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THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 17 No. 2

May/June 2003



Wellness educator Janice Galllott (R) and religious studies professor Dr. Michael Newton took part in the Cabot Trail Relay 2003 on May 24, along with 15 other Corner Brookers. There were 60 teams in total in the 298km, 17-stage relay race, and although the final results of the race have yet to be published, Ms. Galllott says unofficially the Corner Brook team finished in the top 15. Team members ran legs that varied from 12km to 20km in length and ranged in difficulty from steep mountains to the gently rolling hills. Ms. Galllott and Dr. Newton participate regularly in running races throughout the year, both within the province and in the Atlantic region.

>Welcome to the wellness issue of The Communicator. In this

issue you'll find highlights from the campus Survey on Wellness and Active Living conducted in November and December 2002. Over 1,800 people returned surveys and the highlights shed some interesting light on how people are feeling and what they would like to do about it. In addition, there are articles inside on keeping safe in the summer sun (yes, it is coming!) and tips on active living. Check out the back page for insight into the wellness initiative from the director of Human Resources. Have an active and safe summer!

Editor, *The Communicator*

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Got your new MUN card yet?

By Jessie Farewell
Student Correspondent



Memorial students, faculty, and staff are receiving new MUN cards. The new card features all of its previous services as well as some additions.

The Centre for Student Life, the office in charge of the system, has been working towards this project since February 2002. The card has had a complete overhaul, as the original system had not been changed for six years.

New ID cards are being issued to all students, faculty and employees. Three new specialized cash machines, used to load money into the card, have been added; the cash machines will now also accept \$1 and \$2 coins. The old system was discontinued on April 28, 2003, and the new system was phased in over the following week.

Card readers and cash machines were set up throughout that launch week, a second processing centre (where employees and students could get their new cards made) was installed at the Marine Institute and a temporary system was set up to produce cards in the Health Science Library. Another system was set up at Sir Wilfred Grenfell College starting on May 14.

Versatile piece of ID

The card functions as the sole piece of ID necessary for access to campus facilities and can be used for library services (including book/study-room rentals), photocopying, computer printing, electronic door access, and is accepted at the Treats outlet located in the Smallwood Centre.

One of the new advances is an identification system that allows students, employees and faculty the option of submitting a request for a campus card with an appropriate photo via e-mail or regular mail. The option is still available to have your photo retaken at the Centre for Student Life, located in the Smallwood Centre, room UC-3005.

Alvin Kenny, campus card manager, Centre for Student Life; Denise Jones, project manager, Computing and Communications, and Carson Leonard, director of student support programs, have been the people most involved with this initiative. The project was headed by a steering committee which met regularly to discuss the project status and ensure that the goals were being met. The committee was made up of senior administrators from the QE II, Health Sciences, and Marine Institute libraries, Computing and Communications, Facilities Management, Financial Services, Student Services, Computer Sciences, Student Housing, Business, Education, and Alumni Affairs. The senior executive committee was also fundamental in providing final approval for the system to be implemented.

The Campus Card Office said they would like to thank all of the people who went above and beyond their commitments to make this project a success.

The new campus cards are available to all students, faculty, and employees. Remember to drop by UC-3005, Centre for Student Life and pick up yours at your earliest convenience.

For further information check www.mun.ca/student/1Card

Meet the new director of Financial and Administrative Services

**By Jessie Farewell
Student Correspondent**

Brian Colbourne was recently appointed director of Financial and Administrative Services, having joined the university on April 7, 2003.

Born in Corner Brook, Mr. Colbourne obtained his bachelor of commerce at Memorial in 1977, and the resumé of his time before joining Memorial is quite extensive. He has many duties in his new position with the university, all of which fall under the main task of handling the university's considerable finances.

Some specifics include budgetary concerns, managing cash resources, risk assessment policy, day-to-day management of the extensive grant revenues that come into the university, and financial reporting for external resources.

Mr. Colbourne noted that any department will eventually, in one way or another, deal with his office, which is in the annual budgeting and audit stage.

Passion for sports

Mr. Colbourne says he is settling in well at the university, despite the fact that it's quite different from all of his previous experiences in the field.

"I thought I had done just about everything, until the opportunity arose to come into the academic arena at Memorial," he noted. "I can honestly say that I've really enjoyed the first five weeks at Memorial. It is very different; it is a community of its own, quite a large community that is very diverse."

Mr. Colbourne has made many sacrifices in his life to get to this point, specifically with sports. He has been heavily involved in sports since childhood, focusing mainly on baseball. His passion and talent for the sport once brought him very close to taking quite a different path in life, when he was scouted by the Montreal Expos. However, Newfoundland was not exactly a popular place for major league scouts and he was discovered, too late, at the age of 21. He was offered a position with Team Canada, but as the only one of five children to attend university he instead chose to stay and complete his degree.

Since receiving that degree, Mr. Colbourne has gained a substantial amount of work experience, all of it in Newfoundland (he admits to being a "true Newfoundlander at heart").

He has worked in the private and public sectors, and twice had success in owning and operating his own business. His latest endeavor prior to Memorial was with Robinson-Blackmore Printing and Publishing as the vice-president of finance and operations, and he left the company in 2002 as their V-P of print operations.

Mr. Colbourne has continued to spend much of his free time on sports. The second major memory in his personal sports history, next to being scouted, came several years ago with the chance to play on the same master's team in Corner Brook with his five brothers. This marked the first time such an opportunity had ever come up, as age differences had previously kept them apart. Family life was once again combined with sports, when Mr. Colbourne got the opportunity to coach the under-17 national team on which his own son played. The team had great success, and last year made it to the championship game. Although he stopped coaching last year because of time constraints, he remains a player with the masters' team as well as with a local slo-pitch team for recreation.

Mr. Colbourne also devotes a great deal of time to his family, which consists of his wife of 26 years and their two children.



