

THE COMMUNICATOR

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MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

October 2004



An employee appreciation BBQ was held on Sept. 1, 2004. About 500 employees came out for free hot dogs, hamburgers, and soft drinks served by senior university officials, including Dr. Axel Meisen. Due to a turn in the weather, the entertainment portion of the event was moved indoors to the University Club on the 5th floor of the Arts and Administration Building. Snook provided the comic relief as MC of the event and Kate Best, Lisa Crew and Perry Muise, all employees of the university, provided musical entertainment. A number of draws for door prizes were held including a DVD Player, MP3 player and numerous gift certificates. Credit for planning and organizing the event goes to the dedicated group of employees who have evolved into the university social committee. They raised the money and secured some funding from the university to make it happen. Plans are already underway to improve on the event for next year and make it an annual affair.

Contents

From the president	2
Benefits	3
Wellness	4-5
Career scene	6-8
Campus life	9-10
Retirements	11
Sexual harrasment office ..	13
Passages	15
The last word	16

Employees took on the Tely 10

About 80 employees from Memorial University participated in this year's historic Tely 10 road race. Team members dubbed the group "Team Memorial."

Earlier this year, the Work-Life Program office of the Human Resources Department at Memorial University sponsored an employee Walk for Wellness around Long Pond to promote active living. During the walk, someone suggested forming a team to run in the annual 10-mile road race. Peter Hynes, worklife programs co-ordinator, ran the idea by the director of the Department of Human Resources, Gerard McDonald, an avid runner who has completed the Tely 10 road race several times. He gave the go-

ahead and Team Memorial was off and running.

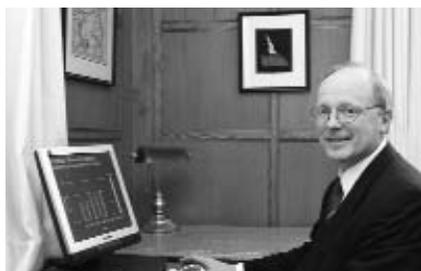
"We promoted the event amongst Memorial employees as being mostly non-competitive," explained Mr. Hynes. "Participation was our goal, not performance. We really don't care how well our employees do in the Tely 10. It's enough that they do the Tely 10, period."

He said they still wanted to attract competitive runners to the team, but also first time runners and walkers. Mr. Hynes said they originally hoped to convince about 50 people to take part. With almost 90 employees and family members, that goal has



Memorial
University of Newfoundland

see TELY 10 on page 5



Memorial University College, the predecessor to Memorial University of Newfoundland, was founded in 1925 as a living memorial to the Newfoundlanders and Labradorians who had made extraordinary sacrifices during the First World War. The visionaries who created Memorial University College knew that they were building something important; that they were putting in place an institution that would help meet their aspirations to make Newfoundland and Labrador into a good place to live and to give its citizens the ability to lead fulfilling lives, lives free from poverty and sickness. The college started with just 57 students and has, of course, grown into the degree-granting institution we now know as Memorial University of Newfoundland, with over 17,000 students and multiple locations.

The university did not, however, simply grow and evolve. Much planning occurred along the way. At various points in our history, university, government and community leaders came together to set the university's direction. In the mid 1950s a new campus was envisioned (and eventually opened in 1961 on Elizabeth Avenue in St. John's) and in the late 1960s a medical school was opened. In 1975, Sir Wilfred Grenfell College was inaugurated in Corner Brook. Other important developments included the establishment of the Harlow Campus in England in 1969 and the union with Marine Institute in 1992.

On an ongoing basis, the university looks for ways to improve and augment its academic programs and research activities. It has added and changed prudently, developing areas like folklore, North Atlantic archaeology, distance education and ocean engineering. Today, we are moving ahead with the oil and gas development partnership, an initiative which responds to the opportunities of the province's oil and gas sector. The Inco Innovation Centre, nearing completion on the St. John's campus, will

support all types of innovative university activities, including those in the social sciences, humanities and business. It will also support the development of the Voisey's Bay project in Labrador and provide the programs so that our graduates, especially graduates from Labrador, are qualified to hold senior positions related to the project.

A closer look

Today, Memorial University is again at a crossroads. The 2004 speech from the throne committed the provincial government to prepare a white paper on post-secondary education. This policy paper will examine post-secondary education issues, including affordability and accessibility, employment prospects of graduates, research matters and collaboration between the university and the College of the North Atlantic. In June, the government appointed Dr. Wayne Ludlow, a retired faculty member and former dean of Student Affairs and Services at Memorial, as commissioner to examine the post-secondary education system. Cyril Farrell was appointed as adviser to Dr. Ludlow on issues with respect to the College of the North Atlantic.

The white paper process is critical to Memorial University's future. It will shape public policy on post-secondary education in this province, thereby affecting the nature and size of the university and impacting every one of our students and employees. Because of Memorial University's central role in the province, the process will also shape our society, our economy, our health services and many other facets of our lives.

Undoubtedly, a key element of the policy resulting from the white paper will be university funding. We currently have two primary sources of revenue: tuition fees and the government grant. In recent years, tuition has been frozen, a move that was encouraged by government with the understanding that government would provide compensation to the university for the resulting loss in tuition revenue. The compensation we received, however, did not cover the full increases in costs. How the university is funded and by whom is an important public policy issue. While many arguments have been put forth in favor of various schemes, one point is clear: the total amount of funding Memorial University receives determines its size, nature and quality.

THE COMMUNICATOR

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Tuition fees and the government grant are not the only issues. There is also the issue of our global competitiveness. Memorial University no longer operates just in the provincial or even national environment. Our research activities have increased tremendously in the recent past (currently we are at about \$72 million in research funding and climbing) and this kind of success is important to the health of the university. Like other universities of our type, we cannot be globally competitive without a strong research dimension. How that research capability is harnessed for provincial benefit will also be explored in the white paper process.

I look forward to the white paper process and the attention and clarity it should bring to major post-secondary education issues. The input from the university community and other stakeholders in post-secondary education will be essential to this process. The commissioner has met with various university representatives

see MESSAGE on page 15

Pension plan indexing and contribution rate increase

Members of the Memorial University Pension Plan are advised that the Memorial University Pensions Act has been amended, effective July 1, 2004, to provide for the annual indexing of pension benefits and an increase in the contribution rate.

As a result of the changes, retirees and survivor beneficiaries, who were at least 65 years of age on July 1, 2004, saw an increase in their pension plan entitlements of 1.2 per cent annually. Future indexing adjustments for eligible pensioners will occur on July 1 of each following year and will be calculated as 60 per cent of the annual change in the Consumer Price Index, as measured by Statistics Canada, to a maximum increase of 1.2 per cent annually.

With respect to contributions required under the pension plan, the rate applicable for both the university and employees, increased by 2.6 per cent, effective July 1, 2004, and was implemented beginning with the July

9, 2004, pay period. This rate increase, while quite significant, is necessary to address a shortfall in current service contributions and to fund the costs of the indexing improvement.

The Department of Human Resources will be sending employees an individual "Notice to Members" shortly. This notice will provide additional detail on the pension plan changes and will also show some examples on how the indexing benefit and contributions are calculated. A copy of the notice may be found on the Human Resources Web site at the following address, www.mun.ca/humanres/v4/pdf/Plan_Member_Notice_pension.pdf.

