

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human
Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line
issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 16 No. 3-4

December 2002

Exemplary employees recognized



Memorial recognizes its exemplary employees: (Back, L-R); Wayne Thistle, vice-president (administration and finance) and legal counsel; Pat Clarke, Technical Services; President Axel Meisen; (Front L-R): Fran Kirby, Medicine; Burke Emberley, Facilities Management; Joe Carroll, Facilities Management. Inset: Arlene Buckle, Grenfell College.

On Nov. 13, 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. 27.

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, turn to page 7.

At the awards ceremony, long-serving employees received pins acknowledging 20, 25, 30 and 35 years of service to the university.

[Click here](#) for a list of employees who received pins.

[Top of Page](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

[Search](#)

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Awards

Exemplary service awards

President's awards for exemplary service — 2001

The text following each name is the citation read at the presentation ceremony held on Nov. 13 and Nov. 27.



Arlene Buckle
Secretary,
Division of Arts
Sir Wilfred Grenfell College

Arlene has been an employee of the college since its inception in 1975 and has taken part in every aspect of life at the college. She is best known for her spirit of volunteerism and dedication. In addition to her position as secretary to the Division of Arts, Arlene volunteers and takes a leadership role in several important activities. She is the principal liaison and organizer of the college convocation. While organizing this important event her courtesy and calm manner never deserts her. She attends to the many behind the scene details that help make convocation a success. According to one nominator, "the convocation's success is directly attributable to the monumental efforts of Arlene Buckle." She is the driving force behind many of the social events that contribute to the sense of collegiality and family spirit at the college. She volunteers with the social committee to organize parties and fundraisers. This often entails giving many hours of her personal time to ensure that social events are successful. One nominator described Arlene as "someone who personifies what our campus has always strived to be: friendly, personable, approachable, accessible, diligent and efficient."



Joseph (Joe) Carroll
Supervisor of Mechanical Systems and Controls
Facilities Management

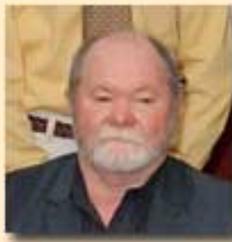
Joe began his career with the university in 1982 as an electrician apprentice. During his career, Joe's eagerness to learn has led to his recent promotion to his current position as supervisor within Facilities Management. Over the years he has demonstrated excellence by going the extra mile to ensure that events for students, employees, alumni and visitors are a success. His attention to meeting the needs of clients has had a positive impact on the success of events, such as provincial and national science fairs and university convocations, conference for the National Association of University Board Chairs and Secretaries, and a thank-you concert for donors to the Opportunity Fund. He has given many hours of his personal time in service to the university community. One nominator noted, "Joe's attention to excellence is apparent in the quality of the improvements to most of the fire alarm control systems on campus that Joe has had his hand in during the past 20 years." Joe has a reputation as a builder of bridges. In his leadership roles with NAPE 7801 he has sought fair and balanced solutions that recognize the interests of both employees and management.



Patrick (Pat) Clarke
Technologist III
Department of Technical Services

Pat began working at Memorial University in 1993 as a technologist with the Department of Technical Services. He provides biomedical technology service to the Health Care Corporation of St. John's.

Pat is known for providing truly superior customer service with an ever-present smile and positive disposition. Superior courtesy, friendliness and helpfulness are all themes that appear in his nomination materials. One nominator states, "Pat Clarke has provided service beyond belief!" To quote another, "Pat has perfected his technical and interpersonal abilities to the highest level and thus delivers superior service to the hospital." Nominators credit Pat with providing invaluable technical leadership in the move of the Janeway Child Health and Children's Rehabilitation Centre to its new location at the Health Sciences Centre. His focus on customer service, quality and cost containment have had a direct impact on the hospital's ability to provide quality patient care.



Burke Emberley
Custodian
Facilities Management Department

Burke has been providing custodial services on campus for over 20 years. During his career he has maintained a high level of energy, enthusiasm and pride in a job well done. Burke is known as a pleasant individual with a ready smile who makes others feel comfortable. Before his arrival at

the Henrietta Harvey Building two employees were assigned custodial duties. Burke provides these services on his own and consistently delivers an exemplary level of service. Clients remarked that upon Burke's arrival areas of the building have been cleaned that have never been cleaned before. Burke is the envy of others across campus, who wish that he were assigned to their building. Some years ago the employees of the Henrietta Harvey Building started to collect a building Christmas bonus to present to him in appreciation for his cheerful manner and excellent service. This Christmas bonus has become a tradition and has had the unexpected benefit of bringing people together in the building. One nominator wrote, "Think of a person happy and comfortable in his job and committed to excellence and you are talking Burke Emberley".



Frances (Fran) Kirby
Manager, Office of Professional Development
Faculty of Medicine

Fran began her career at Memorial in 1984. Her career has been marked by a series of promotions and stellar achievements. She has a keen sense of seeing things through to a successful end. One nominator describes Fran as "bringing an uplifting spirit and a relentless

determination to her position." Some of Fran's notable achievements are: created Memorial's first Science Camp for nine to 15-year-olds; invention, development and management of MedQuest and Metro Med summer career-oriented programs for high school students primarily from rural Newfoundland — the alumnus for these programs now total more than 1,500. Fran also created the Exploring Health Careers CD-ROM, a career planning tool for students and a Web portal for continuing medical

education. She raised \$1.5 million dollars for programs to date. Fran's innovative work has received national and international recognition bringing positive attention to the Faculty of Medicine and Memorial University. Fran's real strength is her ability to relate to people and build partnerships. She is known as a compassionate individual dedicated to life long learning both for herself and others. Innovator, leader, ambassador, and caring people person are all words that describe Fran Kirby

[Top of Page](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Campus Life

THE COMMUNICATOR

[Mun Runs for the Cure](#)

[Back to school](#)

[Faculty of Engineering launches employee award](#)

[Memorial remembers](#)

[Service pins](#)

[Reception held in honour of outgoing chair](#)

[New chair appointed](#)

[Technical Services awards scholarships](#)

[In tune with business](#)

[Toys for kids](#)

MUN runs for a cure



Some of MUN's Run for the Cure team at lakeside before the start of the breast cancer fundraiser.

Who would you run for?" The slogan for CIBC's Run for the Cure brings faces and names to a disease that can strike any woman at any time in their life. It also articulates the goal of each and every competitive and recreational runner and walker who participates in the annual race, held at numerous locations throughout Canada.

This year Memorial's team numbered 51 participants and raised \$3,700 – both numbers topping those from 2001. The team comprised faculty and staff across campus and included both men and women and ran Oct. 6. Sandra Wills, team captain for both 2001 and 2002, is delighted with the results.

"Memorial has great community spirit," she said. "Even people who haven't personally been affected by breast cancer participated."

