

THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

June 1998

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Together again after all these years. (L-R) Dr. Chung Won Cho, a professor emeritus in Memorial's Department of Physics and Physical Oceanography, joined the university in 1958. Harvey Weir, executive director of Memorial's School of Continuing Education, took a physics course from him when he attended Memorial some years later. They were among other faculty, staff and alumni who got together at Memorial's former campus on Parade Street for a ceremony announcing plans for a number of anniversaries the university will be celebrating over the next several years.



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We're going to celebrate!

(The Communicator - June 1998)

Dr. Arthur May went back to where it all began on May 25. Officials from the provincial government and representatives of Memorial's students, faculty, staff, alumni and pensioners gathered in the former Memorial University College building on Parade Street in St. John's to hear from the president about the institution's plans to celebrate its beginnings. The Festival of Anniversaries, as the celebrations will be called, will reflect a number of important milestones that Memorial will be marking over the next two years. The Memorial University College building served as Memorial's campus from 1925-61.

The Festival of Anniversaries includes the 75th anniversary of the founding of Memorial University College in 1925, the 50th anniversary of the creation of Memorial University of Newfoundland as a degree-granting institution in 1949, the 35th anniversary of the establishment of the Marine Institute in 1964, and the 25th anniversary of the opening of Sir Wilfred Grenfell College in Corner Brook.

At the ceremony, the Festival of Anniversaries logo was unveiled by president *emeritus* Dr. Leslie Harris and Bob Brown, vice-president (communications), Graduate Students' Union. In addition, anniversaries committee chair Dr. Kevin Keough, vice-president (research and international relations), released a preliminary program of events and activities scheduled from fall 1998 to fall 2000 and includes recitals, conferences, special lectures, anniversary convocations, publications and symposia.

The preliminary schedule of events and more details about the Festival of Anniversaries are available on the Ann-iversary celebrations Web site which was also launched at the ceremony. The Festival of Anniversaries Web site is located at <http://www.mun.ca/celebrate>

Nominations sought for President's Award for Exemplary Service

(The Communicator - June 1998)

The time has again come to recognize those members of our staff for doing an outstanding job by nominating such an individual for the President's Award for Exemplary Service. Up to a total of five awards will be presented this year.

You can describe the person's contribution in any of these areas:

- contributions made to the university through service, support and professionalism;
- excellent performance in the job;
- extending help to students, faculty, fellow employees, parents and university guests;
- involvement with committees or organizations.

We want our university colleagues to hear about and recognize staff members' accomplishments, resourcefulness, initiative, creativity, leadership, responsiveness in delivering service, and/or dedication to high standards as a member of the Memorial University staff.

Qualified candidates for this award will be administrative and support staff of Memorial University and its agencies who have worked at the university for at least one year prior to nomination. Nominations may come from alumni, faculty, staff, students and other members of the university community.

Nomination forms will be available July 1st at each of the academic and administrative department offices and through the Office of the Vice-President (Administration and Finance) and Legal Counsel, Arts and Administration Building, Room A-2024.

If you would like further information about the awards, call Marilyn Thompson, manager of Organizational Effectiveness, Human Resources, 737-4627 or e-mail: marilynt@morgan.ucs.mun.ca

Detours ahead

(The Communicator - June 1998)

Construction of the University Centre will mean a few changes in getting around campus will be needed in the months ahead. Work is now beginning on the supports for the overhead mall of our new student facility, so a few traffic detours will be the result. The first of these changes started at the beginning of June and will continue for the entire month.

Effective June 1, traffic on Irwin's Road, which runs from Westerland Road to Morrissey Road, will be reduced to one lane. This interruption will take place from 8:30 a.m until 5 p.m daily and traffic will be controlled by a flag person or localized traffic lights. After work hours, the barriers will be removed and travel around campus will resume as usual. This detour will be in effect for the entire month of June.

Your patience is appreciated as the University Centre project proceeds and we enhance Memorial for our students. Watch the *Gazette* and *The Communicator* in the weeks ahead for more information about traffic detours!