Questions related to these pension changes may be directed to the Benefits and Pensions Office at 737-7406 or by e-mail at pensions@mun.ca.▲

Group benefit plan renewals

The Board of Regents, upon the recommendation of the Employee Benefits Committee, approved the following actions relative to renewal for the policy year beginning April 1, 2004. The following plans have been renewed at their existing benefit levels:

- Basic life insurance plan at a 13 per cent rate increase;
- Dependent life insurance plan at a 15 per cent rate increase;
- Optional life insurance plan at the existing rate;
- Basic, Optional and Voluntary Accidental Death and Dismemberment plans at a 20 per cent rate increase;
- Supplementary Health plan at a 3.9 per cent rate increase;
- Worldwide Travel Assistance plan at the existing rate;
- Dental plan at a 5.3 per cent rate increase; and,
- Long Term Disability plan at the existing rate.

In addition, the fee schedule under the dental plan has been advanced to the 2002 Newfoundland Dental Society Fee Guide with a commensurate additional rate increase under the dental plan of 1.5 per cent. The required rate increases applicable to employees and the university was implemented beginning with the June 11, 2004, pay-period. For more information on the renewals and the associated increases in bi-weekly deductions, please visit the Human Resources Web site at www.mun.ca/humanres/v4/index.shtml.

Health and Dental Dependent Registration card

The Memorial University Health and Dental Plans provide for an extension of coverage beyond age 21 for dependent children of Plan members. Coverage may be extended from age 21 to age 25, on a year-by-year basis, for dependent children who are:

- In full-time attendance at an accredited school, college or university;
- Unmarried; and
- Dependent on the Plan member for financial care and support.

To ensure that coverage is maintained beyond the age of 21 years, Plan members are required to submit a Dependent Registration Card to the Department of Human Resources at the time the child reaches age 21 and in August of each subsequent year. Dependent Registration Cards may be

obtained by visiting the Benefits and Pensions Office of the Department of Human Resources in Room 4025 of the Arts and Administration Building or by calling a Benefits Officer at 737-7406. The card is also available on the Department of Human Resources Web site at www.mun.ca/humanres/v4/BCnotice.shtml.▲

Revised workflex program

In June 2004, the Department of Human Resources announced the implementation of a revised workflex program for staff.

While the university previously had a workflex program in place, it was identified that there was room for improvement in the level of flexibility in working hours being offered to staff. Although many employees availed of workflex options with the previous program, there were many areas of the university that also had other informal flex-time arrangements in place. This revised program not only incorporates new flex-time options such as revised daily work schedule, reduced lunch break and compressed working hours, it also formalizes these informal practices.

The university has committed in its wellness strategy to promote, facilitate and support healthier and more active lifestyles, and flexibility in working schedules was one area of priority identified through the university's Wellness and Active Living initiative. The workflex program will assist in advancing this commitment through providing options that will accommodate the personal scheduling requirements of employees. Many employees are balancing the demands of work, family and other personal commitments, and flexibility with his/her work schedule will alleviate some of the associated stress. In addition, for some employees, this increased flexibility will facilitate participation in recreational facilities or other wellness related activities.

Information on this policy, as well as the application form, is available on the Department of Human Resources Web site at www.mun.ca/humanres, under the policies section. Anyone with questions on the Workflex Program can also contact Pam Murphy, worklife programs specialist, at 737-7408 or at pamela@mun.ca.▲

Peter Hynes: A man on the move



Getting out for some fitness in the sun. (L-R) Joan Bessey, Michelle Osmond, Chris Youé, Tracy Thorne, Pat Mansfield, Christa Coady, Keith Matthews, Peter Hynes and Ivan Muzychka.

For Peter Hynes, worklife programs co-ordinator, being active and staying healthy is a choice he makes every day . . . well almost everyday. As a father of five, he is the first to admit that it is not always easy to maintain a healthy work-life balance. Wellness, as we all know, is a delicate balance of physical, psychological, relational, spiritual, even financial aspects. It requires a large network of supports. Part of his job at Memorial is to help build the framework to motivate and support the more than 3500 employees and pensioners in their efforts to get healthy and stay healthy.

Peter has been working in fitness and employee wellness for a long time. He graduated from Memorial with a bachelor's degree in physical education, taught for a couple of years and then decided to move out west to Alberta where he got involved in employee fitness, first with Alberta Government Telephone and later with Petro-Canada. In 1994 he returned to Newfoundland to continue his work in employee wellness with Air Traffic Control in Gander. Now that he has returned to Memorial, Peter plans to use his experience in employee wellness for the benefit of the university at large.

But he highlights that it is not a one-man show. It takes a lot of teamwork between employers and employees. "This program may have been initiated by the HR department," said Peter, "but employees need to take an active role in both their own wellness and the wellness program overall or its success will be limited."

And Peter is the first to recognize that there is a lot of support already from both individuals and from all levels within the university, including the Board of Regents and the senior executive committee. For the past two years a lot of work has been done behind the scenes by Pam Murphy, worklife program specialist, and Gerald McDonald, director of Human

Resources, and through the Working Group on Wellness and Active Living. A lot of progress has already been made.

"Personal health, I believe, is first the responsibility of the individual, but each of us needs a lot of support along the way . . . family, friends, co-workers, as well as our employer," said Peter. "Wellness does not just happen. It takes commitment and work."

Working to make a difference

Part of Peter's job is to look at how Memorial can help to support its staff and make wellness and active living a part of our everyday worklife environment. "It is not enough," he added, "to just set up activities for people to take part in. Employee wellness needs to be on-going and oftentimes behind the scenes."

Currently, Peter is working on upgrading the HR Wellness Web site and giving priority to wellness education. There are also plans to hold another health fair this year and implement health risk assessments in early 2005. This will help employees increase their own awareness of risk factors associated with diabetes, cancer, heart disease, etc. so they can take a proactive role in their own health.

So far, response to the program has been positive.

"Our visibility is increasing across campus, but we are still planning to meet with all the departments and other campuses to let them know what we are doing and why. As most are aware, the university has a revised flextime policy to give employees the flexibility to take advantage of wellness initiatives available to them, be it participation at The Works, our employee lunchtime sports program (which starts the week of Oct. 12) or just getting out for a walk around the pond. We need managers, supervisors, deans and directors to get behind this program and support their staff in their wellness efforts."

Measuring success

So far this year, Peter has helped to co-ordinate an employee Walk for Wellness around Long Pond in May, helped organize a team for the Tely 10 road race in July with about 80 employees and family members participating, and has set up weekly pick-up soccer games on Tuesdays and Thursday at lunchtime. Starting Oct. 12, the MUN employee lunchtime sports (MELTS) program will be expanding to five days per week (12-1 or 1-2 p.m.) and will include basketball, volleyball and badminton, in addition to soccer. The emphasis is on fun, fitness and participation, not competition. There will be basic lessons for beginners during the first week or two of the program. Peter says this program compliments the Preferred Rate Program pilot project, which enables employees

to use the university's recreational facilities at a subsidized price.

"I encourage all employees to try and keep a healthy balance between work and personal life and make wellness a priority. While it may be an uphill battle sometimes, together we can make good strides towards a healthier and more active lifestyle."

For more information on upcoming wellness initiatives or activities, you can contact Peter at 737-4782, e-mail phynes@mun.ca, or check out the Human Resources Web site at www.mun.ca/humanres/v4/WELLNESSintro.shtml. ▲

"Personal health, I believe, is first the responsibility of the individual, but each of us needs a lot of support along the way . . . family, friends, co-workers, as well as our employer."

cont'd from TELY 10 on page 1

been far surpassed. The group included about 10 family members and about 12 runners from the Marine Institute. Almost half of Team Memorial is running the Tely 10 for the first time.

"I think that the response has been very impressive considering this is not an easy event," explained Mr. Hynes. "To do 10 miles in the heat of



Are we there yet? (L-R) Peter Hynes and Ron O'Neill.