This year, the run was particularly poignant for staff members who were friends and colleagues of Christine Goodland, a library staff member who recently passed away from cancer. Many in the Memorial community ran or walked in her honour.

As with so many other participants, Ms. Wills was originally inspired to participate by her own mother's experience, as a breast cancer survivor who eventually lost her battle. "It's a great inspirational event; it's heartwarming, and sometimes sad, hearing everyone's stories."

Run for the Cure is positive and upbeat, with a warm-up, the race itself, and a celebration afterwards complete with music and refreshments. There is also the Wall of Hope, where participants can post messages in memory of those who have passed away from breast cancer, or as encouragement to those who are battling or have survived their fight with the disease.

Ms. Wills feels that this event is so successful in part because cancer is so prevalent. "Everyone, in some way, has been affected by cancer. And women are aware that they are all at risk." Even though few men are struck with breast cancer themselves, many participate because of the women in their lives.

CIBC's Run for the Cure is the biggest fund-raising event for breast cancer in Canada. This year, the St. John's race raised \$216,000, all of which will go towards breast cancer research, patient education and support.

A letter for friends

This letter was left for friends and co-workers by the late Christine Goodland.

To the people who don't know me, I just want you to know, you work with a "fine bunch" of people. They are there for each other during times of need and times of celebration, illness, death, family problems, weddings, births, achievements, retirements, even housewarmings (To Periodicals — the clock you gave us still wakes us up 21 years later — thank you.)

To the people who do know me — especially ILL, Periodicals, LARC — I want to express my gratitude for your many kindness to my family ... through good times and bad.

Breast cancer has affected so many of us in the library from the first days we moved into the new building. Some of us fare better than others. To the women who have survived it, I sincerely hope you and your families continue to be well.

You have all been strong, supportive and caring to each other and to me. We all benefit from your efforts with the Run for the Cure and in individual ways.

Thank you so much for your friendship and support over more than 20 years that I have been a part of QEII.

I know you will continue to care for each other, for after all, what else is as important in our lives, as caring and being cared for.

Sincerely

Christine Goodland

"We are radiant beings, filled with light and love".

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Back to school

Steven Drover

There is no “Mr. Drover” in Stephen Drover’s Shakespeare textual analysis class.

“They call me ‘Drove,’” says the theatre professor of his students. The young professor is teaching his first university course at Grenfell, which also happens to be his alma mater – he graduated from Memorial’s west coast campus in 1997 with a bachelor of fine arts.

And if teaching at his former school weren’t bizarre enough, Mr. Drover finds himself teaching students who are closer to him in age than one might prefer. “It’s interesting, but it’s not as difficult as I thought it would be. I’m not your typical professor. In fact, my lifestyle is more akin to that of a student. I thought it would be weird. But I’m really enjoying it. I’m able to relate to the students and communicate on a level that’s unique to my position.”

Originally from Spaniard’s Bay, Mr. Drover attended Grenfell from September of 1993 until May of 1997. Before the ink was dry on his diploma, he was snapped up by Corner Brook’s professional theatre company, Theatre Newfoundland Labrador, where he headed up the company’s youth theatre program, taught theatre classes and directed plays until October 1999. Then he moved on to freelancing – he taught and directed independent theatre with companies like the Neptune Theatre in Halifax and the Atlantic Theatre Festival in Wolfville.

In September 2000 he made the move to the University of British Columbia where he completed the MFA program in April of this year.

He credits a good deal of his ambition to the program at Grenfell.

“The program made me hungry. I didn’t feel like I was constantly being spoon-fed skills, information and inspiration, but it made me want to develop as an actor and as a person. It provoked me. It really prepared me for a life of self-instruction. It’s no coincidence that an actor is ‘self employed’ – you have to keep up your own level of skill and education. Nothing is going to be served to you on a platter.”

When his contract ends in December, he is toying with the idea of travelling to Asia to teach English as a second language.

“I’m really curious about teaching overseas in Japan and Korea,” he says. “It will give me the chance to experience different cultures and different theatre – I really want to see authentic Japanese theatre, and I’ll have to go there to see it.”

Faculty of engineering launches employee award



Dr. Evan Simpson presents the Dean's Award for Exemplary Service to this year's winner, Moya Crocker.

Early in the fall of 2003, Dr. Mahmoud Haddara, interim dean of the Faculty of Engineering and Applied Science introduced the Dean's Award for Exemplary Service. This award will be used to send a message of appreciation to all administrative and technical support staff.

"The award will be presented to someone who demonstrates an excellent effort to fulfill his/her job," says Dr. Haddara. "It is a way for us to officially recognize the outstanding contribution of our staff members and promote a positive work environment."

Well the nomination forms have been reviewed and this year's winner is Moya Crocker. Ms. Crocker began work at Memorial University in 1980, starting at the Comptroller's Office where she worked until 1984. Since 1984, she has been employed by the Faculty of Engineering and Applied Science working as an intermediate and then senior secretary in the office of the associate dean (graduate studies and research). Those who know Ms. Crocker say she makes the Faculty of Engineering a welcoming community for all graduate students. She looks after graduate students' affairs effectively and with kindness, and when she is asked for assistance she never fails to provide it in a timely manner. Indeed many would agree that the office of graduate studies would not be the same without her around.

"We hope this small gesture shows our appreciation to all of our administrative, clerical and technical support staff," adds Dr. Haddara.

Memorial remembers



Every year the Memorial University community reflects on the reason for its existence. Built as a memorial to war dead, the university marked Remembrance Day on the campus with special ceremonies in St. John's and in Corner Brook. On Nov. 7 a ceremony held in the Reid Theatre, Arts and Administration Building in St. John's, included faculty, staff and students, union representatives and representatives of the Royal Canadian Legion. Pictured at left is the honour guard of the university's Campus Enforcement and Patrol Safety unit. President Meisen also laid a wreath at the Remembrance Day ceremony which was held at the War Memorial in downtown St. John's when members of this honour guard marched in the Nov. 11 parade. In addition, Dr. Meisen, like many students, faculty and staff, took time to participate in the national flag signing project (inset photo). This project, initiated by students at Concordia University involved collecting numerous signatures on a 15 x 15 portion of red cloth. The fragment was taken to Parliament Hill in Ottawa and was assembled with squares from 24 other colleges and universities to depict the largest Canadian flag in history: 144 feet long by 72 feet high.

