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THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 15 No. 4

December 2001

Exemplary employees recognized



Memorial recognizes its exemplary employees: (L-R) President Axel Meisen; Barry Hanlon, Marine Institute; James Devereaux, Ocean Sciences Centre; Pat Horan, Earth Science, Wilf Bussey, Computing and Communications, Wayne Thistle, vice-president (administration and finance) and legal counsel. Inset: Wanda Ellsworth, Grenfell College.

On Nov. 14, Memorial University presented the President's Awards for Exemplary Service at a 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. 28.

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.

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. To read more about the award recipients pictured above, [click here](#).

At the awards ceremony, long-serving employees received pins acknowledging 20, 25, 30, 35 and 40 years of service to the university. (For a list of employees who received pins, [click here](#).)

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Board of Regents

THE COMMUNICATOR

Board of Regents approves 2001 IT market differential

The Department of Human Resources submitted a proposal on the 2001 IT market differential for consideration at the Dec. 6, 2001, meeting of the Board of Regents. Gerard McDonald, director of Human Resources, indicated that he has been advised that the Board approved this submission. Details on the approved 2001 IT market differential will be communicated to the staff employed in the applicable information technology classes in the near future.

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From the President

Season's Greetings from the President

This is a special time of year for many faiths and for many reasons. Many special events, religious and secular fall into the period of mid-November to the end of December.

For example, members of the Muslim faith celebrate Ramadan from Nov. 16 to Dec. 16. Those who follow the Baha'i religion mark the death of their founder Abdul-Baha and celebrate his ascension on Nov. 28. The birthday of the founder of Sikhism, Guru Nanuk, is celebrated on Nov. 30. Christians celebrate Advent and then Christmas on Dec. 25. The eve of Hanukkah, a special time for those in the Jewish faith, is celebrated on Dec. 9. In the eastern world, Tohji-taisai is celebrated by the Shinto religion on Dec. 21.



In the secular domain, the United Nations marks International AIDS Day and the International Day for the Abolition of Slavery on Dec. 1 and Dec. 2, respectively. Here in Canada the National Day of Remembrance and Action on Violence Against Women occurs on Dec. 6. In addition, we are approaching the end of another calendar year.

All these special days pause us to think about our daily lives, our work and our families. If there is one unifying factor among these days, it is the desire for people to commune and to celebrate the universal ideals of peace, respect, love and hope. During the Christmas season, a traditional wish is the offering of peace. This year, more than ever, there is a yearning for peace in the world: peace amongst individual people, peace amongst communities and peace amongst nations.

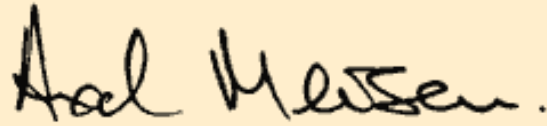
We at Memorial University, contribute to the creation of a more peaceful world through education, research and other scholarly, creative or professional work. Some of our work, such as history and political science, is focused directly on peace whereas other work, such as the sciences, arts and professional disciplines, helps to create the conditions for peace. Our University is also a place to foster friendships and to bridge the divides

between nations, cultures and faiths.

I wish to thank you for your dedication to Memorial University over this past year and to helping create a better world.

I wish you and your families an enjoyable and restful holiday season and all the best for the coming year. Happy holidays and New Year! I would also like to wish friends of Memorial, donors, alumni and other supporters in the community a happy holiday season.

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

President's awards for exemplary service — 2001

The text which follows each name is the citation read at the presentation of awards.

James (Jim) Devereaux

Supervisor, Laboratory Services, Ocean Sciences Centre

Jim started his employment with Memorial University in 1974 as a marine utility worker. He has advanced through the ranks to his current position as supervisor.

A consistent theme in his nominations was his dedication and commitment to the OSC, as he is on call 24 hours a day, seven days a week. As one nominator stated, Jim is always just a phone call away. He has been known to spend up to 16 to 20 hours on site ensuring all is functional. He is constantly available to assist faculty, graduate students and staff.