**Team Memorial –
Tely 10 Team**

- Andrews, Debbie, Centre for Newfoundland Studies
- Barnes, Jim, Business
- Bennett, Greg, Computing and Communications
- Bessey, Joan, Centre for Institutional Analysis and Planning
- Best, Donna G., Nursing
- Bidgood, Billy, Technical Services
- Burry, Clayton, Canadian Centre for Marine Communications
- Butler, Stephen, Business
- Chafe, Rosalind, Office of Research
- Chernenko, Garry, Medicine
- Coady, Patricia, Medicine
- Collins, Craig, Engineering and Applied Science
- Corbett, Dale, Medicine
- Cox, Barbara (Husband, Tony Cox)

- Daly, Kelly, Registrar's Office
- Deacon, Christopher, Physics
- Deacon, Diana, Medicine
- Deal, Jane, Centre for Newfoundland Studies
- Dearness, Tony, Business
- e Silva, Maria, Facilities Management
- Evelly, Ed, Medicine
- Flynn, Dennis, Business
- Genge, Gordon, Computing and Communications
- Gorman, Gary, Dean of Business
- Gosse, Jim, Engineering and Applied Science
- Granter-Button, Shirley, Medicine
- Guthrie, Jean, English
- Hancock, Gary, Chemistry
- Hatfield, Rose, Marine Institute
- Hayes, Mary, QE II Library
- Hewitt, Sharon, MI Library
- Hopkins, Janice, Office of Research

summer is a pretty challenging distance, whether walking jogging or running, especially for beginners. We were very pleased with the response to say the least." The runners were wearing Team Memorial shirts with the Memorial Sea-Hawks crest on the front of the shirt.

- Horlick, Claude, Human Resources
- Howard, Maureen, Psychology
- Howse, Derek, Marine Institute
- Hynes, Peter, Human Resources
- Kane, Doreen, QE II Library
- Keats, Chris, Marine Institute
- Keller, Stephen, Political Science (retired)
- Kirby, Linda, Medicine
- Kirby, Phil, Computing and Communications (Spouse, Linda)
- Long, Lisa, Business
- McDonald, Gerard, Human Resources
- McKay, Kathy, Medicine
- Meadus, Fred, School of Maritime Studies, Marine Institute
- O'Leary, Kevin, Distance Education and Learning Technologies
- O'Neil, Audrey, Sociology
- O'Neill, Ron, Academic Adviser
- Oliver, Janet, Coasts Under Stress
- Osborne, Donna, Office of the Vice-President (Research)
- Peach, Juanita, Office of Research
- Penney, Cynthia, Graduate Placement Office
- Penney, Glen T., Distance Education and Learning Technologies
- Penney, Steve, Computing and Communications
- Perry, Roy, Marine Institute
- Pippy, Mary, School of Fisheries, Marine Institute



Peter Hynes, worklife programs co-ordinator

- Pomroy, Dorris, Facilities Management
- Pumphrey, Steve, Computing and Communications
- Robertson, Kimberly, School of Fisheries, Marine Institute
- Ryan, Jane, QE II Library
- Ryan, John, School of Maritime Studies, Marine Institute
- Ryan, Virginia (Ginny), Writing Centre
- Simmons, Bonnie, Business
- Sullivan, Carol, QE II Library
- Waclawek, Gina, QE II Library
- Walsh, Fred, Tech Services
- Whiteway, Geoff, School of Fisheries, Marine Institute
- Williams, Elizabeth (Libby), Office of Research
- Wilton, Derek, Earth Sciences▲
- Mearow, Karen, Medicine
- Moody-Corbett, Penny, Medicine
- Naidu, Hyma, Chemistry
- O'Connor, Janet, The Works
- O'Leary, Karen, Economics

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

Dr. James Connor, Faculty of Medicine (Medical Humanities and the History of Medicine), John Clinch professor, Nov. 1, 2004

Appointments – Tenure-Track

Dr. Jane Barron, Faculty of Medicine (Laboratory Medicine), assistant professor, Aug. 1, 2004

Dr. Ivan Booth, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2004

Dr. August Carbonella, Department of Anthropology, assistant professor, July 1, 2004

Dr. Bryan Curtis, Faculty of Medicine (Discipline of Medicine), assistant professor, July 1, 2004

Dr. Entcho Demirov, Department of Physics and Physical Oceanography, assistant professor, Aug. 1, 2004

Dr. John Hawboldt, School of Pharmacy, assistant professor, Sept. 1, 2004

Dr. Elizabeth Kozyra, School of Pharmacy, assistant professor, Aug. 1, 2004

Stacey Penney, Queen Elizabeth II Library, librarian I, Sept. 1, 2004

Pierre LeBlanc, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2004

Dr. J. Gerry Mugford, School of Pharmacy, assistant professor, July 1, 2004

Dr. Patricia Power, Faculty of Medicine (Obstetrics and Gynecology), assistant professor, July 1, 2004

Dr. Wei Qiu, Faculty of Engineering and Applied Science, assistant professor, July 1, 2004

Dr. Brent Snook, Department of Psychology, assistant professor, Aug. 1, 2004

Dr. Tim Strand, Faculty of Medicine (Obstetrics and Gynecology), assistant professor, Aug. 1, 2004

Dr. Barbara Thistle, Department of French and Spanish, assistant professor, July 1, 2004

Dr. Yuan Yuan, Department of Mathematics and Statistics, assistant professor, July 1, 2004

Dr. J. Neil Young, Faculty of Medicine (Psychiatry), assistant professor, Aug. 1, 2004

Appointments – Regular Term

Wayne Desrosiers, Sir Wilfred Grenfell College, lecturer, Aug. 16, 2004

Mary Furey, Faculty of Business Administration, lecturer, Sept. 1, 2004

Elena Hannah, Department of Psychology, assistant professor, Sept. 1, 2004

Chantal Jordaan, Department of French and Spanish, visiting assistant professor, May 1, 2004

Catherine Lawton, Fisheries and Marine Institute, librarian I, May 25, 2005

Dr. Heather Dawn Marshall, Department of Biology, assistant professor, May 1, 2004

Julie Pitcher, Sir Wilfred Grenfell College, assistant professor, Jan. 1, 2005

Dr. Derek Pyne, Department of Economics, assistant professor, Sept. 1, 2004

Dr. Sergey Yu Sadov, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2004

Donna Stapleton, Faculty of Business Administration, assistant professor, July 1, 2004

Cory Thorne, Department of Folklore, assistant professor, July 1, 2004

Seldjan Timur, Faculty of Business Administration, assistant professor, Sept. 1, 2004

Appointments – Other

Dr. Tana Allen, Department of Classics, interim head, June 1, 2004

George Beckett, Health Sciences Library, associate university librarian, April 1, 2004

Michelle Cheramy, School of Music, associate director, Sept. 1, 2004

Dr. Michael DeRoche, Department of Religious Studies, department head, Sept. 1, 2004

Daniel Duda, Queen Elizabeth II Library, librarian I, Jan. 1, 2005

Dr. Jim Duffy, Division of Social Science, department head, Sept. 1, 2004

Dr. George Fox, Faculty of Medicine, director of academic development (specialists), June 1, 2004

Dr. Sean Hamilton, Internal Medicine, post-graduate program residency director, April 1, 2004

Dr. James Hiller, Department of History, research professor, Sept. 1, 2004

Dr. Rick Hiscott, Department of Earth Sciences, interim head, June 1, 2004

Robert Hollett, Department of English Language and Literature, department head, Sept. 1, 2004

Dr. Richard Ilgner, Department of German and Russian, department head, Sept. 1, 2004

Dr. Bodil Larsen, Pre-Accreditation Self Study Task Force, chair, April 1, 2004

Dr. H. Marzouk, Faculty of Engineering and Applied Science, discipline chair of civil engineering, July 1, 2004