Service pins awarded

20 YEAR CERTIFICATES

John Ashton
 Patricia J. Barker
 Jane Barry
 David M. Bartlett
 Paul S. Batstone
 Deborah Lynne Beck
 Carolyn A. Bennett
 Gregory Bennett
 Donald R. Bowering
 Elizabeth Browne
 Elliott T. Burden
 James L. Butrica
 Joseph Carroll
 Randolph Chafe
 Sandra M. Collins
 Margaret Cumby
 Florence A. Curran
 Randell Dodge
 Carol Earle
 Debbie G. Edgecombe
 Jerome Ennis
 Suzanne Joan Evans
 James P. Feehan
 Frederick Field
 Joan Fowlow
 Juanita Frye
 Matthew Fudge
 Dennis Furlong
 John E. Gale
 Jane S. Green
 Ann Gregory
 Marion Gregory
 Donald B. Guy
 Pauline Hayes
 Eric W. Hemeon
 Michael J. Hinchey
 Norman Hiscock
 Glen L. Hoffe
 Paula Hogan
 Arlene D. Ivany
 Helen Anne Kelly
 Beverly Kendall
 Janet A. Kendall
 Cathy Kieley
 Michele Kirkpatrick
 Michael Lonardo
 Marilyn J. Marshall
 Robert M. Mercer
 Roxanne Millan
 Maureen L. Moore
 John T. Neville
 Janet M. O'Keefe
 Gary J. Penney
 Janice M. Petten
 William G. Pollett
 Elizabeth Power
 John E. Quaicoe
 Shena Quinton
 Janet C. Robinson
 Teodoro O. Rosales
 Nada J. Rowsell
 Anand M. Sharan
 Joy Simmons
 Richard Soper
 Christine D. Squire

25 YEAR CERTIFICATES

Christine Arlett
 Eric M. Baggs
 Ian H. Barrett
 John C. Bear
 Joseph W. Boland
 Michael Booton
 R. Austin Bursey
 Karyn G. Butler
 Tomas Juan Calon
 Gordon Chaisson
 Clifton J. S. Chaytor
 Gary P. P. Collins
 Daniel Dalton
 Heather Honora Dove
 Edward F. Duggan
 Janet Lee Dupree
 Rosalind English
 Stephen K. Foster
 Marc S. Glassman
 Gary G. Gorman
 James G. C. Greenlee
 Georg Gunther
 David R. Hann
 Leo E. Harlick
 Russell O. Harpur
 Gene R. Herzberg
 Robert D. Hickey
 Joan Hillier
 Richard N. Hiscott
 Theodore Hoekman
 Robert C. Hollett
 Dennis J. Johnson
 Marguerite Jones
 Robert M. Kavanagh
 Janet M. Kearney
 David J. Larson
 Y. H. Lisa Lee
 John K. Lewis
 Stuart Lodge
 W. Randall Maggs
 Vera A. Mitchell
 Sharon Morgan
 Helen M. Morrissey
 Janice C. Neary
 Marvin L. Oldford
 Michael P. Parker
 Carole L. Peterson
 Gerald L. Pocius
 Anver D. Rahimtula
 Michael T. Rayment
 Austin R. Redlack
 Wayne E. Roche
 Debra Seymour
 Joan M. Squires
 Dennis L. Treslan
 Krishnamurthy Vidyasankar
 Hilda M. Wakeham-Dunn
 Martin P. Ware
 Heather C. Wareham
 Keith G. White
 Roger W. White
 Mark D. Whitmore
 Mary M. Wiltshire
 Clifford H. Wood



Patricia E. Squires
Carmel T. St. Croix
Antoinette M. Stafford
Karen Y. Tilley
Carolyn Verge
Penny J. Voutier
B. Gail Weir
Hilda White
Kim A. Whitfield
Mark J. Wood
Nancy L. Wood

30 YEAR CERTIFICATES

Emir A. Andrews
James R. Black
Glenys E. Bonia
Hyacinth M. Brisson
John T. Brosnan
Roland D. Burke
George A. Butler
Cathryn Button
Mary L. Courage
Andy A. den Otter
Humphrey Dye
Henry W. Edstrom
Roger Green
Beatrice N. Hall
Gary H. Jeffery
K. Brian Johnston
Helen L. Jones
Kevin M. Kane
Sylvia S. Kao
A. Thomas Kendall
Kevin M. W. Keough
Sing-Hoi Lee
Sandra K. Lush
Henry E. Mann
William D. Mansfield
Volker Meja
F. Ross Mercer
E. Baxter Noftall
Maurice K. Oleson
Harold Paddock
Michael M. Parmenter
David E. Press
William E. M. Pryse-Phillips
Nathan H. Rich
P. Noel Roy
Michael E. Ryan
Gary C. W. Sabin
Walter J. Samson
Robert Smith
John A. Suvak
Adrian Tanner
Reginald W. Woodland

35 YEAR CERTIFICATES

Floy E. Andrews Doull
Peter C. R. Ayres
Robert B. Bishop
Anthony Chadwick
Bernadette B. Connors
Christopher J. B. English
Niall J. Gogan
Brian Gregory
Angus F. James
Arthur F. King
Albert Kozma
Elliott H. Leyton
Boyd Parsons
Edwina P. Ryan
Sankatha P. Singh
Mireille Thomas
Donna Vey
Harvey Weir
Glenys Woodland

Reception held in honour of outgoing chair



Lt.-Gov. Roberts inspects his new chair.

Members of the university community gathered on Nov. 18 to bid farewell to Edward Roberts, who had recently resigned his position as chairman of the Board of Regents. The former chairman was installed as Lieutenant Governor of Newfoundland and Labrador on Nov. 1.

"The job of chair is a wonderful job and I've had a wonderful time," His Honour recently told the university paper, the Gazette. "That's a result of the extraordinary quality and ability of the people with whom I've worked, and by that I mean both my colleagues on the board and the men and women of the university."



Lt.-Gov. Roberts receives a plaque from Gilbert Salam, MUNSU president.

During the reception, President Axel Meisen presented the outgoing chairman with a captains' chair decorated with the university's crest and an engraved nameplate. Student union president Gilbert Salaam presented Lt.-Gov. Roberts with a plaque

that will be placed in front of a tree on the St. John's campus. During his remarks at this reception, His Honour said he had come to Memorial University thinking it was the most important educational institution in the province and was leaving knowing that it is the most important institution in the province. "It was an honour to have been selected as chair and it was a joy to work with the excellent people at Memorial. It was a great job...the best job I have ever had."

Lt.-Gov. Roberts, who was appointed to chair the board by the provincial government in October 1997, and who served his last day on Oct. 31, said his five years were marked by incredible growth at Memorial's campuses in St. John's, Corner Brook and in Harlow, England.



Lt.-Gov. Roberts, Jessica Webb and incoming chairman, Chris Decker.

"In the past four or five years Memorial has completed a capital program of \$67 million, which is the largest capital program since the present campus was built 40 years ago," he said, citing the new Field House and the Smallwood Centre on the St. John's campus, the Harlow renovation, and the Student Annex and residence chalets at Grenfell College.

He said the new collective agreement with the faculty union was an important step for the university, despite a short strike preceding the deal in fall 2000.

