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THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 17 Nos. 5-6

December 2003



On Oct. 24, Dr. Axel Meisen recognized several of outstanding Memorial employees with the President's Award for Exemplary Service. On hand for the ceremony were (L-R): Glenn Collins, acting vice-president (finance and administration); recipients Janet Bengert, ESL Program, English Language and Literature; Carol Boland, Human Resources; James White, Computer Science; Allyson Hajek, Continuing Education; President Axel Meisen. Unavailable for photo: Rose Hatfield, Marine Institute. (for more on the awards, [click here](#).)

Correction

This is Vol. 17, Nos. 5-6 issues of The Communicator. Vol. 17, No. 2 was a 16-page issue and it should have been numbered Vol. 17, Nos. 2-3.

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Memorial recognizes outstanding faculty and staff

Memorial University recognized the efforts of its best teachers, researchers and staff members at a special ceremony held at the St. John's Arts and Culture Centre on Oct. 24. Seven Memorial faculty members were honoured at the reception — five for outstanding research, and two for distinguished teaching. As well, the exceptional contribution of members of the administrative and support staff of Memorial University and its agencies was recognized with the President's Award for Exemplary Service.

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.

The President's Awards Ceremony was part of Celebrate Memorial activities, an annual festival that celebrates the university's significant ties to the community, and which occurred this year from Oct. 14-25.

Dr. Jeremy Hall, Department of Earth Sciences, and Dr. Marilyn Porter, Department of Sociology, were each named University Research Professors — the highest rank the university bestows upon its faculty members for research. The designation carries with it a \$4,000 research grant each year for five years, and a reduced teaching schedule.

Dr. Proton Rahman, Faculty of Medicine, and Dr. Nancy Dahn and Timothy Steeves, School of Music (who are sharing an award), received the President's Award for Outstanding Research. Each award includes a \$5,000 research grant.

Dr. Leonard Lye, Faculty of Engineering, and Pauline Downer, Faculty of Business Administration, were both honoured with the President's Award for Distinguished Teaching. Each award includes a \$5,000 grant contributed by the Memorial University Alumni Association.

As well, Dr. Alex Faseruk, Faculty of Business Administration, was recognized at the event for receiving the prestigious 3M Teaching Fellowship. This national award recognizes excellence in teaching over an extended period of time, and also acknowledges leadership in improving university teaching.

Extended profiles of the research and teaching award winners are available at www.mun.ca/univrel/gazette/2003-2004/oct30/celebrate.html

Honoured with the President's Award for Exemplary Service were Janet Benger, ESL Program; Carol Boland, Human Resources; Allyson Hajek, Continuing Education; Rose Hatfield, Marine Institute; and James Nolan White, Computer Science.

President's Awards for Exemplary Service

The President's Award for Exemplary Service honours the exceptional contribution of members of the administrative and support staff of Memorial University and its agencies. The award is given in recognition of continuous exemplary service to the university by those who have demonstrated a commitment to excellence in their role within the university community. The award acknowledges nominees who perform actions of significant merit that benefit the university community and are over and above the nominee's normal employment responsibilities.

The following citations were read out at the award ceremony:

Janet Benger, director, ESL Program, English Language and Literature



Janet Benger has been employed by Memorial since 1991 and assumed the duties and responsibilities for English as a Second Language in 1994. Since that time, she has developed a reputation as an extraordinarily hard-working and dedicated professional who is deeply committed to her job.

Ms. Benger's achievements at Memorial include:

- * the development of the English Language Summer School from a small program restricted to Quebec students to one that is fully international;
- * the development of a precursor to Memorial's present graduate program in teaching;
- * the creation of the 12-week Intensive English Program;
- * co-creation of our Teaching English as a Second Language Diploma program, of which she is also the co-ordinator; and
- * the creation and co-ordination of several programs tailored to suit the language needs of numerous graduate students.

Carol Boland, personnel technician, Human Resources



Carol began her career with Memorial in 1967 and joined the Department of Human Resources in 1985. In her current position, she is the face and voice of the university for many prospective and new employees. Carol answers employment inquiries from internal and external clients, handling each one with the care and consideration that has become her trademark. As one of the first contacts for new employees, Carol sets the stage for forming positive perceptions of Memorial as an employer.

Carol has regular contact with deans, directors, administrative assistants, supervisors, managers, and secretarial, clerical and technical staff. No matter where you travel in this university, everyone knows her name and recognizes her gentle and kind voice. Many people have either experienced first-hand or heard a story about how Carol helped someone in their employment.

Allyson Hajek, design specialist, IDO, Continuing Education



Allyson Hajek has been employed with Memorial University since 1983 and currently holds the position of design specialist in the Instructional Development Office. Her work is complex and challenging. In any one day, she interacts with senior administration, department heads, as well as a variety of faculty, graduate students and staff. Her focus in such interactions is always on quality, teamwork and effectiveness. Allyson exemplifies teamwork and models the ideal team player. She contributes greatly to committees and project work by her understanding and sense of collegiality. Her thoroughness, energy and attention to detail are assets to projects from beginning to end. As one committee member noted, "It is unusual to find a team player with such extraordinary ability."

In short, Allyson's exceptional qualities as instructional designer, project manager and workshop facilitator are deeply appreciated by the university community.

Rose Hatfield, recreation co-ordinator, Marine Institute

Rose began working with the Marine Institute in 1988 and has always demonstrated a commitment to the health and wellness of students and her fellow employees. During her first year of appointment, Rose's focus on students was very evident in her implementation of a pilot project that resulted in the highest rate of retention of first-term students ever.

Rose has demonstrated true leadership in organizing the MI Health and Wellness Survivor Challenge for employees, developing a program involving points, fitness and teamwork that was fun, challenging and rewarding. The challenge not only increased employees' levels of fitness, but also had a fantastic impact on morale.

Rose is very good at motivating students and employees toward a healthier lifestyle and always offers a word of encouragement, just when she senses you may need it. Rose is known for truly superior customer service, dedication and perseverance.

James Nolan White, systems administrator, Computer Science



James Nolan White has been an employee of Memorial University since 1981. Nolan is a systems administrator in the Department of Computer Science. He has served in this capacity for 20 years, during which time the duties and responsibilities of the position have grown dramatically — from the management of a single computer system to the management of a network of several hundred systems, with many different and incompatible hardware and operating systems. He is to be commended for his welcoming manner and the "mini orientation" he gives new students and staff. He is involved with the Faculty of Science Open House, helping organize the event, as well as directly interacting with visitors and students.

One nominator describes Nolan as very knowledgeable in his field and effective in his work, with a nice personality and a willingness to provide consistent support to everyone who needs it. Outside of work hours, Nolan volunteers his time with the St. John's Orienteering Association, the Windsurfing Club, and, from time-to-time, has helped organize Scouts Canada jamboree events.

