

# THE COMMUNICATOR



## A warm and generous welcome

From left, Erin Porter, Krystal Donahue, Sandra Cook and Tessa Whelan literally have their hands full as they work to stuff kits for new Memorial students.

**MORE THAN 2000** new students got their first taste of Memorial at Fall Orientation. Along with a warm welcome, some priceless insider knowledge and a chance to get their to-do list checked off ahead of the crowds, they also received swag from Memorial and orientation sponsors.

One bag for each of those 2,000 students adds up to a mountain of stuff – about 40,000 items altogether! Krystal Donahue,

student life programs co-ordinator with Student Affairs and Services, oversees orientation sponsorship and is in charge of collecting that mountain.

“It really takes a full year to collect all of the kit items,” says Krystal. “We are grateful to have a wide range of keen contributors from major sponsors to student clubs and societies. Students really love getting their kit bags. It’s one of the major highlights of

orientation.”

“One of the most popular items in the kit is definitely the ‘I love MUN’ clipboard provided by Answers,” says Amy Butt, an instructor and the manager of Answers. “It’s exciting to see the students using their clipboards in class year after year. We are happy to give them swag they can use!”

Thanks to dedicated orientation volunteers, that mountain of swag gets sorted and

stuffed into bags, ready for the big day.

“One of the most exciting orientation preparation activities we do with our senior volunteers is kit stuffing night a few days before orientation,” says Sandra Cook, student leadership co-ordinator with Student Affairs and Services.” About 20 student volunteers create a massive assembly line to get the kits stuffed. The process takes over 12 hours!”

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**TIME** really does fly. It has already been more than two years since I was appointed president of this great university. And what an amazing two years it's been. Every day I am honoured to lead Memorial. It has truly been a life-altering journey, one I look forward to continuing in the years to come.

I've said it a number of times in recent months, but it's worth repeating – Memorial is a university on an upward trajectory and as Joey Smallwood pointed out at its inception, there is no reason we cannot be the most distinguished university for our size in the world.

We have everything in place to continue our ascendancy. We have the right building blocks all lined up – a dedicated leadership team, strong provincial government support, a vision for our future as outlined in our institutional plans, and an amazing group of staff and administration – each of you.

Our university community aspires to be great. We have a can-do attitude and we are committed. This spirit was celebrated this summer with our *havin' a time* reunion. And what a time it was!

There's no better indication of our can-do attitude than our **Dare To** capital campaign. While we far exceeded our goal of \$50

million and have raised almost \$63 million to date, what's more amazing is that \$1.2 million came directly from the faculty, staff students and retirees of Memorial University. And more than \$20 million was collected from individual donations.

So many people support and believe in Memorial. With that kind of commitment to this university, how can we not succeed?

And now we look forward to another year here at Memorial. We welcome thousands of new and returning students and provide them with everything they will need to learn and prosper here. I thank you all for your hard work over the past year, and look forward to working with you in the year to come as we build on our accomplishments and expectations.

Dr. Gary Kachanoski  
President and vice-chancellor

**WELCOME BACK** to another academic year at Memorial!

Weather is always a popular topic of conversation and this past summer we couldn't have asked for better weather conditions. It was amazing and I hope the fine days offered you a chance to rest and rejuvenate with family and friends.

It was great to see so many of you at this year's employee barbeque, which really is a fun way for us to come back together as a university community following summer holidays.

Fall is always a busy time at Memorial and that is certainly true in the Department of Human Resources. This is a time of change in our department as we begin to implement recommendations stemming from our operational review last winter.

Consultants from the Hay Group met extensively with departments and faculties across the university as they carried out their review. A final report was delivered late this past spring and since then our department has presented and discussed its recommendations with many leadership groups, including deans and directors, and managers and administrators.

We are now beginning to implement these recommendations as we move to better support the institution and our employees through enhanced planning, policy, training and development, and by offering a more service-oriented mode of delivery.

For example, recently we announced two new key leadership positions that will help move us in this new direction. We are pleased to welcome Emily Wooley and Kim Blanchard to the department; we created these new roles by realigning positions from some recent vacancies in Human Resources. You can read more about Emily and Kim in the Up Close and Personal feature on page 6 of this issue.

As **manager of HR strategy, policy and planning**, Emily will help us focus on ensuring we have a vibrant and sustainable workforce by looking at how we can position our employees for success now and in the future.

Kim will lead development of our service centre model, as **manager of HR client and advisory services**, and will focus on the day-to-day delivery of services.



An important piece of improving and modernizing the services we provide to the university is the implementation of the new Banner HR information system. You can think of it as a foundation upon which we build more efficient and streamlined services: not immediately visible to the university community but important as we continue to implement recommendations from our operational review.

You can also read more about Banner HR on page 9 of this issue.

I wish you all a great start to the semester here at Memorial.

Stephen Dodge  
Director of Human Resources

## THE COMMUNICATOR

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### NEW ADDRESS? STAY IN TOUCH!

If you've had a change of address, let Human Resources know so they can ensure you keep getting *The Communicator*.

There are several ways to update your address:

- through Employee Self-Service at my.mun.ca
- email humanres@mun.ca or
- write to the Department of Human Resources, Arts and Administration Building, St. John's, NL, A1C 5S7

A phone call to our editor or HR cannot effect a change of address in our files. A written request to update your moving address must be made. Thank you for staying in touch.



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## Student retention co-ordinator wins triple crown

**JODY BURKE**, student retention co-ordinator with Distance Education, Learning and Teaching Support (DELTS), is the recipient of three national awards recognizing her work.

The Student Affairs and Services Association (SASA) selected Jody as the recipient of the 2012 Emerging Professionals Award. This award recognizes new professionals in the field of student affairs and services who have demonstrated outstanding potential through service and leadership early in their career.

“As a new professional, I have been very fortunate not only to work with the dedicated staff here at DELTS, but also with other Memorial staff and faculty members who strive to provide the best possible

university experience to all Memorial students,” says Jody.

Jody’s work with Memorial’s distance education students and her development of DELTS’ Connect Program was also recognized by SASA with their 2012 Innovation Award, as well as by the Canadian Network for Innovation in Education (CNIE) with an Award of Excellence in Student Services.

The Connect Program is an innovative initiative that makes it easy for distance learners to ask questions, get the information they need when they need it, and become engaged with aspects of the on-campus community at Memorial from anywhere in the world. It also includes an online orientation that allows distance learners to interact, communicate and connect with DELTS staff



members in real-time.

“Helping Memorial’s students, specifically its distance learners, to become engaged

with the larger Memorial community has been an amazing experience and is something I feel very passionate about,” she says.



Roxanne Millan (right), is presented the award by Nathalie Laporte, Executive Director of CAUBO.

