Elizabeth Miller
Department of English Language & Literature

Peter J. Miskell
School of Continuing Education

John Moulton
Fisheries and Marine Institute

Dr. Carl W. Norris
Department of Mathematics & Statistics

Josephine M. North
Office of the Comptroller

Shane O'Dea
Department of English Language & Literature

Raymund Pääzold
Department of Earth Sciences

Dr. J. Roger Pickavance
Department of Biology

Carmel A. Power
University Library

Dr. Donald E. Rideout
Department of Mathematics & Statistics

Dr. William E. Schrank
Department of Economics

Dr. James J. Sharp
Faculty of Engineering & Applied Science

Dr. Joan Scott
Department of Biology

Dr. Amarjit Singh
Faculty of Education

Doreen R. Singleton
Department of Biology

Frederick R. Smith
Faculty of Science

Linda M. Snow
University Library

Harold R. Squires
Department of Budgets and Audits

Elizabeth Stanford
University Library

C. Bruce Strong
Faculty of Science

Ralph J. Tapper
University Library

Glenn F. Taylor
Office of the Comptroller

Dr. David L. Thompson
Department of Philosophy

Dr. Laurence K. Thompson
Department of Chemistry

Michael Wallack

Department of Political Science

Doreen M. Whalen
School of Continuing Education

Dr. Robin L. Wood
Department of English Language & Literature

35 YEARS SERVICE

Dr. Phyllis K. Artiss
Department of English Language & Literature

Dr. Gerhard P. Bassler
Department of History

Dr. Allan R. Stein
Department of Chemistry

Desmond J. Walsh
Department of Physics and Physical Oceanography

Yvette M. Walton
School of Physical Education, Recreation & Athletics

Dr. Edgar R. Williams
Department of Mathematics & Statistics

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Safety Notes

Holiday Safety Quiz

True or False?

Cool leftovers from your holiday dinner before you put them in the refrigerator.

False. Leftovers should be refrigerated promptly. Food left at room temperature provides a source of bacteria growth and the risk of food poisoning.

Run extension cords under a rug or carpet to prevent tripping.

False. Running cords under a rug or carpet creates a fire hazard. Run your extension cord behind furniture to prevent tripping or run it along the wall. If it's not long enough for this, get a longer cord.

The best way to treat frostbite is to immerse the injured area in hot water and then rub it to restore circulation.

False. Warm the area gradually using lukewarm water and never rub a frostbitten area; it may cause further injury to the frozen tissue.

A major source of seasonal stress is your own expectation of a perfect holiday.

True. Keep expectations realistic. Set a reasonable budget and stick to it. Make a list and prioritize your activities. Forget about perfection and enjoy the season.

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Holidays

Schedule of University Holidays for 2001 for all Administrative, Technical and Technical Support Staff

Please be advised that the approved schedule of 2001 university holidays for the above employee group is as follows:

1.	New Year's Day	Monday	Jan. 1
2.	Jan. 2 Holiday	Tuesday	Jan. 2
3.	Mid-March	Monday	March 19
4.	Good Friday	Friday	Apr. 13
5.	Victoria Day	Monday	May 21
6.	Discovery Day	Monday	June 25
7.	Memorial Day	Monday	July 2
8.	Mid-July Holiday	Monday	July 9
9.	Regatta Day	Wednesday	Aug. 1 (or as designated)
10.	Labour Day	Monday	Sept. 3
11.	Thanksgiving	Monday	Oct. 8
12.	Remembrance Day	Monday	Nov. 12
13.	Christmas Day	Tuesday	Dec. 25
14.	Boxing Day	Wednesday	Dec. 26

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

Schedule of University Holidays for 2001 for Newfoundland Association of Public Employees, Locals 7801, 7803 and 7804

Please be advised that the approved schedule of 2001 university holidays for the above employee groups is as follows:

1.	New Year's Day	Monday	Jan. 1
2.	Good Friday	Friday	Apr. 13
3.	Victoria Day	Monday	May 21
4.	Memorial Day	Monday	July 2
5.	Regatta Day	Wednesday	Aug. 1 (or as designated)
6.	Labour Day	Monday	Sept. 3
7.	Remembrance Day	Monday	Nov. 12
8.	Christmas Day	Tuesday	Dec. 25

9.	Boxing Day	Wednesday	Dec. 26
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In the case of the Sir Wilfred Grenfell College, an alternate holiday may be substituted for Regatta Day.