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Run for the Cure



On Sunday, Oct. 5, a group of Memorial University employees got together to raise money for the Run for the Cure, an event that raises money for breast cancer research and for services to those with breast cancer. Over \$4,000 was raised by the 40-person strong Memorial contingent which included representatives from the Registrar's Office, Human Resources, the QE II Library, the men's basketball team, the Centre for Institutional Analysis and Planning, the Department of Earth Sciences, the nursing consortium, and a number of faculty members from various departments.

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Grenfell tree lighting



Grenfell College's Division of Student Affairs enlisted the help of students, faculty and staff to light the college Christmas tree on Wednesday, Nov. 26. The only thing missing was the snow! Staff and faculty cannot recall another Christmas tree lighting when it was so green. Participants donated items for the Bay of Islands Ministerial Association Food Bank Network. Following the official tree lighting by Dr. Adrian Fowler, principal, and Matt Byrne of the Grenfell College Student Union, carollers were invited to the Arts and Science lobby for some hot chocolate and cookies.

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Outstanding teachers and researchers



Awards for teaching and research: On Oct. 24, the university recognized its outstanding teachers and researchers (L-R): Dr. Michael Collins, associate vice-president (academic); Dr. Alex Faseruk, Business Administration, recipient of a 2003 3M Teaching Award; Dr. Leonard Lye, Engineering and Applied Science, Presidents' Award for Distinguished Teaching; Dr. Marilyn Porter, Sociology, University Research Professor; Dr. Jeremy Hall, Earth Sciences, University Research Professor; Dr. Proton Rahman, Faculty of Medicine, President's Award for Outstanding Research; Pauline Downer, Business Administration, President's Award for Distinguished Teaching; President Axel Meisen. Extended profiles of the research and teaching awards and the winners are available at: www.mun.ca/univrel/gazette/2003-2004/oct30/celebrate.html.

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Grenfell faculty and staff recognized



Photo by Pamela Gill

Several Grenfell employees were awarded with 35-, 30-, 25- and 20-year service pins recently. On hand to receive their pins were (back) Ed Andrews, 30 years, Dave Carroll, 20 years, Gary Pennell, 20 years, Michael Newton, 25 years, Gary Haardeng-Pedersen, 35 years, Murray Hayes, 20 years, (front) Marelene Rayner-Canham, 20 years, Jo-Anne Philpott, 20 years, Debbie Evans, 25 years, Theresa Knight, 20 years, and Ed Young, 20 years. For a complete listing of all Memorial employees who received service pins please see pages 9 and 10.

Faculty and Staff at Sir Wilfred Grenfell College were recognized for their years of service at an awards ceremony on Wednesday, Nov. 24.

Outstanding Teacher



Dr. Geoff Rayner-Canham is the first person to receive the Sir Wilfred Grenfell College Teaching Award, in recognition of excellence in teaching innovation and teaching leadership.

Awarded a 35-year pin was Dr. Gary Haardeng-Pedersen of Grenfell's physics department. Prof. Ed Andrews received a 30-year pin, while 25-year pins went to Dr. Michael Newton, religion, Mr. Bill Layden, Purchasing Office, and Debbie Evans, Housing Office. Twenty-year pins went to Marelene Rayner-Canham, physics; Monique Vassallo, biology; David Carroll, chair, environmental studies; Jo-Anne Philpott, co-ordinator, Community Education and College Relations; Levinia Vatcher, Registrar's Office; and Murray Hayes, Kevin Hynes, Theresa Knight, Gary Pennell and Ed Young of security and maintenance.

Former library staffer Dale Ledrew was recognized in absentia for having received her retirement certificate after 17 years of service.

Finally, Dr. Geoff Rayner-

Canham received the Sir Wilfred Grenfell College Teaching Award. Dr. Rayner-Canham is well known for his record of excellence in teaching innovation and teaching leadership.

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Search**When work and interests combine**

Craig Burden pictured with student Chad Howse on an excursion on the Long Range Traverse in Gros Morne National Park. Ten Mile Pond is visible in the background.

From the sound of it, Craig Burden doesn't spend much time in his office. The environmental studies instructional assistant and GIS lab instructor at Grenfell College is a busy guy.

"I co-instruct the environmental studies outdoor pursuits courses, which involves sea kayaking, canoeing, cross country and telemark skiing, map and compass, orienteering and avalanche safety," he says. "I am also the Geographic Information Systems (GIS) lab instructor."

Sound like a dream job?

"Well, I get to be outside a lot and working with some of the professors here allows me to brush up on my own personal skills," said Mr. Burden, who has worked at Grenfell for the last four years. "Working here allows me to be highly involved in the ever-growing Grenfell Outdoors Club and to meet many new and interesting people and to be with friends who have similar interests (being outside). It also allows me to become involved in such organizations as the Canadian Avalanche Association and Canadian Association of Nordic Ski Instructors."

And when he's not at work, his activities are remarkably similar.

"You will most likely find me telemark skiing at Marble Mountain, paddling, mountain biking, hiking/snowshoeing with my dog, or hanging out in Gros Morne.

He is currently volunteering with a Duke of Edinburgh Award group in Corner Brook and is on the board of directors for Kayak Newfoundland and Labrador. In years past he has volunteered at Corner Brook area high schools to deliver Avalanche Safety sessions.

Amidst all of this, Mr. Burden is pursuing a master's degree in GIS from Simon Fraser University in Vancouver, BC (via the Internet). But he's not complaining. His advice?

"Take advantage and appreciate the natural beauties we have around us and strive hard for what you have in mind," he says. After all, "Corner Brook is a great place to live."

Employee Service Awards

20 year awards

30 year awards

25 year awards

35 year awards



20 Year Certificates

- | | |
|---------------------|------------------------|
| Russell J. Adams | John P. Mallard |
| Hajimatt Azizan | Lester G. Marshall |
| Stephen D. Ballard | Paula M. Marshall |
| Douglas Bartlett | Rhonda D. Marshall |
| Douglas F. Bolger | Rita V. Matchim |
| Genevieve T. Butler | David James McCarthy |
| David A. Carroll | Donald W. McKay |
| Thomas B. Clift | Robert T. Miller |
| Dianne A. Codner | John J. O'Leary |
| Randolph C. Coish | Karen O'Leary |
| Peggy Collins | Joan Oldford-Matchim |
| Brenda M. Crewe | Lynda K. Parsons |
| Andrew G. Crichton | Michael D. Paul |
| Stephanie Dalton | Gary Pennell |
| Janice Dawson | Jo-Anne E. Philpott |
| Donald R. Deibel | Judith A. Power |
| Madonna M. Dwyer | Garry M. Quinlan |
| Helen G. Gilliespie | Yvonne M. Raymond |
| Allyson Hajek | John Read |
| Laura C. Halfyard | Barbara V. Roebothan |
| Joseph L. Hanlon | Robert G. Ryan |
| Carol A. Harding | Sherry M. Squire-Grace |
| June A. Harris | Mary A. Squires |
| Connie A. Hatcher | Aleksandra Steinbergs |
| Murray M. Hayes | Caroline A. Stone |
| Jiri Husa | Levinia P. Vatcher |
| Kevin Hynes | Patricia M. Walsh |
| Lorraine Y. Jackson | Doreen A. Westera |
| Francis G. King | Ralph E. Wheeler |
| Walter Lamkin | Janice S. Willis |
| David C. Lane | Derek H.C. Wilton |
| Elizabeth Ann Lewis | Edward F. Young |
| R. Shane Lewis | |