## Award winner leads by example

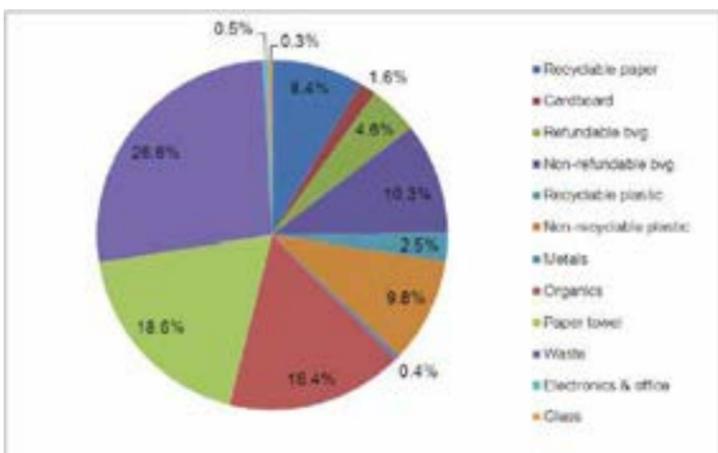
**ROXANNE MILLAN**, director of academic support services at Memorial, was recently named recipient of the Outstanding Contribution Award during the 2012 Canadian Association for University Business Officers’ (CAUBO) annual conference in Montreal, Quebec.

Roxanne was instrumental in developing the CAUBO academic manager’s stream in 2010 and in that same year was a key contributor to the 2010 CAUBO annual conference held at Memorial.

She has championed the role of academic managers

and looked for ways to develop lasting relationships between people in similar roles at universities across Canada.

In presenting the award, conference organizers noted that Roxanne’s efforts have helped to bring academic and central administrators together to gain a better understanding of the pressures of both areas and to create a healthier working environment. Roxanne, through her positive attitude and willingness to work with both academic and central administrators, leads by example.



Composition of garbage collected from public areas of QEII Library on November 9, 2011 for a 24-hour period.

## Garbage audit reveals ... waste

**WASTE AUDITS** carried out last year in several Memorial buildings are revealing ... to say the least.

The Sustainability Office, in partnership with the Department of Geography, conducted waste audits of several buildings on the St. John’s campus from April 2011 to April 2012. Garbage was collected, sorted into various categories and then weighed.

There were some interesting findings.

Although the paper recycling program is well-established across campus, in eight buildings, recyclable paper made up more than 15 per cent of the waste in office areas, while paper towels made up over 20 per

cent of the garbage in public areas of nine buildings.

Results from the audit, along with supporting information, are now being used to develop recommendations for improved waste management. For example, data collected from the main dining hall will contribute to research into a potential composting project.

The chart above reveals the contents of garbage collected from public areas in the QEII Library over a 24-hour period. You can read the complete report at [www.mun.ca/sustain/wasteaudit.php](http://www.mun.ca/sustain/wasteaudit.php).

## Hold on to your batteries for the next Battery Blitz

**IN MAY 2012** the Sustainability Office held a hugely successful battery blitz. Over 4,500 batteries were dropped off by employees and sent for recycling or proper disposal.

So hang on to your batteries! The next event will take place in December 2012.

Until then you can safely store batteries, with the terminals taped, in yogurt or ice cream containers that have lids. Details will be posted on newslines and at [www.mun.ca/sustain](http://www.mun.ca/sustain).

Contact [sustain@mun.ca](mailto:sustain@mun.ca) with inquiries about battery types accepted.



Chris McNabb, research assistant with the Sustainability Office, co-ordinated the event.



Staff in the Office of Student Recruitment (from left to right) include: Shona Perry-Maidment, Kevin Galway, Tesha Vallis, David Pippy, Jaimie Feener, Roxanne Preston, Carolyn O'Keefe, Juanita Stoyles, Keir McLissac, Bobbi Dwyer, Ashley Buckle, and Jill Hunt. Missing from photo: Jennifer Howell, Bernadette Tibbo and Gina Percy.

## Student Recruitment prepares for another busy year

**THE OFFICE** of Student Recruitment (OSR) is gearing up for another recruitment season, and quite a bit of preparation goes into getting ready.

Planning schedules, preparing materials, booking school visits, updating and maintaining websites and social media sites, ordering promotional materials, and assembling packages are just some of the preparations.

"The fall is always an exciting time for our office. It's the start of a new recruitment year, and our team is in full swing preparing to hit the road," says Shona Perry-Maidment, director of the OSR. "We are embarking on some new social media initiatives this year that will certainly make for an eventful recruitment season."

Every year, the OSR completes a wide

range of undergraduate recruitment activities to reach out to prospective students, with the goal – of course – to entice them to choose Memorial.

Last year, Memorial's recruitment activities reached out to more than 13,500 prospective high school students in Canadian and international markets, either in-person visits or online activities.

Good communication is instrumental in establishing and maintaining relationships with these students, to coach and guide them into an easy transition from high school to university. And the staff in the OSR plays quite an active role in making this transition happen. It's the collaboration and teamwork of the OSR, with a variety of academic and administrative units, that allows for a well-planned recruitment season.

## Memorial rolls out its red carpets for students

**WITH OVER** three million square feet of buildings to keep spick and span on the St. John's campus, custodians in the Department of Facilities Management make sure they get a head start on cleaning before students arrive en masse for September classes.

Preparations for a new fall semester begin in the spring, once students have packed up and headed home following exams.

The department deploys a cleaning staff of 85 who work in shifts providing 24-hour coverage across campus. They tackle classrooms and washrooms first, moving on to corridors, lobbies and offices. Floors are scrubbed and waxed, and carpets cleaned by the time students return.

"We give things a facelift overall," says Donna Lawes, custodial supervisor in the Department of Facilities Management.

"Everything is totally ready for the students because we want them to come into a clean and happy environment. It really does make a difference."

Over the summer you may have noticed carpets hanging over rails and fences. There are literally acres of carpets to clean, and removing a year's worth of grime is considered project work.

Project work is separate from general cleaning and involves focusing on a particular area, stripping it down and refinishing it.

"Work is steady-go, so we can get everything done by the time September rolls around," says Donna. "We have a lot of wonderful people here and it makes our job easier."

Cleaning staff receive many compliments from students and staff about the good work they do, says Donna. It's welcome feedback.



Custodians Paul King and Donnie Williams

## First World War commemoration consultations underway

**YOU ARE INVITED** to provide input into how Memorial will commemorate the 100th anniversary of the First World War and you have until Oct. 26, 2012 to be heard.

Memorial University was established as a living memorial to those Newfoundlanders who fought and died in the First World War, and the anniversary will be remembered through a series of commemorative activities from 2014-18.

"As the province's university and a living memorial to our war dead, it is important that Memorial do its part to remember the sacrifices made by the residents of this province," said Dr. Sean Cadigan, co-chair of the First

World War commemorations steering committee. "We are asking for input from the public so that our remembrance activities reflect the values and wishes of the broader community of which Memorial is a part."

Individuals who want to provide input can do so by visiting [www.mun.ca/commemoration](http://www.mun.ca/commemoration) for details about consultation meetings to be held in various locations in October or to fill out an online form by Oct. 26, 2012.

Dr. Cadigan, head of the Department of History, said the university is open to considering ideas ranging from commemorative events and academic offerings, to legacy projects such as structures or scholarships.



Above is a memorial plaque, also known as a "death penny," issued by the British government to John Reader's family upon confirmation of his death in the First World War. Also pictured is a letter of condolence signed by King George V and a photo of the young Newfoundlander in uniform. The medallions were crafted from bronze gun medal and adorned with symbols of strength and power. The artifacts are housed at Archives and Special Collections at the QE II Library.

# Schools and city partner to make students feel welcome



Jennifer Butler-Wight was event organizer for the first-ever Campus City Connect.