Anniversaries logo captures many facets of university

(The Communicator - June 1998)

The anniversaries logo encompasses a number of images representing the past, present and future of Memorial University. It is designed to complement all activities associated with the Festival of Anniversaries scheduled in 1998-2000.

The central image is the Memorial Tower, being built on the St. John's campus through the generous support of the Johnson Family Foundation. Part of the new University Centre, it is scheduled to be completed and christened during the Festival of Anniversaries.

The clock symbolizes the exciting time spent at the university by Memorial's students, past, present and future, as they pursue their educational and social development in our challenging environment.

The flame in conjunction with the tower represents a birthday candle in celebration of our important anniversaries. The flame also commemorates those brave souls who, in war, gave their lives for freedom, and for whom the university will always be a living memorial.

The central image is also a stylized ship, representing the university's marine orientation and a critical part of its academic mission.

The logo is a trademark of Memorial University. For copies of the logo and guidelines for its use, please contact Publication Services, Division of University Relations, at 737-8666.

University community pulls together for two of its own

(The Communicator - June 1998)

On April 24 members of the university community came together to party, and to help two members of the university community who are undergoing expensive medical treatments. Harold Squires, director of Budgets and Audits organized the party. Donations went to Rita Matchim of the Department of Human Resources and Joan Burke, spouse of Rollie Burke, who works in Facilities Management. Over 200 people turned out to Pete's Place in Hatcher House. At the end of the night, \$3,288 had been raised!

On May 7, organizers gathered in the Arts Building Atrium to present cheques to Rita Matchim and to Rollie Burke, who accepted on behalf of Joan.

The party could not have been a success without the hard work of organizer Harold Squires, and also with great help from people who donated prizes. Gerard Hayes of Student Housing made all the local arrangements for the space and the barbecue, and Tony Peckham donated the music. Major sponsors included Molsons, Nova Foods and Eastern Bakeries.

Rita Matchim works in the Department of Human Resources but has been off work on long-term disability since 1990. Ms. Matchim recently returned from the Mayo Clinic in the United States. Proceeds from the fund-raiser will help defray some of her costs. Joan Burke was diagnosed with leukemia and travelled to Princess Margaret Hospital in Toronto earlier this year for a bone marrow transplant. The donor was her twin sister. As part of the process, Ms. Burke underwent chemo-therapy treatment. She is on the road to recovery and has returned home. She will return to Toronto in August. Monies from the fund-raiser will help defray some of the costs related to travel and her lengthy stay in Toronto.

Don't forget your keys...er...your card

(The Communicator - June 1998)

Card access is coming to some Memorial University buildings. Card access is a system that uses the Smart Card technology instead of keys as method of gaining access to campus buildings. The new system will save money and make it easier to manage access to university buildings.

Facilities Management is starting to install the system in several campus buildings. The Facilities Management Building and several university residences, together with the Faculty of Business Administration Building, will be the first buildings to have card access locks. The new University Centre will be equipped with the card access system.

There will be a slow transition to the system so that employees have time to get their cards and to become familiar with it.

One of the benefits is that access can be centrally controlled, and in the event of loss or theft, the card can simply be invalidated and a new one issued. This saves the costs of new keys and time spent on re-keying locks.

Students available for summer employment

(The Communicator - June 1998)

This summer approximately 150 student placement positions will be advertised by the Employment Services Division, Department of Student Development. Job postings will be based on the tasks, responsibilities, and level of education outlined in the job proposals which were submitted by departments.

The Summer Career Placement (SCP) is designed to help students prepare for entry into the job market. The program provides a wage subsidy to employers and a developmental learning experience to students. The program is targeted toward senior secondary and postsecondary students:

The 1998 SCP wage subsidy is \$4.25 per hour. For all students working at Memorial, remuneration under SCP is set at \$5.50 per hour. Departments at Memorial are pleased to offer a wide variety of student job opportunities in partnership with this federal government initiative.

Farewell message from the vice-president (academic)

(The Communicator - June 1998)

As I travel I often ask my seat mate in the plane, or my taxi driver, to list some of the major universities in the Atlantic region. More often than not, Memorial University is not mentioned. After seven years as the university's vice-president (academic), I believe more than ever that our greatest weakness has been our failure to tell the world about our many strengths.