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25 Year Certificates

- | | |
|------------------------|-----------------------|
| Olga G. Alexander | William B. Kielew |
| Wayne Andrews | Aidan E. Kiernan |
| Cathy A. Antle | Ann M. Lambe |
| Kenneth C. Austin | Peter F. Lawlor |
| Stuart C. Brown | William J. Layden |
| Paul J. Cantwell | Paula Mahon |
| William E. Carroll | Sherry J. Mantyka |
| Gerald M. Chafe | J. Douglas May |
| Pamela E. Clancey | James T. Maynard |
| Harry Clarke | Alison Mews |
| Dallas H. Collins | Stephen J. Milway |
| James D. Cooper | Barbara J. Morris |
| Ginger L. Cross | J. Wayne Morrissey |
| Walter Dyer | Rosemarie E. Murphy |
| Denis English | Zita Murphy |
| Deborah A. Evans | Michael C. Newton |
| Dzintra Fernandez | Patricia O'Brien |
| Paul Gillard | A. David Percy |
| William Gin | Oscar G. Perez |
| Luke Grenning | Rose Marie Power |
| Margaret B. Hackett | Richard D. Predham |
| Susan A. Hann | Lisa Savage |
| Patrick E. Hannon | Douglas Skinner |
| Clyde A.W. Harris | Lessey R. Sooklal |
| Genevieve A. Howell | Rennie E. Squires |
| Pamela C. Howley | Cynthia A. Whelan |
| Douglas Scott Jamieson | Alberta Auringer Wood |
| Dorothy E. Joy | H.B. Younghusband |
| Doreen R. Kane | |

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30 Year Certificates

| | |
|---------------------|----------------------|
| Patricia M. Adams | Terrance R. Harris |
| S. Edward Andrews | Marlene H. Hooper |
| John N. Atherton | Rick Johnstone |
| Herbert A. Bartlett | Royston R. Kelleher |
| Marilyn R. Beaton | John C. Kennedy |
| S. Elaine Boone | Karen Lippold |
| Edward N. Brown | Michael D. Mackey |
| Vit M. Bubenik | Richard I. Maddigan |
| H. Bruce Burton | Shannon D. Moeser |
| Sharon P. Cochrane | Brian William Murphy |
| Terrence J. Conway | Wayne C. Nesbit |
| Barbara Cox | Robert L. Nichols |
| Derek M. Dunn | Barbara C. Puxley |
| Terrence F. Dyer | Norman F. Rehner |
| James Eustace | Aidan Ryan |
| Thomas W. Evans | Paul Sachdev |
| Edward G.W. Evelly | Peter J. Scott |
| Alex P. Finn | Ellen M. St. Croix |
| Gerald H. Ford | Robert L. Wally |
| Linda Gaborko | Mary A. Walsh |
| Herbert S. Gaskill | Calvin J. Ward |
| Edward P. Gellately | Leo H. White |
| Edgar G. Goodaire | Alan Whittick |
| E. Monty Green | Betty Wong |

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35 Year Certificates

| | |
|---------------------------|---------------------|
| James G. Barnes | Catherine McGrath |
| Russell Callahan | Maire O'Dea |
| Howard J. Clase | Margaret E. Pynn |
| David Facey-Crowther | Neil V. Rosenberg |
| R.C. Ficken | Robert W. Sexty |
| Patricia Furlong | Anne S. Staveley |
| Rosemary Gladney | Michael Staveley |
| John Marshall Green | Michael J. Sullivan |
| Gary P. Haardeng-Pedersen | W. Wayne Thistle |
| Philip R. Heath | James A. Tuck |
| Thomas MacDonald | William Woolgars |
| D.V. Maxwell | |

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Launching the campaign on NTV: (L-R): George Tilley, CEO, Health Care Corporation of St. John's; Tom Hennifent, CEP; Danielle Butt, NTV News; Memorial President Axel Meisen.

Memorial University's Campus Enforcement and Patrol (CEP) is helping to spread holiday joy across campus and around the province with Operation Toys for Kids, its annual Christmas toy drive for children. This year's toy drive is being organized by CEP and other Memorial organizations including MUN Students' Union, the Graduate Students' Union, and the Health Sciences Centre.

"Last year we collected approximately \$5,000 worth of children's toys," said Tom Hennifent, CEP. "This year we're hoping to surpass last year's toy drive and make this Christmas morning memorable for an even greater number of deserving children."

Operation Toys for Kids kicked off at R. Gushue Hall, Paton College, on Wednesday, Nov. 12. Dr. Axel Meisen, president and vice-chancellor of Memorial University, and George Tilley, CEO of St. John's Health Care Corporation, joined toy drive organizers for the launch of this year's drive.

CEP is asking students and staff from across campus to help them collect toys for deserving children across Newfoundland and Labrador and making it easy to donate. The toys do not need to be wrapped and can be dropped off at the Campus Enforcement office on Phelan Road at any time during the day or night. Alternatively, members of CEP are available to drop by your office and pick up the toys. For pick-up, call CEP at 737-8561.

Operation Toys for Kids began in 2001 when CEP teamed up with students of Paton College and collected approximately \$1,500 worth of toys. Last year, they joined forces with CHMR and The Muse and expanded the drive across campus, including the Health Sciences Centre.

Test your knowledge about Memorial's Sexual Harassment Office

This article is Part I of a three part series that will appear in consecutive issues of The Communicator.

By Lori Yetman, sexual harassment adviser

1. If you visit the Sexual Harassment Office to seek advice about being harassed:

- a. The adviser will report the matter to the appropriate authorities.
- b. The adviser will offer you a confidential consultation.
- c. The adviser will immediately begin keeping a formal, written record of your concerns.

2. To discuss an incident(s) of sexual harassment with the adviser, you must:

- a. Visit UC-3000 at the Smallwood Centre.
- b. Invite the adviser to your department or office.
- c. Consult with the adviser in a manner and/or location that is safe and suitable for you.

3. The sexual harassment adviser reports to:

- a. The Sexual Harassment Board and the Office of the President.
- b. Student Affairs and Services.
- c. Department of Human Resources.

4. The Sexual Harassment Board is comprised of:

- a. Representatives of administration.
- b. Representatives of the undergraduate and graduate students' unions.
- c. Representatives of all campus bargaining units.
- d. All of the above.