**STUDENTS** attending Grenfell Campus and other post-secondary institutions in Corner Brook got the red-carpet treatment during Campus City Connect, the city's first ever pan-university orientation that took place this September.

The event was organized by newly-formed Campus City Committee (CCC) that brings together Corner Brook's three post-secondary institutions – Grenfell Campus, College of the North Atlantic and Academy Canada – with the City of Corner Brook.

The CCC's goal is to transform Corner Brook into the "campus city" of choice for students pursuing post-secondary education

by fostering a better understanding of the role that post-secondary institutions play in the economic, social and cultural fabric of the City of Corner Brook and western region.

Campus City Connect is the CCC's first major initiative and featured a number of special events including a drive-in movie and a community concert with well-known entertainers Sherman Downey and The Silver Lining and The Navigators.

"The objectives of the committee are simple – bring more students to Corner Brook and to make them feel welcome while they study here," says Charles Pender,

director of Alumni Affairs and Development at Grenfell Campus.

"These goals will be achieved through connecting students with Corner Brook's business community, increasing social and economic activities in the community, and creating initiatives that meet the needs of post-secondary education students throughout the year."

Supporting the development of Corner Brook's post-secondary education makes good economic sense. Recently, an ACOA study highlighted the significant economic impact of post-secondary education to the region.

## International Business Orientation program bridges cultural gap

**ORIENTATION** marks the start of the new academic year, welcomes students and makes them familiar with programs and campus life.

But for international students at the Faculty of Business Administration (FBA), traditional orientation activities are just one part of a new turn-key program that will help them adjust to life in Canada and prepare for academic success.

The International Business Orientation (IBO) program is run by the FBA's undergraduate programs office and includes online tutorials before students arrive, plus mandatory on-campus orientation sessions addressing topics such as cultural differences, communications and expectations in the classroom.

"Many social and academic conventions and expectations that we take for granted can

be new to students coming here from outside North America," explains Renee Elliott, the business faculty's manager of academic programs (undergraduate). "Group work, for example, is fundamental to the teaching and learning of business studies, but in some cultures this collaborative education model is not practiced."

The centerpiece of the new program is a Lunch and Learn series that provides more in-depth instruction in areas critical to student success. Led by academic staff from the business faculty and delivered weekly throughout the fall semester, these one-hour sessions cover academic writing, collaboration in course work, business case analysis, improving presentation skills and CV development.

"Our primary aim is to help international students adapt and achieve their full potential, but Canadian students benefit greatly



Christine Wing (left) with Renee Elliott

from working with and learning from students from other countries and cultures," says Christina Wang, international support

internship officer. "An internationally-diverse, culturally-rich campus benefits us all."

## The 'air traffic controllers' of the Marine Institute

By Naomi Osborne

**THE TEAM** at the Office of the Registrar doesn't always get the recognition they deserve, but the truth is they are vital to the educational and personal success of students at the Marine Institute (MI).

"We are like the air traffic controllers of MI," says Registrar Leslie Nofall. "We direct and co-ordinate courses, programs, processes, faculty and students."

The Registrar's Office works collaboratively with all areas of MI's Division of Academic and Student Affairs to ensure everything is in order and students are well-prepared for their classes.

"For us there is never a lull – our workflow is constant but extremely rewarding. Students come back in the fall and ask us about our summer break," says Leslie. "They don't realize we are here even when they aren't."

The MI is a small and contained campus, giving the team in the Registrar's Office the opportunity to connect and

quickly become familiar with students. Their main focus is helping students successfully make the transition into post-secondary, whether they are coming out of high school or from other backgrounds.

"We are here for the students' transition into the institute," says Leslie. "We see them at their most vulnerable moments, but we also see them at their proudest."

This year the office is introducing a new scheduling system called Infosilem that is aimed at eliminating scheduling conflicts for students and faculty.

The key feature of the Infosilem system is its ability to feed into the Banner System for records management. It is designed to schedule courses and programs while keeping the students' needs in mind. This system is used by universities throughout Canada, the United States, Europe and Asia.

Implementation of the new system will help create conflict-free schedules and eliminate what once was a time-consuming, manual process.



MI 'air traffic controllers' just got a little help from Infosilem. Left to right: Brenda Young, Daphne Barron, Patricia Whittle, Karen Fitzgerald, Leslie Nofall, Holly Cooper, Arlene McDonald, Pam Butler, Kathy Lewis

## New positions focus on leadership and change in Human Resources

**THE DEPARTMENT** of Human Resources (HR) recently announced it has filled two new key leadership positions stemming from its operational review. These positions were made possible by realigning funding from some recent vacancies in the department to address areas of priority.

Emily Wooley, the new manager of HR strategy, policy, planning and initiatives, is a familiar face to the university community. She was manager of human resources in the Faculty of Medicine and has also worked in HR advisory services, recruitment, job evaluation and compensation.

Emily has her masters in employment relations (MER) with a focus in adult education and organizational theory as well as a bachelor of commerce, both from Memorial.

Kimberly Blanchard steps into her role as manager of HR client and advisory services. Kimberly was regional manager of human resources client services with Eastern Health

and project leader for Eastern Health's HR transformation project. Kimberly has a master of business administration and a bachelor of commerce (co-op), both from Memorial.

As manager of HR strategy, policy and planning, Emily will focus on ensuring that Memorial has a vibrant and sustainable workforce, looking at how the university can position employees for present and future success.

"I love being part of the Memorial team and working with such dedicated and excellent people," says Emily. "The environment here and the opportunities to grow and learn are amazing. I'm looking forward to developing initiatives that will enable success for our clients and the university."

Kim is new to Memorial, but as an alumna is excited about working at the university.

"This is an exciting time to join the human resources team at Memorial," says



Emily Wooley, left, with Kimberly Blanchard

Kim. "I am looking forward to working collaboratively with all faculties and departments, learning about their individual HR needs and finding solutions that will sustain and grow employee engagement at all levels."

Kim will oversee the operational and transactional services provided by HR, including the role of the advisory teams and lead the development of HR's new service-centre model.



## Grenfell wins downtown dash!

The Grenfell Campus running group earned the corporate prize for the BMO Downtown Dash that took place this past summer. The award was presented by Mervyn Dean of the Corner Brook Running Club (fourth from left) to representatives of the Grenfell team. (L-R) Holly Pike, Andrea Schrele, Janice Galliot, Micheal Newton, Debbie Janes, Marie-Claude Renaud, Shanda Williams, Leslie Lewis and Pamela Gill. Missing from photo are Krista Reid, Jana Walsh, Nicole Newell, Carolyn Parsons, Jessica Couture, Beverly Young, Diane Johnson, Robert Leamon, Lucas Poole, Ryan MacDonald, Erika Barrett and Christine Martinez.

## ■ retired ... re-energized

# Fired up about volunteering

**WHEN** you meet Marjorie Dodge Frampton, the first thing you notice is that she's a woman with spark.

Retired from Memorial for 23 years, she was a trailblazer in her day and became the university's first female director in 1974.

As director of administrative services, she had a reputation for being hard-working,

and tough, but fair.

When she retired in 1989, staff wrote a farewell poem that lamented her departure and assured her they "... would keep their happy memories and not forget your fire ...."

After she retired, Marjorie knew she wanted to keep travelling, and continue her ongoing volunteer work.