Jim is very knowledgeable in his field, and is well liked and respected by all. Without his dedication, the Ocean Science Centre would not function as well as it does today.

Patricia (Pat) Horan

Research and project geologist, Department of Earth Sciences

Pat began her career at Memorial University 15 years ago when she was hired after graduating from our Chemistry Department. Her laboratory, and the work that she performs there, are known nationally and internationally. She provides analyses for Memorial's researchers and, because her lab is the only one of its kind in Atlantic Canada, she consistently takes on work from other universities.

Pat is probably most well known for her work in identifying depleted uranium in British war veterans. While this project generated much controversy and military scrutiny, Pat continued her work, many times working through the night, with one goal in mind: determining if depleted uranium was indeed the cause of the veterans' health problems.

Pat has contributed to the evolution of a complex university lab facility into one of the most productive radiogenic isotope laboratories in North America; in turn this lab has enhanced the national and international reputation of Memorial University. And all this was done while continuing her work and commitment to Memorial.

Wilfred Bussey

Director, Department of Computing and Communications

Wilf began his career with Memorial almost two decades ago. His commitment extends to students, staff and faculty: providing free e-mail

and Internet services to students, an open-door policy, and consistent support for his staff and the academic programs of the university.

Wilf was pivotal in the creation of Internet services across Newfoundland and Canada. He did this with little support, long volunteer hours and determination. He is known and respected in this province and across the country as one of the pioneers in the development of the Canadian Internet. He also created the campus network, which in turn changed the way business, research and teaching is done here at Memorial.

Wilf has served on numerous committees, nationally and provincially, and has received many awards and much recognition, including a citation from Prime Minister Jean Chretien.

Wanda Ellsworth

Supervisor, Science Laboratory, Sir Wilfred Grenfell College

Wanda has been employed at Grenfell College since 1985. She is well known for her highly professional manner and her ability to work well with people. She takes great pride in her work and maintains the highest standard of safety within her lab; in fact, she has had one of her innovations to lab safety published in a chemistry journal.

After the expansion of the nursing program to Grenfell College, students had to go to Western Memorial Hospital to do their labs. Wanda was instrumental in the recent change that resulted in lab work being done at the college. This was a difficult transition that would not have been successful without her knowledge and expertise.

Wanda carries out all aspects of her very complex job with quiet competence, a sense of humour and with a rare ability to work with the people around her in such a way that they aspire to her level of excellence.

Barry Hanlon

Purchasing officer, Marine Institute

Barry's employment with us began almost 17 years ago, in the Marine Institute's dormitory in Pleasantville.

Barry has a strong commitment to the institute, the students, the clients and his co-workers. He is regarded as an irreplaceable member of the team and has become embedded in the culture. He represents the excellence that Marine Institute stands for.

Barry is known to dedicate many hours of personal time to support many social activities of the Institute, serving on many committees and organizing socials.

One of his numerous supporters stated: "Whether dealing with suppliers, students, national or international visitors, or the organizers of the institute's many conferences, Barry is the front-line person representing the institute. He is the key ambassador for the Marine Institute and what it stands for."