5. The services of the Sexual Harassment Office are available only to:

- a. Individuals who think they have been sexually harassed.
- b. Individuals who think they may have engaged in sexual harassment.
- c. Students or employees of Memorial University who require the consultation or educational services of the adviser.

The Answers:

The correct answer to (1) is (b). If you think you may be experiencing sexual harassment, the adviser can provide you with a confidential consultation – no file is started and no complaint is filed unless, or until, you decide to use mediation or investigation to resolve it. In some situations, the adviser can suggest ways you may successfully resolve a situation without the filing of a complaint or the use of formal procedures.

The correct answer to (2) is (c). Members of the university community contact the sexual harassment adviser through telephone, e-mail or in-person visits. If an issue appears to be serious and/or complex, the adviser will likely suggest that a telephone call or in-person meeting is appropriate – some issues cannot be adequately addressed through e-

mail.

If individuals need to see the adviser but are concerned about their privacy, she can meet with you off-campus. The Sexual Harassment Office, however, is in a busy building frequented by all members of the campus community – it is therefore unlikely that your presence in the Smallwood Centre would be questioned or noticed. Also, the office itself, UC-3000, is located in a private, discreet area.

Employees of Memorial who do not work on the main St. John's campus can also request that the adviser meet with them at their workplaces.

The correct answer to (3) is (a). The sexual harassment adviser is a non-bargaining employee of the university whose educational and complaint resolution services are available to all faculty members, staff and students. The Sexual Harassment Board of the St. John's, Corner Brook and Marine Institute campuses supervises the position. The Sexual Harassment Office is attached to the Office of the President. The adviser thus reports to and is supervised by the board and the university president. For the establishment of budgets and leave management, the adviser reports to the director of Human Resources.

The correct answer to (4) is (d). The sexual harassment adviser is responsible not to just one department or division of the university but to the entire campus community as represented on the board and by the university president. Administration, MUNFA, NAPE, CUPE, MUNSU, MISU, the GCSU, and the GSU are all represented on the Sexual Harassment Board. In St. John's, the board is comprised of one male and one female member from each campus constituency. In addition, the board appoints a voting member from the general community for a one-year renewable term. In Corner Brook, the Sir Wilfred Grenfell Sexual Harassment Board is comprised of one member per campus constituency and a community representative.

The correct answer to (5) is (c). The services of the Sexual Harassment Office are available to all students, faculty, or staff of Memorial University, the Marine Institute, and Sir Wilfred Grenfell College. You may contact the adviser if you have any concern or question about sexual harassment. For example, sometimes individuals want to discuss whether their behaviour "crosses the line" – others want to discuss what to do when their co-worker's behaviour is experienced as offensive. Sometimes, people contact the office to request that educational material be distributed at their workplace. Other times, individuals contact the office to book awareness presentations or workshops. The bottom line: the Sexual Harassment Office is a service that is available to you.

For more information about the Sexual Harassment Office, contact Lori Yetman, sexual harassment adviser, UC 3000, Smallwood Centre; Tel: 737-2015; e-mail loriy@mun.ca; or visit www.mun.ca/sexualharassment.

Changes to equity process for faculty appointments

The employment equity process for the appointment of faculty members has changed as a result of a revised Article 29 in the 2002-2005 MUN-MUNFA collective agreement.

The Joint Equity Committee (JEC) recently circulated a document to all deans, department heads and academic directors, which details the changes. Staff members involved in supporting search committees are advised to read the new procedures and contact Human Resources with any questions. The most significant change requires the JEC to review the competition and appointment files of all academic units (regardless of current representation), if one applicant self-identifies as a target group member.

Memorial University's employment equity program is administered by the Department of Human Resources in consultation with the JEC. The JEC is a committee composed of three members of the university administration and three members of MUNFA. The JEC ensures equal opportunity for academic employment for those people who fall under one or more of four designated target groups: women, visible minorities, aboriginal people and persons with disabilities. Research has indicated that these groups experience the greatest employment disadvantages in Canada.

Training on the new procedures will be provided to department heads and their support staff. For further information e-mail equity@mun.ca, or phone 737-2548.

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Harlow campus staff garner business award

Memorial University's campus in Harlow, England, was recently honoured with the Highly Commended Award at the 2003 Harlow Business Awards, an annual black-tie gala organized by the Harlow and District Chamber of Commerce.

The Harlow Business Awards is the key business event in the district, attracting entries from small, medium and large businesses both from Harlow and other towns in West Essex, UK. There are 16 award categories, including Small Business of the Year, e-Business of the Year, Marketing, the Environmental Award, and Use of Technology.

"The management of Harlow Campus have truly excelled themselves over the past year and highly deserve a winning accolade."

Harlow campus management placed second in the Training and Staff Development category. Judges in that category subsequently nominated Harlow campus for the Highly Commended Award; the campus bested more than 30 entries to win the judges' special citation. "The management of

Harlow Campus have truly excelled themselves over the past year and highly deserve a winning accolade," the judges said.

Karen Cracknell, director of the Harlow campus, said new staffing policies and procedures developed over the past two years prompted the campus to bid for the award, in which competitors must show how training and staff development has improved their businesses and enabled their employees to make positive contributions to the organization. "What attracted the attention of the judges was our new appraisal system that encourages input from staff members, and highlights areas to be developed in a positive way," Ms. Cracknell said.

"Our new appraisal system has had a positive impact on staff, and has raised morale, motivation and energy," Ms. Cracknell said. "The result is a more vibrant and active staff, committed to the very best customer care." She added that the majority of staff at Harlow campus are long-serving and loyal, but in the past had not been given the opportunity to develop themselves through staff training. When the Harlow campus administration was restructured two years ago, some long-serving staff found their positions made redundant. Elaine Weatherley, who had been the campus secretary for 18 years, applied for one of the two new receptionist posts. After Ms. Weatherley was hired she took several training courses, particularly ones focusing on customer care and front-desk management. Her long experience at Harlow, coupled with new-found skills, has made Ms. Weatherley a star member of the staff. "We ask students to complete an exit survey at the end of their stay at Harlow, and one of the questions asks them to name staff members who have gone the extra mile to assist residents," Ms. Cracknell said. "Elaine is regularly nominated in the survey for her outstanding service."

Memorial University's Harlow campus was established in 1969, after its board of 15 trustees voted to acquire a Victorian building in St. John's Walk, Old Harlow, as well as some vacant Victorian school buildings not far from St. John's Church.

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Bookstore Christmas get-together



Photo

by Pamela Gill

This is the time of year that faculty, staff and students take a break to enjoy each other's company before the hustle and bustle of exam week. Grenfell College bookstore manager Madonna Day served dozens of people who came for the annual Bookstore Christmas get-together, held on Nov. 27.

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Annual Carol Sing

TO: Faculty, Staff, Students and Retirees

FROM: Santa Claus, North Pole

SUBJECT: Annual "Carol Sing: 2003"

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 Wednesday, Dec. 24, 2003.

