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# THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 15 No. 1

May 2001

## **Graduation ceremonies are a real team effort!**



So you want to graduate? Here are some of the hardworking staff at the Registrar's Office sitting among some of the 2,000 applications for graduation. Before students can graduate they must apply and their transcripts must be checked against degree requirements. Memorial's convocation ceremonies are taking place at the end of the May. Pictured here are: (L-R) MaryJane Puxley, Judy Jewison, Marg Pynn, Joan Burry and Nancy Wood, all of the Registrar's Office. To see who else helps with convocation, see story below.

It is not hard to tell that spring has arrived. In addition to snowfalls being limited to 10-15 cm apiece, Memorial's spring convocation is on the horizon and the university is preparing to confer over 2,000 degrees.

In advance of the convocation ceremonies in St. John's and Corner Brook, employees from all over Memorial campuses will be pulling together to ensure that the university's biggest and most publicly visible event goes off successfully. For example, folks in the Registrar's Office have been processing over 2,000 applications from students who wish to graduate this spring. This means they are busy scrutinizing transcripts and checking them against degree requirements, a

meticulous process that has to happen before the graduation ceremony can take place.

The staff in the Office of Financial and Administrative Services attend to any fees and outstanding payments.

The team at the Division of University Relations ensure the event itself is planned; they arrange to provide students with their caps and gowns, plus tickets for family members. They also arrange to have academic dress on site for members of the convocation procession, and ensure that a myriad other details are looked after before, during and after the event.

An appropriate stage set-up has to be put in place at the Arts and Culture Centre and at Grenfell College, and this requires the efforts of staff from the Department of Facilities Management who move and set up all the furniture.

The ceremony is also broadcast on the internet and videotaped for televising later on, a service provided by staff at the Centre for Academic and Media Services.

Printing Services, University Relations, Publication Services and the Registrar's Office are responsible for helping put together the convocation program, a document that doubles as a souvenir for many students and families attending convocation.

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## From the President

# THE COMMUNICATOR

As another busy term draws to a close and we head into the summer months, it is time to reflect on the past year and look at the future. In this message, I would like to focus on the future and, in particular, your personal future.

As your colleague and as your employer, I would like to see you develop your career. The university offers a wide variety of work opportunities. You may not, at present, have the skills for a position that you are seeking, or you may not yet have the education level to advance further on your current career path. In either case, the university can help.

We have professional development funds available to let you enroll in workshops and courses. While the funds are, by necessity, limited, each year hundreds of employees benefit from attendance at such programs. You can find out more about this funding by contacting the administrative head of your unit. You should also be aware that you are entitled to apply to enrol in one credit course per term. The application is normally approved provided you have the prerequisites and there is space in the course section. As a Memorial employee, you therefore have the ability to work towards a degree (or another degree) over time without paying tuition fees.

At present relatively few members of the university are taking courses. This is understandable given the normal pressures of work, family obligations and other commitments. However, I would encourage you to consider this option. Although challenging, you will likely find it very rewarding. If you encounter related problems with which the university could help, please share them with your administrative head.

I wish you and your family an enjoyable and productive summer.

Axel Meisen  
President and Vice-Chancellor



*Arul Meisen.*

PRESIDENT AND VICE-CHANCELLOR

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## Human Resources

### The ins and outs of CUPE, local 1615 membership

By Ralph Tapper, president, CUPE, Local 1615, and Claude Horlick, associate director, staff relations, Human Resources

The recent process whereby 99 employees became CUPE members is the culmination of years of negotiation between Memorial University and the Canadian Union of Public Employees (CUPE) Local 1615, which represents approximately 860 staff employees. As of Feb. 26, 2001, 115 positions were converted from non-bargaining unit to union status and four from union to non-union.

The collective agreement between CUPE and Memorial contains an appendix titled Composition of the Bargaining Unit. It describes the bargaining unit as "a unit of employees comprising all non-teaching staff of Memorial University of Newfoundland save and except...." It then goes on to list five pages of positions that are excluded from the union. This list, with minor modifications, came from CUPE's original certification order issued by the Labour Relations Board in 1973 when the local was formed. In round after round of collective bargaining the parties would agree that the list needed updating. When an agreement was reached, the effort to update the appendix was cursory at best. Finally, in the previous collective agreement, (1997-99, signed on Sept. 24, 1997), the parties established a joint committee "to discuss and revise the list of positions to be included in and excluded from the bargaining unit."