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20-YEAR RECIPIENTS

Azmy Aboulazm

Luanne M. Agriesti-Cleary

Joan A. Andrews

Deborah Barnes

Joan M. Barry

Donna Batten

George H. Beckett

D. Roy Bishop

Beth Brett-Williams

Brenda A. Burke

Linda Carter

Wayne T. Clarke

Jacqueline Collins

Paula C. Corbett

Robert W. Davis

Beatrice K. Decker

Douglas Dunsmore

Avery G. Earle

Alex J. Faseruk

P. Bruce Faulkner

Isabell Fleming

John Foley

Cameron French

Jean Guthrie

Lois Jane Hammond

Elaine M. Healey

Clyde S. Hillier

Javis Hulan

Richard Ilgner

Deborah Janes

Ming-Hsiung Kao

Gregory S. Kealey

Linda Kirby

Roy Knoechel

Gail E. Lidstone

Beverly Mahoney

Patrick Mansfield

Janet A. McHugh

David B. Murphy

Keith Nicol

Kevin J. O'Leary

Leslie O'Reilly

Frank Pippy

Donald J. Pittman

M. A. Priscilla Renouf

Brian A. Roberts

Hans Rollmann

Francis G. Shapter

Dennis B. Sharpe

Clarinda Skanes

Ken C. Stanley

George C. Summers

Donald A. Tennent

Andree Thoms

Sharon M. Wall

Patrick W. Webber

Nolan White

Randy White

Irene A. Whitfield

Annette Williams

Doris G. Williams

Ena Zaki

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25-YEAR RECIPIENTS

Pramila Acharya
Shirley V. Atkins
James A. Baker
Paul Bendzsa
Lillian M. Beresford
P. John Blackwood
Rosalyn Blackwood
Adrian J. Bonia
Peter G. Boswell
Malcolm Butler
Brian J. Cahill
Charles G. Carter
Gary Clarke
Douglas W. Collins
Marilyn L. Collins
Jennifer C. Dawe
Duncan A. Ferguson
Lewis R. Fischer
Harold J. Gibbons
Maurice W. Gillingham
Gail D. Green
Gary E. Green
Virginia A. Harger-Grinling
Deryck N. Harnett
Carol Hawco

Christopher D. Hayes
Mary C. Hayes
Kjellrun K. Hestekin
Edward F. Hipditch
Fred A. Hiscock
Robert Hyde
Carol A. Kennedy
D. Roger Lee
William J. McGrath
Eric P. Mintz
Elizabeth Oates
Ingrid U. Pardoe
Margaret Y. Pippy
Gregory D. Pitts
M. D. Azizur Rahman
Wayne Rowe
Jane T. Ryan
Shirley M. Solberg
Leo Spurrell
Judith M. Strang
Brian W. Tiller
Teresa Toope
Sharon L. Walsh
Wayne F. Yetman

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30-YEAR RECIPIENTS

Donald M. Balsom
Eleanor E. Bennett
Derek Burton
Edward P. Cadigan
Walter Joseph Cherwinski
Eugene Cox
Richard H. Ellis
John H. Evans
Garth L. Fletcher
Adrian J. Fowler
Norman Garlie
Morley D. Garrett
Lan T. Gien
Verena F. Gosse
Malcolm J. Grant
Klaus R. Gries
Carolyn A. Harley
Martin G. Hatswell
Chaker A. Hobeika
Sonja M. Jerkic
Madonna J. King
Ruby S. Kocurko
Tyrone T. L. Lai
W. Carson Leonard
Luis J. Lobo

Shirley M. Moulton
Gummuluru S. Murthy
Richard D. Noseworthy
W. Stan W. Nowak
Bernard T. O'Dwyer
George W. Pardy
Wanda M. Parrott
Catherine G. B. Penney
Gordon J. Power
Vallabhaneni S. Rao
William G. Reeves
Gary E. Riser
Herbert G. Rose
Shannon Ryan
Ronald D. Schwartz
John A. Scott
Michael F. Sherrick
Anthony J. Simmonds
Kevin R. Snow
Keith J. Storey
John E. Strawbridge
Danny Summers
Audrey L. Tilley
Donna Walsh
Steven B. Wolinetz

Barbara A. Meade

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35-YEAR RECIPIENTS

Cal Adey
Raoul R. Andersen
Marion E. M. Baggs
Peter I. Booth

George J. Casey
John G. Clarke
Tran T. Gien
Thomas Perks

40-YEAR RECIPIENT

John Burry

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Retirements

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. Thomas Michalak, Division of Basic Medical Sciences, Medicine, professor and appointed to a Canada Research Chair in Viral Hepatitis/Immunology