Refreshments will be served in the foyer of the Arts and Administration Building at 10 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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Search**Pensioners honoured with awards**

The Pensioners' Association Meritorious Service Award is awarded "to recognize outstanding service to the university by former employees who have not been previously recognized by the university." Nominations are solicited from the Pensioners Association membership for members who meet two additional criteria: length of service and that the service to be considered to be principally to the university. A plaque is placed in the Atrium of the Arts and Administration Building for the each recipient of the award, and each recipient also receives a framed award.

The first award was presented to 10 recipients by President Arthur May in 1999 and the second award was presented to eight recipients by Dr. Meisen in 2000. There were no awards presented in 2001 or 2002. Three awards were presented on Nov. 27, 2003. This year's winners were:



Dr. William H. Allderdice

Dr. William H. Allderdice — Dr. Allderdice taught economic geography at Memorial for 25 years. His interest in rural economic development led to studies in Latin America and Newfoundland, with research focused on the values of co-operatives and knitting machines in rural areas. Dr. Allderdice has been an active supporter of the faculty association and served as the editor of the newsletter for three years.

Dr. Cater W. Andrews (deceased) — Dr. Andrews taught undergraduate and graduate courses in biology at Memorial for more than 29 years. During that period he served as dean of the premedical faculty and was head of the Department of Biology during the move from the Parade Street campus to the current campus. Dr. Andrews was a native of Wesleyville, Bonavista Bay, and his research

focused on salmonids.



Mrs. Martha Andrews (c) with daughter Judy Mallam.



Sheena Findlay

— was on the faculty of the School of Social Work for more than 23 years. During that time she taught a wide range of undergraduate courses in the school. She developed several courses for distance education and made creative use of the ETV resources in order to present video material to students. For a period of three years, she served as curriculum consultant for the certificate programs with MUN Extension Services and served as the associate director of Continuing Education until her retirement.

(L-R): Dr. Chris Loomis, vice-president (research); Sheena Finlay

Profile – John Burry

Editor's note:

On Sept. 12, only a few weeks after his retirement from Memorial, Dr. John Burry passed away. He had been profiled in The Communicator the previous week. Unfortunately, a mix-up in electronic files led to the wrong version of the story being published. I had assured John a few days later that the correct version would appear in a subsequent issue of the newsletter. It appears below as John and I originally edited it, and as he and his family would have been glad to finally see in print.

**By Jessie Farewell
Student Correspondent**

This August Memorial's Department of Mathematics and Statistics will lose one of its most dedicated and longest-serving faculty members, Dr. John Burry, who has been with the university for 42 years. Dr. Burry was born in Pool's Cove but grew up in Bonavista Bay, and received his bachelor of education from Memorial University in 1958. He began his career as vice-principal in Harbour Grace, serving with its faculty for one year. Subsequently, he obtained his master's from Dalhousie University, and was persuaded in 1961 by Dr. Mose Morgan and Prof. Jack Blundon to take the position of lecturer at Memorial. He later obtained his PhD from Queen's.

Saw many changes

Dr. Burry has seen many changes during his time at Memorial, and has seen some of the university's best growth years. He has witnessed the university quadruple in size, and has lasted through six presidents. Experience is certainly not something he's lacking, and he not only gained this experience as a professor, but also as department head for nine years, from 1976 to 1985.

Although he looks on his time as department head fondly, Dr. Burry noted that his heart was always in the classroom and it's truly where he feels at home. Some of the changes Dr. Burry experienced came during his tenure as department head, and during that time the department developed its graduate program (including PhD) and statistical consulting laboratories and applied math program and math club.

Two of the most significant memories in Dr. Burry's career are marked by music, the first occurred during the opening ceremonies of the Elizabeth Avenue campus in 1961. The ceremonies included a beautiful performance by The Jamaican Steel Drum band, a moment that has stayed with the professor for all these years. The second came during a convocation ceremony, when the honorary graduate, Dame Vera Lynn sang instead of giving a more traditional convocation address.

Passion for music

Dr. Burry confesses to having quite a passion for music and he has served on several committees with the music faculty at Memorial. In fact, he was part of the group that got the music department moving toward where it is today. He is also quite a musician himself, and has been playing the accordion since childhood. Memorial staff recently got a taste of his talent, in performances held for convocation groups and for friends.

Dr. Burry's volunteer commitments also extend to convocation, something he has been doing since he began at the university. He enjoys spending his free time playing squash, golfing and curling. He plans to retire with his wife Myrtle on Vancouver Island where their two children are currently working and living.

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Campus Life

THE COMMUNICATOR

You are invited...

All-employee Christmas Party

Thursday, Dec. 18

Dining Hall, Paton College

All employees and pensioners are welcome

* Draws * Pizza * Reduced Bar
* Music * Door * Prizes

Admission

* non-perishable food item or
* cash donation or
* a gift for a child

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Campus Life

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About your Dec. 25 paycheque

This year the last payroll of the year falls on Christmas Day, Thursday, Dec. 25, 2003. Your pay will be deposited to your bank account on Dec. 25, and will be available to you on that date as would be the case on any other pay day. Financial and Administrative Services will be distributing pay stubs and cheques on Tuesday, Dec. 23.

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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 — Tenure-Track**

Dr. Natalie Bandrauk, Faculty of Medicine, assistant professor, Nov. 1, 2003

Dr. Kathy Browning, Faculty of Education, assistant professor, Nov. 1, 2003

Dr. Daniel Bourgault, Department of Physics and Physical Oceanography, assistant professor, Sept. 1, 2003

Dr. Norah Duggan, Faculty of Medicine (Family Medicine), assistant professor, Oct. 1, 2003

Dr. Daniel Fontaine, Faculty of Medicine (Laboratory Medicine), assistant professor, Aug. 1, 2003

Dr. Kenneth F. Fowler, Department of Psychology, assistant professor, Nov. 1, 2003

Dr. Morgan Gardner, Faculty of Education, assistant professor, Aug. 1, 2003

Dr. Karen Goodnough, Faculty of Education, assistant professor, Dec. 31, 2003

Dr. Fei-Yu Han, Faculty of Medicine (Laboratory Medicine), assistant professor, Aug. 1, 2003

Dr. Sarah Healey, Faculty of Medicine, (Obstetrics/
Gynecology), assistant professor, Oct. 1, 2003

Dr. Rudi Meyer, Department of Earth Sciences, associate professor, Sept. 1, 2003

Dr. Myriam Osorio, Department of French and Spanish, assistant professor, Aug. 1, 2003

Dr. David Philpott, Faculty of Education, assistant professor, Sept. 1, 2003

Dr. Kristin Poduska, Department of Physics and Physical Oceanography, assistant professor, June 1, 2003

Dr. Gabriela Sabau, Division of Social Science (Economics/Environmental Science), Sir Wilfred Grenfell College, assistant professor, July 1, 2003