The committee consisted of Morley Garrett, Judy Winsor, Ralph Tapper and Brian Farewell representing CUPE, Local 1615; and Monty Green, Mary Clarke, Jim Cooper and Claude Horlick representing Memorial University.

The committee first met on Feb. 5, 1998, and agreed to review every staff position at Memorial. Organizational charts and position listings for all departments were reviewed and discussions were held with all deans, directors and administrative personnel. It was agreed that if the committee could not agree on the final list, the matter would be referred to the Labour Relations Board for final resolution.

The criteria to be used to decide the make-up of a bargaining unit is set by the Labour Relations Act and interpreted by the board. The limited criteria for exclusion from the union is "exercises management functions or is employed in a confidential capacity in matters relating to labour relations." The Labour Relations Board's interpretation of who fits these requirements has become increasingly more restrictive over the years.

On Sept. 14, 1999, at the 17th meeting of the committee, all positions in all departments had been reviewed and considerable consensus had been achieved. The first exchange of names after the process indicated that the union was seeking 270 positions and the university was seeking to exclude 17 CUPE members from the union. By this time, negotiations for a new

collective agreement had commenced and other factors began to enter the mix: Should seniority be length of service with the university or length of service in a CUPE position? How and when should the conversion occur and when should the employees be informed? What would happen in the event of layoffs once the conversion occurred?

With the signing of the current collective agreement, the parties reached a memorandum of understanding setting out the process of integrating the 99 employees into the bargaining unit and the mechanism for four employees to be removed from the union.

- The employees who recently received notice of inclusion in the union receive all the rights and benefits of the union, and will pay union dues, from Feb. 26, 2001. These employees will count their service with the university as seniority within the union.
- in the future, all new members whether from within the university or not, will commence seniority only from the day they start in a union position.
- The newly unionized employees are on a seniority side list for up to five years in the event there are layoffs and bumping. If an employee is laid off or bumped, they can only bump within their list or new employees hired into union positions after the date of signing of the new agreement (Oct. 25, 2000).
- For other than layoffs, for promotions, temporary assignments, etc. employees compete on the basis of total service with the university like and with all CUPE employees hired prior to Oct. 25, 2000.

The four employees coming out of the union get to elect to continue to pay dues for up to five years and to maintain union benefits for that time.

The parties will complete the process in the near future by preparing the new seniority lists and agreeing to a new appendix to go in the next collective agreement.

The make-up of the bargaining unit and positions to be included is an ongoing issue, but this recent process has done much to rationalize the composition of Local 1615.

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## Outstanding Faculty

# THE COMMUNICATOR

### MUNFA contract signed



On Jan. 25, 2001, members of the Memorial University of Newfoundland Faculty Association (MUNFA) and members of Memorial's administration met to sign a new collective agreement. The agreement will be in effect until Aug. 31, 2002. Attending the signing ceremony were (back row, L-R): Robert Nichols, Human resources; Dr. Evan

Simpson, vice-president (academic); Angela Lonardo, QE II Library, MUNFA; Marian Atkinson, MUNFA; (front row, L-R) Dr. Jack Strawbridge, Faculty Relations; Dr. Axel Meisen, president; Dr. Noel Roy, Economics, and president, MUNFA; Dr. Bill Schrank, Economics, MUNFA.



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## Safety Notes

### Another kind of water safety

National Blue Thumb Week (May 6-12, 2001) encourages Canadians to improve the quality of drinking water. Here are some tips from Health Canada.

After periods of non-use (e.g., overnight) run the water for at least 60 seconds or until it's cold before using it for drinking or cooking. This will flush out any metals that may have leached from the pipes. Only cold water should be used for drinking and cooking; hot water picks up more of the metal.

Follow all manufacturer's recommendations if you use water filters such as Brita. Change the filters on time. Exhausted filters may release accumulated compounds back into the water. Refrigerate the water to avoid bacterial growth that may occur from a build-up of organic material in the filter.

Untreated water from lakes and streams should always be disinfected before drinking or used for cooking. Boiling for at least one minute will disinfect most water. You can also use commercially available water purifying tablets, but make sure you follow the manufacturers' recommendations.