Janet Goosney, Information Services Division, Queen Elizabeth II Library, librarian I, Nov. 5, 2001

Lindsay, Glynn, Health Sciences Library, librarian I, Sept. 1, 2001

Term appointments

Pierre LeBlanc, Visual Arts, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2001

Dr. Nicholas Novakowski, Social Science, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2001

Dr. Christopher Page, Political Science, assistant professor, Sept. 1, 2001

Dr. Vernon Curran, Medical Education, Medicine, assistant professor, Sept. 1, 2001

Joyce Mgombelo, Education, assistant professor, Sept. 1, 2001

Scott N. MacKinnon, Human Kinetics and Recreation, assistant professor, Dec. 1, 2001

Suzanne (Crosbie) Brake, Social Work, assistant professor, Aug. 15, 2001

Dr. Harry Elliott, Education, associate professor, Sept. 1, 2001

Dr. Mark Knighton, German and Russian, assistant professor, Sept. 1, 2001

Ellen Oliver, Social Work, assistant professor, Sept. 1, 2001

Greg Kirby, Business Administration, lecturer, Sept. 1, 2001

Daniel Mosher, Business Administration, lecturer, Aug. 15, 2001

Mary Furey, Business Administration, lecturer, Aug. 15, 2001

Peter Dunne, Business Administration, lecturer, Aug. 15, 2001

Christine Bolan, Nursing, assistant professor, Aug. 1, 2001

Dr. Jan Gerits, Environmental Science, Sir Wilfred Grenfell College, visiting assistant professor, Aug. 16, 2001

Dr. Rui Jia, Mathematics, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2001

John Farwell, Theatre, Sir Wilfred Grenfell College, visiting assistant professor, Sept. 1, 2001

Dr. Stephanie McKenzie, English, Sir Wilfred Grenfell College, visiting assistant professor, Sept. 1, 2001

Dr. Parveen Sodhi, Environmental Science, Sir Wilfred Grenfell College, visiting assistant professor, Sept. 1, 2001

Barbara Rose, English, Sir Wilfred Grenfell College, visiting assistant professor, Sept. 1, 2001

Dr. Vasu Nambudiri, Environmental Science, Sir Wilfred Grenfell College, visiting associate professor, Sept. 1, 2001

Richard MacLeod, Mathematics, Sir Wilfred Grenfell College, visiting assistant professor, Sept. 1, 2001

Joanne Barber, Counselling, Sir Wilfred Grenfell College, lecturer, Aug. 20, 2001

Leslie Newman, Music, visiting assistant professor, Sept. 1, 2001

Carolyn Smallwood, Linguistics, visiting assistant professor, Sept. 1, 2001

Ching-Zhy Kuo, Mathematics and Statistics, visiting assistant professor, Sept. 1, 2001

Henry Andrews, Mathematics and Statistics, visiting assistant professor, Sept. 1, 2001

Dr. Robert Piercey, Philosophy, visiting assistant professor, Sept. 1, 2001

Linda Parsons, Sociology, lecturer, Sept. 1, 2001

Nicole Power, Sociology, lecturer, Sept. 1, 2001

Thierry Delva, Fine Arts, Sir Wilfred Grenfell College, visiting assistant professor, Sept. 1, 2001

Paul Ripley, Sociology, lecturer, Sept. 1, 2001

Anne Morris, Sociology, lecturer, Sept. 1, 2001

Gillian Byrne, Ferriss Hodgett Library, Sir Wilfred Grenfell College, librarian I, Sept. 1, 2001

Dr. Kenneth Fowler, Psychology, assistant professor, Sept. 1, 2001

Dr. Michael Nolan, English Language and Literature, visiting assistant professor, Sept. 1, 2001

Dr. Michael Long, English Language and Literature, visiting assistant professor, Sept. 1, 2001