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Appointments – Regular Term

Dr. Fern Brunger, Faculty of Medicine (Health Care Ethics), assistant professor, Aug. 15, 2003

Mary Burse, School of Nursing, assistant professor, Aug. 22, 2003

Dr. Vikram Chandurkar, Faculty of Medicine (Endocrinology), assistant professor, Aug. 1, 2003

Margaret Ann Daly, School of Nursing, assistant professor, Aug. 1, 2003

Dr. Suma Rajiva, Department of Philosophy, assistant professor, Sept. 1, 2003

Dr. Sergey Yu Sadov, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2003

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Appointments Other

Dr. Michael DeRoche, Department of Classics, acting head, June 1, 2003

Dr. Noreen Golfman, School of Graduate Studies, associate dean, Aug. 1, 2003

Margaret Hackett, School of Nursing, associate director (undergraduate programs), Sept. 1, 2003

Dr. Grant Gardner, Faculty of Science, associate dean, Dec. 1, 2003

Robert Hollett, Department of English, acting head, June 1, 2003

Dr. Gary Jeffery, Faculty of Education, associate dean (undergraduate programs), Sept. 1, 2003

Dr. David Schneider, Faculty of Science, associate dean (research), Sept. 1, 2003

Dr. Ramachandran Vekatesan, Faculty of Engineering and Applied Science, interim associate dean (graduate studies and research), Sept. 15, 2003.

Dr. Bruce Watson, Department of Mathematics and Statistics, interim head, Aug. 1, 2003

Dr. Mary Wells, Faculty of Medicine, assistant dean (undergraduate medical education), Sept. 1, 2003

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Tenure

Dr. Ann Colbourne, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Bridget Fernandez, Faculty of Medicine, assistant professor, Sept. 1, 2003

Dr. Paul Mezey, Department of Chemistry, professor, Aug. 1, 2003

Dr. Proton Rahman, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Yagang Xie, Faculty of Medicine, associate professor, Sept. 1, 2003

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Promotions

Dr. Stella Algoo-Baksh, Department of English, professor, Sept. 1, 2003

Dr. Jill Barter, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. John Fardy, Faculty of Medicine, professor, Sept. 1, 2003

Dr. James Hutchinson, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Susan MacDonald, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Karen Mearow, Faculty of Medicine (Basic Medical Sciences), professor, Sept. 1, 2003

Dr. Terry O'Grady, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Proton Rahman, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Ed. Randell, Faculty of Medicine, associate professor, Sept. 1, 2003

Dr. Desmond Robb, Faculty of Medicine, professor, Sept. 1, 2003

Dr. Bruce Sussex, Faculty of Medicine, professor, Sept. 1, 2003

Dr. Bruce Van Vliet, Faculty of Medicine (Basic Medical Sciences), professor, Sept. 1, 2003

Dr. Yagang Xie, Faculty of Medicine, associate professor, Sept. 1, 2003

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Cross -Appointments

Dr. Ann Colbourne, Faculty of Medicine to the School of Pharmacy, Nov. 1, 2003

Dr. Jane Green, Discipline of Genetics , Faculty of Medicine to the Discipline of Surgery and the Discipline of Medicine, Faculty of Medicine, Sept. 1, 2003

Dr. Richard Neuman, Basic Medical Sciences, Faculty of Medicine, to the School of Pharmacy, Nov. 1, 2003

Dr. Terry-Lynn Young, Discipline of Genetics, Faculty of Medicine to the Division of Basic Medical Sciences, Faculty of Medicine, Sept. 1, 2003

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Retirements

Dr. Howard Clase, Department of Chemistry, Aug. 31, 2003

Dr. Nevin Foltz, Department of Physics and Physical Oceanography, Aug. 31, 2003

Dr. Tran Gien, Department of Physics and Physical Oceanography, Aug. 31, 2003

Dr. Brian Gregory, Department of Chemistry, Aug. 31, 2003

Dr. Richard Haedrich, Department of Biology, Aug. 31, 2003

Kenneth Knowles, School of Music, Aug. 31, 2003

Lotar Krein, Department of Engineering and Applied Science, Aug. 31, 2003

Dr. William Reeves, Department of History, Dec. 31, 2003

Dr. Nathan Rich, Department of Physics and Physical Oceanography, Aug. 31, 2003

Andrée Thoms, Department of French and Spanish, Aug. 31, 2003

Desmond Walsh, Department of Physics and Physical Oceanography, Aug. 31, 2003

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ADMINISTRATIVE

Appointments

Colleen Collett, School of Continuing Education, PC consultant I, Sept. 21, 2003

Deborah Collis, Financial and Administrative Services, associate director, June 20, 2003

Lisa Curran, Department of Human Resources, employee relations officer, Sept. 2, 2003

Christie Doody, Queen Elizabeth II Library, library assistant IV, April 2, 2003

Lisa Earle, Sir Wilfred Grenfell College, library assistant IV, April 2, 2003

Jennifer Edwards-Lovelace, Animal Care, animal technologist, Oct. 6, 2003

Luanne Kelly, Student Support Programs, manager, bookstore, Sept. 12, 2003

Jason Miller, Technical Services, craftsman I, Oct. 10, 2003

Gillian Noseworthy, Department of Anthropology, archaeological curator, July 7, 2003

William Parsons, Faculty of Engineering and Applied Science, manager – industrial outreach and engineering facilities, July 7, 2003

A.H. Brian Pretty, Technical Services, technologist I, Sept. 15, 2003

Brenda Smith, Department of English, intermediate clerk stenographer, April 17, 2003

Gordon Whelan, Technical Services, craftsman, Oct. 27, 2003

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Contractual to Permanent Appointments

Dion Fowlow, Faculty of Medicine, library assistant III, April 16, 2003

Sharon Maher, Faculty of Medicine, microcomputer support specialist, April 29, 2003

Cathy McFadyen, Computing and Communications, network administrator II, Aug. 21, 2003

Jason Paterson, Computing and Communications, purchasing consultant II, July 14, 2003

Lisa Russell, Office of the Dean of Arts, career development co-ordinator, July 21, 2003-11-19

Melanie Sears, Computing and Communications, intermediate clerk stenographer, Sept. 28, 2003

Paul Whittle, Division of University Relations, Web manager, April 1, 2003

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Contractual Appointments (one year or more)

Leanne Bennett, Department of Facilities Management, accounts clerk, Sept. 15, 2003

Tammy Benteau, Department of Biochemistry, research assistant I, April 2, 2003

Tara Butler, Faculty of Medicine, medical technologist I, June 30, 2003

Allison Dancey, Oil and Gas Development, executive assistant, Aug. 4, 2003

John Drover, Department of Folklore, archival assistant, Oct. 1, 2003

Michael Enachescu, Oil and Gas Development, contractual employee, Aug. 1, 2003

Paul Gruchy, Department of Folklore, archival assistant, Oct. 1, 2003

Connie Gullage, Faculty of Medicine, business consultant, Sept. 2, 2003

Karen Hollett, Division of Labour Relations, associate director of faculty relations, Sept. 2, 2003