"We really created a breakthrough in the province with the agreement," he said. The former chairman credits both former president Arthur May and current president Axel Meisen with shepherding the agreement through, and premiers Brian Tobin and Roger Grimes with making the money available to secure a contract.

"We are competing for faculty on a national stage and this deal puts Memorial back on the playing field," he said. "Over the long term this will pay huge dividends."

New chair appointed

Chris Decker is the new chair of Memorial's Board of Regents. The appointment was announced by Sandra Kelly, minister of Youth Services and Post-Secondary Education, and was effective Nov. 1.

"Mr. Decker brings with him a wealth of experience through his previous role as minister of Education and Training, and his most recent involvement as a member of the Board of Regents," said Ms. Kelly. "I have no doubt that he, along with existing regents, will help Memorial University continue with its path of success."

Chris Decker has been a member of the Board of Regents since 1999 and is a resident of Roddickton. He was elected to the House of Assembly in 1985 and during his career has served as minister of health, minister of education and training, and minister of justice.

Prior to provincial politics, he was mayor of the Town of Roddickton, and owner/operator of several businesses. He has also served on school-related boards and councils throughout the province. He has a bachelor of arts (English) from Memorial University and a master of divinity from Pine Hill Divinity Hall.



Chris Decker

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Scholarships awarded



On Friday, Nov. 1, 2002, members of Technical Services got together to award scholarships to two Memorial students. The students, Andrew Martin of St. Mary's and Jennifer Sheppard of Gander, each received a \$500 scholarship courtesy of the unit. Family and friends also attended this ceremony. The Technical Services Fundraising Committee was formed a number of years ago when the Joan Haire Memorial Scholarship was set up. Since then the committee has also created the James Tucker Memorial Scholarship. The scholarships are named in honour of former workmates and are given out to relatives of employees of that department. Members of the fundraising committee include: (L-R): Bax Pope, Robert Sheppard, Terry Harris, Sharon Fagan, Dan Dalton. Seated Andrew Smith, winner of the James Tucker Memorial Scholarship, and Jennifer Sheppard, winner of the Joan Haire Memorial Scholarship.

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

In tune with business

By Aimee Sheppard



Doreen Browne

Since 1992, Doreen Browne has been helping to keep harmony in the dean's office at the Faculty of Business Administration. As the secretary to the dean, she ensures the dean sticks to the schedule she helped set for him.

And she knows the importance of timing. When she's not working, she juggles singing with three local choirs without missing a beat.

Doreen is an accomplished soprano and has been singing since she was a child. "I performed my very first solo piece when I was in Grade 2." She is now a member of the Newfoundland Symphony Orchestra's Philharmonic Choir, the MUN Festival Choir and the St. Pius X Senior Church Choir.

"I just love singing and listening to all the harmonies. It feels good knowing that I contribute to the overall sound. Singing in a choir is a real team effort. I enjoy the camaraderie and the performing."

As part of the Philharmonic choir, she traveled to Ottawa this past summer for a special Canada Day performance. "Singing on Parliament Hill in Ottawa on Canada Day was such a proud moment."

She's also traveled across the island with the group performing George Frederic Handel's Messiah. "Performing Messiah is always special. From the very first note of the orchestra, it's emotional.

I guess it's a combination of the beauty of the piece, the words, and the church atmosphere, but there's something about the piece that makes me tingle."

In addition to committing the time and energy to sing with this demanding group, she is also the personnel manager for the Philharmonic Choir. "I am the first contact for people who want to join the choir. I meet with prospective members, arrange auditions and attend the auditions."

Doreen's work doesn't stop when new members have been selected. "I also prepare the stage for our performances, making sure everything is set up properly, and that we make it on stage in an organized fashion without incident."

This is one of the busiest times of the year for members of the Philharmonic Choir as they gear up for their traditional Christmas performances of Messiah. So while Doreen can be found taking notes at work, she's most likely to be found hitting notes during her down time.

Toys for kids

By **Lindsay Harding**
the muse

As the holiday season approaches, Memorial's Campus Enforcement and Patrol will be collecting more than just the change from campus parking meters. Security officers are teaming up with The Muse and CHMR-FM to collect toys for disadvantaged children.

Operation Toys for Kids began as an initiative of Campus Enforcement and Patrol (CEP) and the Paton College residences. At the end of last year's drive, CEP presented over 185 toys to the VOXM Happy Tree – almost double the original target of 100 toys.

In response to the huge success, CEP has expanded the toy drive to encompass the entire university, asking students, faculty and staff to donate toys to less fortunate children this holiday season. The Muse and campus radio station CHMR-FM are also joining the toy drive.

University President Axel Meisen kicked off this year's drive on Nov. 14 by donating the first toy – a teddy bear wearing a MUN t-shirt.

Meisen says the event provides a good opportunity for the university community to give something back to the St. John's community.

Donations can be brought to the Muse office on the second floor of the Smallwood Centre, UC 2002, or either of the two CEP



(L-R) Tom Hennifent, CEP and Dr. Axel Meisen with the first toy.

offices, which are located in room 1018 in the Facilities Management building and room H2304 in the Health Science Centre.

Anyone on campus can also call CEP at 737-8561 and an officer will come pick up your donation.

[<< previous page](#)

[Top of Page](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Career Scene

THE COMMUNICATOR

Appointments

Memorial University's top professors

Appointments

Academic Appointments-Tenure-Track
Appointments-Regular Term
Other Appointments
Cross Appointments
Tenures
Promotions
Retirements

Administrative Appointments
Contractual Appointments (one year or more)
Contractual to Permanent Appointments
Promotions
Retirements
Correction

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 – Tenure-Track

Dr. Peter Whitridge, Anthropology, assistant professor, July 1

Dr. Shelley Reuter, Sociology, assistant professor, July 1

Dr. Karen Stanbridge, Sociology, assistant professor, Sept. 1

Dr. Amrah Pirzada, Medicine, assistant professor, laboratory medicine, July 15

Dr. Jeffrey Critch, Medicine, assistant professor, pediatrics, Sept. 3

Dr. Frederick H. White, German and Russian, assistant professor, Aug. 1

Dr. Yvan Rose, Linguistics, assistant professor, Aug. 15

Dr. Kaushik Nag, Biochemistry, assistant professor, Aug. 1

Dr. Bradley D. Clissold, English Language and Literature, assistant professor, Jan. 1, 2003

Todd Hennessey, Fine Arts, Grenfell College, assistant professor, July 1

Brenda White, Business Administration, assistant professor, July 1

Rob Power, Music, assistant professor, Sept. 1

Dr. Helene Volkoff, Biology and Biochemistry, assistant professor, Sept. 1

Dr. Faisal Khan, Engineering & Applied Science, associate professor, Aug. 1

Dr. Vlastimil Masek, Engineering & Applied Science, assistant professor, Sept. 1

Dr. Janet Brunton, Biochemistry, assistant professor, Oct. 1

Anthony J. Card, Human Kinetics and Recreation, assistant professor, Aug. 1

Dr. James C. B. Lawson, Political Science, assistant professor, Sept. 1

Dr. Sergey Yu Sadov, Mathematics and Statistics, assistant professor, Sept. 1

[Top of Page](#)