Dr. Martin Mulligan, Department of Biochemistry, department head, May 1, 2004

Dr. Wanda Parsons, Family Medicine, post-graduate program residency director, April 1, 2004

Joan Ritcey, Queen Elizabeth II

Library, head of the Centre for Newfoundland Studies, Sept. 1, 2004

Dr. Keith Storey, Department of Geography, department head, July 1, 2004

Dr. Brajendra Sutradhar, Department of Mathematics and Statistics, research professor, Sept. 1, 2004

Dr. R. Venkatesan, Faculty of Engineering and Applied Science, associate dean, Aug. 1, 2004

Dr. Roy West, Faculty of Medicine (Division of Community Health), acting associate dean, June 7, 2004

Lisa Wilson, Queen Elizabeth II Library, librarian I, Sept. 1, 2004

Todie Frances Winter, Sir Wilfred Grenfell College, librarian I, Aug. 16, 2004

Dr. Banfield Youngusband, Faculty of Medicine, chair of the discipline of genetics, Sept. 1, 2003

Cross Appointments

Dr. Ki Adams, Faculty of Education to the School of Music, Sept. 1, 2004

Dr. Rainer Baehre, Division of Social Science to the Division of Arts, Sept. 1, 2004

Dr. Don Deibel, Ocean Science Centre to the Department of Biology, Aug. 1, 2004

Dr. Fei-Yu Han, Discipline of Laboratory Medicine to the Discipline of Genetics, June 1, 2004

Dr. Robert Hooper, Department of Biology to the Environmental Science (SWG), Sept. 1, 2004

Dr. Sukhinder Kaur, Department of Biochemistry to the Faculty of Medicine (Division of Basic Medical Sciences), Sept. 1, 2004

Dr. Paul Mezey, Department of Chemistry to the Department of Physics Oceanography, Sept. 1, 2004

see APPOINTMENTS on page 7

cont'd from APPOINTMENTS on 6

Dr. Kaushik Nag, Department of Biochemistry to the Department of Physics and Physical Oceanography, Sept. 1, 2004

Dr. Theodore Norvell, Faculty of Engineering and Applied Science to the Department of Computer Science, Sept. 1, 2004

Dr. Conleth O'Maonaigh, Discipline of Family Medicine to the Division of Community Health, June 1, 2004

Dr. Dennis Peters, Faculty of Engineering and Applied Science to the Department of Computer Science, Sept. 1, 2004

Dr. David Schneider, Ocean Sciences Centre to the Department of Biology, Aug. 1, 2004

Dr. Fereidoon Shahidi, Department of Biochemistry to the Department of Biology, Sept. 1, 2004

Confirmation in Appointments – Tenures

Dr. Vernon Curran, Faculty of Medicine, director (program) assistant professor, Sept. 1, 2004

Dr. Xihua Chen, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Robert Genron, Faculty of Medicine, Sept. 1, 2004

Dr. Gilbert Kirouac, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Susan MacDonald, Faculty of Medicine, associate professor, Sept. 1, 2004

Promotions

Dr. Natalie Beausoleil, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Cathryn Button, Department of Psychology, professor, Sept. 1, 2004

Dr. Xihua Chen, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Vernon Curran, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Gilbert Kirouac, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Jolanta Lagowski, Department of Physics and Physical Oceanography, professor, Sept. 1, 2004

Dr. Hélène Paradis, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Cathy Popadiuk, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Peter Pope, Department of Anthropology, professor, Sept. 1, 2004

Dr. Stephen Riggins, Department of Sociology, professor, Sept. 1, 2004

Dr. Robert Sweeny, Department of History, professor, Sept. 1, 2004

Dr. Paul Sylvester, Department of Earth Sciences, professor, Sept. 1, 2004

Dr. Moire Wadleigh, Department of Earth Sciences, professor, Sept. 1, 2004

Retirements

Dr. Mona J. Beebe, Faculty of Education, associate professor, Aug. 31, 2004

Dr. Leslie Bella, School of Social Work, full professor, Dec. 31, 2004

Dr. Terrance R. Boak, Faculty of Education, associate dean/full professor, July 22, 2004

Dr. Margaret P.M. Burton, Department of Biology, department head/full professor, Aug. 31, 2004

Dr. Anthony Chadwick, Department of French and Spanish, full professor, Aug. 31, 2004

Dr. Harry Elliott, Faculty of Education, associate professor, Aug. 31, 2004

Suzanne Ellison, Queen Elizabeth II Library, librarian IV, May 31, 2004

Dr. Christopher J.B. English, Department of History, full professor, Aug. 31, 2004

Dr. Richard L. Haedrich, Department of Biology, full professor, Aug. 31, 2004

Dr. John D. Jacobs, Department of Geography, full professor, Aug. 31, 2004

Marguerite Jones, Queen Elizabeth II Library, librarian IV, April 21, 2004

Dr. Royston Kelleher, Faculty of Education, full professor, Aug. 31, 2004

Dr. John C. Kennedy, Department of Anthropology, full professor, Aug. 31, 2004

Dr. Kevin Keough, Office of the Vice-President (Research), June 30, 2004

Dr. Bodil A. Larsen, Faculty of Medicine, associate professor, Aug. 31, 2004

Dr. David Larson, Department of Biology, full professor, Aug. 31, 2004

Dr. Elliott H. Leyton, Department of Anthropology, full professor, Aug. 31, 2004

Dr. Stuart Lodge, Faculty of Medicine, associate professor, Aug. 31, 2004

Dr. Vance Maxwell, Department of Philosophy, full professor, Aug. 31, 2004

Dr. Tony Middleton, Department of Computer Science, associate professor, Aug. 31, 2004

Dr. Thomas F. Nemeck, Department of Anthropology, full professor, Aug. 31, 2004

Dr. Derek Nurse, Department of Linguistics, full professor, Aug. 31, 2004

Dr. Lionel Pereira-Mendoza, Faculty of Education, full professor, July 10, 2004

Dr. Norman Rehner, Department of Computer Science, deputy head, associate professor, Aug. 31, 2004

Dr. Robert Rimsay, School of Pharmacy, assistant professor, April 30, 2004

Dr. Teodoro O. Rosales, Faculty of Medicine, full professor, Aug. 31, 2004

Dr. Neil V. Rosenberg, Department of Folklore, full professor, Aug. 31, 2004

Dr. William Schrank, Department of Economics, full professor, April 30, 2004

Dr. Aleksandra Steinbergs, Department of Linguistics, associate professor, May 28, 2004

Dr. Edgar Williams, Mathematics and Statistics, full professor, Aug. 31, 2004

ADMINISTRATIVE

Appointments

Christian Alberto, Faculty of Medicine, science technician III, Aug. 9, 2004

Christopher Batten, Department of Technical Services, technologist I, June 10, 2004

Suzanne Brake, School of Social Work, research assistant II, July 19, 2004

Chasity Coombs, Alumni Affairs and Development, administrative program assistant, June 23, 2004

Shannon R. Crotty, Division of University Relations, production coordinator image services, May 18, 2004

Doug Furey, Division of Distance Education and Learning Technologies, senior instructional design specialist, Aug. 30, 2004

Jamil G. Karam, Sir Wilfred Grenfell College, manager, student housing, June 10, 2004

Robert Kelly, Alumni Affairs and Development, development officer-annual fund, Aug. 18, 2004

Mykila Martin, Faculty of Business Administration, graphic artist II, Aug. 23, 2004

see APPOINTMENTS on 8

cont'd from APPOINTMENTS on 7

Joseph Watson, Department of Earth Sciences, senior clerk, June 10, 2004

Contractual to Permanent Appointments

Lynette Byrne, Department of Facilities Management, enforcement and patrol officer II, June 7, 2004