Schedule of University Holidays for 2001 for Academic Staff Members

The following is a list of university holidays for 2001 in accordance with Article 22, Clause 22.10:

1.	New Year's Day	Monday	Jan. 1
2.	Jan. 2 Holiday	Tuesday	Jan. 2
3.	Good Friday	Friday	Apr. 13
4.	Memorial Day	Monday	July 2
5.	Labour Day	Monday	Sept. 3
6.	Thanksgiving Day	Monday	Oct. 8
7.	Remembrance Day	Monday	Nov. 12
8.	Christmas Eve	Monday	Dec. 24
9.	Christmas Day	Tuesday	Dec. 25
10.	Boxing Day	Wednesday	Dec. 26
11.	New Year's Eve	Monday	Dec. 31

Schedule of University Holidays for 2001 for Marine Institute Employees

1.	New Year's Day	Monday	Jan. 1
2.	Mid-March	Monday	Mar. 19
3.	Good Friday	Friday	Apr. 13
4.	Easter Monday (<i>Support Staff/ Management Only</i>)	Monday	Apr. 16
5.	St. George's Day (<i>Instructors/ Demonstrators /Technical Assistants Only</i>)	Monday	Apr. 23
6.	Victoria Day	Monday	May 21
7.	Discovery Day	Monday	June 25
8.	Memorial Day	Monday	July 2
9.	Mid-July Holiday	Monday	July 9
10.	Regatta Day	Wednesday	Aug. 1
11.	Labour Day	Monday	Sept. 3
12.	Thanksgiving Day	Monday	Oct. 8
13.	Remembrance Day	Monday	Nov. 12
14.	Christmas Day	Tuesday	Dec. 25
15.	Boxing Day	Wednesday	Dec. 26

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Pensions

Pension plan investment structure

By Glenda Willis
Manager, Benefits and Pensions

For many years the Memorial University pension fund has been externally managed by three investment management firms under a "balanced fund" mandate, under which an investment manager invests in stocks (Canadian and foreign), bonds, and short-term securities. The Investment Policy for the Memorial University Pension Fund provides a broad framework for investing and contains guidelines on the allowable percentage allocations to each asset category.

Measurement of investment performance – of the total fund and by investment manager – is performed quarterly by Royal Trust Funds Evaluation Services in terms of the absolute rate of return on invested assets and the relative performance compared to a sample of other Canadian pension funds. Investment performance is monitored by the university pensions committee, which represents the entire university community, in concert with pensions staff at Human Resources. While investment results are examined on a quarterly basis, it is generally accepted that a market cycle, for comparative evaluation of investment performance, occurs over a four-year period. The investment managers are evaluated on an ongoing basis within this time frame.

In May the Board of Regents approved a recommendation of the pensions committee that the services of one of the investment management firms, Lincluden Management Limited (with 25 per cent of the fund under investment), be terminated because of inferior investment performance over a four-year period ending March 31, 2000. Lincluden's services were terminated effective May 4 and, as an interim measure, their portion of the fund was transferred to one of the other two fund managers – TAL Institutional Management, which already invests 25 per cent of the pension fund. Sceptre Investment Counsel invests the remaining 50 per cent.

Investment Strategy Review Underway

A review of the overall investment strategy is being conducted by a subcommittee of the University Pensions Committee. This review is being conducted in two phases.

Phase 1

Phase 1, supported by the services of S.E.I. Investments (the firm that previously provided performance measurement services), consists of a review of the overall investment structure of the plan in relation to its liabilities – an asset-liability planning study. Prudent pension plan management is undertaken to ensure that there are sufficient funds available to meet the plan's obligations to its members; therefore it is reasonable to expect that assets be managed in terms of their ability to

meet liability requirements.