We know that the grass is always greener in the pasture next door. But many faculty colleagues coming back from sabbatical leave often spontaneously comment with a tinge of surprise that in many aspects Memorial compares very favorably to whatever university they were visiting. That is not a surprise to me - I have found this to be true from the very first week I started to work here. Throughout the university there are pockets of real excellence among students, staff and faculty alike. And across the board, I happily compare Memorial's teaching and research programs with universities far better known to my travel companions over the years.

We need to get that message out-and fast. Universities everywhere are under great pressure. Governments have cut back funding. Competition from newer institutions is stiffening, whether the challenge comes from virtual universities, from university- colleges, from the now numerous industry-based universities, or the rapidly developing for-profit universities. Monopolies are crumbling. For the first time in its history perhaps, Memorial's survival will depend on its ability to win the hearts and minds of the general public, of government and, above all, of the dwindling number of students graduating from high school each year.

Does the university have the tools? Very much so. Does it have the will? I hope so - but the health of our university is only assured when every single person working at Memorial understands and accepts that the game has changed. Value for money, service, reliability, in general a much higher student focus and true excellence in all we do, be it scholarship or teaching. become the key issue.

Memorial University is Newfoundland's largest and most developed natural resource, and it is self-

renewing, too! Historically it has enjoyed very fair support from the provincial government. Joey Smallwood's decision to create a university was a piece of enlightened public policy crucial to the social, cultural and, yes, economic development of the province and its people. I will no longer be able to add my voice to those who urge the government of the day to remember this, but you can. Stress the positive. No institution is perfect and blemishes are easiest seen close-up. I, however, will leave remembering Memorial as one of the finest institutions in which I have worked.

The past seven years have, at times, been challenging, but also immensely rewarding. Memorial University, and the Newfoundland community at large, have enriched my life. For that I am grateful.

Jaap Tuinman,
Vice-president (academic) and pro vice-chancellor

Career Scene

(The Communicator, June 1998)

ACADEMIC

Appointments

Dr. Kenny Z. Lin, Business Administration, assistant professor, July 1, 1998

Dr. Rodrigue Byrne, Computer Science, assistant professor, May 15, 1998

Dr. Xiaobu Yuan, Computer Science, assistant professor, May 15, 1998

Dr. Nancy A. T. Wadden, Medicine, associate professor, Sept. 1, 1998

Dr. John Doucet, Medicine, clinical assistant professor, May 15, 1998

Dr. Steven Howells, Medicine, assistant professor, June 1, 1998

Dr. Majed M. Khraishi, Medicine, associate professor, May 11, 1998

Dr. Jinyu Sheng, Physics and Physical Oceanography, assistant professor, Aug. 1, 1998

Dr. Sheldon Birnie-Lefcovitch, Social Work, associate professor, Aug. 1, 1998

Term appointments

Dr. Harry Elliott, Education, associate professor, March 1, 1998

Michael Devine, Social Work, assistant professor, Aug. 17, 1998

Paula Rodgers, Social Work, assistant professor, Aug. 17, 1998

Other appointments

Adrian Fowler, Sir Wilfred Grenfell College, principal, May 8, 1998

Dr. J. E. Strawbridge, Office of the Vice President (Academic), acting vice-president (academic), June 15, 1998

Dr. Lydia Hatcher, Medicine, director of continuing medical education, May 11, 1998

Dr. John Ashton, Sir Wilfred Grenfell College, head of social science, May 8, 1998

Cross appointments

Dr. Kevin Keough, Biochemistry to Faculty of Medicine, May 1, 1998

Dr. Ted Hoekman, Basic Medical Sciences to Discipline of Family Medicine, May 1, 1998

Dr. Ian Landells, Discipline of Medicine to Discipline of Pediatrics, May 11, 1998

Dr. Mahmoud Khalifa, Laboratory Medicine to Obstetrics and Gynecology, May 1, 1998

Dr. Wayne Andrews, Pediatrics to Obstetrics and Gynecology, May 11, 1998

Dr. Khalid Aziz, Pediatrics to Obstetrics and Gynecology, May 11, 1998

Dr. Christopher Kovacs, Discipline of Medicine to Division of Basic Medical Sciences, and Obstetrics and Gynecology, May 11, 1998