Nora M. Comerford, Faculty of Engineering & Applied Science, intermediate clerk stenographer, May 31, 2004

Sheila M. Devine, Office of Student Recruitment, director, April 8, 2004

Pamela Gill, Sir Wilfred Grenfell College, communications coordinator II, June 25, 2004

Janice M. Hopkins, Office of Research, administrative staff specialist II, May 25, 2004

Margaret Mate, Office of Student Recruitment, data entry operator, May 18, 2004

Shona Perry-Maidment, Office of Student Recruitment, associate director-student recruitment, April 8, 2004

Catherine Taylor, Faculty of Medicine, intermediate clerk stenographer, May 11, 2004

Contractual Appointments (one year or more)

Verna Clouston, Faculty of Medicine, research assistant I, Sept. 1, 2004

Constance Dinn, Office of the Registrar, intermediate clerk, May 10, 2004

Karen M. Gray, School of Social Work, community facilitator, May 26, 2004

Lesley Parrott, Enterprise Risk Management Unit, risk analyst, June 7, 2004

Phyllis Reid, Faculty of Medicine, research assistant I, Sept. 1, 2004

Paula Ryan, Faculty of Medicine, research assistant II, May 3, 2004

Glenda Sweetland, Faculty of

Medicine, research assistant I, Sept. 1, 2004

Promotions & Transfers

Craig M. Barnes, Department of Biochemistry, stores clerk III, May 1, 2004

Bruce Belbin, Student Success Programs, director, Aug. 16, 2004

Sandra Bennett, Division of University Relations, intermediate secretary, April 13, 2004

Lillian M. Beresford, Student Success Programs, assistant to the dean, May 25, 2005

Rosalind M. Chafe, Office of Research, administrative staff specialist I, May 25, 2004

Suzanne Marie Craig, Student Success Programs, intermediate secretary, Aug. 30, 2004

Roberta K. Dwyer, Office of Student Recruitment, administrative staff specialist II, April 8, 2004

Diane Christina Ennis, Writing Centre, intermediate clerk stenographer, Sept. 29, 2003

Allan Goulding, Department of Computing and Communications, systems administrator V, July 5, 2004

Linda Humphries, Sir Wilfred Grenfell College, secretary to division head, Aug. 2, 2004

Keith Montgomery Kean, Sir Wilfred Grenfell College, maintenance helper, April 26, 2004

Darrin Kelly, Department of Facilities Management, enforcement and patrol officer II, May 17, 2003

Geraldine Kennedy, Department of Chemistry, laboratory instructor, July 19, 2004

Wendy Mosdell-Wadman, Office of the Registrar, intermediate clerk, April 14, 2004

Tina Scott, Department of Human Resources, intermediate secretary, May 10, 2004

Karen Slaney, Department of Human Resources, payroll clerk II, July 29, 2004

Craig Squires, Department of Computing and Communications, systems administrator IV, July 26, 2004

Retirements

James Andrews, Department of Technical Services, craftsman IV, July 23, 2004

Margaret Ballard, Faculty of Medicine, administrative program assistant, Aug. 31, 2004

Eileen Bragg, Distance Education and Learning Technology, manager of instructional development office, July 2, 2004

Edward Brown, Marine Institute, instructor, Sept. 10, 2004

Gordon Chaisson, Ocean Sciences Centre, university diving officer, Aug. 31, 2004

Gerry Codner, Queen Elizabeth II Library, library assistant I, April 21, 2004

Sheila Desilva, Department of Chemistry, laboratory instructor, April 16, 2004

Wilfred W. George, Department of Facilities Management, Aug. 31, 2004

Howard Gladney, Faculty of Medicine, electron micro technician III, Aug. 31, 2004

Donald Guy, Faculty of Engineering and Applied Science, engineering technologist III, July 30, 2004

Nora Kennedy, Sir Wilfred Grenfell College, secretary to division head, June 30, 2004

Joan Keough, Department of Chemistry, instructional assistant II, June 16, 2004

William Kielely, Department of Physics, mechanical services officer, July 16, 2004

Carson Leonard, Student Support and Services, director, July 31, 2004

John Maddicks, Department of Facilities Management, enforcement and patrol officer IV, July 9, 2004

Tom A. Myrick, Distance Education and Learning Technologies, production technician II, May, 28, 2004

June Penny, Department of Human Resources, payroll clerk II, July 2, 2004

Louise A. Piercey, Queen Elizabeth II Library, library assistant III, Aug. 31, 2004

Donald J. Pittman, Department of Facilities Management, maintenance carpenter, Aug. 31, 2004

Margaret Pynn, Office of the Registrar, assistant registrar, June 11, 2004

Marlene Rayner-Canham, Sir Wilfred Grenfell College, laboratory instructor, May 31, 2004

Ellen St. Croix, Division of Distance Education and Learning Technologies, senior audiovisual assistant, June 18, 2004

Michael Sullivan, Division of Distance Education and Learning Technologies, audiovisual supervisor, June 18, 2004

Thomas Tucker, Department of Facilities Management, maintenance electrician, Aug. 31, 2004

Frank Wheeler, Marine Institute, instructor, Aug. 31, 2004

Violet White, University Bookstore, cashier clerk, June 11, 2004

Secondments

Penny Butler, Alumni Affairs and Development, secretary, July 22, 2004

Karen Daniels, Sir Wilfred Grenfell College, administrative staff specialist I, Aug. 16, 2004

see APPOINTMENTS on page 9

New training program for administrative staff



The Division of Lifelong Learning and the Department of Human Resources were encouraged to see such a positive response to the workplace communications course. Pictured here are the first participants from various departments around the university.

A training needs assessment conducted last year by Human Resources (HR) has resulted in the development and offering of a certificate in workplace communications for administrative professionals.

The five-module certificate was developed by the Division of Lifelong Learning in collaboration with Robert Barker, manager, and Nola Perry, intermediate secretary, of the organizational development office of Memorial's HR department.

According to Mr. Barker, the components of the certificate – customer service, conflict resolution, change management, interpersonal communications and stress management – were five of the higher need areas identified by the needs assessment. Mr. Barker noted there are great needs for training within the university community; “This (certificate) is one of them.”

“We figured we’d pilot it, hopefully get some positive feedback – which we have so far – and from there, move that forward and see if we can obtain some additional funding to offer it more broadly within that group of jobs,” said Mr. Barker.

He noted that more than 60 people expressed an interest in the program. The 20 participants selected to be the program's first cohort, attended their

first module – Customer Service Essentials – at the end of January. They'll attend the other five, one- and two-day modules over the next five weeks, finishing up in April.

“The first session has gone over very well,” Mr. Barker noted. “The feedback has been very, very positive.” He hopes to accommodate a second cohort in the fall but that will depend on an evaluation of the first offering and the availability of funding. “I've had more calls on (the program),” said Ms. Perry, who liaised with Lifelong Learning in the development of the certificate. “The response has been overwhelming and it's been from a good cross-section of the university which confirms for me that there's a need. And the evaluations (from the first module) were wonderful. It's also a very relevant topic for that audience,” she added.

Ms. Perry's views are echoed by one of the participants, Doreen Browne, senior secretary to the dean of business. “Actually, it was fun,” Ms. Browne said, although she admitted to some nervousness about describing a training course as “fun”; for fear it might trivialize the experience. “But yes, it was fun,” she reaffirmed.

“I think in addition to Dan (Dillon, the facilitator) who is very good and easy going, and presents very well, the participants gave a lot of feedback, and I think that helped everybody. It's the interaction between the participants that certainly adds to

this type of event. You can't just sit down and listen to somebody or look at a slide show. It was a good group.”

For the Division of Lifelong Learning it's an excellent opportunity to demonstrate its program development expertise. It's also an opportunity to develop a client-specific program that can be offered publicly, which is what the division is doing this semester.