Appointments – Regular Term

Shannon Muir, Nursing, lecturer, Sept. 1 (one-year term)

Dr. Yuan Yuan, Mathematics and Statistics, assistant professor, Sept. 1 (three-year term)

Dr. Saeed Moshiri, Economics, assistant professor, Sept. 1

Gail Baikie, Social Work, assistant professor, Aug. 15

Dr. Ivan S. N. Booth, Mathematics and Statistics, assistant professor, Sept. 1

Dr. Jie Xiao, Mathematics and Statistics, assistant professor, Sept. 1

Dr. Margarita F. Kondratieva, Mathematics and Statistics, assistant professor, Sept. 1

Dr. Derek Pyne, Economics, assistant professor, Sept. 1

[Top of Page](#)

Other appointments

Dr. Andrew Pulham, Earth Sciences, Canada Research Chair (Tier II) in Petroleum Geosciences, June 1

Dr. Christopher Parrish, Ocean Sciences Centre, interim director, May 1

Dr. Robert Richards, P. J. Gardiner Institute, Business Administration, interim director, June 1

Dr. Margaret Burton, Biology, head, July 1

Colleen Field, QE II Library, head, Centre for Newfoundland Studies, Sept. 1

Dr. Gary Riser, Economics, acting head, July 1

Susan Cleyle, QE II Library, associate university librarian, June 15

Dr. Alex Faseruk, Graduate Programs and Research, Business Administration, acting associate dean, June 1

Dr. Elizabeth Yeoman, Education, co-ordinator for women's studies, July 1

Dr. Robert Hooper, Bonne Bay Marine Research Centre, director, July 1

Dr. John Quaicoe, Engineering and Applied Science, associate dean, undergraduate studies, Sept. 1

Dr. Philip Branigan, Linguistics, acting head, Sept. 1

Dr. Alice Gaudine, Graduate Programs and Research, Nursing, associate professor, Sept. 1

Dr. Desmond Robb, Discipline of Laboratory Medicine, Medicine, acting chair, Sept. 1

Dr. Mahmoud Haddara, Engineering & Applied Science, interim dean, July 16

Dr. Gary Gorman, Business Administration, dean, Aug. 1

[Top of Page](#)

Cross-Appointments

Dr. Douglas May, Economics, to Division of Community Health, Medicine, Sept. 1

Tenure

Dr. Cathy Vardy, Pediatrics, Medicine, assistant professor, Sept. 1

Dr. Scott Moffatt, Family Medicine, associate professor, Sept. 1

Dr. Majed Khraishi, Discipline of Medicine, associate professor, Sept. 1

Dr. Teresa O'Grady, Obstetrics and Gynecology, Medicine, assistant professor, Sept. 1

Dr. Cathy Popadiuk, Obstetrics and Gynecology, Medicine, assistant professor, Sept. 1

Dr. Atamjit Gill, Obstetrics and Gynecology, Medicine, assistant professor, Sept. 1

Dr. Tanis Adey, Psychiatry, Medicine, assistant professor, Sept. 1

Dr. Barbara Maddigan, Psychiatry, Medicine, assistant professor, Sept. 1

Dr. Suryakant Shah, Pediatrics, Medicine, assistant professor, Sept. 1

Dr. Daryl Pullman, Medicine, associate professor, Sept. 1

Dianne Cmor, QE II Library, librarian II, Sept. 1

[Top of Page](#)

Promotions

Dr. Paul Snelgrove, Biology, associate professor, Sept. 1
Dr. Adrian Fiech, Computer Science, associate professor, Sept. 1
Dr. David Pike, Mathematics and Statistics, associate professor, Sept. 1
Dr. Xiaoqiang Zhao, Mathematics and Statistics, associate professor, Sept. 1
Dr. Xingfu Zou, Mathematics and Statistics, associate professor, Sept. 1
Dr. Linda Vecchi, English Language and Literature, associate professor, Sept. 1
Dr. Lili Wang, Pharmacy, associate professor, Sept. 1
Dr. Peter Trnka, Philosophy, associate professor, Sept. 1
Dr. David Innes, Biology, professor, Sept. 1
Dr. Elliott Burden, Earth Sciences, professor, Sept. 1
Dr. Kim Ian Parker, Religious Studies, professor, Sept. 1
Dr. James Bradley, Philosophy, professor, Sept. 1
Dr. John Stuart Durrant, German and Russian, professor, Sept. 1
Dr. Magessa O'Reilly, French and Spanish, professor, Sept. 1
Marlene MacCallum, Grenfell College, professor, Sept. 1
Dr. Michael Parker, Grenfell College, professor, Sept. 1
Diane Taylor-Harding, C. R. Barrett Library, Marine Institute, librarian III, Sept. 1
Dr. Jennifer Hall, Family Medicine, associate professor, Sept. 1
Dr. Scott Moffatt, Family Medicine, associate professor, Sept. 1
Dr. Khalid Aziz, Pediatrics, Medicine, associate professor, Sept. 1
Dr. Doreen Neville, Community Health, Medicine, associate professor, Sept. 1
Dr. Graham Worrall, Family Medicine, professor, Sept. 1
Dr. Simon Avis, Laboratory Medicine, professor, September 1

[Top of Page](#)

Retirements

Dr. W. S. W. Nowak, Geography, Aug. 31
Dr. Phyllis Artiss, English and Literature, Aug. 31
Jane A. Dempster, Social Work, June 30
Dr. G. Murthy, Earth Sciences, Aug. 31
Dr. Roland H. Eddy, Mathematics and Statistics, Aug. 31
Dr. Robert B. Bishop, Physics and Physical Oceanography, Aug. 31

[Top of Page](#)

ADMINISTRATIVE

Appointments

Kenneth McLean, Facilities Management, manager, safety and environmental services, May 29
Clyde Snow, Facilities Management, planner/estimator, April 29
Derrick Kelloway, Marine Institute, custodian I, Aug. 1
Melissa Lynch, Technical Services, technologist I, July 26
Sheldon Mercer, Engineering and Applied Science, engineering technologist III, July 2
Tina Parady, Facilities Management, administrative assistant, July 9

Shelly Walbourne, Grenfell College, library assistant III, Aug. 1

[Top of Page](#)

Contractual to Permanent Appointments

Mona Watts, Business Administration, intermediate clerk, May 24

Carl Horwood, Facilities Management, enforcement and patrol officer II, June 7

Geoff Howse, Facilities Management, enforcement and patrol officer II, June 7

Rhonda Valone, Registrar's Office, intermediate clerk, July 18

[Top of Page](#)

Contractual Appointments (one year or more)

Rhonda Cole, Student Health Services, student health nurse, June 25

Janice Haave, Psychology, research assistant I, May 1

Melanie J. Healey, Pharmacy, preceptor training co-ordinator, July 22

Heather Lawlor, MUNSU — MUN Childcare Centre, early childhood educator — toddler centre, June 3

Karina LeBlanc, Medicine, research assistant II, July 9

Lisa Wells, Medicine, research assistant II, July 22

[Top of Page](#)

Promotions

Shona Perry-Maidment, Office of the Associate Vice-President (Academic),
associate director, international student recruitment and support, July 9 .