Dr. Elizabeth Somerton, English Language and Literature, visiting assistant professor, Sept. 1, 2001

Dr. Christa Beaudoin-Lietz, English Language and Literature, visiting assistant professor, Sept. 1, 2001

Dr. Iona Bulgin, English Language and Literature, visiting assistant professor, Sept. 1, 2001

Dr. Li-Ping Geng, English Language and Literature, visiting assistant professor, Sept. 1, 2001

Susan Fahey, Information Services, Queen Elizabeth II Library, Sept. 4, 2001

Danial Duda, Queen Elizabeth II Library, librarian I, Sept. 4, 2001

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Other appointments

Dr. Elizabeth Simms, Geography, head, Sept. 1, 2001

Dr. John Whitehead, Physics and Physical Oceanography, head, Sept. 1, 2001

Dr. Hesham Marzouk, Engineering and Applied Science, chair, discipline of civil engineering, July 1, 2001

Dr. James Feehan, J. R. Smallwood Foundation for Newfoundland and Labrador Studies, director, Sept. 1, 2001

Lois Bateman, Sir Wilfred Grenfell College, senior academic advisor, Sept. 1, 2001

Captain Clarence Ingram, campus ministries chaplain to the university, representing The Salvation Army

Karen Lippold, Information Services, Queen Elizabeth II Library, acting head, Aug. 1, 2001

Gerard McDonald, Department of Human Resources, director, Sept. 17, 2001

Dr. Richard Matthews, Philosophy, assistant director, and M.Phil. (Humanities) Program, interim director, Sept. 1, 2001

Dr. Janet Fitzpatrick, Social Work, interim director, Oct. 1, 2001

Dr. Chris Flinn, Chemistry, senior faculty advisor for science, Sept. 1, 2001

Rev. Pamela Jones-Fitzgerald, campus ministries chaplain to the university, representing the Anglican/United Chaplaincy

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Cross-appointments

Dr. Rainer Baehre, Division of Arts, Sir Wilfred Grenfell College to Social/Cultural Studies Programme Unit, Division of Social Science at Sir Wilfred Grenfell College, Sept. 1, 2001

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Tenured and Tenure-Track

Dr. Beverley Diamond, Music (60 per cent) and Folklore (40 per cent), with tenure, professor, Sept. 1, 2002

Dr. David Thompson, Chemistry, assistant professor, Sept. 1, 2001

Dr. Darlene Skinner, Psychology, assistant professor, July 1, 2001

Dr. Tracey Bridger, Pediatrics, Medicine, assistant professor, July 1, 2001

Dr. Lesa M. Dawson, Obstetrics and Gynecology, Medicine, assistant professor, Aug. 1, 2001

Dr. Tina Delaney, Obstetrics and Gynecology, Medicine, assistant professor, Sept. 1, 2001

Dr. Deborah Wirtzfeld, Surgery (Oncology) Medicine, assistant professor, Aug. 1, 2001

Dr. Robert L. Gendron, Hematology/Oncology, Division of Basic Medical Sciences, Medicine, assistant professor, Nov. 19, 2001

Dr. Helene Paradis, Hematology/Oncology, Division of Basic Medical Sciences, Medicine, Nov. 19, 2001

Dr. Ken Jacobsen, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2001

Dr. Barbara Hunt, Visual Arts, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2001

Carol Nelson, Theatre, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2001

Dr. Peruvemba Java, Business Administration, assistant professor,
July 1, 2001

Dr. Nancy Sullivan, Social Work, associate professor, Aug. 15, 2001

Dr. Linda K. Cullum, Sociology, assistant professor, Sept. 1, 2001

Dr. Nancy Wadden, Discipline of Radiology, Medicine, Sept. 1, 2001

Dr. Chris Kovacs, Discipline of Medicine, Medicine, Sept. 1, 2001

Dr. Peter Hart, History, associate professor (with tenure) and as the Tier II
Canada Research Chair in Irish Studies, Jan. 1, 2002