“The certificate content is readily applicable to businesses and government and any other organization where administrative personnel play a critical role,” said Doreen Whalen, director of Lifelong Learning. “Administrative professionals make up the largest segment of the office workforce and play an integral role in the day-to-day operation of organizations,” she noted.

“This program is an acknowledgement of the importance of having well trained administrative staff, and we think it will be well received in the community.”▲

cont'd from APPOINTMENTS on page 8

Geraldine Kennedy, Department of Chemistry, instructional assistant, May, 31, 2004

Joanne Samson, Office of the Vice-President (Research), manager of finance and administration, Sept. 7, 2004

Kathleen Wall, Career Development and Experiential Learning, graduate recruitment officer, July 19, 2004▲

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Outgoing principal reflects on his future and the future of Grenfell College



Photo by Pamela Gill

Grenfell College staff and faculty gathered in June to say goodbye to former principal, Adrian Fowler. Dr. Fowler left the position to pursue academic interests. On hand for a presentation to Dr. Fowler were, from left, vice-principal, Dr. Holly Pike, Dr. Tom Daniels, current principal, Dr. John Ashton, Joanne Barber, Dr. Fowler, Arlene Buckle, Dr. Dave Brodbeck and Dr. Dan Stewart.

After 12 years as a senior administrator at Grenfell College, Dr. Adrian Fowler has ended his term as principal.

"It's a good time for me to move on to things that I've had on the back burner for quite a while now," said Dr. Fowler, who completed his term on June 30. "I've tried to maintain my existence as an academic while I've been an administrator, but as most administrators will tell you; it's difficult to be productive as a scholar when you're involved in full-time administration."

In the short-term, Dr. Fowler plans to publish a book on cultural identity in Newfoundland literature. In the long-term, he'll undertake other writing projects – poetry, short stories and scholarly articles and reviews.

Dr. Fowler is leaving his position knowing he has accomplished the goals which he set out for himself: increasing student housing on campus, making the Grenfell constituency more "community-minded" and the

recruitment and retention of students from outside the traditional area of western Newfoundland were some of the major challenges Dr. Fowler tackled.

He leaves with some ideas about where Grenfell is headed.

"I think Grenfell's future is within Memorial. But I think that Memorial needs an enhanced presence in the western region of the province and I see Grenfell as the mechanism for accomplishing this," said Dr. Fowler. "Personally, I believe that means Grenfell's status within Memorial must be adjusted and enhanced...Grenfell's principal should report directly to the president and sit on the senior executive committee of the university, and Grenfell's budget should be derived at the first cut of the university budget rather than coming from the academic envelope of the university. Grenfell will also need an enhanced budget. We cannot continue to run it on the budget of a junior college." ▲



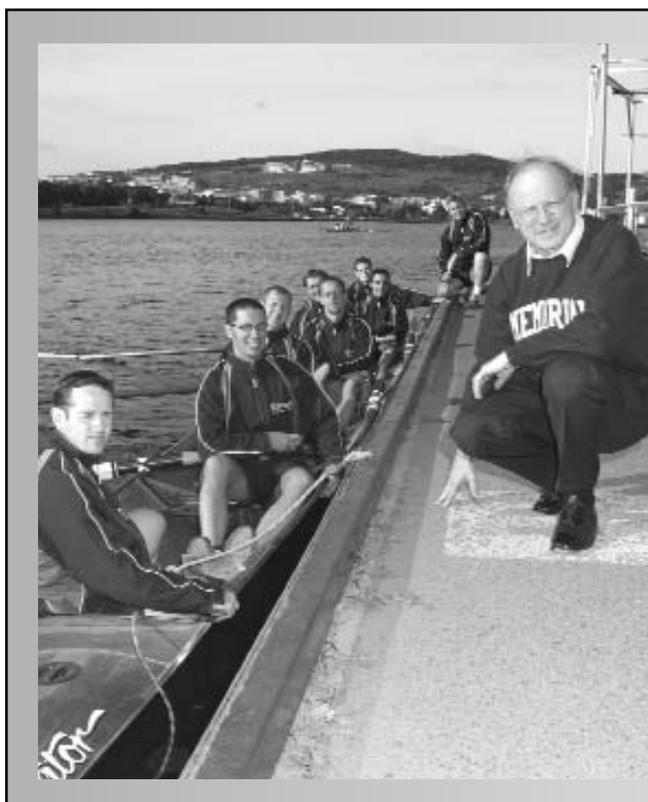
After 36 years of service with Memorial as the assistant registrar/graduation manager, Marg Pynn retired on June 11, 2004. The Registrar's Office would like to wish best of luck to Marg in all her future endeavors.



Faculty, staff and spouses of the Fine Arts Department celebrated with Nora Kennedy as she retired from her position as fine arts secretary on Friday, July 2, 2004. Nora has worked with the Fine Arts Department since the theatre and visual arts programs began in 1988. (L-R): Todd Hennesy, Gail Tuttle, Katherine Lockhart, Les Sasaki, Ken Livingstone, Nora Kennedy, Linda Foulds, Marlene MacCallum, Dave Morrish and Don Foulds.



Gerry Ford, Department of Earth Sciences, retired after 31 years of service at Memorial on May 28, 2004. Everyone in the Department of Earth Sciences would like to thank Gerry for his support over the years and all the best for a happy retirement.



Seven Memorial alumni made rowing history on Aug. 4, 2004. They were part of Memorial's first ever university-wide alumni crew in the Royal St. John's Regatta. Memorial University once had a faculty-based team and has been a gold sponsor of the Regatta on several occasions, but this year they took the plunge and sponsored a crew with graduates from several faculties.

Under coxswain and Royal St. John's Regatta hall-of-famer Bert Hickey, the crew included: Robert Moran BA '00, B.Ed.'02; Douglas Trainor, BBA '03; Steve Winters B.Sc.'03; Desmond Ryan, B.Eng.'03; Gordon Delaney, B.Comm.'02; Brian Power, BBA '00 and spare rower Greg Howard, BA '02, B.Comm.'02.

All crew members have rowed with other teams. In fact many Memorial alumni have figured prominently on Regatta teams. But Memorial's crew wanted to row for their alma mater and the university felt it was important, as a key member of the local community, to support them.

Uncovering the forgotten role of women in science

We often hear about the successes of people who leave the province, but rarely do we hear about those who come to Newfoundland and accomplish more than they ever imagined. The experiences of SWGC-MUN recent retiree Marelene Rayner-Canham is one such story. She commenced her post-secondary education at Sir Wilfred Grenfell College upon arrival in Corner Brook in 1975. At that time, one could only do two years of science and so she completed her degree through the correspondence program of the University of Waterloo. After completing her degree, she was hired by the physics department at the college. Marelene discovered that she really enjoyed helping students with their laboratory work and she progressed from technician to instructional assistant to laboratory instructor, her position at retirement.

Marelene, however, also gained a national and international reputation in a different field. Many years ago, she developed an interest in the history of science, particularly the role of women who had been “written out” of the accounts of discoveries—what is now known as “the Matilda effect.” With the collaboration of Dr. Geoff Rayner-Canham, she set out to uncover the lives and work of some



Marelene Rayner-Canham

of these forgotten women scientists. She brought to light the contributions of Harriet Brooks, Canada’s first woman physicist, and she co-authored the only biography written on Brooks. Last year, Marelene was invited to Ottawa to attend the induction of Harriet Brooks into the Canadian Science and Engineering Hall of Fame.