Brian Colbourne

Law Enforcement Torch Run



This year the Law Enforcement Torch Run will be taking place on Friday, June 13. Once again, Memorial's Campus Enforcement and Patrol has teamed up with other enforcement agencies across the island to help make the Special Olympics a great success. CEP is requesting the university community's assistance once again in this worthwhile event. People can contribute by purchasing a LETR T-shirt for \$12, by sponsoring one of our runners or by giving a donation. This can be done by contacting Jeff Fifield or Phil Smith at Campus Enforcement and Patrol, telephone 737-8561. This year, the Law Enforcement Torch Run will be sponsoring a walk around Kent's Pond. The walk will commence at the Confederation Building on June 16, at 12:30 p.m. The walk will take approximately one hour. There are also pledge sheets available for the walk at the CEP office. With pledges over \$25, participants will receive a LETR T-shirt. Above President Axel Meisen (R) purchases one of the first T-shirts from CEP officer Jeff Fifield.

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**And the award goes to ...
Dr. Brian Veitch!**



(L-R) Dr. Brian Veitch receives his award from Dr. Evan Simpson, vice-president (academic).

Dr. Brian Veitch, Faculty of Engineering and Applied Science, is the first recipient of the Dean of Engineering and Applied Science's Faculty Award for Exemplary Service. Since 1998 Dr. Veitch has been a professor in the ocean and naval architectural engineering program and the Terra Nova Junior Research Chair in Ocean Environmental Risk Engineering. He started his academic career at Memorial graduating with a bachelor's degree in 1988 and a master's degree in 1990. He traveled to the other side of the Atlantic to pursue research and a doctoral degree at Helsinki University of Technology, but he eventually returned to what he considers "the single most important institution in this province."

Being the first recipient of the Dean's Faculty Award for Exemplary Service is surprising and humbling, admits Dr. Veitch. In a letter of congratulations he was praised for his outstanding commitment to students and there are many who would attest to this, including the

graduate student who nominated him.

When asked how he feels about his time at Memorial as a faculty member, he says it has been challenging and highly rewarding. He began teaching as an adjunct professor while working at the National Research Council's Institute for Marine Dynamics (IMD) and remembers it being a lot more difficult than he thought it was going to be. Now he spends a lot of time preparing for classes and teaching is something that he thoroughly enjoys.

"Being in a classroom full of people who are keen and engaged and asking good questions is a wonderful thing. It is energizing. I like to think that I get as much out of them as they do out of me," says Dr. Veitch.

Dr. Veitch also puts a lot of effort into increasing student professionalism through professional activities. He is the Newfoundland representative for the Society of Naval Architects and Marine Engineers and the faculty liaison for the student chapter. Through this international society he helps students plan activities and attend conferences, thus increasing their exposure to the profession.

As a research chair, he necessarily places a heavy emphasis on research, teaching only a half load compared to other faculty members. But his students, both undergraduate and graduate, are very involved in his research either as co-operative students or as research assistants.

The Dean's Faculty Award for Exemplary Service officially recognizes the exceptional contribution of faculty members in the Faculty of Engineering and Applied Science. Candidates are measured according to their participation on committees, leadership in faculty initiatives, involvement with student-related issues, and their representation of the faculty to the community and the profession.

Grenfell professor takes to the sea



Grenfell professor Dr. Bill Iams, seen here (second from left, front row) at centre in the light coloured life vest, poses with expedition staff and crew from the *Clipper Adventurer*. The shot captures the whole group of Zodiac drivers along with five of the Zodiacs that are used to ferry from ship to shore. "We are pulled up at the landing at Battle Harbour after just having crossed the Davis Strait from Greenland. All appreciated the calm weather. Mixed bag here includes the expedition staff leader (second from left), lecturers (archaeologists, naturalists—bird and whale people, Arctic expert types) and crew. Nationalities run from Filipino to Chilean to Brit to Canadian to Yank to Australian to 'Svalbardian'."

By Pamela Gill

In August, Prof. Bill Iams will take to the open ocean on a world-class cruise line – but he won't be taking in any Caribbean sights or enjoying the warm temperatures associated with most cruises.

It's off to the colder waters surrounding the likes of Iceland and Greenland for Dr. Iams, a professor of earth science and oceanography in Grenfell's environmental science program. He has been invited as an expedition expert aboard the *Clipper Adventurer*, an oceangoing vessel equipped with an ice-strengthened hull – ideally suited for cruising in remote environments such as the Arctic and Antarctica.

In late August, the *Clipper Adventurer* will depart from Reykjavik, traveling to the Westmann Islands, where passengers will see excellent examples of volcanism, says Dr. Iams. Then it's on to Flatey Island, across the Denmark Strait to fjords off the east coast of Greenland, and through Prince Christian Sound to Nanortalik, an old Inuit settlement and now a modern Greenland metropolis. Hvalsey, the last known Viking settlement on Greenland, is also on the ship's route, as are Battle Harbour in Labrador, St. Anthony and St. John's.

"This type of scholarly activity is an excellent opportunity for academics," says Dr. Iams.

"I'm basically on contract on an expedition cruise line lecturing to adults. But I get to see places I would ordinarily never see on my own."

This will be Dr. Iam's third expedition with the *Clipper Adventurer*. The first time he accompanied passengers on a round-Newfoundland excursion. Then he participated in the Iceland-to-Newfoundland trip. This time he will participate in the leg of the journey from Reykjavik to Battle Harbour.

Dr. Iams, who earned his BA in geology from Johns Hopkins University, his M.Sc. at the Institute of Oceanography of Dalhousie University and his PhD (biology/geology) at Memorial University, teaches courses in oceanography, comparative marine environments, global environmental change, earth systems, and earth history. On the *Clipper Adventurer*, he'll lecture on the geology and ocean history of the area. And his boating expertise will take him off the ship as well.

"It's a big ship, a 300-plus footer, so it can't go in and dock," he explains, adding that a fleet of Zodiac landing craft provides access to areas where no infrastructure exists. "Part of my job is to run people in and out on Zodiacs."