She's been an active volunteer with the Glenbrook Lodge, the Children's Wish Foundation, and more recently with Ronald McDonald House, and she rarely passes a seniors home without visiting.

But it was her trip to Tanzania with her nephew and his family that she calls "... the experience of a lifetime."

They went to Africa as volunteers with the Canada-Africa Community Health Alliance.

"Our day would start at 6 a.m. and end at 10 p.m.," says Marjorie. "Every day we would travel to a different remote community, and it was amazing for us to see how many people needed medical attention.

Marjorie and her niece helped set up the



clinics and took blood pressure readings 375 to 450 times every day, for 10 days. It was an eye-opening experience.

"It really is true that one half of the world

doesn't know how the other half lives," she says. "I would like to go back again ... the images just stay with you, and inspire you."

# MUNdays 2012

**MEMORIAL'S** annual celebration, from Oct. 18-23 at the St. John's and Marine Institute campuses, and Oct 16-20 at Grenfell Campus, is about having fun and celebrating the Memorial family!

The Celebrate Memorial/I love MUNdays program marked its 10th anniversary last year with activities re-organized to coincide with Fall Convocation weekend. The idea was to create a homecoming feel, and offer events that have a wider appeal to all members of the university community.

## I Fell for Grenfell

Grenfell Campus  
Oct. 16 – 20, 2012

**Pancake Breakfast:** Kick off I Fell for Grenfell with a pancake breakfast, a celebration of all that is great about Grenfell Campus! The breakfast takes place on Oct. 16 from 8-10:30 a.m. at the Grenfell Campus Student Union (GCSU) Food Court.

**Gotcha!** You'll be ready and fueled up to take part in Gotcha! It's a week-long game that challenges you to be the last one

standing. Eliminate your opponents until only one victor remains.

**Pie your Prof:** On Wednesday, Oct. 17, it's your chance to buy a cream pie and pie your prof! Join us in the GSCU Food Court from 1-3:00 p.m. for this gut-splitting event.

It's a **day for families** on Saturday, Oct. 20. The Western Regional School of Nursing holds its popular **teddy bear clinic**, and invites kiddies to give beloved Teddy a check-up and learn about health care. Help



The Western Regional School of Nursing holds its popular teddy bear clinic to celebrate I Fell for Grenfell.

the little ones put a Band-Aid on their snuggly toys' "ouchies!" Then create some inspired artwork at a **public art session**. The day concludes with a **family splash** at the Grenfell pool and a **family skate** at the Pepsi Centre.

Wrapping up I Fell for Grenfell is the highly-anticipated **International Night** on Oct. 20. Join faculty, staff and students and see international dress, learn about diverse cultures, and sample cultural cuisine!

## I MUNdays

St. John's campus,  
Oct. 18 – 23, 2012

**Pancake Breakfast:** The festivities start with a free PANCAKE BREAKFAST on Thursday morning, Oct 18 from 8-9 a.m. in R. Gushue Hall. Visit [www.mun.ca/mundays](http://www.mun.ca/mundays) to register for the event and save your seat (space is limited). Immediately following the breakfast is the **MUNdays launch** and **spirit parade**.

**Kindness Friday:** Kindness never goes out of fashion. The all-day kindness marathon on Friday, Oct. 19, is devoted to letting students and co-workers know how much they are appreciated! This year's university-wide initiative is to FILL-THE-SQUARE with food to benefit the Community Food Network, and Memorial University's Campus Food Bank.

**Sea-Hawks Tailgate Party (featuring Out-Move Sammy):** New this year is the Sea-Hawks Tailgate Party, Saturday, Oct. 20 from 12p.m-5 p.m at King George V. Music and a barbecue will get you revved up before the men's and women's soccer teams take on St. FX. Catch a bus from campus to the field. Admission is free. Make sure you get down to watch Out-Move Sammy to see which mascot can dance their way to this year's prize!

**International Bazaar:** Sample your way around the world on Monday, Oct. 22, and try out some flavourful foods from around the globe. Travel was never so easy! You'll also have a chance to purchase exotic jewellery and crafts.

**Health Challenge:** On Tuesday, Oct. 23 from 10 a.m - 3p.m in the Field House be sure to catch the MUNdays Health Challenge! Last year the Memorial University community walked 774 km around the Field House track! This year the goal is to walk at least



President Gary Kachanoski serves up yummy pancakes at the pancake breakfast that opens I Love MUNdays on the St. John's campus.

1000 km! There's also a health circus with activities and demonstrations ongoing throughout the day!

Check out all the great MUNdays events at [www.mun.ca/mundays](http://www.mun.ca/mundays).

## I MI MUNdays

Marine Institute, St. John's  
Oct. 18 – 23, 2012

Everyone is invited to a free **Breakfast Bazaar** on Thursday, Oct. 18, 8-10 a.m. to launch I Love MI MUNdays! We'll be serving up a hearty menu of scrambled eggs, crispy bacon, bologna, hash browns, with a side of toast and your choice of coffee, tea and juice. It's a fun way to start a week of fun activities and events.

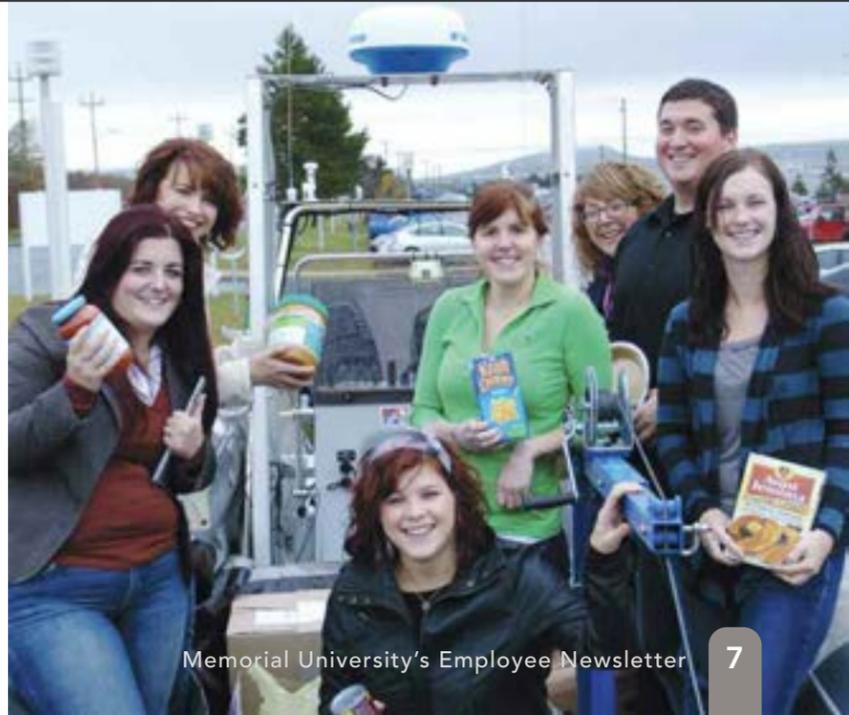
**Kindness Friday,** Friday, Oct. 19 gives students, faculty, staff and retirees an opportunity to show

their kindness and appreciation for someone or something. Everyone is invited to do something special, to show kindness to one another, students, the community or the environment.