Following the work on Brooks, she expanded her research area and produced a biographical compilation of many other pioneering women scientists involved in the early study of radioactivity. Finding a lack of any comprehensive review on the history of women in chemistry, she then decided to tackle this topic. Both of these projects resulted in books published by professional presses. In addition, she has co-authored 16 refereed papers on women in the history of science and she has been invited to review new books on women scientists. She has also been asked to produce brief biographies of women scientists for compilations and encyclopedias. Most recently, Marelene embarked on the enormous task of compiling a comprehensive bibliography of British women chemists of the first half of the 20th century, a project she will now be able to work on full time in retirement.▲

Promote your campus event

Are you looking to promote a campus event? Are you interested in finding out what’s happening at Memorial University? If so, direct your Web browser to MUN Today at <http://today.mun.ca>. In addition to up to date news about the university, MUN Today contains a listing of events happening at our

campuses in St. John’s, Corner Brook and events sponsored by Memorial faculty, students and staff taking place off campus.

To add your event, simply click the “Submit Your Event” link on the main page of MUN Today and fill out the simple form. All events

from MUN Today are also sent out on Events Newline once a week. This mass e-mail is sent to over 3,000 faculty and staff of Memorial University.

So to get the word out about your event, check out <http://today.mun.ca>.▲



Employees of The Works gathered on June 10, 2004, for the signing of the new collective agreement. This agreement with CUPE Local 3336, representing the approximately 270 mostly part-time employees of the Aquarena and Field House, covers the period July 1, 2003, to June 30, 2007. (L-R top row): Lisa Curren, Claude Horlick, Bob Matthews, Ken Coffey, Janet O'Connor, Craig Neil; (bottom row): Bill Thistle, Anne Richardson, Bob McGrath, Mike Kennedy, and Linda Day Careen

Test your knowledge about Memorial's Sexual Harassment Office

This article is Part 3 of a three part series.

By Lori Yetman, Sexual Harassment Adviser

1. **As an employee or student of Memorial, you have the right to:**
 - a. Be treated with respect and dignity, and have an obligation to treat others the same way.
 - b. Use any type of humor you choose.
 - c. Judge your co-workers' capabilities based on their gender or sexual orientation.

2. **When a person visits the Sexual Harassment Office about an incident(s) of sexual harassment, their primary concern is:**
 - a. To find out how to get the harasser in trouble.
 - b. To find out how to get the harassment to stop.
 - c. To find out how they can file and win a lawsuit.

3. **Which of the following could be considered causes of sexual harassment?**
 - a. Sexism
 - b. Racism
 - c. Heterosexism/ Homophobia
 - d. All of the above.

4. **If you think you are experiencing sexual harassment, you should:**
 - a. Wait for it to escalate before contacting the Sexual Harassment Adviser.
 - b. Ignore it and hope that it will eventually stop.
 - c. If it's safe, let the harasser know that the behavior is unwanted.
 - d. Document what has happened and the actions, if any, that you have taken to resolve the situation.
 - e. c and d

5. **To create a work environment that is free of all forms of harassment and that is appreciative of diversity:**
 - a. Refrain from telling all jokes.
 - b. Refrain from all flirting.
 - c. Refrain from having any fun whatsoever.
 - d. None of the above.

The Answers:

The answer to (1) is (a). As an employee, you have the right to be treated with dignity and respect, and have an obligation to treat others the same way. This may mean thinking before you tell that joke, make that comment, or send that e-mail attachment – in other words, it simply involves taking the perspectives and feelings of others into account. Judging, making assumptions about, or treating others according to sexist,

racist or homophobic stereotypes is discriminatory and leads to negative working relationships and hostile workplace environments.

The answer to (2) is (b). Many of the individuals who seek advice about harassment only do so after the harassment reaches extreme levels. Even then, they fear coming forward out of concern for the harasser. Harassers are our co-workers, members of our peer groups, our supervisors or professors. We know them. Sometimes they have families. And, although we want the harassment to stop, we worry about the impact that filing a complaint will have on their jobs or their families. Usually, internal polices provide mechanisms whereby you can resolve harassment without invoking disciplinary action. For example, at MUN, you may obtain confidential advice from the adviser about effective ways to individually resolve harassment. Also at MUN, you can use mediation to stop harassment – in this process, the harasser is not subject to any discipline – and no one other than the adviser, the parties involved, and the mediator knows of the complaint.

The answer to (3) is (d). When people act in accordance with sexist, racist, or homophobic beliefs – in other words, when their behaviors are adversely impacted by their attitudes – the consequence is sometimes harassment. For example, consider a man who believes sexual harassment is a compliment – he believes all women like to be complimented on their bodies and feels quite free to compliment both strangers and co-workers who are female. He is acting according to a stereotype about women - and his behavior towards women is harassment – he persistently makes sexualized comments about women's bodies in the workplace.

The correct answer to (4) is (e). Never ignore harassment. Those who harass tend to interpret a lack of response as consent - and, more than likely, the harassment will not only continue, it will escalate. Sometimes, when harassing behaviors begin, you may feel unsure or confused as to whether or not these behaviors are isolated acts of inappropriateness. Always document the problematic behaviors/incidents – in cases of harassment, a pattern will quickly emerge. Although it can be difficult, we should let people know when they've crossed the line – some individuals have simply not considered the consequences of their behaviors on others, and may just need to be reminded. And remember, you can always consult with the Sexual Harassment Adviser even if it's just about finding the right words to let someone know that you've been hurt or offended.

The correct answer to (5) is (d). Unless we use humour carelessly and offensively, joking with (not about) colleagues contributes positively to the work environment. Flirting is mutual, consensual, and experienced as enjoyable in the right contexts. And, last but not least, a workplace that is not free of harassment and that is not appreciative of diversity is no fun for anyone...Harassment is humiliating. It can sometimes be frightening. No one should have to endure humiliation or degradation with a smile.

To prevent sexual harassment in your workplace, remember that unless we are equals who are familiar with each other, physical contact or touching may be inappropriate and personal questions or comments about

see KNOWLEDGE on page 15

Distance Education and Learning Technologies expands copyright role

Memorial University's Distance Education and Learning Technologies (DELT) is expanding its copyright clearance function. DELT is now providing copyright clearance for courses taught at the St. John's campus as well as those taught by distance. Faculty and staff can expect a seamless transition of this function from University Relations to DELT, and can continue to count on the expertise of the trusted staff providing this service.

DELT has been obtaining copyright clearance for individuals teaching distance education courses for many years. Movement of the clearance function for on-campus courses to DELT streamlines this function within a single department, enhancing this important service offering.

Nancy Simmons and Rosalind Bailey, copyright officers, are available to assist faculty and staff with obtaining clearance for any required course material. Nancy's office has moved from the Arts and Administration building to the Education building, ED-2000F, in order to align this function with the department; however, Nancy can still be contacted at ext. 2089 or via e-mail at nsimmons@mun.ca. And, both are available to answer questions or provide advice regarding copyright to anyone who may need it.

The process for obtaining copyright clearance will continue in the same manner and no other changes will occur to the provision of the service. Copyright clearance at Sir Wilfred Grenfell College and Marine Institute (MI) is not affected by this transition and will continue to function as it has in the past.

To avoid delays, individuals should begin applying as soon as possible. Users are also reminded that course materials to be sold in the bookstore should be sent to the copyright office first. After processing, the copyright office will forward the material to Printing Services.

For more information regarding copyright clearance, please contact:

On-Campus courses:

Nancy Simmons
737-2089, ED-2000F
nsimmons@mun.ca

Distance Courses:

Rosalind Bailey
737-7578, ED-2000F
rbailey@mun.ca

20th Annual Conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education

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To register, or for more information, visit www.mun.ca/capdhhe2004/, or contact Lori Yetman, Conference Chair/Sexual Harassment Adviser, at loriy@mun.ca or 737-2015.