This study will identify the optimal mix of assets (stocks, bonds, short-term investments) for the university pension fund given the risk tolerance of the plan, the liability structure (benefit entitlement, ratio of retirees to active members, expected future growth/decline in plan membership, and projected liabilities in future years) and the financial market conditions. The findings of this study will be used to develop a statement of investment policies and goals.

Phase 2

This phase, to be assisted by Eckler Partners Ltd., actuary for the pension plan, will focus on implementation actions relative to investment management structure. Key items to be addressed include:

Balanced vs. Specialist Management: whether investment managers continue to be given a "balanced fund" mandate or whether some "specialist" mandates – separate managers for each asset class – be introduced (e.g., an investment manager engaged to invest in Canadian equities only).

Active vs. Passive Management: whereas the pension fund is now actively managed, whether a portion should be passively managed through investing only in those securities that comprise a specific securities index (e.g., Toronto Stock Exchange 300 Composite Index for Canadian equities).

An analysis of these and other implementation issues may lead to a search for additional and/or replacement investment managers. The selection process would seek to identify investment management firms likely to provide the highest possible returns given the level of risk to be assumed.

The work of the investment strategy review subcommittee will lead to a series of recommendations to the pensions committee and, in turn, to the Board of Regents. The target completion date for this comprehensive review is March 2001. Until then – barring extenuating circumstances – TAL Institutional Management and Sceptre Investment Counsel will each continue to manage 50 per cent of the fund.

If you have any questions about your pension plan, please contact us at 737-7406 or by e-mail at pensions@mun.ca. Stay tuned for more pension information in future issues of The Communicator.

Investment Strategy Review Subcommittee:

Fred Durant, Board of Regents

Wayne Thistle, vice-president (administration and finance) & legal counsel

Glenda Willis, manager, benefits and pensions, Human Resources

George Hickman, director, Human Resources

Dr. John Bear, MUNFA

Jane Ryan, CUPE, Local 1615

Ed Brown (representing combined NAPE Locals 7405, 7801, 7803, 7804, 7850)

Ray Smallwood, external representative

Dr. John K.C. Lewis, Pensioners' Association

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Campus Life

THE COMMUNICATOR

Meritorious service awards recognize MUN pensioners



Accepting meritorious service awards were (back row, from left): Charles Rennie, Hilary Vavasour representing Alistair Riach, (middle) Douglas Eaton, Edna Hodgett representing Ferriss Hodgett, (front) Susan Jackson representing Carman Mews and Herbert Jackson, Kathy Duarte for Anthony Duarte, and Millar Ewing. Missing from photo: Carmel Woodford

Meritorious Service Awards were presented to members of the Memorial University of Newfoundland Pensioners Association (MUNPA) on Sept. 18. The award recognizes outstanding service to the university.

Nine pensioners received awards.

The late **Rev. Dr. Alastair Riach**, a minister of the Presbyterian Church, joined the Faculty of Education at Memorial in 1962 and specialized in speech and communication. In 1985 he founded the Memorial University Pensioners Association. (MUNPA)

The late **Anthony Duarte** worked in a senior management post in Engineering and is best remembered for his dedication in establishing the Faculty and Staff Club. He also served as the club's first manager.

The late **Carman Mews** provided exceptional service to the Department of Chemistry from 1962 to 1978 and since his retirement has continued this interest, in particular by sponsoring an annual student award. He was also involved in the forming the Faculty and Staff Club, serving as manager for a

short period and as secretary for several years.

Carmel Woodford served the university from 1960 to 1985 as switchboard operator/receptionist and then as manager of mail services until her retirement in 1993.

Charles S. Rennie spent 40 years in service with the provincial government and the university in the fields of labour relations and human resources. He's involved with many organizations including the Seniors Resource Centre, the St. John's Nursing Home Noard and the International Year of the Older Person.

Dr. J. Douglas Eaton made a substantial contribution to Memorial during his many years as director of Physical Education, dean of Student Affairs and vice-president. His work as a volunteer in the community has been considerable; as well as working with sporting groups he has held offices with the Red Cross, the Scouts Association and St. Andrews Church.