**Diversity Day** on Monday, Oct. 22, celebrates diversity and explores how students, faculty and staff overcome learning and physical challenges.

A **Barbecue Lunch** on Tuesday, Oct. 23, from 12 noon -1 p.m. wraps up the week with some great tasting hot dogs and hamburgers! Everyone is invited to this free lunch!

(right) I love MI MUNdays collects food for FILL-THE-SQUARE to support the Campus Food Bank, and the Community Food Network.



# Memorial employee lives his Olympic dream



**LUCKY MEMORIAL** employee David Pippy, online student recruitment co-ordinator in the Office of Student Recruitment, had the experience of a lifetime this past summer. He flew to London to watch this year's summer Olympics up close.

"Ever since 1994, it has been my dream to go to the Olympic Games, and for one week

this summer I lived the dream," he says. Here's an excerpt from David's diary:

### July 27 – Opening Ceremonies

I wasn't lucky enough to get tickets to the Opening Ceremonies, but got the next best thing: watching the show on a big screen in Victoria Park. The park is close enough to the

Olympic Park that you can see the stadium's lights and fireworks through the trees.

### July 29 – Day 2

Beach Volleyball, at Horse Guards Parade, was held at probably the most iconic of all the London venues. To my left was the London Eye, and straight ahead was 10 Downing Street and

Big Ben. What a great way to kick off the week!

### July 30 – Day 3

My first trip into the Olympic Park was for the Canada vs. Great Britain women's basketball match. My first thought: "I can't believe I'm actually here." As for the park's size, you don't get a sense for how big it is until you are actually on the ground.

### August 1 – Day 5

The road cycling time trial was held at Hampton Court Palace, former home to King Henry VIII. For the medal ceremony, the medalists were escorted through the palace gates to the podium...very cool!

### August 3 – Day 7

Day one of Athletics in the Olympic Stadium, and of course I got to see the Olympic flame. I had to pinch myself a couple of times to make sure this was all real.

Overall, it was an amazing week, and a once in a lifetime experience. Next on my bucket list: the winter Olympics!

I have created a public Facebook album of all my Olympic pictures. Check them out at: <http://tinyurl.com/99d5y7t>. (You don't need a Facebook account to view the pictures).

## campusnews

# Should I stay or should I go?

**WHAT WOULD** you do if there was a chemical spill, major fire, or some other emergency in the building where you work on campus? Would you hide under your desk, would you run out of the building, would you look to someone else to tell you what to do?

Or would you remain calm because you are familiar with emergency protocol?

Memorial has a plan for what to do in case of emergencies, and that plan has a lot to do with you.

Emergency preparedness begins at the individual level. It's a message that Memorial's emergency management office wants to emphasize as they continue to build awareness about the university's emergency plan that was approved last year for both St. John's and Grenfell campuses.

The Marine Institute has also recently adopted a new emergency plan.

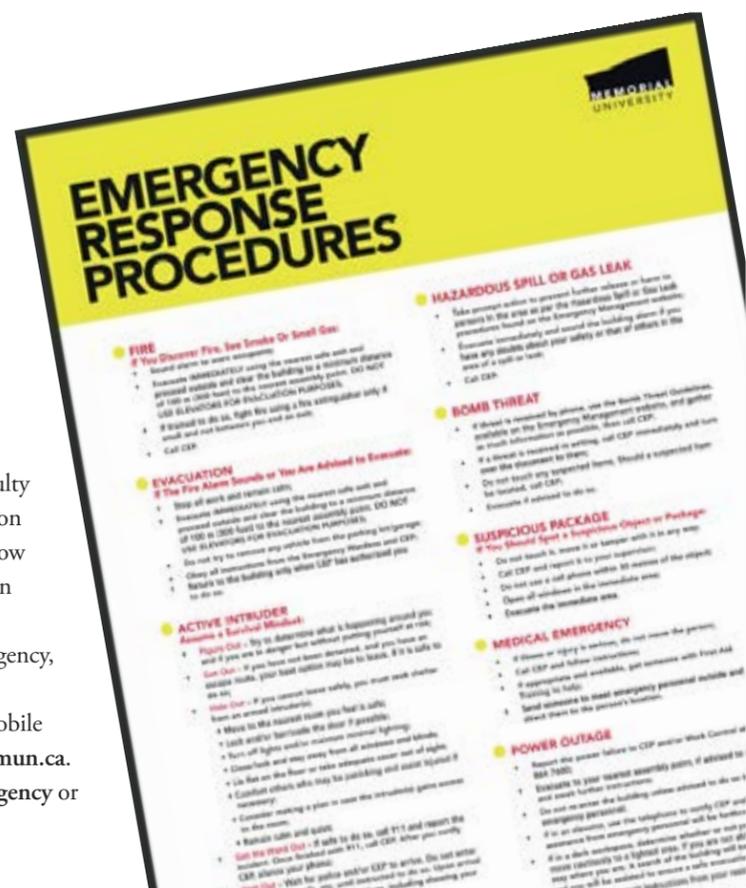
"All members of the campus community, whether faculty/staff or a student, have a responsibility to ensure our campus is a safe

place to live, work, study, learn and play," said Karen Alexander, Memorial's emergency management co-ordinator. "Each of us has a role to play when it comes to planning for, and dealing with, an emergency situation.

The emergency plan identifies three specific groups – members of the university community in general, senior administrators and managers, and faculty and instructional personnel – and provides information about individual roles and responsibilities, and lists how university personnel should prepare for emergencies in order to minimize risk.

For more detail about how to prepare for an emergency, go to [www.mun.ca/emergency](http://www.mun.ca/emergency).

All emergency information is also accessible on mobile devices via Memorial's new mobile website, [www.m.mun.ca](http://www.m.mun.ca). For more information, please see [www.mun.ca/emergency](http://www.mun.ca/emergency) or call 709-864-7661 or 709-864-7544.



# It takes a village ... to improve lives

**THE START** of a new academic year at Memorial has brought with it a rejuvenated United Way campaign.

United Way of Newfoundland and Labrador (UW-NL) was established in 2004 and today co-ordinates all UW efforts in this province. Through partnerships with charities, and the support of corporations and organizations, UW-NL helps to provide services to strengthen individuals, families and communities.

"Without community partners, it would be impossible for United Way to fulfill its mission of improving lives and building great communities," said Tammy Davis, executive director, UW-NL. "With the



commitment of individuals and organizations like Memorial University, we can continue to support organizations that provide essential services throughout our province. Community and volunteer-led campaigns like this are a testament to the spirit of our province, and show we are a giving people who ultimately want our

communities to be great for everyone."

Dr. David Wardlaw is chairing a university steering committee of volunteers to spearhead the renewed United Way drive at Memorial. "While some students, faculty, staff and retirees provide ongoing support for United Way through payroll deductions and as individual volunteers, the on-campus campaign needs a renewed focus," said Dr. Wardlaw. "The best way to rejuvenate the effort is by reaching out to the passionate volunteers within the Memorial community."

The steering committee is comprised of Dr. Wardlaw, provost and vice-president (academic); Kent Decker, vice-president

(administration and finance); Victoria Collins, executive director, Division of Marketing and Communications; Dr. Penny Blackwood, director, Alumni Affairs and Development; and Dr. Rob Greenwood, executive director, Office of Engagement.