For those who cannot attend the entire conference, register for the pre-conference workshop from 9 a.m. to 4:30 p.m. on Oct. 25: "Going to the Root of the Problem: Educating and Mobilizing Men as Allies to end Gender Based Violence", facilitated by Christopher Kilmartin, PhD, Mary Washington College, Fredericksburg, VA. For more information, visit www.mun.ca/capdhhe2004/pre-conf.htm.

More than just a good musician: A tribute to Otto Kelland



The Marine Institute is proud to display the work of one of this province's most gifted artists. Otto Kelland, who passed away in July, will be best remembered for his incredible contribution to Newfoundland and Labrador culture as an accomplished author with several books, songs and poems including his most famous ballad, Let me Fish off Cape St. Mary's. Among his other remarkable talents was model-ship building. For over a decade, Mr. Kelland worked at the College of Fisheries, building and repairing hundreds of ship models, which were widely sought by craft collectors for their detail and craftsmanship. Over a dozen models including this one are on permanent display at the Marine Institute.▲

Obituaries

Beatrice Watts

Beatrice Watts passed away Monday, April 26, at her home. She was renowned throughout Labrador as an educator and an advocate for the preservation of the Inuktitut language. She was awarded an honorary doctor of laws degree by Memorial in 1992.

Dr. Harry Duncan Roberts

Dr. Harry D. Roberts, died Saturday, June 5, at the age of 95. A physician and surgeon, he served as president of the Canadian Medical Association in 1971 – the first Newfoundlander to hold that office. He received an honorary doctor of laws degree from Memorial University in 1980.

James Allen Greene

Allen Greene of Placentia, a student in the Faculty of Engineering and Applied Science, passed peacefully away in St. John's on Sunday, July 4, 2004, aged 28 years.

Frank Michael Stanley

Frank Stanley passed peacefully away on July 17, 2004, age 77 years. Mr. Stanley was superintendent of building and grounds at Memorial University for 32 years. He was dedicated to the university, where he had a positive impact on many lives and especially the landscape and duck pond.

Malcolm Christopher

An employee of the Maintenance Department at Grenfell College, died on Saturday, July 24, 2004, at age 60.



Celebrate Memorial

is here again and this year is expected to be bigger and better than ever before with exciting events planned for students, faculty, staff and the community. Come out and join the festivities running from **Oct. 21-29**. For a full listing of events, go to www.mun.ca/celebrate.

cont'd from MESSAGE on page 2

(including the Senior Executive Committee, Senate and the Board of Regents) as part of the consultation process; he also asked for comments and submissions from a variety of other post-secondary education stakeholders.

Senate gave the white paper process its consideration at the Sept. 14 meeting. The Senior Executive Committee will provide a written submission to the commissioner later this fall; the university community and our stakeholders are being invited to provide information and advice to inform our submission. A dedicated Web site, www.mun.ca/whitepaper, has been created to

provide background information on the white paper process and on the university. From this site, you can e-mail your comments and suggestions to whitepaper@mun.ca.

You can make a difference at this key moment in the history of our university. Please share your ideas and perspectives on the challenges facing Memorial.

Axel Meisen, PhD, P.Eng.

President and vice-chancellor

cont'd from KNOWLEDGE on page 13
another's looks, personal life, or sex life may be unwanted. We should always avoid stereotypical generalizations about women and men and we should avoid and confront humor that demeans other people on the basis of gender, race/ethnicity, sexual orientation, age, appearance or ability. In terms of sexual harassment, it is the impact of the harassment on the victim that is considered not the intent of the perpetrator. What is most important is how the target of the behavior is affected.

For more information about the Sexual Harassment Office, contact Lori Yetman, Sexual Harassment Adviser, UC 3000, University Centre; Tel: 737-2015; E-mail: loriy@mun.ca; or visit www.mun.ca/sexualharassment.▲

A renewed commitment to employee training and development



Gerard McDonald

a preferred employer in an increasingly competitive and shrinking labour market.

A time for change

In the fall of 2002, the Department of Human Resources initiated a comprehensive review of the university's Staff Training and Development Policy. The task given to Robert Barker, our recently arrived manager of organizational development, was to conduct a fresh assessment of our approach in the areas of employee skills development, management/supervisory development and leadership development. Our overall goal was to determine the extent of any significant gaps in our approach to people development, and to identify how the training needs of individual employees, departments and units within the university could be more effectively addressed.

Much of the training currently done at the university is initiated and co-ordinated directly by departments for regulatory reasons or to ensure employees maintain certain technical certifications or job-related proficiencies. However, other training occurs, and is funded under the university's Staff Training and Development Policy. Presently, that policy provides for training assistance under the following four categories:

- a) Non-credit courses (workshops, seminars, etc. provided through Lifelong Learning or from other providers)
- b) Courses taken as part of a professional certificate program
- c) University credit courses (one per semester at no cost to the employee)
- d) Management development programs (academic and non-academic administrators)

Many employees take advantage of the credit course benefit, often with the objective of completing a degree, and this has been highly beneficial for both staff and the university as an institution. Beyond that, however, our annual investment in other staff development activities through the Department of Human Resources has been limited in relative terms.

In any organization, there are ongoing needs for employee training and development. New technologies and methods of work, organizational change, changing service expectations, employee attrition, and many other factors necessitate a continuing focus on skills enhancement and knowledge building. Ensuring that employees have the knowledge and skills they need to perform their job well is critical to the university's success and growth. Furthermore, a meaningful commitment to employee development is key to maintaining our ability to recruit as

"A meaningful commitment to employee development is key to maintaining our ability to recruit as a preferred employer in an increasingly competitive and shrinking labour market."

Combined with the fact that training provided under this policy has tended to be self-initiated rather than university directed, we have always been concerned that our training activities, relative to the university's needs, have not been as extensive or as focused as they should be.

This concern was tested through consultations with senior administrators and others within the university over 2003 and 2004. A comprehensive training needs survey was completed in 2003, in which deans and directors rated the degree of training needed in 38 generic skill areas, as they apply to different employee groups. This survey was complemented by follow-up meetings with individual deans and directors. These consultations yielded a significant amount of information regarding the university's priority training requirements, as well as suggestions on how we might change our approach and more effectively use the resources available to us as an institution. These consultations indicated a strong, broadly based recognition of the need to improve and strengthen our approach in the area of people development.

This indicated need for a stronger investment in training was reinforced when we compared ourselves against other employers. Data available from the Conference Board of Canada indicates that, depending on the sector, employers annually spend between one and two per cent of their total employee payroll on training (excluding the cost of travel and internal trainers and training facilities). Including the university's credit course tuition benefit, as well as all training provided by departments on their own, the university's annual training investment is estimated to be about 0.5 per cent of its non-academic payroll.

Employee development is a priority

With the support of the university's senior administration, a plan for strengthening our commitment to employee development was endorsed by the Board of Regents at their meeting in July. On a pilot basis, this plan

provides for additional program funding and the term employment of a training specialist. This person's first priority will be to develop, and co-ordinate the delivery of a training plan for 2005-2006. With the benefit of the training needs research which has already been done, training which is more effectively targeted to known priority areas will be part of this plan.

We plan to innovate as much as possible when it comes to training delivery, and to place more emphasis on approaches such as coaching, mentoring, on-line delivery, experiential learning, etc. We plan to include programming for the benefit of one or more particular units of the university. These will be identified on a voluntary basis as wishing to implement a particular program of training designed to meet the unit's unique needs. Our training specialist will co-ordinate our efforts in these areas as well, and will develop the criteria to be used for determining both the generic and unit-level components of the 2005-2006 training plan.

I am happy with our initial progress in this important area, and am confident that the program of training we deliver this coming year will form the basis of a stronger and more innovative commitment to people development at the university in the longer term.