Dr. George Mann, Engineering and Applied Science, assistant professor and
C-CORE junior chair in intelligent systems, Jan. 1, 2002

Dr. Christina Bottaro, Chemistry, assistant professor, Jan. 1, 2002

Dr. Victoria Crosbie, Discipline of Pediatrics, Medicine, assistant professor,
Oct. 22, 2001

Dr. Mary O'Brien, Internal Medicine and Critical Care, Discipline of Medicine,
Medicine, assistant professor, Nov. 1, 2001

Kellie Hadden, Psychology, assistant professor, Nov. 1, 2001

Creina Twomey, Nursing, lecturer, Sept. 1, 2001

Mrs. M. Zuberek, Computer Science, lecturer, Sept. 1, 2001

Dr. Karen Epp, Chemistry, assistant professor, Sept. 1, 2001

Marilyn Jacobs, Nursing, lecturer, Sept. 1, 2001

Elizabeth Hynes, Nursing, lecturer, Sept. 1, 2001

Dr. Robert Rimsay, Biochemistry, visiting assistant professor, Sept. 1, 2001

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Promotions

Dr. Chris Kovacs, Medicine, associate professor, Sept. 1, 2001

Dr. Mary-Frances Scully, Medicine, associate professor, Sept. 1, 2001

Dr. Carolyn Morris-Larkin, Medicine, associate professor, Sept. 1, 2001

Dr. Joan Crane, Medicine, associate professor, Sept. 1, 2001

Dr. Brendan Barrett, professor, Sept. 1, 2001

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Retirements

Dr. Ronald W. Wallace, English Language and Literature, Aug. 31, 2001

Dr. Michael J. Woods, English Language and Literature, Aug. 31, 2001

Dr. Brian Craske, Psychology, Aug. 31, 2001

Dr. Robin Wood, English Language and Literature, Dec. 31, 2001

Dr. George A. Hickman, Education, Dec. 31, 2001

Donovan Downer, Sir Wilfred Grenfell College, Dec. 31, 2001

Dr. James J. Sharp, Engineering and Applied Science, Dec. 31, 2001

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ADMINISTRATIVE Appointments

Paul Bishop, Technical Services, craftsman II, Aug. 6, 2001

Alice Canning, Queen Elizabeth II Library, library assistant I, Sept. 24, 2001

E. Donald Hussey, Technical Services, technologist II, Sept. 24, 2001

Edward Vessey, Chemistry, instructional assistant, Sept. 17, 2001

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Contractual to permanent appointments

Edward Coxworthy, Facilities Management, custodian I, June 26, 2001

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Promotions and Transfers

Dawn Learning, Queen Elizabeth II Library, library assistant IV, May 10, 2001

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Retirements

John Clarke, Facilities Management, June 29, 2001

Alfreda Gulliver, Medicine, Aug. 31, 2001

Mildred Haines, Queen Elizabeth II Library, Aug. 18, 2001

Rita Sellars, Queen Elizabeth II Library, Sept. 5, 2001

James Tobin, Facilities Management, May 25, 2001

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Job Evaluation

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Access to job evaluation information continues

Effective 2002, employees will have further access to job evaluation rating information. Upon written request, employees can obtain information on the most recent ratings assigned to each of the Aiken Plan factors and the point total for their position. In addition, employees will be able to contact information providers to access the Aiken Plan. The information providers will assist employees in understanding the interpretation of each factor applied in the rating of their jobs.

Access to job evaluation was a joint project between the Department of Human Resources and members of CUPE Local 1615, in accordance with the Memorandum of Understanding on Job Evaluation. Membership included Monty Green, manager, Employer and Employee Relations, Human Resources; Brian Farewell, CUPE national representative; Robert Nichols, associate director, Human Resources; Ralph Tapper, president, CUPE Local 1615; Mary Clarke, manager, Recruitment, Job Evaluation and Salary Administration, Human Resources; Dawn Learning, 2nd vice president, CUPE Local 1615; and Colleen Butler, human resources officer, Human Resources.