A call for volunteers to sit on a St. John's campus campaign committee will go out shortly gone out, with the goal of establishing the committee in the early fall. More information, as well as an application form, will be posted on [www.mun.ca/mununitedway](http://www.mun.ca/mununitedway).

More information about activities at other university locations such as the Marine Institute will be available at a later date.



(L-R) The group of explorers included George Parry, TA Loeffler, Marian Wissink, Lew Feltham, Paul Gillard and Joe Boland.

# Memorial explorers take on the Churchill

**THIS PAST** summer a group of employees and retirees spent an adventurous 11 days on the Churchill River, canoeing nearly 300 kilometres from Churchill Falls to Muskrat Falls.

Unlike the rest of the group, this was Dr. TA Loeffler's first time travelling the river. One of the best parts for her was reminiscing with other Memorial employees.

"It was great to share an expedition with others from the Memorial University community. It was fun to share stories about how the university evolved over the past 50 years and play, 'Did you know so and so from this particular era.'"

Dr. Paul Gillard, who has done this trip three times, says he's always enjoyed paddling down Winokapau Lake.

"Here you are alone with your thoughts and your fellow paddlers, exerting enough effort to keep you from

boredom, but repetitive enough to be lost in thought," says Paul. "Other than your own party, you are days from civilization and extremely unlikely to see another human."

The group had one encounter with a persistent bear. After a 40 kilometre paddle, they landed in Long Point.

"We were about to make camp when this bear comes wandering in. He came within 20 feet of us before bolting but then soon circled around and came right into the area where we had dropped our bags," TA recounts.

"Our efforts of shouting, being big, blowing whistles and other assorted tries at scaring the bear off were unsuccessful so we repacked our boats and made our weary bodies paddle another few kilometres downstream to avoid what might have been a long or dangerous night with a problem bear."

# Illustrating children's books fills the evening hours

**JESSICA** McLachlan has always been artistically inclined.

"I have loved to draw ever since I was little, but it was through art classes in high school that I was able to explore various artistic mediums," says Jessica, who is a grants co-ordinator in the Office of Research Services.

"I love children's illustrations and the illustrations of Michael Martchenko (Robert Munsch's long-time illustrator); I love the energy he portrays in his pictures."

So she was thrilled when her mother-in-law asked her to illustrate a series of nine books that revolve around the adventures of a young girl named Twilla.

*Twilla and the Bumble Bee* is the first book in what her mother-in-law, Joni McLaghlan, describes as a transformational children's series that teaches life lessons.

Jessica paints in watercolours, and her

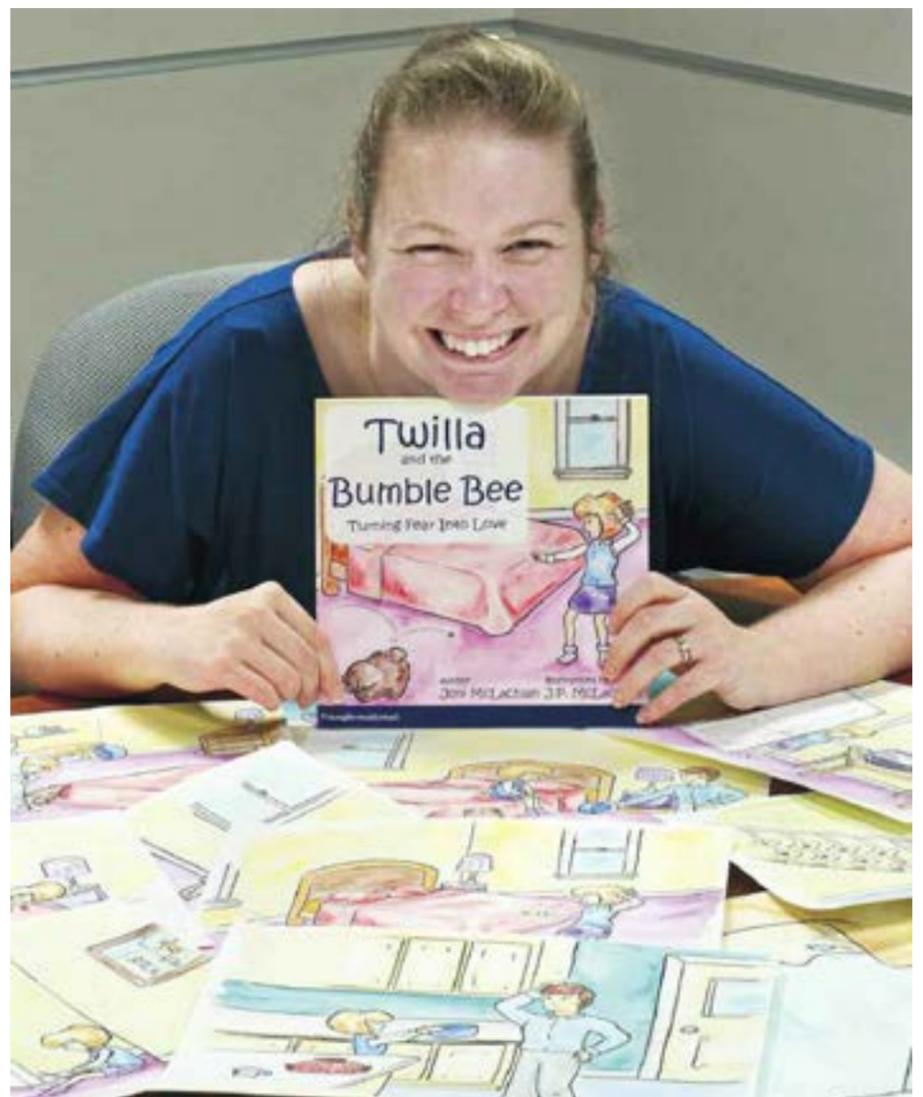
illustrations in Twilla are whimsical and bright.

And as much as she enjoys drawing, it was a challenge to limit herself to just a few pictures. "You have so many ideas of what to do."

Jessica reads the story, and breaks up the text so there's a picture on each page. She wants to make sure her illustrations convey emotions, and she works with her mother-in-law to decide which illustrations get used.

She's already completed the illustrations for book number two, *Twilla and the Fuzzy Finger*, which will be available later this fall through [www.twillabook.ca](http://www.twillabook.ca), and also at local stores in St. John's.

Drawing isn't her sole artistic pursuit. When Jessica's isn't sitting at her kitchen table, filling a sketchbook with her signature watercolours, she might be making quilts.



# Banner HR builds the foundation



**WITH** the go-live schedule quickly approaching, there's plenty of behind-the-scenes activity happening on Banner HR, Memorial's new human resources information management system that is scheduled for a Dec. 2012 implementation date.

"We have developed a training plan and our project team will contact staff using the current i-Trust system," says Jim Scott, Banner HR's project manager. "We want them to see how the things they do in the current system will be different in Banner HR."

Most employees, with the exception of those who use i-Trust to do their work, will see little changes, at least in the first phase of Banner HR

implementation.

Banner HR is considered a foundational part of building a modern and more stream-lined Department of Human Resources that is less focused on paperwork.

Along with developing a training plan for employees who will work in Banner HR, the project team's biggest priority is data conversion, which involves moving HR information and records into the Banner HR system. It's a time-consuming, but important process.