Back on board, passengers can view seascapes and wildlife from the deck or from the observation platform located below the bridge when the weather's good. When it's not so nice, the passengers tend to stay in their cabins.

"We had really nasty weather in the Davis Strait – we had hurricane force winds just off Battle Harbour," he says. "When it's really bad, most people just stay in their cabins. It's really spectacular to look out at the sea, but it's really intimidating too."

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Karaoke Night at Memorial

On April 24 Memorial University employees got together for a Spring Fling. The party included a Karaoke contest. In addition to being a fun way to welcome spring, the party was a fundraiser for the campus food bank. Three boxes of food and \$238.56 was raised through this event. The organizing committee would like to thank all those who sold and bought tickets for this event and to those who so bravely climbed the stage to sing. The winners of the Karaoke contest were: Don Murphy (friend of Cynthia Priddle, nursing) first place; Mitchell Cox (Financial and Administration Services) and Nora Comerford (Engineering) shared second place.

To view larger pictures, click on thumbnails.



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Archival photo



Some members of the faculty and staff of Memorial University of Newfoundland, 1962-1963

This photo of the education faculty is one of a collection of photographs of the faculty and staff of a number of the university's academic departments, the library and Extension Services, taken during the 1962-1963 school year by Frank Kennedy, a photographer with the St. John's Daily News. The photographs are part of the S. J. Carew Collection at the Centre for Newfoundland Studies Archives and are now on display in the Arts and Administration second floor corridor. There are a few people that have not been identified. If you recognize these individuals and can supply names, please contact Linda White at lindaw@mun.ca or at 737-4349.

Acknowledgements: Janet Gates, Jodi McDavid, Bert Riggs, Bryan Russell, Linda White.

WAMUN holds annual general meeting



(L-R) Marilyn MacDonald (incoming president), Elfi Boehm (2003 recipient of pin for Distinguished Service Award), and past-president Tonya Bassler.

The Women's Association of Memorial University of Newfoundland (WAMUN) held its annual general meeting at the Murray's Pond Club on Saturday, April 12. WAMUN has been in existence for more than 35 years. Its purposes are to welcome women associated with Memorial University, to provide social and cultural activities for members, and to raise funds for scholarships at Memorial. WAMUN presently awards eight scholarships per year: four valued at \$1,200 each to graduate students, and four valued at \$900 each to undergraduates. Faculty and staff, in particular, are encouraged to have their children apply for the undergraduate Faculty/Staff WAMUN Scholarship, which is designated for students in any faculty or year who are the children of full-time, retired, or deceased faculty or staff. WAMUN sponsors regular fundraisers to support these scholarships. The next planned fundraiser will be the seventh annual plant sale of indoor and outdoor plants in September 2003. The plant sale will be held, as usual, in the Atrium of the Arts and Administration Building.

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You received an e-mail asking you to buy what????!!!! Managing spam

You've probably seen them all. Ads for Viagra. Ads for better cell phone reception, for diet pills, and ads trying to sell you get rich quick schemes, including the infamous and ubiquitous I-have 4-million-dollars-and-just-need-a-bank-account-in-North-America proposal. Increasingly, offensive porn solicitations are being piped directly into e-mail in-boxes at Memorial. It's often a daily effort to push back this daily avalanche of unsolicited e-mail.

Spam, as it is often called, refers to unwanted commercial e-mail. Some of it is benign, some offensive. No matter what the content, however, spam uses up valuable computer resources and employee time. More and more employees are becoming exasperated with this computer problem. The good news is that there are some solutions. The following tips are taken from the Computing and Communications Web site (www.mun.ca/cc). Check out the site to see what else is being done to combat this problem.

1. Do not reply to spam.

A lot of the spam that we get comes with instructions on how to "remove you from our list". Yet, more often than not, the instructions don't work. In fact, clicking on the link to unsubscribe will simply verify that your e-mail address is valid, so that the spammer can put it on the premium CD where it can be distributed to other spammers. You end up getting lots of spam instead of a little.

2. Just delete it

Once you have received a spam e-mail, the waste of system resources and your time has already taken place. If you suspect an e-mail to be spam (e.g., the sender's name is not familiar or the subject is suspicious), just delete it. Don't even bother reading the e-mail.

3. Reduce your exposure to "harvesting"

Don't display your e-mail address in public more than necessary. If you publish web pages, don't put your address in a click-to e-mail. This means that people will have to cut-and-paste your address rather than e-mailing you with a single click, but it can spare you from getting a lot of spam. Rather than putting your e-mail address on every page of your site, it may be better to have it on only one page, with links to it.

4. Reporting spam

Chain letters and other reports of local abuse of system resources should be sent to: abuse@mun.ca.

5. Spam-proof e-mail address

Another way to reduce the amount of spam you receive is to spam-proof your published e-mail by adding .NOSPAM to your e-mail address. i.e. *user@mun.ca.NOSPAM*. But note that the anti-spam addition must be added ONLY at the end of the address and that it is not appropriate to completely remove your posting identity from your postings.

Paul Pearson, ironman instructor



Paul Pearson

London. Paris. Houston. Paul Pearson has enjoyed a globetrotting career as a naval architect, working on such projects as the Hibernia GBS and a fifth-generation semi-submersible for R&B Falcon. So with all the great industrial experience and unlimited opportunities, what brought Paul back home to Newfoundland...and to the Marine Institute?

The great outdoors, for starters.

"There is no place like Newfoundland if you enjoy the outdoors and all the activities that are available here." An important draw for the dedicated triathlete, who has competed at the regional level in the New World Fitness Competition and nationally at the Ironman Canada in British Columbia. Paul is training for an international event in Wisconsin; he has a personal best of 10 hours 29 minutes for the 3.8 km swim, 180 km bike and 42.2 km race distance.

Personal Career Bests

Since joining MI in 1998, Paul has been teaching in the Naval Architecture faculty, carrying on where his father left off: Roger Pearson joined MI in 1968 and was extensively involved in the development of the program.