Employees may request to obtain their rating information, where the data will be released confidentially to the employee. Access is optional, so information will be released only if the employee submits the Request for Job Evaluation Rating Information form, (available at www.mun.ca/humanres/). Therefore, employees can choose not to obtain the rating information on their position.

Access to the job evaluation information will occur in phases in which CUPE employees can request their rating information effective January 3, 2002, and non-bargaining staff can request the information as of March 1, 2002. Employees in the NAPE bargaining units are also expected to have access to job evaluation data, and discussions are ongoing with respective NAPE representatives.

New Job Evaluation Review and Appeal Procedures: The committee has revised the procedures for initiating job evaluation reviews and for appealing job evaluation decisions. The revised procedures are available on the Department of Human Resources web page www.mun.ca/humanres/ and in respective collective agreements.

Further information, including a question and answer section, will be released in the next issue of the Communicator.

If you have any questions please contact one of the joint project members whose names are noted above.

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Outstanding Faculty

Memorial University's top professors

Outstanding teachers and researchers recognized: (L-R): Front row: President Axel Meisen; Dr. Tran Gien, Physics and Physical Oceanography; Dr. Ronald Rompkey, English Language and Literature; Back row: Dr. John Quaicoe, Engineering and Applied Science; Dr. Chris Loomis, vice-president (research and international relations); Dr. Christopher Marshall, Classics; Dr. Kristina Szutor, Music; Dr. Evan Simpson, vice-president (academic); Dr. Peter Pope, Anthropology.



Each year, Memorial University acknowledges the contributions of exceptional members of its faculty with the President's Awards for

Distinguished Teaching and the President's Awards for Outstanding Research, and by naming University Research Professors.

Dr. Ronald Rompkey, English Language and Literature, and Dr. Tran Gien, Physics and Physical Oceanography, were each named University Research Professors, a designation above the rank of professor. This is the most prestigious award Memorial gives for research, and goes to faculty who have demonstrated a consistently high level of scholarship and whose research is of truly international stature. The designation carries with it a \$5,000 research grant and a reduced teaching schedule.

Dr. Christopher Marshall, Classics, Dr. Kristina Szutor, Music, and Dr. Peter Pope, Anthropology, each received the President's Award for Outstanding Research, presented in recognition of researchers who have made outstanding contributions to their scholarly disciplines. Each award includes a \$5,000 research grant.

Drs. Norman Garlie, Faculty of Education, and John Quaicoe, Engineering and Applied Science, were each awarded the President's Award for Distinguished Teaching in recognition of the crucial nature of teaching excellence in the Memorial University community. Each winner of the teaching award receives a \$5,000 grant contributed by the Memorial University Alumni Association.

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CPP/EI Rates

THE COMMUNICATOR

New Deduction Rates for January 1, 2002

CANADA PENSION PLAN

	2002	2001
Year's maximum pensionable earnings	\$39,100	\$38,300
Year's annual basic exemption	\$3,500	\$3,500
Maximum contributory earnings	\$35,600	\$34,800
Contribution rate (employee)	4.7%	4.3%
Maximum contribution (employee)	\$1,673.20	\$1,496.40

EMPLOYMENT INSURANCE

	2002	2001
Maximum annual insurable earnings	\$39,000	\$39,000
Premium rate (employee)	2.20%	2.25%
Annual maximum premium (employee)	\$858	\$877.50

The rates above will come into effect with the January 10, 2002, payroll. Employees who were at the maximum pensionable earnings for Canada Pension Plan (CPP) will see their 2002 contribution increase by \$176.80 to \$1,673.20. The maximum premium for Employment Insurance for 2002 has dropped \$19.50 to \$858.