The late **Ferriss Hodgett** served Memorial as dean of Junior Studies on the St. John's campus; in 1975 moved to Corner Brook where he spent 20 years as assistant principal of Grenfell College.

The late **Dr. Herbert H. Jackson** was a devoted teacher and head of the German/Russian Department. He was one of the founders of MUNPA, serving as its first secretary and then as president for several years.

Millar Ewing served Memorial as an administrator in various capacities, with key posts in the former Buildings and Grounds Department/University Works. He is the current MUNPA president.

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Career Scene

THE COMMUNICATOR

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.

Editors note: Appointments made in November will appear in the February issue of the Communicator.

ACADEMIC

Appointments

Dr. Michael Slawinski, Earth Sciences, Petro Canada chair in applied seismology and associate professor, Feb. 1, 2001

Dr. Elizabeth Murphy, Education, assistant professor, Sept. 1, 2000

Dr. Ursula Kelly, Education, professor, Sept. 1, 2000

Dr. David Dibbon, Education, assistant professor, Sept. 1, 2000

Ross Elliott, Education, assistant professor, July 1, 2001

Dr. Mohsen Daneshtalab, Pharmacy, associate professor, Sept. 1, 2000

Dr. C. Jane Gosine, Music, assistant professor (half-time), Sept. 1, 2000

Gillian Byrne, Ferriss Hodgett Library, Sir Wilfred Grenfell College, librarian I, Sept. 1, 2000

Susan Fahey, Information Services Division, Queen Elizabeth II Library, librarian I, July 10, 2000

Dr. Anne Porter, Psychiatry (Adolescent), Medicine, assistant professor, Sept. 1, 2000

Patrick Warner, Queen Elizabeth II Library, librarian I and head of lending services, Aug. 28, 2000

Term Appointments

Joanne Barber, Counselling, Sir Wilfred Grenfell College, lecturer, Aug. 21, 2000

Dr. Jane Barron, Discipline of Laboratory Medicine, Medicine, clinical assistant professor, Sept. 1, 2000

Dennis Batten, Mathematics and Statistics, lecturer, Sept. 1, 2000

Douglas Batten, Mathematics and Statistics, lecturer, Sept. 1, 2000

Christa Beaudoin-Lietz, English Language and Literature, lecturer,

Sept. 1, 2000

Jennifer Crane, Visual Arts, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2000

Dr. Vernon Curran, Medical Education, Medicine, assistant professor, Sept. 1, 2000

Dr. Susan Drodge, English Language and Literature, lecturer, Sept. 1, 2000

Dr. Varun Gupta, Discipline of Medicine, Medicine, clinical assistant professor, Sept. 1, 2000

Elena Hannah, Psychology, lecturer, Sept. 1, 2000

Todd Hennessey, Theatre, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2000

Elizabeth Hynes, Nursing, lecturer, Sept. 1, 2000

Marilyn Jacobs, Nursing, lecturer, Sept. 2001

Chantal Jordaan, French and Spanish lecturer, Sept. 1, 2000

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

Dr. Andrew Latus, Philosophy, assistant professor, Sept. 1, 2000

Dr. Michael Nolan, English Language and Literature, lecturer, Sept. 1, 2000

Dr. Robert Lewis, Sociology, assistant professor, Sept. 1, 2000

Anne Morris, Sociology, lecturer, Sept. 1, 2000

Dr. Vasu Nambudiri, Environmental Science, Sir Wilfred Grenfell College, lecturer, Sept. 1, 2000

Dr. Michael Nolan, English Language and Literature, lecturer, Sept. 1, 2000

Christopher Page, Political Science, lecturer, Sept. 1, 2000

Nichole Power, Sociology and Women's Studies, lecturer, Sept. 1, 2000

Paul Ripley, Sociology, lecturer, Sept. 1, 2000

Mary Secord, Environmental Science, Sir Wilfred Grenfell College, lecturer, Sept. 4, 2000

Dr. Jorge Segovia, Division of Community Health, Medicine, clinical professor, Sept. 1, 2000