The junior Pearson also maintains strong contact with industry. He was co-ordinator for Offshore Programs for the School of Maritime Studies from 2000 to 2002, and was involved with that unit's work on evacuation systems for the Terra Nova Alliance, as well as with MI's proposal for training for the White Rose Project. He also has close ties to local industry through his involvement with Newfoundland Ocean Industries Association.

So while Paul's passion for fresh air and gruelling outdoor competition may have brought him home to Newfoundland, it's his worldwide industry experience and "quiet, pragmatic approach" that has earned the respect of colleagues, such as Bruce Whitelaw, chair of the naval architecture program.

"Paul brings a sense of competency to the classroom that can only come from practical applications of his own training and experience in the offshore industry. His approach to life lends an invaluable perspective to the naval architecture group."

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MI to integrate banner student

Marine Institute students will be able to register online next year when the institute implements Banner Student, the student administration system currently used by Memorial's St. John's and Sir Wilfred Grenfell campuses.

The enhanced system will permit the institute to integrate its student data with the university, significantly increasing efficiency and improving communications with and services for students in MI's diploma, advanced diploma and vocational programs.

The most significant changes in student services will be seen in the recruitment, admissions, registration, accounts receivable, and grade reporting processes. Implementation will begin with the introduction of registration services on Banner in November 2003 with full implementation of the remaining services scheduled for April 2004.

Project co-managers Maria Murray, MI Registrar, and Sheila Singleton, MUN Associate Registrar (Student Systems), have been seconded to oversee the implementation of Banner Student for the Marine Institute. Their work includes carrying out extensive consultations with MI faculty and staff and co-ordinating the system integration with xwave, the contractor/developer for the project.

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Campus Life

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Going green at MI

An energetic group of employees working to improve student and employee life at MI helped to implement a new recycling program at the Institute. Two companies have been chosen to help process various types of recyclables. Paper and cardboard are being picked up and recycled by Atlantic Blue Recycling and Ever Green Recycling will handle MI's beverage containers.

Close to 3,000 pounds of paper have been recycled since March 2002 and an estimated 100,000 pop tins per year will be collected. Fifty per cent of the profits from this new venture will be returned to the Marine Institute. Revenue from this program will be donated to the university's campus food bank.

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Campus Life

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New MI Web site up and running

MI's virtual information and resource centre has undergone a complete overhaul, with a more interactive and attractive Web space at www.mi.mun.ca. The new site allows for greater communication with new and current students, industrial clients, alumni, faculty and staff.

One of the most significant changes: the new Web pages are organized by user group, and feature a number of new and existing services catering to each group's specific needs. Users will be able view and print MI's new career guide, take a virtual reality tour of our campuses, download research papers and application forms or book classrooms and facilities. Finding all of these services is easier, thanks to easy-to-navigate tools and search options.

The revamped Web site is also more visually pleasing, with more dynamic photos and graphics featuring MI in action. Users will also be able to catch up with MI via regular news columns, program information, important dates and profiles on the institute's training and research centres.

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Academic Appointments-Tenure-Track	Administrative Appointments
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Other Appointments	Contractual to Permanent Appointments
Cross Appointments	Promotions and Transfers
Tenures	Retirements
Promotions	
Retirements	

The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human resources and are current at the time of publication.

ACADEMIC Appointments – Tenure-Track

Dr. Neil Bose, Engineering and Applied Science, professor, appointed to a Canada Research Chair (Tier I) in Offshore and Underwater Vehicles Design, March 1, 2003

Dr. Dale Corbett, Medicine, professor, appointed to a Canada Research Chair (Tier I) in Stroke and Neuroplasticity, March 1, 2003

Mr. Omrane Guedhami, Business Administration, assistant professor, July 1, 2003

Dr. Jane Leibel, Music, assistant professor, May 1, 2003

Dr. Frank O’Dea, Medicine, assistant professor of surgery, April 1, 2003

Dr. Sunil Pansare, Science, assistant professor in the department of chemistry, Sept. 1, 2003

Dr. Hassan Qudrat-Ullah, Business Administration, assistant professor, July 1, 2003

Dr. Paul Snelgrove, Ocean Sciences Centre, associate professor, appointed to a Canada Research Chair (Tier II) in Boreal and Cold Ocean Systems, Oct. 1, 2002

Dr. Rangaswamy Seshadri, Engineering and Applied Science, professor, appointed to a Canada Research Chair (Tier I) in Offshore and Asset Integrity Management, March 1, 2003

Dr. Mark Stefanelli, assistant professor of medicine, April 1, 2003

A. Tarik Timur, Business Administration, assistant professor, July 1, 2003

Creina Twomey, School of Nursing, assistant professor, July 1, 2003

Sherrie Yi Xiao, Business Administration, assistant professor, July 1, 2003

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Appointments – Regular Term

Marilyn Jacobs, Nursing, lecturer, July 1, 2003

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Other appointments

Peter Ayres, French and Spanish, department head, Jan. 1, 2003

Dr. Wayne Fife, Anthropology, head, Sep. 1, 2003

Karen Lippold, Queen Elizabeth II Library, head, information services,
April 1, 2003

Dr. Cathy Popadiuk, Medicine, assistant dean of student affairs, April 1, 2003

Dr. Mark Whitmore, Computing and Visualization Centre (CVC), director, Jan. 1, 2003

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Cross-Appointments

Dr. Chris Parrish, Ocean Sciences Centre to Department of Biology, Science, April 1, 2003