Employees who had reached the maximum CPP and EI premiums in 2001 will notice that with this first pay of 2002, these deductions have started again and will continue until their maximum contributions have been reached.

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Carol Sing

THE COMMUNICATOR

To: Faculty, Staff, Students and Retirees
From: Santa Claus, North Pole
Subject: Annual "Carol Sing", 2001

In preparation for the Christmas Season, I extend a cordial invitation to all faculty, staff, students, and those retired from the university community to come along to the annual "Carol Sing" on Monday, December 24, 2001.

Arrangements have been made for refreshments to be served in the foyer of the Arts and Administration Building at 10:00 a.m., followed by the "Carol Sing" in the Robert G. Reid III Theatre at 10:45 a.m.

I would be very happy if you would add to the spirit of the occasion by having your family join in the festivities.

Merry Christmas to you all!

Santa

Ho! Ho! Ho!

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Holidays

THE COMMUNICATOR

SCHEDULE OF UNIVERSITY HOLIDAYS, 2002, ADMINISTRATIVE, TECHNICAL AND TECHNICAL SUPPORT STAFF

1. New Year's Day	Tuesday, Jan. 1
2. January Holiday	Wednesday, Jan. 2
3. Mid-March	Monday, March 18
4. Good Friday	Friday, March 29
5. Commonwealth Day	Monday, May 20
6. Discovery Day	Monday, June 24
7. Memorial Day	Monday, July 1
8. Mid-July	Monday, July 8
9. Regatta Day	Wednesday, Aug. 7 (or as designated)
10. Labour Day	Monday, Sept. 2
11. Thanksgiving	Monday, Oct. 14
12. Remembrance Day	Monday, Nov. 11
13. Christmas Day	Wednesday, Dec. 25
14. Boxing Day	Thursday, Dec. 26

SCHEDULE OF MARINE INSTITUTE HOLIDAYS FOR 2002

1. New Year's Day	Monday, Jan. 1
2. Mid-March Holiday	Monday, March 18
3. Good Friday	Friday, March 29
4. Easter Monday	April 1 (support staff, management only)
5. St. George's Day	April 22 (instructors, demonstrators, technical assistants only)
6. Commonwealth Day	Monday, May 20
7. Discovery Day	Monday, June 24
8. Memorial Day	Monday, July 1
9. Mid-July Holiday	Monday, July 8
10. Regatta Day	Wednesday, Aug. 7
11. Labour Day	Monday, Sept. 2

12. Thanksgiving Day	Monday, Oct. 14
13. Armistice Day	Monday, Nov. 11
14. Christmas Day	Wednesday, Dec. 25
15. Boxing Day	Thursday, Dec. 26

**HOLIDAYS, 2002,
ACADEMIC STAFF MEMBERS**

1. New Year's Day	Tuesday, Jan. 1
2. January 2 Holiday	Wednesday, Jan. 2
3. Good Friday	Friday, March 29
4. Memorial Day	Monday, July 1
5. Labour Day	Monday, Sept. 2
6. Thanksgiving Day	Monday, Oct. 14
7. Remembrance Day	Monday, Nov. 11
8. Christmas Eve	Tuesday, Dec. 24
9. Christmas Day	Wednesday, Dec. 25
10. Boxing Day	Thursday, Dec. 26
11. New Year's Eve	Tuesday, Dec. 31

**SCHEDULE OF UNIVERSITY HOLIDAYS, 2002,
FOR NAPE, LOCALS 7801, 7803 AND 7804**

1. New Year's Day	Tuesday, Jan. 1
2. Good Friday	Friday, March 29
3. Commonwealth Day	Monday, May 20
4. Memorial Day	Monday, July 1
5. Regatta Day	Wednesday, Aug. 7 (or as designated)
6. Labour Day	Monday, Sept. 2
7. Remembrance Day	Monday, Nov. 11
8. Christmas Day	Wednesday, Dec. 25
9. Boxing Day	Thursday, Dec. 26

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