Cathy Hurdle, P.J. Gardiner Institute, business consultant, May 26, 2003

T. Montgomery Keough, Faculty of Medicine, research assistant I, Sept. 15, 2003

Martha MacDonald, Labrador Institute, program co-ordinator (LINS), Sept. 1, 2003

Elizabeth Ohle, Faculty of Medicine, academic program administrator, Sept. 15, 2003

Michelle Osmond, Division of University Relations, communications co-ordinator II, Sept. 16, 2003

Steve Walsh, Sir Wilfred Grenfell College, web specialist, Sept. 2, 2003

P. Scott Young, Department of Facilities Management, administrative assistant, April 7, 2003

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Promotions and Transfers

Grace Butler, Queen Elizabeth II Library, sessional library assistant I, Sept. 3, 2003

Christa Coady, Housing, Food and Conference Services, intermediate clerk stenographer, Sept. 30, 2003

Donna Fitzgerald, Faculty of Business Administration, intermediate secretary, Oct. 21, 2003

Janet Gates, Queen Elizabeth II Library, intermediate clerk stenographer, June 26, 2003

Glen Gleeson, School of Continuing Education, student support specialist, Aug. 27, 2003

M. Joyce MacKinnon, Division of University Relations, manager – image services, Oct. 24, 2003

Linda Noseworthy, Financial and Administrative Services, staff accountant, Sept. 9, 2003

Jackie Pitcher-March, Department of Human Resources, senior secretary, Sept. 15, 2003

Paul Sherren, Computing and Communications, PC consultant IV, July 21, 2003

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Retirements

Austin Burse, Department of Engineering and Applied Science, engineering technologist III, Oct. 17, 2003

Russell Callahan, Technical Services, manager (mechanical division), Oct. 31, 2003

Weston Carter, Department of Facilities Management, maintenance plumber, Oct. 3, 2003

Edward Coady, Technical Services, craftsman III, Aug. 29, 2003

Judy Collins, Animal Care, animal technologist, July 15, 2003
Edward Downton, Technical Services, craftsman IV, June 27, 2003
Ellen Foulkes, Department of Anthropology, curator, Aug. 31, 2003
Patricia Garrett, Department of Biology, science technician III, Oct. 31, 2003
E. Monty Green, Department of Human Resources, special projects adviser, Oct. 31, 2003
Dora Hinton, Faculty of Science, instructional assistant, Aug. 31, 2003
Yamuna Kutty, Division of Community Health, secretary, Aug. 31, 2003
William Layden, Sir Wilfred Grenfell College, purchasing officer, July 31, 2003
Anna Dale LeDrew, Sir Wilfred Grenfell College, library assistant III, Oct. 3, 2003
Shirley Moulton, Financial and Administrative Services, assistant director, Oct. 3, 2003
Thomas Perks, Technical Services, craftsman IV, June 27, 2003
Deborah Rehner, Marine Institute, instructor, Aug. 31, 2003
Linda Russell, Division of University Relations, manager of Publications Services, Aug. 15, 2003
Robert Smith, Faculty of Engineering and Applied Science, engineering technologist III, Oct. 3, 2003
Rita Strang, Department of Facilities Management, custodian I, Aug. 31, 2003
Mary Wiltshire, Marine Institute, cook steward, Aug. 31, 2003

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From the President

THE COMMUNICATOR

2003 a successful year



(L-R): John Ottenheimer, President Axel Meisen

Last week, I met with Minister John Ottenheimer, the minister responsible for the Department of Youth Services and Post-secondary Education, and presented him with the *President's Report for 2002-2003*. This report, which is in effect our annual report for the university, is one of most important accountability documents. I always look forward to the preparation of the report for two reasons: I am very proud of the university's achievements and I want to share them with others.

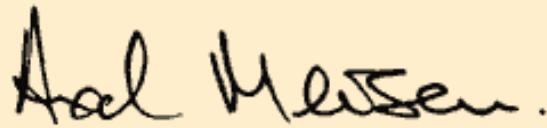
In addition to informing the minister, we mail the report to community leaders, including political leaders, in Newfoundland and Labrador as well as other parts of Canada. We send it also to other universities and to our donors, alumni and friends. The report is available on the Web (at www.mun.ca/2003report/) and I encourage you to see how Memorial university provides value to our students, province and nation.

This past year has indeed been successful. We increased student enrolment to 17,200 thereby maintaining our position as Atlantic Canada's largest university, our graduate enrolment exceeded 2,000 graduate students for the first time in our history, we attracted more than \$52 million in research funding and we secured over \$33 million in funding for the Inco Innovation Centre and its operations. We established the first fully endowed research chair at the university, thanks to a generous donation by Husky Energy. I am also pleased to report that over 70 per cent of our graduates stay in the province, a fact not well known.

As the year 2003 draws to a close, I would like to thank you for your efforts over the past year. The university's accomplishments are largely due to the hard work of our faculty, staff and students.

I wish you and your families a happy and safe holiday season and all the best in the new year.

Axel Meisen

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

PRESIDENT AND VICE-CHANCELLOR

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Holiday Safety Tips

(The following safety tips are offered courtesy of the Newfoundland and Labrador Safety Council.)

Here are some tips that will hopefully help you and your family have a very safe holiday season:

Winter safety

With its cold and often stormy weather, winter presents many safety challenges. Being prepared and following these simple safety tips can help you stay safe and warm this season. Safety.... It's snow problem!

Slips trips and falls

Slips, trips and falls are caused by simple problems having to do with basic principles we learned in science class:

Slips because of too little friction;

Trips because of interference with balance;

Falls by moving too far off our centre of gravity.

* Slips are caused by a number of things: wet flooring, greasy or oily surfaces, or weather hazards such as ice and snow.

* There are several ways to deal with slips: remove or minimize the hazard, report the problem, wear appropriate safety shoes.

* Trips also involve common problems; hurrying, ignoring established safe work practices and procedures, not staying on established walking routes (i.e. sidewalks), cutting off your field of vision (i.e. carrying boxes).

* Measures can be taken to minimize the potential for trips: proper lighting, good housekeeping practices, keeping any floor-level drawers closed, carrying only loads you can see over.

* Falls can result from slips, trips and other causes: using makeshift ladders or other equipment (i.e. scaffolds), using ladders and equipment incorrectly.

* When falls occur, their effect can be minimized: relax muscles rather than tensing up, allow muscles

to act as “shock absorbers”, bend elbows and knees, roll in the direction of the fall.

The scoop on shoveling

* Take it slow! Shoveling can raise your heart rate and blood pressure dramatically, so pace yourself. Be sure to stretch out and warm up before taking on the task.