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Tenure

Dr. Moshen Daneshtalab, Pharmacy, associate professor, April 1, 2003

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Promotions

Dr. David Dibbon, Education, associate professor, Sept. 1, 2003

Dr. Cecelia Moloney, Engineering and Applied Science, professor, Sept. 1, 2003

Dr. Lois Sherlow, Grenfell College, associate professor, Sept. 1, 2003

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Retirements

Marguerite Jones, Queen Elizabeth Library II, Oct. 17, 2003

Dr. H.L. Krein, Engineering, Aug. 31, 2003

Dr. Ruby Kocurko, Mathematics and Statistics, Sept. 4, 2003

Dr. Tyrone Lai, Philosophy, Aug. 31, 2003

Dr. Violeta Riberio, Nursing, Aug. 31, 2003

Harvey Weir, Physics and Physical Oceanography, Dec. 31, 2002

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ADMINISTRATIVE

Appointments

Murray Brooker, Computing and Communications, PC consultant I,
March 27, 2003

Brenda Smith, English, inter-clerk steno, April 17, 2003

Greg Starkes, Computing and Communications, PC consultant I, March 27, 2003

Tony D. Whelan, Computing and Communications, PC consultant II,
March 27, 2003

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Contractual to Permanent Appointments

Dion Fowlow, Medicine, Library Assistant III, April 16, 2003

Gwen Hanson, Financial & Administrative Services, staff accountant, Feb. 13, 2003

Anna Lear, Education, inter-clerk steno, March 10, 2003

Cecilia Mesh, Alumni Affairs, admin. program assistant, Oct. 1, 2002

Wayne Mitchelmore, Queen Elizabeth II Library, systems administrator III, Jan. 20, 2003

Brent Payne, Computing & Communications, PC consultant III, Feb. 6, 2003

Allan Richards, Computing & Communications, PC consultant III, Feb. 6, 2003

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Contractual Appointments (one year or more)

Pamela F. Benson, Office of the V-P (Academic), assistant to the executive director: oil & gas development partnership, Nov. 18, 2002

Edwin Davis, Medicine, programmer consultant, April 7, 2003

Cynthia C. Gardiner, Medicine, senior instructional design specialist, Nov. 12, 2002

Susan Gardiner, CMD, Business, project accountant, March 10, 2003

Dawna Greening, School of Nursing, research assistant II, March 31, 2003

Danielle Nichols, Ocean Science Centre, research marketing manager, Feb. 24, 2003

Scott Young, Facilities Management, administrative assistant, April 7, 2003

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Promotions and Transfers

Deborah Andrews, Queen Elizabeth Library, library assistant VII, July 3, 2002

Alice Canning, Medicine, library assistant III, May 5, 2003

Robert French, Facilities Management, planner/estimator, March 24, 2003

Melissa Genge, Department of Human Resources, intermediate secretary, Dec. 12, 2002

Blanche Keating, Queen Elizabeth II Library, library assistant IV, April 2, 2003

Paul Price, Computer Science, pc consultant II, Feb. 11, 2003

Phyllis McCann, Registrar's Office, assistant registrar/admissions manager, Sept. 1, 2002

Roxanne McHugh, Education, secretary, Jan. 13, 2003

Roxanne Millan,, director, office of the V-P (Academic), Feb. 3, 2003

Sheila Mullins, Alumni Affairs, secretary, March 3, 2003

David Royle, Office of the Dean, Arts, manager of financial services and administrative services, Feb. 28, 2003

Melissa Smith, Engineering, inter-clerk steno, Jan. 13, 2003

Margeurite Wade, Queen Elizabeth II Library, library assistant VII, April 1, 2003

John Whelan, Facilities Manager, power engineer third class, Feb. 24, 2003

Marian Wissink, Computer Science, systems administrator III, Dec. 6, 2002

Mike Woodfine, Facilities Management, utility worker, May 5, 2003

Amy Wyse, Human Resources, employment equity and organizational development specialist, March 24, 2003

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Retirements

Samuel Hawkins, Technical Services, craftsman II, April 2, 2003

Catherine McGrath, Student Recruitment, administrative staff specialist II,

May 2, 2003

Glenys Woodland, V-P (Academic), executive assistant, Feb. 14, 2003

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From the President

University offers wellness resources

As summer approaches, we often turn our thoughts to trying something new and to getting to things we have put off over the winter. This is especially true when it comes to physical activity. Unless you have an interest in winter sports, the winter is a season that makes most of us less active and a little heavier.

This issue of *The Communicator* is dedicated to wellness, an important concept that we are promoting. I hope that the articles in this issue stimulate you to think about your physical activities and lifestyle. You may wonder why the university is so interested in promoting wellness. I believe that wellness is essential to the happiness and fulfillment of the members of the university community. Without wellness, we cannot look properly after our families and our duties at the university.



Dr. Axel Meisen

When we refer to wellness, we do not just mean physical health. Wellness includes emotional health that comes from a balanced lifestyle, from time with good friends and family, from listening to music or reading, and from engaging in hobbies.

As a member of the Memorial University family, you are not alone in your quest for wellness. Our Department of Human Resources can help with advice on exercise, diet or mental attitude. If you think that it is important for you to make a change in your lifestyle, the department will try to assist. Our Employee Assistance Program is another good source of information on wellness issues.

Please give careful consideration to your wellness and take charge of it!
Best wishes for a wonderful summer!

Axel Meisen

Arul M. Meisen.

PRESIDENT AND VICE-CHANCELLOR

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Information regarding SARS

On April 23 President Axel Meisen sent the following message to the campus community regarding SARS:

Although we all watch with concern the spread of SARS (Severe Acute Respiratory Syndrome), it is important to keep the facts in mind and the risks in perspective. Our medical experts have provided the following information:

To date, there are no suspect or probable cases of SARS in Newfoundland and Labrador.

The only cases of SARS reported in Canada have been acquired from close contact with a probable case OR recent travel to the following countries/cities: The People's Republic of China, Hong Kong, Singapore and Vietnam (city of Hanoi).

Along with other provincial institutions, Memorial University is taking direction regarding SARS from provincial and federal public health authorities. Memorial units that provide patient care are being particularly vigilant regarding their infection control practices.

For the vast majority of employees and students, the risk of contracting SARS is negligible. If you have not been around someone with SARS, there are no special precautions you need to take. However, to reduce your risk of catching any infection, it is always good practice to wash your hands frequently with soap and warm water, especially after close contact like shaking hands, and refrain from sharing personal items such as drinking cups and utensils.