Tanks and containers used to store water should be cleaned periodically. Well water should be checked twice a year for bacteriological content and chemical contamination. Recommended testing times are in the spring after snowmelts and in summer during dry spells. Well water should be tested immediately if there is a change in clarity, colour, odour or taste

### Chemical Spills

There have been a number of incidents on campus in the past few months involving chemical spills, from a few droplets of mercury to 25 gallons of hydraulic oil. All spills must be dealt with promptly and should be reported to your supervisor and departmental safety representative. Safety and Environmental Services personnel are available to help with the clean-up of any chemical spill. We can provide expertise in the appropriate method and clean-up materials to use and personal protective equipment required. Keep in mind that some toxic materials, such as mercury and petroleum products, are also environmental hazards and require special disposal considerations.

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## Holidays

### Schedule of University Holidays for 2001 for all Administrative, Technical and Technical Support Staff

Please be advised that the approved schedule of 2001 university holidays for the above employee group is as follows:

1.	New Year's Day	Monday	Jan. 1
2.	Jan. 2 Holiday	Tuesday	Jan. 2
3.	Mid-March	Monday	Mar. 19
4.	Good Friday	Friday	Apr. 13
5.	Victoria Day	Monday	May 21
6.	Discovery Day	Monday	June 25
7.	Memorial Day	Monday	July 2
8.	Mid-July Holiday	Monday	July 9
9.	Regatta Day	Wednesday	Aug. 1 (or as designated)
10.	Labour Day	Monday	Sept. 3
11.	Thanksgiving	Monday	Oct. 8
12.	Remembrance Day	Monday	Nov. 12
13.	Christmas Day	Tuesday	Dec. 25
14.	Boxing Day	Wednesday	Dec. 26

*In the case of the Sir Wilfred Grenfell College, an alternate holiday may be substituted for Regatta Day.*

### Schedule of University Holidays for 2001 for Newfoundland Association of Public Employees, Locals 7801, 7803 and 7804

Please be advised that the approved schedule of 2001 university holidays for the above employee groups is as follows:

1.	New Year's Day	Monday	Jan. 1
2.	Good Friday	Friday	Apr. 13
3.	Victoria Day	Monday	May 21
4.	Memorial Day	Monday	July 2
5.	Regatta Day	Wednesday	Aug. 1 (or as designated)
6.	Labour Day	Monday	Sept. 3
7.	Remembrance Day	Monday	Nov. 12
8.	Christmas Day	Tuesday	Dec. 25

9.	Boxing Day	Wednesday	Dec. 26
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*In the case of the Sir Wilfred Grenfell College, an alternate holiday may be substituted for Regatta Day.*

### **Schedule of University Holidays for 2001 for Academic Staff Members**

The following is a list of university holidays for 2001 in accordance with Article 22, Clause 22.10:

1.	New Year's Day	Monday	Jan. 1
2.	Jan. 2 Holiday	Tuesday	Jan. 2
3.	Good Friday	Friday	Apr. 13
4.	Memorial Day	Monday	July 2
5.	Labour Day	Monday	Sept. 3
6.	Thanksgiving Day	Monday	Oct. 8
7.	Remembrance Day	Monday	Nov. 12
8.	Christmas Eve	Monday	Dec. 24
9.	Christmas Day	Tuesday	Dec. 25
10.	Boxing Day	Wednesday	Dec. 26
11.	New Year's Eve	Monday	Dec. 31

### **Schedule of University Holidays for 2001 for Marine Institute Employees**

1.	New Year's Day	Monday	Jan. 1
2.	Mid-March	Monday	Mar. 19
3.	Good Friday	Friday	Apr. 13
4.	Easter Monday ( <i>Support Staff/ Management Only</i> )	Monday	Apr. 16
5.	St. George's Day ( <i>Instructors/ Demonstrators /Technical Assistants Only</i> )	Monday	Apr. 23
6.	Victoria Day	Monday	May 21
7.	Discovery Day	Monday	June 25
8.	Memorial Day	Monday	July 2
9.	Mid-July Holiday	Monday	July 9
10.	Regatta Day	Wednesday	Aug. 1
11.	Labour Day	Monday	Sept. 3
12.	Thanksgiving Day	Monday	Oct. 8
13.	Remembrance Day	Monday	Nov. 12
14.	Christmas Day	Tuesday	Dec. 25
15.	Boxing Day	Wednesday	Dec. 26

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## Pensions

### **PAs, PSPAs, and PARs: How do they apply to your pension plan?**

The Memorial University Pension Plan, as a registered pension plan, is subject to certain regulatory provisions of the Income Tax Act (Canada). Among these provisions are regulations that impose limits on the amount that individuals may tax shelter for retirement savings purposes. The terms Pension Adjustment (PA), Past Service Pension Adjustment (PSPA) and Pension Adjustment Reversal (PAR) are all related and represent benefits earned under the Memorial University Pension Plan for purposes of statutory reporting to the Canada Customs and Revenue Agency (CCRA), formerly Revenue Canada. Here's how they work:

A PA, calculated annually for all employees who earn benefits under the University Pension Plan, is reported to the CCRA on an employee's T-4 and is used to determine an employee's room to contribute to a registered retirement savings plan (RRSP). In any year, you may tax-shelter retirement savings up to 18 per cent of the previous year's earned income, subject to certain dollar limits (\$13,500 for 2000-2001). These dollar limits include contributions to RRSPs as well as the value of benefits earned under a registered pension plan, represented by the PA. Consequently, when determining the amount of RRSP contribution room that is generated in any particular year, the PA applicable to that year must be deducted from 18 per cent of earned income (subject to dollar limits).

A PSPA also has an impact on an employee's RRSP contribution room. Prior service purchases or other benefit improvements for periods after 1989 may give rise to a PSPA, which is simply the difference between the actual PAs reported in any given period and the PAs that would have been reported if the service or benefit improvement had been recognized in the period to which it relates. A PSPA must be reported to the CCRA and certified by them before past service benefit improvements may be provided under the pension plan. Once certified, a PSPA will reduce the amount of RRSP contribution room an individual has in the current year.

### **RRSP contribution room illustrated**

The RRSP contribution room of an individual for 2001 may be determined using the following formula:

$$\mathbf{RRSP = A + B - C - D}$$

where

A = unused RRSP room at end on 2000

B = 18% of earned income in 2000, subject to maximum RRSP dollar limit of \$13,500

C = pension adjustment for 2000

D = any past service pension adjustment certified in 2001

While PAs and PSPAs reduce the amount an individual may contribute to their RRSP, a Pension Adjustment Reversal (PAR) would have the opposite effect. PARs – applicable only to individuals who have terminated their employment – restore RRSP contribution room. If an employee were to terminate employment with the university and receive a cash refund or transfer of their pension benefit, a PAR may arise. It is calculated as the sum of the employee's PAs and PSPAs since 1990, minus the amount of the termination pension benefit paid. PARs are reported to the CCRA in the quarter following payment of an employee's termination benefit and will restore RRSP contribution room in the year of employment termination. For more detailed information on PAs, PSPAs and PARs, employees are encouraged to consult with their local tax services office or visit the CCRA webpage at <http://www.craadrc.gc.ca/tax/registered/menu-e.html>

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## Campus Life

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### The warmer side of our long winter



Congratulations to Mackie Christopher of the Maintenance Dept. at Grenfell College, who made a clean sweep at the Hottest Man for the Coldest Season contest. Not only is he the hottest man, he also holds the titles of Hottest Legs and Mr. Personality. The other contestants didn't have a chance! About 40 Grenfell employees attended the show to cheer him on. Well done! The contest is an annual Winter Carnival event in aid of the Victorian Order of Nurses.

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### Annual bowling meet a success

Every year during Healthy Lifestyles Week, staff at the St. John's campus participate in a Fun Bowl. The event adds a bit of exercise to the work-day and is a timely food - and fund - raiser for the Campus Food Bank.

This year the event took place on Friday, March 9, drawing a record number of participants: 183 people, most of them from the Arts and Administration Building, with a few from other areas of the campus.

Prizes were donated by 60 local businesses, about a dozen on-campus departments, and individual staff members and friends. Their generosity made it possible to give prizes to all participants.

The Campus Food Bank was a winner as well, garnering \$255 cash and 11 large boxes of food.

And what would a bowling meet be without top bowlers? The trophy for the top team score went to the Facilities Management team of Rosemary Bromley, Greg Hynes, Randy White, Joyce Prowse, Bob Whitten and Mike Woodfine. Ms. Prowse also had the top women's score at 313; top men's total was claimed by Rick Collins (Continuing Education) with 287.

Organization of the Fun Bowl passes from team to team each the year. The 2001 event was organized by Catherine McGrath, Tina Scott, Wendy Hounsell, Shona Perry-Maidment, Denise Hooper, Margie Mate, Michelle Snow, Jean Graham (all Office of Student Recruitment and Promotion), Dot Joy (Education) and Carol King (Human Resources).