For more information about Banner HR and its implementation, please contact [banner\\_hr@mun.ca](mailto:banner_hr@mun.ca). You can also read more about the project at [www.mun.ca/banner\\_hr/](http://www.mun.ca/banner_hr/).

# Couple passionate about gardening and good food

**CRAIG AND JULIE PURCHASE** share a passion for Memorial and for organic gardening. Craig is an assistant professor of biology and ocean sciences while Julie is the chef at Bitters.

Julie brings home two five-gallon buckets of compost from work daily to be used in their elaborate flower and vegetable gardens.

“In return, I bring in fresh herbs and extra vegetables,” says Julie. “I also provide all the flowers for the tables (at Bitters).”

Recently, she started a small herb garden behind Bitters and is hoping to start a small flower garden soon.

Julie is known throughout her neighbourhood for her flowers. She is proud of the layering she has achieved in her garden and the fact that there is always something blooming.

Craig has been growing vegetables since he was a child and most of his production is done in raised beds. He currently has over 20 raised beds outside the greenhouse he made of reclaimed materials.

Throughout spring, summer and fall Craig grows a long list of fruits, vegetables and herbs including rhubarb, raspberries, strawberries, mint, sage, oregano, lemon balm, parsley, basil, cilantro and dill, spinach, several varieties of lettuce and

zucchinis. And that’s not all!

His garden also has Swiss chard, shallots, green onions, leeks, sugar snap peas, pumpkins, squash, tomatoes, peppers, beans, carrots, parsnips, spring turnips, beets and potatoes.

Each year he experiments with different varieties and growing techniques. For example, Craig has grown beans in buckets, pumpkins in tires and potatoes in milk crates.

“I have a log and I record what we planted and when we harvested,” says Craig. “So from year to year I can actually see how different varieties and techniques did in a given year. I enjoy that. It’s the scientist in me I guess.”



# Memorial moves towards full smoking ban

**THE NUMBER** of designated smoking areas on Memorial University campuses has been reduced as the university moves towards a full smoking ban by 2013.

In early August the university established one designated area on each of the St. John’s and Grenfell campuses where smoking will be permitted; near Paton College in St. John’s and near the centre grouping of chalets at Grenfell to accommodate students living on campus.

There are no smoking areas at the Marine Institute, or on any other Memorial properties including the Ocean Sciences Centre, the Offshore Safety and Survival Centre and the Bonne Bay Marine Station.

The reduction in designated smoking areas is in keeping with Memorial’s revised smoking policy that was approved last year by the Board of Regents, after extensive consultation

with the university community in the winter of 2011.

The long-term health and safety of students and staff, the detrimental health impact of smoking and exposure to second-hand smoke, and the university’s ability to influence community and society through its policies and actions were factors that influenced the board’s decision.

Memorial is committed to providing a safe, smoke-free environment for its students, faculty and staff. In the summer of 2011, the university confined smoking to designated areas away from the doorways of any campus buildings.

Memorial University encourages its community to respect the revised smoking policy and the rights of others to a healthy and smoke-free environment.

The smoking policy can be found at [www.mun.ca/policy/site/policy.php?id=198](http://www.mun.ca/policy/site/policy.php?id=198).



# Dare To exceeds campaign goal

**MEMORIAL** wrapped up *havin' a time*: Reunion 2012 celebrations this past summer with great news: Dare To: The Campaign for Memorial University has already exceeded its \$50 million dollar goal!

More than \$62.8 million has been committed to the university from alumni, friends, corporations and foundations, far exceeding the campaign's \$50 million goal.

Throughout the Dare To campaign, many individuals and corporations have given to Memorial at unprecedented levels; faculty, staff, students and retirees have donated over \$1.2 million.

"Generosity spreads from the inside out," said Dr. Penny Blackwood, director, alumni affairs and development. "Our students, faculty, staff and retirees have sent a compelling message to our external friends and partners. They have exhibited their passion for Memorial University, and their belief that Memorial is a worthy investment. In so doing, they have inspired thousands of individuals, corpo-

rations and foundations to pledge their support in return."

Dare To will enable Memorial to create substantially higher numbers of student scholarships, bursaries and awards. So far, 1,173 students have received new scholarships, bursaries and awards as a result of this campaign, with thousands more to receive funding support in future years.

Funding from the campaign has also helped Memorial establish eight new research chairs and two new endowed postdoctoral fellowships, and invest significantly in research in a variety of key areas.

Dare To has already supported key infrastructure projects across all three campuses in the province.

The Dare To campaign is part of an overall redevelopment initiative at Memorial University totaling over \$250 million. Campaign activity will continue into the fall of 2012, with a final update to be announced at that time. Visit [dareto.ca](http://dareto.ca) for details.



Chancellor and Dare To campaign chair Rick Hillier at the campaign celebration in August.

## transitions

### Little fingers, little toes



Kieran Cristiano Joseph Power was born on April 29, 2012, weighing 9 lbs 8 oz. His proud parents are Tina Power, a senior administrative clerk in the Department of Human Resources, and her husband Joe. Congratulations!

Adam Loder was born on July 27, 2012, to proud parents Jennine and Jason Loder. Adam weighed in at 7lbs 2 oz. Jennine is the manager of compensation and job evaluation in the Department of Human Resources.



### Obituaries

DR. JAMES BRADLEY, professor and head of the Department of Philosophy, passed away Thursday, May 17. He was 64.

JAMES EVELY, a former staff member with the School of Maritime Studies, Marine Institute, passed away Saturday, May 26. He was 48.

DR. JOHN HUGH ANDERSON, professor *emeritus*, Department of Chemistry, passed away Tuesday, June 26. He was 86.

MILTON HENRY ROSE, a retired corporal with Campus Enforcement Patrol, passed away on Tuesday, Aug. 14. He was 64.

### Retirement



#### Lois Hammond

Good food and great company were on the menu when friends and colleagues from the Office of the Registrar got together to celebrate Lois Hammond's retirement from Memorial. (L-R) Glenn Collins, Maria Murray, Lois Hammond, Michelle Honeygold and Peter Gill helped her mark Lois' 30 years with the Registrar's Office.



#### Sharon Rose

Friends and colleagues joined Sharon Rose, manager of research accounting, to celebrate her retirement from Memorial's Department of Finance and Administration recently. After 37 years with Memorial, Sharon plans to enjoy some camping trips with family and friends. She also looks forward to more walks with her dog Patch, more travels to southern destinations, and dining out more often!