* Push the snow as you shovel, it’s easier on your back than lifting the snow out of the way.

* Don’t pick up too much at once.

* Lift with your legs bent, using your thigh muscles – not your back.

* Keep the shovel close to your body, don’t extend your arms with a shovel full of snow – it puts too much strain on your spine.

* Do not work to the point of exhaustion. If you run out of breath, take a break. If you feel tightness in your chest, stop immediately.

* If you have a history of heart trouble, do not shovel without a doctor’s permission.

* Dress warmly. Remember that extremities need extra attention in the cold.

* Drink plenty of water before and after the job.

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Holiday Safety Tips

THE COMMUNICATOR



Photo by Pamela Gill

Dr. Adrian Fowler rolled up his sleeve on Friday, Nov. 28, to receive his flu shot at Grenfell's Wellness Centre. The Grenfell College principal was among the many faculty and staff who decided to take advantage of the service provided by Memorial University in partnership with the Victorian Order of Nurses. VON nurse Kelly Veitch supervised third-year nursing student April Wheadon as she delivered the shot.

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- Patricia Garrett
- Shirley Moulton
- Dr. Nathan Rich, Des Walsh, Harvey Weir, Dr. Tran Gien, and Dr. Nevin Foltz from the Department of Physics and Physical Oceanography
- Monty Green

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Retirements

THE COMMUNICATOR

Patricia Garrett



Members of the Biology department gathered together on Nov. 7, 2003, to wish Patricia Garrett well on her retirement. Patricia worked at the university for 28 years. (L-R): Gary Collins, Shirley Hawco, Ramsay Vivian, Anita Davis, Paul Hynes, Patricia Garrett, (Pat), Rick Soper, Debbie Bruce, Marilyn Collins, Cathy Antle, William Gin.

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Retirements

THE COMMUNICATOR

Shirley Moulton



(L-R): John Moulton helps wife Shirley Moulton cut a retirement cake. On Sept. 26 some members of the university community gathered to mark Shirley's retirement. Shirley, who worked in the Department of Financial and Administrative Services, retired on Oct. 3, 2003, after 32 years of service.

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Retirements

THE COMMUNICATOR

Physics and Physical Oceanography Group



On Tuesday, Oct. 28, 2003, the Department of Physics and Physical Oceanography celebrated the retirement of five faculty members: Dr. Nathan Rich, Des Walsh, Harvey Weir, Dr. Tran Gien, and Dr. Nevin Foltz. The event was held at the Fluvarium and the emcee for the evening was Dr. John Whitehead, department head. (L-R): Dr. Rich, Prof. Walsh, Prof Weir, Dr. Gien, Dr. Whitehead.

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Retirements

THE COMMUNICATOR

Monty Green



On Oct. 30 friends and colleagues from the Department of Human Resources gathered to celebrate Monty Green's retirement. Monty retired on Oct. 31 after 30 years of service. (L-R): Beth Brett-Williams, Glen Roberts, Dr. Jack Strawbridge, Cheryl Miller, Gary Pike, Claude Horlick, Pam Clancey, Elaine Ludlow, Hilda Arnott, Sharon Rose, Monty Green, Debbie Morrissey, Kathy Skinner-Osmond, Joanie Green (Monty's wife), Madeline Taylor, Doug Bartlett, Mike Byrne, Tracy Hynes, Michelle Wade, Jackie Constantine, (Inset): Patsy Burry, Monty Green

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The Last Word

THE COMMUNICATOR

A message from the director of Human Resources

Wellness and active living project moves ahead



Gerard McDonald

It was about this time last year that all university employees and retirees were asked to participate in a survey on wellness and active living. After much follow-up work on the part of the Department of Human Resources and the Working Group on Wellness and Active Living, I am very happy that we are now ready to begin some specific initiatives in this important area. These are briefly described in another article in this issue of *The Communicator*, and a fuller update of our key priority areas and specific near-term plans will be provided on our wellness Web site.

One of the specific actions outlined in this plan was the establishment of a university-wide Wellness and Active Living Advisory Committee. This task has been completed, and the first meeting of this committee

was held on Oct. 21. The membership of this committee is essentially the same as the working group which preceded it, although their focus and mandate is now a somewhat different one. I am very pleased that working group members were willing to stay on in this capacity, and we will continue to benefit significantly from their expertise and high level of interest in wellness. I would like to acknowledge the important contribution they have all made to the work which has been done so far.

The members of the advisory committee are as follows (in alphabetical order) :

Ed Brown

Marine Institute (NAPE)

Deborah Canning

Faculty of Engineering and Applied Science

Michael Doyle

University Counselling Centre (MUNFA)

Karen Hollett

Division of Faculty Relations

| | |
|-----------------|---|
| Gerard McDonald | Department of Human Resources |
| Pam Murphy | Department of Human Resources |
| Michael Murray | Community Medicine, Faculty of Medicine |
| Maire O'Dea | Registrar's Office |
| Kevin O'Leary | Distance Education and Learning Technology (CUPE) |
| John Royle | Retired (MUNPA) |
| Carol Sullivan | QE II Library (CUPE) |
| Jean Snook | Department of German and Russian (MUNFA) |
| Mary Steele | Retired (MUNPA) |
| Mike Tucker | Facilities Management (NAPE) |
| Dennis Waterman | Sir Wilfred Grenfell College |
| Jane Ryan | QE II Library (CUPE alternate) |

Mary Jane Puxley (Registrar's Office) and Rob Shea (Student Affairs and Services) were members of the original working group but unfortunately were unable to continue because of other commitments. I'd like to publicly thank them as well for their enthusiastic support of the wellness initiative, and we appreciate the interest shown by Maire O'Dea and Karen Hollett who have agreed to join the committee in their place.

The advisory committee will continue to be active in advising our department on various aspects of wellness and active living at the university, and in identifying new initiatives to complement our overall strategy. The university's longer-term success in sustaining a strong focus on employee wellness will not depend on the commitment of the advisory committee and Human Resources alone. This will ultimately be determined by the level of interest and support shown by employees and retirees as a total university community.

You can support our employee wellness goals in different ways. Over the next several weeks further details on specific program initiatives will be announced. For many employees I believe these will represent an excellent opportunity to make a change in lifestyle and to become more active, or more focused in some other way, on personal wellness. In addition, if you have an idea which you feel would promote and facilitate employee wellness, let us know! The Wellness and Active Living Advisory Committee may be reached via e-mail at this address: wellnessadvisorycommittee@mun.ca.

Finally, I know there are various individuals and groups around the university who already promote and co-ordinate wellness activities of one kind or another in their own areas. Please keep up the good work – you're helping others and providing a great example at the same time! I would encourage anyone with a particular personal interest in wellness to look for opportunities to do the same – wellness is contagious.

As this will be the last issue of *The Communicator* before Christmas, I would like to take this opportunity to offer both you and your families my very best wishes for a happy, safe and restful Christmas season.

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