Dr. Elizabeth Somerton, English Language and Literature, lecturer, Sept. 1, 2000

Creina Twomey, Nursing, lecturer, Sept. 1, 2000

Dr. Vincent Walsh, Anthropology, assistant professor, Sept. 1, 2000

Michael Wickerson, Visual Arts, Sir Wilfred Grenfell College, assistant

professor, Sept. 1, 2000

Bernard Wills, Religious Studies, Sir Wilfred Grenfell College, lecturer,
Sept. 1, 2000

Appointments Other

Dr. Jill Barter, Medicine, assistant dean for admissions, Sept. 1, 2000

Dr. Howard Clase, Chemistry, head, Sept. 1, 2000

Dr. Claude Daley, Ocean Engineering Research Centre, director, July 1, 2000

Chantal Jordaan, Frecker Programme in Saint-Pierre, director, Sept. 1, 2000

Louise McGillis, Sir Wilfred Grenfell College, acting associate university
librarian, Sept. 1, 2000

Dr. Bill McGrath, Political Science, acting head,
June 29, 2000

Dr. Holly Pike, Sir Wilfred Grenfell College, senior academic advisor,
Sept. 1, 2000

Dr. Ronald Sparkes, Labrador Institute, director, Sept. 15, 2000

Joy Tillotson, Queen Elizabeth II Library, acting associate university
librarian, July 1, 2000

Cross Appointments

Dr. Gilbert J. Kirouac, Division of Basic Medical Sciences, Medicine, to
Discipline of Psychiatry, Medicine, Sept. 1, 2000

Promotions

Dr. Richard Hewitt, Medicine, clinical assistant professor,
Sept. 1, 2000

Dr. Mira Parai, Discipline of Laboratory Medicine, Medicine, clinical associate
professor, Sept. 1, 2000

Retirements

Dr. Douglas G. Copeman, Chemistry, Sept. 11, 2000

Dr. Peter D. Golding, Chemistry, Oct. 25, 2000

Dr. W. E. Ludlow, Education, Aug. 31, 2000

Dr. Tony Simmonds, Psychology, Aug. 31, 2000

ADMINISTRATIVE

Appointments

Suzanne Browne, Nursing, intermediate clerk stenographer, July 24, 2000

R. Dean Hogan, University Relations, graphic artist II, July 11, 2000

Bernice Mullett, Medicine, intermediate clerk stenographer, June 16, 2000

Douglas Oldford, Engineering and Applied Science, co-ordinator,
Sept. 5, 2000

Mr. William Verge, Technical Services, technologist II,
Aug. 21, 2000

Ms. Amy Wyse, Human Resources, human resources analyst, Aug. 1, 2000
Promotions

James Davis, Technical Services, technologist III, June 16, 2000

William Morrissey, Centre for Management Development, Business
Administration, director, Sept. 1, 2000

Retirements

Harvey Best, Labrador Institute, director, Sept. 15, 2000

Audrey Cole, Queen Elizabeth II Library, library assistant I,
July 4, 2000

Mr. Alexander Coombs, Facilities Management, plant stores clerk,
Aug. 31, 2000

Shirley Cooper, Health Sciences Library, Medicine, library assistant VII,
June 30, 2000

Sidney Hann, Fisheries and Marine Institute, instructor, June 30, 2000

Zygmunt Kwidzinski, Fisheries and Marine Institute, instructor,
Aug. 31, 2000

Frederick Mason, Facilities Management, enforcement and patrol officer III,
June 30, 2000

John Moulton, Fisheries and Marine Institute, Sept. 5, 2000

Edgar Noftall, Facilities Management, custodian I,
Aug. 31, 2000

Mary Somerton, General Student Services, intermediate secretary, Aug. 31,
2000

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Employee's Rights

The employee's rights

Under Canadian human rights law, employers have the duty to accommodate employees in issues of gender, disability, and religion. What exactly does this mean?

The definition is established under law, but application varies from workplace to workplace. Essentially, an employer must accommodate an employee except where doing so would constitute undue hardship for the employer.

Undue hardship can be defined in several ways, including but not limited to: financial cost, impact on a collective agreement, problems of employee morale, interchangeability of the work force and facilities, size of the employer's operations, and safety.