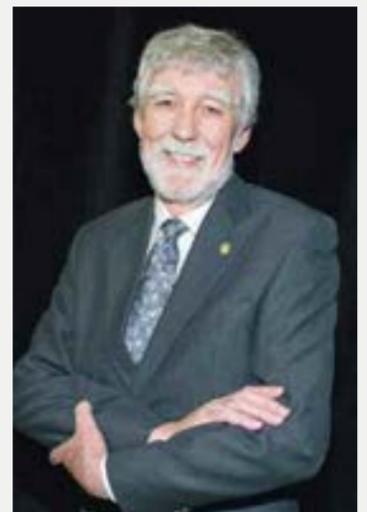
#### Carol Harding

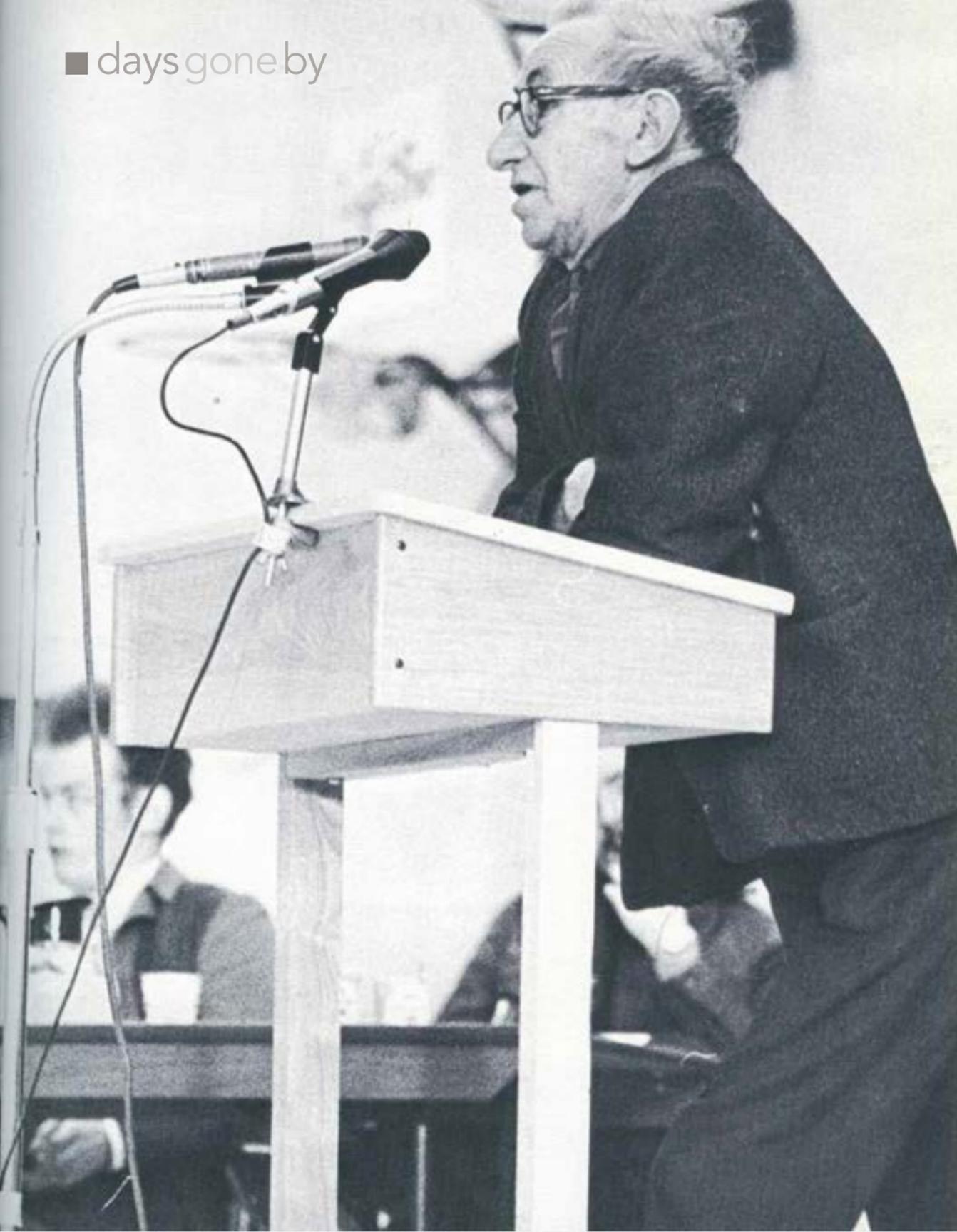
The Department of Biology went all 'ape' when they got together to celebrate Carol's retirement. Carol spent 29 years at Memorial working as a laboratory instructor and in retirement is looking forward to sculpting, painting and furthering her artistic pursuits.



#### Dr. Peter Fisher

Dr. Peter Fisher, head of the MI's Division of Academic and Student Affairs, retired in August after 24 years with MI and almost 42 years to the day since he began as a chemistry professor at Memorial through a commonwealth teacher exchange program. Peter looks forward to spending time with his family, including two grandchildren, gardening, travelling, reviving his photography hobby and delving into his passion for genealogy.





**CONGRATULATIONS** to so many of you for correctly identifying the Days Gone By mystery photo in the 2012 summer edition of *The Communicator*. First off the mark was retiree Paul Murphy, who answered that the mystery man was Joey Smallwood, addressing students at the old Thomson Student Centre in 1973. Paul wrote, “They (the students) went in wanting to hang the guy and they came out in awe. The man was always an orator and ... won them over.”

Now to this month’s contest. Have a look at the photo

above. Write and tell us who is speaking. And for a bonus, identify the other face in the picture!

Send your guesses to Shannon O’Dea Dawson at [sodawson@mun.ca](mailto:sodawson@mun.ca) or mail it to us (complete mailing address on p. 2) for a chance to win some Memorial swag! The deadline for entries is November 9, 2012. Be sure to include your name, work or home telephone number and your department. A huge thank you goes out to Linda White, Archives and Special Collections Division, QE II Library, for her help putting together this contest!

## What do you remember most about your first day at university or college?

“I came from a high school graduating class of 22 and the amount of people moving in and out of the building on ‘move-in’ day was unreal. I remember there being a lot of emotion. Mothers, fathers, and children alike were jubilant and teary-eyed. The amount of freedom I had just been given was breathtaking.”



DAVE DECKER  
Academic Advising  
Grenfell Campus



“On my first day at Memorial I remember being very nervous and excited, but mostly looking forward to varsity soccer! I wasn’t as concerned with the academic side, but more about what’s happening on the weekend at residence.”

CHAD CHISLETT  
Naval architect  
Centre for Marine Simulation  
Fisheries and Marine Institute  
of Memorial University of Newfoundland

“I remember my first year history class with Carl Swanson. It was his first time teaching, and was so enthusiastic and entertaining. It wasn’t about learning about names and dates, but about interpreting the past and asking questions. He really brought it alive.”



ROB GREENWOOD  
Rob Greenwood  
Executive director  
Office of Public Engagement and Harris Centre

## ■ what do you do at Memorial?



“I JOINED the team at the Marine Institute (MI) only 15 months ago, as the co-ordinator of SmartBay, an ocean observation system operated by the School of Ocean Technology’s Centre for Applied Ocean Technology (CTec). I am fortunate to work with a team of dedicated professionals who are experts in their field. We work together on various projects and are very

much like a family.

The SmartBay project consists of a series of buoys in Placentia Bay that monitor oceanographic and meteorological conditions. My duties include overseeing and ensuring efficient 24/7 operation and maintenance of SmartBay equipment and web portal, as well as SmartBay promotion.

In addition to my position with CTec, I sit on MI’s Marine Environmental Committee and try to help out where I can with campus food drives and charity events.

DEVA MURTHY  
SmartBay co-ordinator  
Centre for Applied Ocean Technology (CTec)  
Fisheries and Marine Institute campus



“What I remember most about my first day here at Memorial was taking the scenic route trying to find my classes. I got lost in the MUNnells.”

DARCY MCMEEKIN  
Development officer  
Office of Alumni Affairs & Development  
School of Nursing &  
School of Pharmacy