Tenures

Dr. John G. Pike, Medicine, Sept. 1, 1998

Dr. Mahmoud Khalifa, Medicine , Sept. 1, 1998

Dr. Chidambaram Yegappan, Medicine, Sept. 1, 1998

Dr. Robert Foley, Medicine, Sept. 4, 1998

Dr. Rex Bowering, Medicine, Sept. 1, 1998

Dr. Reza Tabrizchi, Medicine, Sept. 1, 1998

Dr. H. Liu, Pharmacy, Sept. 1, 1998

Promotions

Dr. D'arcy Duggan, Medicine, associate professor, Sept. 1, 1998

Dag Friis, Engineering and Applied Science, professor, Sept. 1, 1998

Dr. Veeresh Gadag, Medicine, professor, Sept. 1, 1998

Dr. Brenda Galway, Medicine, associate professor, Sept. 1, 1998

Dr. Donna Hardy-Cox, Student Affairs and Services/Social Work, associate professor, Sept. 1, 1998

Dr. Michael Hinchey, Engineering and Applied Science, professor, Sept. 1, 1998

Dr. Lawrence Jardine, Medicine, associate professor, Sept. 1, 1998

Dr. Stephanie Kaiser, Medicine, associate professor, Sept. 1, 1998

Dr. Linda Kealey, History, professor, Sept. 1, 1998

Dr. Mahmoud Khalifa, Medicine, associate professor, Sept. 1, 1998

Dr. Andrejs Liepins, Medicine, professor, Sept. 1, 1998

Dr. Donald McKay, Medicine, professor, Sept. 1, 1998

Dr. Penny Moody-Corbett, Medicine, professor, Sept. 1, 1998

Dr. Ranee Panjabi, History, professor, Sept. 1, 1998

Dr. John G. Pike, Medicine, associate professor, Sept. 1, 1998

Dr. Reza Tabrizchi, Medicine, associate professor, Sept. 1, 1998

Dr. David Thompson, Philosophy, professor, Sept. 1, 1998

Dr. K. Tirunellai, Pharmacy, associate professor, Sept. 1, 1998

Dr. Jerry Varsava, English Language and Literature, professor, Sept. 1, 1998

ADMINISTRATIVE

Appointments

Lynn Bryant, Institutional Analysis and Planning, statistical consultant, Feb. 16, 1998

Pamela Phillips, Faculty of Education, laboratory instructor, April 20, 1998

Michael Taylor, Business Administration, computer operator I, Nov. 17, 1997

Contractual to permanent appointments

Danny Cullihall, Sir Wilfred Grenfell College, custodian I, April 3, 1998

Darrell Cuza, Technical Services, technologist II, Feb. 9, 1998

Laura Edwards, Alumni Affairs and Development, administrative staff specialist I, March 10, 1998

Linda French, Sir Wilfred Grenfell College, custodian I, April 3, 1998

Shirley Hynes, Sir Wilfred Grenfell College, custodian I, April 3, 1998

Dennis Waterman, Sir Wilfred Grenfell College, director of administration and finance, June 1, 1998

Retirements

Bryan Crutcher, Marine Institute, instructor, June 9, 1998

Clarence Hooper, Marine Institute, instructor, Sept. 10, 1998

Safety Notes

Safety Notes is compiled by the Office of Safety and Environmental Services, Department of Facilities Management, Memorial University of Newfoundland, St. John's, Nfld., Canada, A1C 5S7. It is distributed in the university's employee newsletter, The Communicator, and to external safety organizations. For further information contact Wally Drover, manager of safety and environmental services, 709-737-4393.

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Recycling for the Field House

(*The Communicator* - June 1998)

Your pop cans, newspapers, and envelopes can transform trash into cash for *The Opportunity Fund*. Memorial's new partnership with Ever Green Recycling and Emmanuel House will ensure the proceeds from beverage container recycling will help build the new Field House Complex.

The new recycling plan, which began in April, focuses on a regular pick-up service and broadens the locations served on campus making recycling more convenient for all staff, faculty and students. To help this partnership further, an additional 50 large recycling bins have been added to campus.