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Dr. Terry Murphy, Memorial's dean of arts, is leaving us to take on the role of vice-president (academic) at St. Mary's University in Nova Scotia. A reception was held for Dr. Murphy on April 24. At the reception Shane O'Dea presented the outgoing dean with an elegantly bound book which contained all the main pages of the Newfoundland and Labrador Heritage Web Site, a large Web project Dr. Murphy managed while he was dean. The book was the result of the efforts of several Memorial employees: Prof. O'Dea had the idea, the book was bound by Dr. Brian Roberts, Education, and some of the script inside was done by calligrapher Joyce MacKinnon, who works with University Relations. Dr. Murphy joined Memorial over 25 years ago as a faculty

member in the Department of Religious Studies.

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On April 26, friends and colleagues of Judy Warford, manager of Printing Services, gathered together to celebrate Judy's time at Memorial. Cutting the retirement cake: (L-R) Trudy Pound-Curtis, director, Financial and Administrative Services; Judy Warford; Judy's mother, Mrs. Lydia Hiscock; and Glenn Taylor, Printing

Services. Ms. Warford came to Memorial in 1964 and started out in the mailroom: typing, duplicating and sorting mail for Memorial's Department of Administrative Services. Over the years, she climbed the ladder rung (duplicating operator I) by rung (clerk III) by rung (assistant supervisor). She was ultimately named manager of Printing Services in 1984. At the reception Judy was presented with a number of gifts, including a Macintosh computer. A full story about Judy appeared in the May 3, 2001, issue of the Gazette. The story is available at [www.mun.ca/univrel/gazette/2000-2001/may3/newspage5.html](http://www.mun.ca/univrel/gazette/2000-2001/may3/newspage5.html)

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Millar Ewing, retired director of the Memorial's Department of Facilities Management, was recently recognized by the Canadian Red Cross for his outstanding volunteer service. Dave Lough (R), regional president of the Red Cross, presents Mr. Ewing with the Order of the Red Cross, the highest award given by that organization. The award is given to "a person who has rendered outstanding and exceptional service to the Red Cross, especially at a national level...."



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### **ACADEMIC Appointments**

Dr. Sean T. Cadigan, History, associate professor, and academic director of the Memorial University Public Policy Research Centre, Jan. 1, 2001

Dr. David R. Brodbeck, Psychology/Social Science, Grenfell College, assistant professor, Dec. 1, 2000

Dr. Guang Sun, Discipline of Genetics, Medicine, assistant professor, March 1, 2001

Karen Lippold, Information Services, Queen Elizabeth II Library, acting head, Oct. 2, 2000

Dr. Raymond Gosine, Engineering and Applied Science, professor and C-CORE Chair in Intelligent Systems, March 1, 2001

Dr. Andrew J. Pulham, Earth Sciences, associate professor, April 1, 2001

Dr. Amgad Hussein, Engineering and Applied Science, assistant professor, April 1, 2001

Dr. Dana Eddy, Discipline of Family Medicine, Medicine, assistant professor, March 1, 2001

### **Term appointments**

Dr. Ratna K. Shrestha, Economics, assistant professor, Jan. 1, 2001

Dr. Karen Stanbridge, Sociology, assistant professor, Jan. 1, 2001

Dr. Azra Yasmeen, Chemistry, lecturer, Jan. 1, 2001

### **Other appointments**

Dr. Peter Boswell, Political Science, head, Sept. 25, 2000

Dr. Gerard Martin, Science, associate dean (research), Sept. 11, 2000

Dr. Abraham Ross, Graduate Studies, acting associate dean, Sept. 10, 2000

Dr. Terence Callanan, Discipline of Psychiatry, Medicine, chair,  
Nov. 15, 2000

Dr. James Greenlee, Division of Arts, Grenfell College, acting head,  
Jan. 1, 2001

Dr. Neil Hookey, Engineering and Applied Science, discipline chair of  
mechanical engineering, Jan. 1, 2001

Dr. Connie Hull, Student Affairs and Services, Medicine, assistant dean,  
Jan. 15, 2000

Suzanne Ellison, Queen Elizabeth II Library, acting head, Bibliographic  
Control Services, Jan. 1, 2001

Mary Lochhead, Queen Elizabeth II Library, associate university librarian,  
April 1, 2001