If you feel unwell, and especially if you develop a fever over 38 degrees Celsius, and experience cough, shortness of breath or difficulty breathing, phone your physician or call Health Canada at 1-800-454-8302. More information on SARS is also available at the Health Canada Web site at www.sars.gc.ca

Health Canada suggests that, until further notice, people defer travel to The People's Republic of China, including Hong Kong; the City of Hanoi, Vietnam; Singapore; and Taiwan. For more information on the travel advisory, check Health Canada's travel Web site at www.hc-sc.gc.ca/pphb-dgspssp/tmp-pmv/2003/sars0403_e.html

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Survey on Wellness and Active Living – Highlights

The Survey on Wellness and Active Living got responses from 1,861 employees in November and December 2002 (58.4 per cent).

• Under the heading Wellness in the Workplace, the following areas of concern were identified by 40 per cent or more of employees:

- Feeling mentally drained
- Impact of work on personal life
- Level of personal fitness and activity
- Opportunities for advancement
- Frustration on the job

• Under the heading of Personal Wellness, some of the key findings were:

- 43 per cent of employees work 40 hours or more a week; 16 per cent work over 50 hours per week
- 40 per cent of employees do not take a lunch break away from their work, or only do so infrequently
- Many people do not take their full vacation entitlement
- 40 per cent of employees actively exercise only once a week or not at all
- The two biggest reasons why employees are not as active as they would like to be are cost and work schedule. • Top three ideas for promoting wellness and active living at Memorial:
 - Improved access to the university's recreation facilities
 - More flexible work schedules
 - Access to information on health issues

Three hundred and sixty-eight pensioners responded to the Survey on Wellness and Active Living (40 per cent).

• Under the heading of Personal Wellness, some of the key findings were:

- Exercise and healthy eating were identified as the key factors contributing to personal health and wellness
- 74 per cent of pensioners do active exercise two or more times a week (compared to 60 per cent of employees)
- 60 per cent of pensioners are as active as they want to be (compared to 25 per cent of employees)

• Top three ideas for promoting wellness and active living:

- Blood pressure monitoring and cholesterol screening
- Access to health information
- Flu vaccinations

Visit the Web site to view a full report of the results of the employee survey on wellness and active living: www.mun.ca/humanres/surveyresults/

10 small things you can do to live more actively

10. Park your car so that it's a short walk to the mall door
9. Walk to work
8. Bike to work
7. Walk during your coffee break
6. Take a brisk walk after lunch
5. Resolve to always take the stairs where reasonable
4. Pick up the pace slightly when housecleaning or gardening
3. Try taking a brisk walk after your evening meal
2. Look forward to opportunities that require you to move your body
1. Periodically take a break from your computer and stand and stretch

Note: Check with your doctor before undertaking any new program of strenuous activity

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Wellness

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Interested in finding out more about wellness?

Check out the numerous resources to be found on the Department of Human Resources Web site, located at www.mun.ca/humanres. Click on Wellness and Active Living. In there you'll find information on topics like nutrition, exercise, smoking cessation, men's health, and women's health.

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Be Sun Smart

By Linda Carter
Courtesy of Health and Community Services
St. John's Region

" ... and the weather forecast for today is sunny with occasional cloudy periods and a high of 18-20 degrees."

You can't believe it — sun! There has been wind, rain, fog and now, finally, a sunny day ... it's time to go outside!

As you head out the door you come up with a variety of reasons why you are not going to protect yourself from the sun.

"We get so little sun, a little bit today will be okay."

"But I've got a tan already, some more is not going to hurt."

"There are some clouds today, so I don't need to cover up."

But as you step out the door and squint your eyes at the bright sun and feel its warmth on your skin, you remember that there are several important reasons why you should protect yourself from the sun.

Increased exposure to the sun increases the risk of damaging your skin and developing age spots, wrinkles and skin cancer. In addition, there is increased risk of damage to your eyes and developing cataracts.

And contrary to your reasons for not protecting yourself from the sun, each little bit does count. Damage to your skin is cumulative and adds up over your lifetime.

A tan means that your skin has already been damaged by the sun, and more sun is only adding to the problem. It is also important to remember that most of the sun's harmful ultraviolet (UV) rays can pass through light cloud cover and fog, so it is important to cover-up even on a cloudy day.

Considering the little effort it would take to cover up, you reconsider your journey outside and quickly step back inside or dig into your knapsack to pull out those items which would help protect you from the sun:

- First are the sun glasses, since they reduce the squint and help make all the other items easier to see!
- Next is the sunscreen with a sun protection factor (SPF) of 15 or higher. You spread it generously over all the exposed skin areas and especially on your lips, nose, cheeks, bald spots and on the tops of your ears and tops of your feet.

Next time you will be sure to put it on 15-30 minutes before you go outside so it has time to soak into the skin and be most effective. You will also remember to reapply it at least every two hours and after swimming or strenuous activities.

Just a little dab won't do! Use one ounce of sun screen to cover all exposed skin areas. A four-ounce tube of sunscreen contains four applications.

- Then you find a hat, a comfortable hat with a wide brim (3-4 inches or greater) which will shade your nose, cheeks, ears, sides of your face and the back of your neck. Remember, straw hats have holes. Pick a hat that does not let the light shine through.
- Next you pull out a loose-fitting, long sleeved shirt and long pants to put on. First you hold them up to the sun; if they block out the sunlight then they will block out the harmful sun rays.

It only took a couple of minutes and you are ready to go out and enjoy the sunny day. Since no sunscreen can protect you completely from the sun it is best to limit your time during midday. When the sun is strongest between 11 a.m. and 4 p.m., find a shady spot under a tree or umbrella to spend your time.

Teach children sun protection tips and the shadow test to let them know when it is time to play in the shade. Stand still and look at your shadow: if it is shorter than you are, then the sun is high in the sky and it is time to get out of the sun. If your shadow is longer than you are, then the sun is not as strong and it is safer to play in the sun.

Babies need special attention in the sun. Infants under one year should not spend any time in direct sunlight;

use a covered stroller or a shaded area for them.