Memorial has been recycling for the past six years. At first recycling was centred on the south side of campus, but two years ago the initiative branched out to the north side. With such a large quantity of material to deal with a new approach to a detailed, timely collection process was needed so the partnership with Ever Green Recycling was formed.

Ever Green's roots date back to 1991 and today it is jointly managed by the Health Care Corporation of St. John's and the Waterford Hospital Foundation. Ever Green provides 60 jobs, mostly for people with mental health issues, and is a great resource to the community.

One of the community outreach initiatives started by Ever Green centres on corporate and institutional recycling. A unique partnership between the Waterford Hospital Foundation and Petro-Canada has helped Ever Green and Emmanuel House establish a business pick-up service in St. John's and Mount Pearl. Residents of Emmanuel House work to collect recycling from corporate, commercial and government offices throughout the city. Emmanuel House, operated by the Stella Burry Corporation, is a residential treatment program that provides individual therapy, group counselling and life skills training to people with emotional and mental health issues. Once all material is collected it is brought to one of Ever Green's three depots.

As a result of this new recycling plan, there have been a number of calls to the Office of Safety and Environmental Services regarding clarification of the operation of the system. The main change to the system is the formation of a partnership between Ever Green Recycling and Emmanuel House, and the designation of the recycling revenues to the Field House. Otherwise the system runs the same as before. The following information is a recap of the campus recycling system:

The campus system collects four sorts of recyclable material: white paper, newsprint, cardboard and beverage containers. Each sort is collected separately.

- White paper includes all white, non-glossy paper, such as bond paper, photocopier paper, white and manila envelopes, etc. Paper clips should be removed but staples can remain. Books for recycling should have the covers removed. Envelopes with plastic windows are acceptable as is; there is no need to remove the plastic. Colored paper is not recyclable and should be treated as garbage.
- Newsprint, such as newspapers and old phone books, is collected separately from white paper. For areas without a separate bin, collect newsprint in a box or in a plastic bag and leave along side the white paper bin. Glossy flyers, magazines and catalogues are not recyclable.
- Only unwaxed, clean, corrugated cardboard is acceptable for recycling. Boxes used for loose food products or to transport meat products are not recyclable. Flatten boxes before placing out for pick-up. Remove any plastic coverings.
- Beverage containers include only containers that are part of the provincial deposit system, such as: aluminum drink cans, glass and plastic drink bottles, steel juice cans, gable-top cartons (excluding milk cartons), tetra-pak juice boxes, imported beer bottles and liquor bottles. Containers must be whole (not crushed or broken) and free from garbage. Empty and rinse the containers before placing in collection bin. The caps are not recyclable.

Recyclable material is collected from main offices and common areas by custodial staff and transferred to the building loading bay. From there, Emmanuel House staff pick up the material for transfer to Ever Green Recycling. At the present time the Health Sciences Centre and Marine Institute are not a part of this recycling program. Recyclable paper and cardboard generated by Printing Services in the Ingstad Building is still picked up by Nova Recycling.

Recycled materials from campus are not the only things that will help raise money for the Field House. Anyone can take their recycled materials to one of the Ever Green depots in St. John's. Be sure to mark your recyclables *The Opportunity Fund*, Memorial University, and the money will come back and support the Field House.

For more information about recycling, contact Geraldine Kennedy, environmental officer, at 737-4320 or safety@morgan.ucs.mun.ca

Ease work related pain with a lighter touch

(The Communicator - June 1998)

Anyone who spends long hours at a keyboard is at risk for Work Related Upper Extremity Disorders (WRUED's), such as carpal tunnel syndrome and tendonitis. The key to lowering your risk is to lighten up. Research has found that office workers hit the keys with much more force than is necessary, up to five times more. Workers with strong keystrokes tend to have stronger symptoms.

It is possible to learn to tap the keyboard instead of pounding it.

Practice typing with a lighter touch. Post reminders where you can see them as you work.

Identify your triggers. Many workers tend to type harder when tired, hurried or under stress. Pay extra attention to your keyboard force at those times.