[Top of Page](#)

Retirements

Roland Burke, Facilities Management, manager — space planning, June 15

Linda Snow, QE II Library, library assistant VIII, April 30

Humphrey Dye, Technical Services, craftsman IV, June 28

Marion Gregory, Registrar's Office, secretary to the registrar, July 26

Angus James, Technical Services, supply supervisor, June 28

Kevin Snow, Biology, science laboratory supervisor II, June 28

Patricia Whelan, Housing, Food and Conference Services, intermediate secretary, July 26

[Top of Page](#)

Correction

Aspi Balsara, QE II Library, Librarian III, Sept. 1, 2001

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Memorial University's top professors

Outstanding teachers and researchers recognized: (L-R): President Meisen; Dr. Christopher Loomis, vice-president (research and international relations); Dr. Evan Simpson, vice-president (academic); Jean Guthrie, English Language and Literature; Sharon Roseman, Anthropology; Ed Andrews, Grenfell College; Dr. Christopher Kovacs, Medicine; Shane O'Dea, English Language and Literature; Dr. Gerald Pocius, Folklore. Missing from photo: Dr. Yuri Bahturin, Mathematics and Statistics.

Six Memorial faculty members were honored at a reception held on Nov. 13, four for outstanding research, and two for distinguished teaching. Dr. Yuri Bahturin, Department of Mathematics and Statistics, and Dr. Gerald Pocius, Department of Folklore, were each named University Research Professors, the highest rank the university bestows upon its faculty.

Dr. Sharon Roseman, Department of Anthropology, and Dr. Christopher Kovacs, Faculty of Medicine, each received the President's Award for Outstanding Research. Ed Andrews and Jean Guthrie were each awarded the President's Award for Distinguished Teaching. Memorial began its annual presentation of the University Research Professor designations and the Awards for Outstanding Research in 1984, and the Distinguished Teaching Awards in 1988, as ways of singling out particularly distinguished contributions within its academic community.

[<< previous page](#)

[Top of Page](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

From the President

THE COMMUNICATOR

Light a candle to mark the season

As the days grow shorter and darker, we celebrate many special events – religious and secular – with the lighting of candles.

Ramadan is celebrated in the Muslim world starting on November 6. Those who are members of the Baha'i faith mark the death of spiritual leader Adbul Baha on November 28. The birth of the founder of Sikhism, Guru Nanuk, is celebrated as Kastik Poonamashi on November 20 this year. The last day of Hanukkah, a special time for those of the Jewish faith, is celebrated on December 7. In the eastern world, Tohji-taisai, the grand ceremony of the Winter Solstice, is celebrated by the Shinto religion on December 22. Christians celebrate the birth of Christ on December 25.



In the secular world, the United Nations marks International AIDS Day and the International Day for the Abolition of Slavery on December 1 and 2 respectively. In Canada, the National Day of Remembrance and Action of Violence Against Women occurs on December 6.

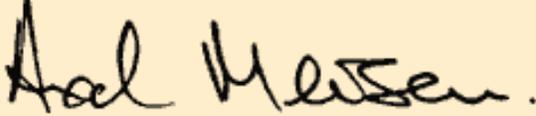
Many of these celebrations and remembrances are marked by the lighting of candles, which signifies hope, faith and kindness. Each candle we light gives us pause to think about the past and the future. We wish and pray for peace and international understanding. We give thanks for friendships, for colleagues and for family.

Memorial University, our university, is not just a place of academic learning; it is a place to foster friendships and to help bridge the divides between nations, cultures and faiths. Our students, faculty and staff reflect the diversity of the modern world and are creating a better global future through shared learning and teaching.

As we light the candles of the season, I thank you for your dedication to Memorial University and its ideals. I wish you and your family peaceful

holidays and a 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

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Human Resources

THE COMMUNICATOR

Internal recruitment procedures revised

Pensions to be indexed

Improving function of the university

[Top of Page](#)

[next page >>](#)

Internal recruitment procedures revised

Effective Jan. 1, 2003, the Department of Human Resources will be initiating further changes to the recruitment procedures for advertised positions. The changes include:

1. The employee resumé form will no longer be required when applying for jobs
2. Employee's employment information will no longer be extracted from personal files and attached to the application form by the Department of Human Resources
3. Applicants will be required to attach personal resumé with their application forms.

Rationale for the changes:

- allows employees more opportunity to demonstrate their skills when applying for advertised positions by submitting personal resumé;
- empowers employees to be accountable for their own employment information;
- replaces the dated employee resumé form with personal resumé;
- decreases the turn-around time between the closing date and the receipt of applications.

Mary Clarke, manager, Recruitment, Job Evaluation and Salary Administration, says the changes resulted from feedback received from the university community on ways to further streamline the process. "During the past couple of years," she said, "the department has made some significant changes by creating the recruitment Web site, posting jobs on-line, and revising the application forms – all designed to improve service."

The Department of Human Resources will continue to ensure completeness of the employment information by verifying the employment details on the recommended applicant prior to final selection.

Employees who may be applying for positions are encouraged to review their resumé before Jan. 1 and contact Human Resources at 7403 for help in confirming employment history information.

Questions concerning the changes may be addressed to the Recruitment section at 7403 or e-mail recruit@mun.ca. The Web site will also include updates on the recruitment changes.

Question and Answer on proposed changes:**1. When applying for jobs what information do I submit?**

A fully completed Application for Promotion or Transfer form and an up-to-date personal resumé. A cover letter is optional.

2. What happens if I do not submit a resumé?

Since the employing department will receive only the information submitted by the applicant, they will make the hiring recommendation based on the information received.

3. What kind of information should I include in a cover letter?

The cover letter should be a summary of the relevant education, skills, abilities and experience that are relevant to the position for which you have applied.

4. When will employment information be verified?

The Department of Human Resources will verify the employment information on the recommended applicant before an employment offer.

5. Will the length of time a job is advertised change?

The length of time a job advertisement is advertised for will not change.

6. On my resumé, how should I record any temporary assignments or secondments?

For temporary assignments or secondments, resumé should note the length of the employment and the duties performed during the time period.