Sunscreen should not be used on babies under six months. For infants over six months and young children, it is best to use a cream-based sunscreen SPF 15 or higher. Alcohol-based sunscreens should be avoided since they may burn the skin.

A sunny day at any time is enjoyable so practice sun safety tips throughout the year. Sun reflecting off water, ice, snow and pavement will give you a double dose of the sun's rays so be protected at all times. Fresh air and being active are two of the benefits of being outside on a beautiful, sunny day. So protect yourself and have fun in the sun.

— *Linda Carter is a health educator with Health and Community Services – St. John's region. For more information about sun safety, please contact Health Promotion at 738-4910.*

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June is Stroke Awareness Month

There are certain risk factors for stroke that you can control: inactivity, high blood pressure, smoking, high blood cholesterol, and many others. The Heart and Stroke Foundation's Web page, www.heartandstroke.ca, is an excellent source of information on how to reduce your risk of stroke.

There are on-line tools to help you determine:

- your Body Mass Index, which will tell you if you are at a healthy weight;
- your waist circumference, which will tell you if your shape is putting you at an increased risk;
- food and fitness calculations for the amount (in minutes) of physical activity required to burn calories gained by eating certain foods;
- and your Blood Pressure Action Plan: fill out a health risk assessment, try one of the interactive health tools, and/or find out how to prevent high blood pressure.

There is also a wealth of other information available, including links to other related sites.

Take some time to look at your lifestyle and be sure you know what things may be putting you at risk of stroke. Reduce any identified risks, and live a longer, healthier life!

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Active living key to healthy life

By Julie Johnson
Courtesy of Health and Community Services
St. John's Region

Exercise should be a part of our everyday routine. My father always encouraged his children to be physically active through our formative (growing) years. Your children are more likely to be active as adults if you show them the example when they are young. We know now that exercise is always a part of healthy aging.

Exercise has become a part of my lifestyle along with healthy eating. It is very important for children to be active for they are laying the foundation for the development of their bones, circulatory system and respiratory system to name a few.

Exercise can easily be a family outing such as a stroll around Bannerman Park, Quidi Vidi or Long Pond. Stopping to feed the ducks is a favourite pastime for everyone. Walking is one of the healthiest forms of exercise for all our joints, muscles, bones and circulatory system.

Today we are becoming a more sedentary society with the invention of the computer. Children are becoming more obese due to their sedentary lifestyle of computers and TV. Most adults sit at work in front of a computer for 6 to 8 hours a day. We have to make more of a conscious effort to get away from our desks for a stroll at lunch time or coffee break.

Now with the warm summer weather, swimming is also an option for healthy family activity. There are many ponds in and around St. John's such as Long Pond, Pippy Park has three ponds, and there is a nice pond at the Water Park in Pouch Cove. The City of St. John's also offers many recreational swims at various spots, for example, the Mews Centre and Virginia Park. Memorial University has public swimming at the Aquarena. If you are brave enough you can swim at Topsail Beach. Remember, children must be supervised at all times when swimming. And remember your sunscreen.

The water is a great place to exercise for people with joint or mobility problems. In the water the pull of gravity on our bodies is eliminated so we can relax and exercise with less effort and pain.

Healthy eating is the other half of the lifestyle equation along with exercise. Try to make low fat, low sodium and high fiber choices. You want to eat 5-10 servings of fruit and vegetables a day. Last but not least don't forget to treat yourself to 3-4 servings of milk and milk products every day. More and more research is presenting the fact that fruit and vegetables prevent various forms of cancer. Healthy eating and exercise help to lower your cholesterol, blood pressure, reduce your risk for diabetes, heart disease and osteoporosis.

Remember to enjoy each day, eat healthy and be active as a family and as a community. An ounce of prevention is worth a pound of cure.

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Wellness

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Health Fair held to promote wellness



Memorial sponsored a Health Fair in the spirit of promoting wellness and active living on Monday, March 31. The Health Fair was held at Pete's Place, Hatcher House. The fair included a clinic staffed by the School of Nursing with a variety of health readings offered. There was also a variety of displays that provided health related information. Here a person gets a blood pressure check.

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Photo by Pamela Gill.

Aquacise classes are held regularly for Grenfell faculty and staff as part of the Corner Brook campus' new approach to healthy working and living environments. Aquacise is held in the fall, winter and spring, and recreational swimming programs are held throughout the year. In the fall, aerobics and aquacise classes will reconvene.

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Wayne Thistle retires



On Monday, April 28, the university community gathered to honour Wayne Thistle, Memorial's vice-president (finance and administration) and legal counsel who served the university for over 35 years and retired this spring. Mr. Thistle was employed with Memorial since 1968: as assistant registrar, associate registrar, special assistant to the vice-president (administration and finance), deputy registrar, registrar, and legal counsel for the university. He was appointed vice-president (administration and finance) in January 1982. He taught business law with the Faculty of Business Administration and education law in the Faculty of Education, where he was an associate professor. In his capacity as vice-president (administration and finance) and legal counsel for 21 years, Mr. Thistle was responsible for the following university departments: Computing and Communications, Facilities Management, Financial and Administrative Services, Human Resources, Staff Labour Relations and Risk Management. As legal counsel, he provided legal advice to the president and to the Board of Regents, and co-ordinated the provision of legal services through external counsel. Mr. Thistle was deeply involved in the massive growth and development of Memorial over the past 35 years. "Wayne Thistle has played a major role in shaping the physical environment of our university," Dr. Meisen noted at the reception. "He has been a strong advocate for leading-edge information technology on the campus and he has made great efforts to improve labour-management relations. We have been very fortunate to have his expertise at Memorial."

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Catherine McGrath retires



All in the Memorial family: Family and friends with Catherine McGrath, Student Recruitment, during her retirement party on May 2. (L-R) Daughter Annette McGrath (University Relations), husband Frank McGrath, brother Joseph Earles (Centre for Academic and Media Services), friend Dorothy Joy (Faculty of Education), son Paul McGrath, and Catherine. Ms. McGrath began at Memorial in 1968 with the Education Faculty, then moved to Human Resources as administrative assistant to the director in 1995. She finished her work at the university with Student Recruitment and Promotions where she worked from 1996 to May 2003.