Where possible, the employer and its management representatives are required to work diligently towards finding an accommodation. The process always includes the employee, and in many cases may also need union involvement.

Accommodations can vary widely, from permitting time throughout the day for prayer to rearranging job duties. Different Canadian courts have pinpointed numerous conditions as disabilities that must be accommodated: heart conditions, depression, colour blindness, speech impediments, obesity, substance dependency and panic attacks, among many others.

The employer does not have to create an unproductive position simply for accommodation purposes, and an employee has to be able to perform the essential job duties of the existing, re-structured or newly-assigned position. The employee also has to abide by any conditions agreed upon; for example, an alcohol-dependent employee working under a "last-chance agreement" may be terminated if s/he shows up at work under the influence.

Interested in finding out more? A collection of papers, The Duty to Accommodate in the Unionized Workplace, was circulated to deans and directors in May and is available by calling 737-8217.

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Payroll Tax Deductions

TONI — A new way to calculate payroll income tax deductions

What is TONI?

TONI (tax on income) is a new way to determine provincial personal income tax based on taxable income. The current tax-on-tax method calculates provincial income tax as a percentage of the basic federal tax. With TONI, provincial tax will be calculated by applying provincial tax rates to the taxable income amount.

As of Jan. 1, 2001, TONI will apply to provincial withholdings at source in all provinces, except Quebec. Under TONI, each province can set its own unlimited number of tax brackets and rates, add supplements to existing non-refundable tax credits, and introduce any number of new non-refundable tax credits.

How does TONI affect me as an employee?

Form TD1

A separate provincial form TD1 will be provided For all provinces with personal provincial tax credit amounts that differ from the federal tax credit amounts. You will have to complete both a federal and provincial form TD1 for 2001, if you are claiming other than the basic personal exemption. Refer to the instructions on Form TD1 to determine if you need to complete it. Employees or pensioners who don't complete the new forms will receive only the basic personal amount (claim code 1) for tax purposes.

To allow employees and pensioners time to complete the signed TD1 forms, Canada Customs and Revenue Agency (CCRA) will authorize employers and payers, for the initial pay periods of 2001, to use the federal TD1 information already on file to estimate the appropriate 2001 provincial tax credits for their employees or pensioners.

Employees and pensioners must still complete and submit their provincial TD1 forms within a reasonable period of time to ensure that they receive the correct provincial tax credits. Employees and pensioners claiming other than the basic personal exemption should submit a new provincial and federal TD1 by Jan. 26, 2001, to Payroll, Department of Human Resources, Arts and Administration Building, A4023.

To get forms, visit the CCRA Web site at www.ccra-adrc.gc.ca/tax/business/toni. We will also have the forms available at the payroll office in early January when they are received from CCRA.

Payroll deductions

Payroll deductions for income tax will still be shown on your payroll advice as one amount which will be the total of both federal and provincial income tax.

T4

You will continue to receive a T4 slip in February of each year. The T4 slip will show combined federal and provincial taxes as one total.

What's new in payroll

The new tax rates listed at right will come into effect with the Jan. 11, 2001, payroll. Employees who were at the maximum pensionable earnings for Canada Pension Plan (CPP) will see their 2001 contribution increase by \$166.50 to \$1,496.40. The maximum premium for Employment Insurance for 2001 has dropped \$58.50 to \$877.50.

Employees who had reached the maximum CPP and EI premiums in 2000 will notice that with the first pay of 2001, these deductions have started again and will continue until their maximum contributions have been reached.

Canada Pension Plan	2001	2000
Year's maximum pensionable earnings	\$38,300.00	\$37,600.00
Year's annual basic exemption	\$3,500.00	\$3,500.00
Maximum contributory earnings	\$34,800.00	\$34,100.00
Contribution rate (employee)	4.3%	3.9%
Maximum contribution (employee)	\$1,496.40	\$1,329.90

Employment Insurance	2001	2000
Maximum annual insurable earnings	\$39,000.00	\$39,000.00
Premium rate (employee)	2.25%	2.4%
Annual maximum premium (employee)	\$877.50	\$936.00