7. Why are these change occurring?

These changes will improve our service to employees and employing departments. Recently, employees and departments have indicated that the Employee Resume form does not allow applicants to fully describe their education and work experience. In addition, if a large number of people apply on a competition, departments are often delayed in receiving the applications because of the HR verification process. With these changes the Department of Human Resources anticipates more complete information and improved time lines.

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Human Resources

THE COMMUNICATOR

Pensions to be indexed

The Report of the Board of Regents Ad Hoc Pensions Committee was accepted by the board at its meeting on Oct. 17. The board approved the indexing of pension benefits, in line with the Public Service Pension Plan model of indexing, with effect from April 1, 2003. They also approved an increase in contribution rates to address a shortfall in current service contributions. In addition, the university administration was requested to study joint trusteeship with a view to implementing a joint governance model for the Memorial University Pension Plan with effect from March 31, 2004. This is to be done through a process which involves input from employee and retiree representatives, outside of the collective bargaining process.

These and other actions approved by the Board of Regents will require changes to provincial legislation or regulations affecting the Memorial University Pension Plan. The full text of the resolution in relation to the report is available at <http://www.mun.ca/regents/resolution.html>.

A notice outlining the actions taken by the board on all matters addressed in the report is available on the Human Resources Web site at http://www.mun.ca/humanres/v4/pdf/Pension_Notice1102.pdf. Any questions may be directed to the Pensions Division of the Department of Human Resources, telephone 737-7406, or e-mail at pensions@mun.ca.

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Improving function of the university

Robert Barker, manager of the Human Resources Office of Organizational Development, takes the big view of change. "Whenever there's an area of the university that's going through change and needs to revisit why it exists and what its focus should be, then my group can help."

For example, he recently finished an organizational review for the School of Human Kinetics and Recreation, which examined the impact of the move of campus recreation to Memorial University Recreation Complex (MURC). He's also beginning some work with the Faculty of Arts. "Basically I help areas of the university determine if they are functioning as well as possible."

The Office of Organizational Development used to be called organizational effectiveness but the name change reflects a change in focus. "For example, we're now looking at succession planning for non-academic employees. There's a bulge of employees approaching retirement, many in leadership and management roles. We'd like to ensure we have people ready with the right competencies, skills, abilities and experiences to fill future roles."

The Office of Organizational Development includes employment equity officer Sandra Wills and secretary Nola Perry, who Robert credits with "keeping me from drowning."

Robert graduated from Memorial in 1986 with a B.Comm. and completed an MBA at Virginia Polytechnic Institute and State University. Before joining the Department of Human Resources last February, he worked in health care for the past 12 years in progressively responsible roles. He is married to Joy (Steinke) and they have two children, ages nine and seven, whose many extra-curricular activities make for a busy home life.

[<< previous page](#)

[Top of Page](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Retirements

THE COMMUNICATOR

On Sept. 27, 2002, faculty and staff gathered in the classroom of the Curriculum Materials Centre (CMC) in the Faculty of Education to extend good wishes to two colleagues who were retiring. Janet Kendall retired from the CMC with 20 years of service, and Dr. George Hickman retired from the Faculty of Education with 15 years of service. Dr. Hickman had also served as the director of Human Resources from 1992 to 2000.

Members of the departments of history and classics, together with friends and family, gathered to honour three retiring colleagues. The three guests of honour, Drs. Malcolm MacLeod, Iain Bruce, and Gehard Bassler (seated, front row, L-R), are here pictured with members of both departments. The banquet was held in the University Club on Nov. 1, 2002.



(L-R) Janet Kendall with Allison Mews, co-ordinator of the Curriculum Materials Centre.



Dr. George Hickman and Janet Kendall cut the retirement cake.



Drs. Malcolm MacLeod, Iain Bruce, and Gehard Bassler (seated, front row, L-R) with colleagues and friends.

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Safety

THE COMMUNICATOR

Health and safety is high priority for new manager

Scents and fragrances... Did you know...

Health and safety is high priority for new manager



Ken McLean

The new manager of Safety and Environmental Services hails from about as far away as one can get, at least in time zones. Ken McLean, a native of Melbourne, South Australia, began at Memorial in May of this year. He comes to Memorial with an impressive background in policy development for occupational health and safety issues.

After completing a bachelor of commerce degree with a major in industrial relations from the University of New South Wales, Ken was employed by the Australian Council of Trade Unions to develop part of an overall reform package that was later introduced by the Labor Party in Australia during the 1980s. Since he began working in the field of health and safety, he has been employed as an occupational health and safety officer for the Australian Council of Trade Unions; a safety, health and environment co-ordinator to the Australian pulp and paper employees and unions; and a safety, health and environment manager for ICI Chemicals.

Ken says he came to work in this field because of an interest in policy development. "Starting in the 1980s there was a strong push to give employees more rights in the area of health and safety and for them to be able to participate in the decisions around these issues."

Here at Memorial, we have had a long and successful history of developing and implementing policies and procedures concerning occupational health and safety.

"We were recently audited by the Canadian Nuclear Safety Commission looking at the impact of radiation in our labs and their report was very complimentary. We had no non-compliances and they pointed out many practices which they considered to be exemplary. That being said, we still need to

integrate health and safety into a comprehensive management system to ensure that all people within the university understand what their responsibilities are under the legislation, as well as new reforms that have occurred."

The primary reform was the legislation around occupational health and safety committees. This reform gave employees the right to participate in decisions. This differs from the traditional method where standards are set and enforced through government agencies. "For this new method to work, senior management must be committed to health and safety practices and they must work with their employees to ensure everyone understands."

As the manager of Safety and Environmental Services, Ken is responsible for all matters related to health, safety and environment that are a result of the university's activities. These include high risk scenarios that might take place in any of the labs, fires, particularly in the residences, incidents on field research trips, and contractor control on construction sites around the university. On a more day-to-day basis are the injury statistics including sprains and strains which occur mostly among the custodial staff and maintenance workers.

"We have a number of policies and procedures across the university. We need to make sure that managers understand them in order to effectively implement them."

Ken's office is implementing a series of university-wide audits to help evaluate health and safety practices, especially in high-risk areas. This will be happening over the next 12 months. They will also be conducting a review of field research safety practices to ensure that people are safe on field research projects and that practices are consistent across the university.

"I plan to build on the foundation that is already in place and work closely with the deans and directors to ensure issues related to health, safety and the environment are a top priority for all faculties."

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Safety

THE COMMUNICATOR

SCENTS AND FRAGRANCES ... DID YOU KNOW ...

In Canada, 15-20 per cent of the population have some kind of breathing problem. Asthma, emphysema, bronchitis, and allergies can all be adversely affected by the chemicals found in scented products.

Scents, perfumes and fragrances are found in an ever-widening variety of products, including personal care products, cosmetics, household cleaners, drugs and even foods.