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Retirements

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Elizabeth Maddox retires



(L-R) Dr. Alice Collins, dean, Faculty of Education, presents Elizabeth Maddox with a certificate during Ms. Maddox's retirement party. Ms. Maddox worked with the faculty for the past 20 years and retired on April 4.

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Cal Adey retires



Cal Adey retired from Memorial on April 25 after 36 years of dedicated service. (L-R) Dr. Lilly Walker, dean of Student Affairs and Services, Mr. Adey, and Rob Shea, director of the Centre for Career Development and Experiential Learning. Mr. Adey began in 1967 in the Bursar's Office and has since worked with Human Resources, Physics and Physical Oceanography, and Student Development, and finished his career this April with the Centre of Career Development and Experiential Learning. Ms. Walker commented on Mr. Adey's work, saying, "He knows Memorial University from the inside and can connect all new staff to the folks who can help them help students. He is often the source of Memorial wisdom as he introduces new staff members to Memorial."

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Drs. David Facey-Crowthers and Tom Evans retire



On April 11, 2003, members of the Department of History got together to honour Drs. David Facey-Crowther and Tom Evans, both of whom are retiring in August. Back row (L-R): Dr. Joe Cherwinski, Dr. Andy den Otter, and Louise Dawe; front row (L-R): Drs. David Facey-Crowther and Tom Evans.

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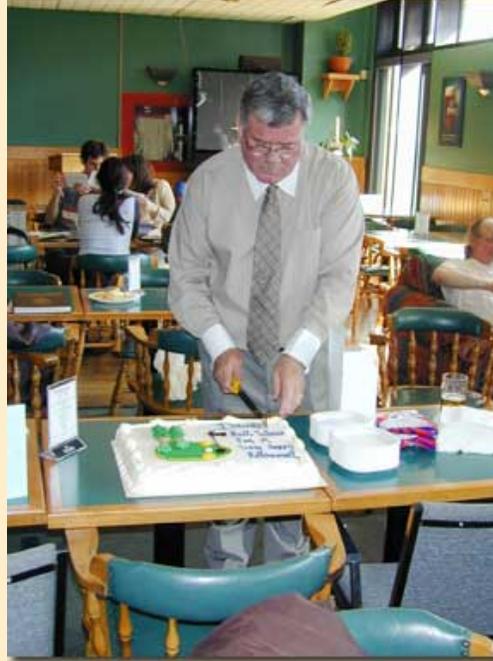
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David Kirkland retires



Familiar face: David Kirkland will be retiring from the university this July. Mr. Kirkland began in the Comptroller's Office in 1969, and has since worked with Facilities Management (then Campus Services), Memorial's Student Union, and spent the past few years with Facilities Management, for a total 34 years of service. He commented that he thoroughly enjoyed his time at Memorial, and in particular the relationships he developed here, especially those with the students. He is now enjoying a short vacation before he begins work on developing his own consulting company.

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A message from the director of Human Resources

Wellness and working well - An update



Gerard McDonald

With the strong support of the president and his colleagues on the university's senior executive team, the Department of Human Resources began a process in early 2002 of determining how Memorial could make a stronger commitment to workplace wellness. In his Working Well message in the August 2002 issue of The Communicator, Dr. Meisen reiterated his interest in doing this and the importance of providing employees with opportunities for leading healthier and more active lives.

Last May the Department of Human Resources formed a Working Group on Wellness and Active Living. The mandate of this group was to assist the department in the development of a strategy and long-term approach to wellness and active living within the university. With the

helpful support and guidance of this group over the past several months, our department is now close to bringing forward a proposal for the consideration of the university's senior administration.

Consultation and analysis

The Working Group has considered a lot of information, including the results of research done elsewhere and the practices of other employers in the area of workplace wellness. However, two other key inputs to their considerations were the results of our surveys of employees and pensioners, and general information from our health plan provider regarding utilization trends, key disease states, and modifiable health risk factors.

A wealth of helpful information was obtained from the 1,861 employees and 368 pensioners who responded to our wellness and active living surveys. These results were very helpful in understanding employee wellness priorities, as well as employees' and pensioners' views regarding the types of initiatives and programs they feel would be most helpful. A synopsis of the survey results is presented in another article in this issue.

Summary health plan information provided by Atlantic Blue Cross Care was

also quite valuable in helping us understand the medical and other conditions affecting employee health and wellness at Memorial. More importantly, this information provided important insight into the health risk factors related to these conditions which are potentially modifiable. To a large extent, the trends revealed by this information are typical of other employers and their employees, and are not unique to Memorial University.

Where to from here?

Several things will be important to the long-term success of a workplace wellness strategy. Ultimately, a focus on wellness must be part of an organizational culture that is university wide and self-sustaining on a long-term basis. An active, university-wide Wellness Advisory Committee; an active network of local wellness groups or committees; and a significant, ongoing emphasis on wellness education and promotion can be expected to form part of our effort to develop a stronger culture around the value of workplace wellness.

We recognize that one size does not fit all. There are many dimensions to personal wellness, including the physical, mental and spiritual. When it comes to physical activity, we know as well that there are many ways in which one can become more active – physical activity is not limited to running, walking and working out in a gym. With these thoughts in mind, we have focused on developing an approach which is multi-faceted in nature and which addresses personal health and wellness through a number of different, but integrated initiatives.

The tangible organizational results we hope to achieve through a wellness program will not come about immediately. Indeed, our timeframe should realistically be in the range of two to three years as a minimum. However, with strong support and leadership at senior levels and the participation and support of employees themselves, a measured, patient approach to developing our strategy over time will hopefully yield the results we are seeking both as individuals and as an organization.

Over the next several weeks, I hope to be able to communicate more details regarding the university's plans in this area.

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