### **Cross-appointments**

Dr. Peter Pope, Anthropology to History, Sept. 1, 2000

Dr. Ray Thompson, Ocean Sciences Centre to Biology, Jan. 1, 2001

Dr. Don Deibel, Ocean Sciences Centre to Biology, Jan. 1, 2001

Dr. Garth Fletcher, Ocean Sciences Centre to Biology, Jan. 1, 2001

Dr. Jay Parsons, Marine Institute to Biology, Jan. 1, 2001

Dr. Lucinda Whitman, Discipline of Laboratory Medicine to Discipline of  
Medicine, Jan. 15, 2001

Dr. Thomas Michalak, Division of Basic Medical Sciences to Discipline of  
Laboratory Medicine, Jan. 15, 2001

Dr. James Hutchinson, Division of Laboratory Medicine to Discipline of  
Medicine, Jan. 15, 2001

Dr. Sukhinder Kaur, Biochemistry to Division of Basic Medical Science,  
Feb. 19, 2001

### **Tenures**

(as of Sept. 1, 2001)

Timothy Steeves, Music

Dr. Peter Trnka, Philosophy

Dr. Christopher Marshall, Classics

Dr. Peter Pope, Anthropology

Dr. Leonard Zedel, Physics and Physical Oceanography

Dr. Yiqiang Zhou, Mathematics and Statistics

Dr. Roberta Hammett, Education

Ki Adams, Education

Dr. John Grant McLoughlin, Education

Dr. Radu Popescu, Engineering and Applied Science

Dr. Rodrique Byrne, Computer Science,

Dr. Christine Campbell, Grenfell College

Dr. Tony Fabijancic, Grenfell College

Roy Hansen-Robitschek, Grenfell College

Dr. Janet Fitzpatrick, Social Work

Dr. Sheldon Birnie-Lefcovitch, Social Work

### **Promotions**

Louise McGillis, QE II Library, librarian III, Sept. 1, 2001

### **Retirements**

Dr. Elizabeth Dow, Social Work, April 30, 2001

## **ADMINISTRATIVE**

### **Appointments**

Sandy Baker, Office of the Registrar, intermediate clerk, Sept. 25, 2000

Bobbie Ann Lovell, Grenfell College, science technician ii, Oct. 10, 2000

Deborah Inkpen, University Relations, university information officer III, Dec. 11, 2000

Krista Ledrew, Facilities Management, intermediate clerk stenographer, Nov. 27, 2000

Paul Sherren, Computing and Communications, pc consultant II, Dec. 4, 2000

Karen Roche, Faculty of Business Administration, Web specialist, Jan. 3, 2001

### **Contractual to permanent appointments**

Paula Browne, Continuing Education, intermediate clerk stenographer, July 17, 2000

Catherine Ducey, Medicine, science technician i, March 31, 1997

Tina Riche, Continuing Education, graphic artist II, July 31, 2000

Lorna Yard, Continuing Education, graphic artist II, Aug. 21, 2000

Geoff Sparkes, Facilities Management, plant stores clerk, July 24, 2000

## **Transfers**

Rosalind Collins, Office of Research to ISER, secretary, Nov. 13, 2000

Jackie Costello, Computer Science to Medicine, intermediate clerk stenographer, Dec. 18, 2000

Darlene Oliver, ISER to Computer Science, intermediate clerk stenographer (sessional), Dec. 18, 2000

Bernice Mullett, Medicine (Family Practice Unit) to Medicine (Family Medicine), intermediate clerk stenographer, Jan. 7, 2001

## **Retirements**

Deanna Janes, Continuing Education, senior secretary, Sept. 29, 2000

Kevin Smith, Alumni Affairs and Development, director, Sept. 30, 2000

Harold Squires, Budgets and Audits, director, Oct. 27, 2000

John Connors, Fisheries and Marine Institute, senior advisor, Dec. 1, 2000

Lew Feltham, Technical Services, craftsman IV, Nov. 24, 2000

John Jones, Fisheries and Marine Institute, instructor, Dec. 1, 2000

Doris Boland, Queen Elizabeth II Library, library assistant V, Dec. 29, 2000

Robin Fewer, Queen Elizabeth II Library, library assistant IV, Dec. 29, 2000

Guy Pham, Chemistry, instructional assistant, Dec. 31, 2000

D. Roy Bishop, Facilities Management, manager campus enforcement & Patrol, Jan. 31, 2001

Robert Coffen, Facilities Management, custodian I, Jan. 31, 2001

Leslie Greenland, Technical Services, craftsman I, Jan. 4, 2001

Judith M. Smith, Canada Games Park, administrative clerk, Feb. 9, 2001

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