Of the 4,000 chemicals used to make fragrances, several hundred can be used to make one scented product. Many of these chemicals can cause health problems such as shortness of breath, headaches and migraines, nausea and muscle pain, and cold-like symptoms.

The National Academy of Sciences estimates that 15 per cent of the population experiences hypersensitivity to chemicals.

(Source: The Lung Association of Newfoundland and Labrador – www.nf.lung.ca)

[<< previous page](#)

[Top of Page](#)

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

The Last Word

THE COMMUNICATOR

A message from the director of Human Resources



Gerard McDonald

Through the fall of 2001, all employees in our department were engaged in a discussion of our mission and purpose. This was a very worthwhile process. It obliged all of us to reflect on why we are here and to examine how we are meeting the needs and expectations of the university community we serve. It was also a time to talk about the strategies we would use in fulfilling this mission, as well as the values and principles which would guide us in working with each other and with others.

The product of this discussion was a reaffirmation of our overall mission as one of supporting of the university's commitment to excellence in teaching, research and scholarship, and service to the general

public. We built on this, however, and committed ourselves to the goal of establishing and sustaining Memorial University's reputation as an employer of choice, and maintaining a workplace culture in which all employees feel valued and able to contribute their personal best to the achievement of the university's mandate.

In an organization as large and as diverse as ours, where resources are often limited by financial constraints, we know this to be a significant challenge. Nonetheless, this is our goal. We see ourselves demonstrating human resources leadership within the university in several ways:

β By implementing high quality programs and services that are responsive to the challenging needs of our evolving workplace, and which support the university's strategic framework;

β Acting as a strong, influential advocate for employees and fairness within the university workplace;

β Promoting the adoption of progressive “best practices” in all areas of human resource management and organizational development; and,

β Developing meaningful partnerships that are supportive of the diverse needs of the university community.

There are certain core values which we have also agreed should guide us in our day-to-day work within the department

Leadership Good management leadership in the various sections of Human Resources is essential. I look to our HR managers to be effective teachers, coaches, and motivators with their staff.

Integrity High standards of personal integrity, and respect for the capabilities and views of others, are very important.

Client Focus We must always seek to understand our clients’ needs, circumstances and point of view.

Quality Focus High standards of quality, and an ongoing focus on innovation and continuous improvement, are key to our long-term success

These strategies and values are intended to be a touchstone for us in our day-to-day work, and will be the foundation on which future directions and changes in the area of human resources will be developed. In future editions of the *Communicator*, I will use this space to highlight key HR initiatives and the progress we are making in areas we know are of particular interest to employees. I hope readers will find this interesting and helpful.

Comments? Suggestions? E-mail Gerard at Gerard.McDonald@mun.ca

Contents

[Front Page](#)

[Awards](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Human Resources](#)

[Retirements](#)

[Safety](#)

[The Last Word](#)

[Wellness](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Wellness

THE COMMUNICATOR

MI employees create health and wellness survivor challenge

Why focus on wellness and active living?

MI employees create health and wellness survivor challenge

The Rhomboid team pose before tackling Signal Hill, one of the MI Survivor Challenges. (L-R) Maria Halfyard, John Tucker, Elsie Critch, Brenda Warren, Judy Keats, Elaine Cheeseman, Maria Murray, Karen Laite, Catherine Dutton.

It may not be Thailand and there's no million-dollar prize, but this fall 41 Marine Institute employees took on the Survivor Challenge – the Health and Wellness Challenge, that is.

Outlasting a 14-week fitness program may seem a little daunting to some but for the MI Survivors the challenge is turning out to be a fun, creative method of getting into a healthier lifestyle. Rose Hatfield, MI's recreation/sport assistant, who developed the challenge, said she wanted to find a unique approach that would encourage employees to exercise more rather than just concentrate on dieting. That's when she hit upon the Survivor theme.

"After watching the TV show, I thought I could develop something similar that would be fun and challenging for participants. My goal was to create competitive but fun physical activities that were acceptable for any age or level of fitness and encourage male and female faculty and staff members to participate."

Here's how it works. MI Survivors are divided into four teams that compete for points. Each week, teams are assigned a group challenge such as walking the Field House track or participating in lunch time aerobics. Ms. Hatfield awards the team points if they complete the activity. Survivors can also collect points for their teams by participating in individual activities, encouraging a friend to join them in an event or attending a healthy eating, fitness and motivation seminar.

At the end of the week, the MI Survivors check in with Ms. Hatfield to record their progress. She says she is enthused by the spirit and motivation that the Survivor Challenge has created among the faculty and staff. "I never imagined we'd have this many people involved, including quite a few men" she said. "The Survivor Challenge is the talk of institute."

With so much interest, she plans to continue the challenge next year. "It is a good feeling to know that I created something that anyone of any age can participate in, have fun, lose weight, live a healthier lifestyle and not feel like it is major aerobic workout."

[<< previous page](#)[Top of Page](#)[next page >>](#)

WHY FOCUS ON WELLNESS AND ACTIVE LIVING?

The benefits of looking at employee wellness are probably apparent to many employees, but for some others the benefits may not be as obvious. Perhaps it is useful to reflect on why it makes sense to do so – why focus on wellness and active living?

A more enjoyable work life – Simply put, a healthier workforce is a happier and more satisfied workforce. Both the employee and the organization have much to gain from a stronger focus in this area in terms of improved health and lifestyle for the employee, and improved morale and productivity for the organization.

Health care needs for an aging workforce are increasing – The health maintenance needs of employees inevitably increase with age, and our workforce is certainly aging along with the general population. The scale of this trend is illustrated by the fact that, between 1991 and 2001, the Canadian population aged 45 to 64 increased by 36 per cent. In Canadian higher education institutions, the median employee age is 49, and 50 per cent of university faculty are over the age of 50. Among other things, the increasing incidence of health concerns will trigger an increased emphasis on preventative health care approaches.

Workplace stress and mental health are emerging issues – Mental health is clearly an important element of personal wellness, and workplace stress is emerging as a significant workplace issue. According to the Conference Board of Canada (2000), 45 per cent of Canadian workers reported in 1999 that they experience either “moderate” or “a lot” of stress in their jobs; this compares with 27 per cent in 1989. Key stress inducers were found to include workload factors and both childcare and eldercare responsibilities.

Health plan costs are consistently trending higher – A variety of factors are combining to significantly increase the cost of health plan coverage from year to year, and these are common to most employers, not just Memorial. These include employee demographics (aging); less healthy lifestyles; new (expensive) breakthrough medications; direct to consumer drug advertising; a shift to preventive type treatments; and other factors. Given current trends, the cost of health care plans generally is expected to increase by 100 per cent over the next five or six years. An obvious option for minimizing the impact of this trend is to focus on illness prevention through wellness promotion.

<< [previous page](#)

[Top of Page](#)