Check your posture. Wrists should be relaxed and in a neutral position. Ensure the monitor is at eye level. Correct any problems that put you in an awkward posture.

Listen to your body. Pain, aches, stiffness, burning, tingling or numbing in the hands, wrists, arms or shoulders are danger signals to watch for.

The office of Safety and Environmental Services conducts information seminars on Ergonomics, including working with video display equipment - call 737-4393 for further information.

From the Garden

Your weekend project: Plant a perfect flower bed

(The Communicator, June 1998)

by Carl P. White, Botanical Garden

We get many visitors this time of year who ask variations of the ever popular question, "I want to make a flower bed. How do I start?" It's really not that difficult. Here is a simple procedure for starting a bed of herbaceous (soft stemmed, die down in winter) perennials.

Choose the site: The site characteristics will determine the plants you can successfully grow there. Amount of sun, prevailing winds, soil type and slope should influence your choice of plants. A sunny, flat area sheltered from the northeast wind is almost perfect.

Start small: If this is your first 'homemade' garden make a plot about 100 square feet. You can always make it bigger, but if you take on too much at the start it can turn you off altogether.

Lay out the perimeter of the bed: The site will be a governing factor in this also but for our purposes we will say it's a area of lawn. Take a garden hose and lay it on the ground in the shape of the bed you want. Try and avoid square and rectangles which are boring and unnatural in appearance. Try a oval or kidney shape or anything else you like. Now take a edging tool or a sharp spade (you can sharpen a spade just as you would a axe) and cut through the sod all along the hose. Remove sod with digging fork (and grunts and groans). Try and protect the newly cut edge from getting trampled.

Prepare the soil: This is important, and some hard work and a little expense now will really make the difference later. Soil should be worked and the rocks removed to a depth of about a foot, and if possible the ground below should be loosened up with a pick or digging bar. Don't kill yourself doing this; gardening is supposed to be fun and relaxing! Most gardening books will tell you that a granular fertilizer should be worked into the soil at this point, but I confess I never do. Lime and organic matter in the form of compost, peat moss or leaf mould (the best) should be added at this time. Many books will

advise a soil test to determine soil acidity before adding lime but take it from me, around here you need lime. About 4 lbs. per 100 square feet should do it. Spread the lime and an even layer of organic material about 4 inches thick and dig in with a fork. Poorly drained soils (water pools during light rain) should be amended with sharp sand or small grit to improve drainage. If you have access to a rototiller, so much the better. What we want to achieve here is a moist but well drained soil mix with a pH of about 6-7.

Draw a plan, choose and arrange plants: Make a sketch of the area and use it to place the plants. Keep in mind the spacing requirements and sizes. If the bed is to be viewed from one side only, arrange the taller plants at the back, mid-height ones in the middle, and smaller plants along the front. If bed is to be walked around then place the taller plants in the middle. Try and arrange plants according to flowering period, form and texture of foliage and colour. You should avoid having all the early flowering plants in one end or all the spiky flowering types placed together. What we want is a range of color and forms flowering throughout the bed over the whole growing season. People can get hung up on what colors go with what. Don't worry about it too much: it's your garden, plant what you like. Primary colors (red, yellow, blue) can be used alone or in combination to create a striking contrast. Harmonious colors are those that blend together (orange and yellow, red and orange, blue-green and violet). Use vivid colors in front of evergreen trees and masses of dominant colors in large areas.

Planting: Follow your plan and lay out the plants. Allow enough room for the roots to grow without interfering with the neighboring plant. Make a hole large enough to spread out the roots and use a little bone meal in the planting hole. Plant at the proper depth. Container-grown plants should be set at the same depth as they were grown in the pot. Firm the plants in the soil (hands for smaller, feet for larger) to avoid air pockets and water well to settle soil and make firm contact with the roots.

Mulching: Although not really critical, mulches are wonderful. A covering of compost, peat, leaf mould or any combination of them placed over the soil (2 inches thick) after it has warmed up in the spring will help to keep moisture in and weeds out. It shows off the flower color against the dark mulch and the next spring you can dig it in to add organic matter to the soil.

See, just like I said, nothing to it!