

Contents

Front Page

From the
President

Human
Resources

Safety Notes

Campus Life

Career Scene

Retirements

From the
Garden

News

Search

This issue

All on-line
issues

Memorial
Home Page

Communicator
Home Page

Division of
University
Relations
Home Page

THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 15 No. 2-3

November 2001



Future leaders: About 75 students, nominated by faculty and fellow students, attended Memorial's Leaders Forum on Nov. 3. The event, the first of its kind in Canada, recognizes the contributions of campus leaders and invests in their ongoing development. The Leader's Forum also provided student leaders an opportunity to share their expertise with one another. Here, forming the letter M, our rising leaders show their MUN spirit (and teamwork abilities). For more on the importance of the leadership experience at Memorial, [see the President's Message](#). More on the Leader's Forum can be found at www.mun.ca/univrel/gazette.

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

From the President

Working with students to build leaders

We all help our students become leaders. Faculty members, whose work brings them in daily and close contact with students, are obvious role models. But non-academic employees are equally important. The responsibility of mentoring our students does not end at the door of the classroom, laboratory or studio. Mentoring is a responsibility we all share.

The university has developed a number of initiatives that help students become leaders, and your involvement in these programs is critical for success. A good example is MUCEP (the Memorial University Career Experience Program), in which students work in academic and non-academic departments. They work with you and learn from you by doing important work. Many of them also become friends, which is especially important for students from rural Newfoundland and Labrador because they can be quite lonely during their early weeks of their studies at Memorial University.

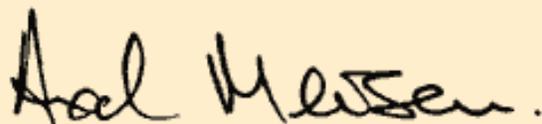
Another example is the suite of leadership programs developed by Dr. Lilly Walker and her team in Student Affairs and Services. Just last month they sponsored a highly successful Student Leaders Forum in which over 80 students from the St. John's campus participated.

Leadership skills are often tested in unpredictable ways. In the wake of the September 11 terrorist actions in the United States, Memorial University responded to the needs of some 500 stranded travelers. Just after the travelers arrived, student volunteers from our residences took the initiative to set up a daycare center for the infants and children of the exhausted passengers. This required leadership and teamwork, both of which our students had learned from you. In the subsequent days, there were many other instances in which students, faculty and staff showed tremendous leadership and creativity.



We can be proud of what our students and alumni accomplish every day. You teach them to be successful and I thank you, on behalf of the university, for your contributions.

Axel Meisen

A handwritten signature in black ink that reads "Axel Meisen." The signature is written in a cursive style with a period at the end.

PRESIDENT AND VICE-CHANCELLOR

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Human Resources

THE COMMUNICATOR

[Meet Memorial's new director of Human Resources](#)

[Staff/faculty computer training](#)

[Seminars and Courses - Winter 2002](#)

Meet Memorial's new director of Human Resources



Gerard McDonald

In September when Gerard McDonald's children headed back to school, he was right there with them. Mr. McDonald returned to Memorial University as the new director of human resources.

A graduate of Memorial University (B.Comm. '77) and Dalhousie University (MBA '82), Mr. McDonald was eager to return to his alma mater. "It's a significant opportunity to be a part of such a large and diverse organization," he said.

Mr. McDonald comes to the university from Hibernia Management and Development Company where he served in a senior human

resources capacity. Prior to this he was a principal with KPMG Consulting and president of McDonald Human Resources. He has also worked in senior positions with Carling O'Keefe Breweries of Canada and the provincial government's Treasury Board. Mr. McDonald also taught as a part-time faculty member in the Faculty of Business Administration.

"I'm in the people field," he said. "I look at the university as a large people organization, like a community; there are many groups of people of different sizes with different roles and perspectives."

Now that he's getting settled into his new role, Mr. McDonald is in the process of getting to know the people that make up Memorial and their

concerns. He has met with senior executives, deans, directors and other key groups to determine the priorities and challenges for the human resources department of such a large organization.

"Meeting with people and discussing human resources issues has been a very pleasant experience. Everyone has been very forthcoming with information and ideas and they've made me feel welcome. When the consultations are completed, and the data is compiled, the human resources team can begin to map out a plan for next year."

His mandate will be to continue to build an outstanding work environment for all Memorial employees. "I want to ensure that the Department of Human Resources has a high standard of excellence, meets the diverse needs of university people, and ensures that the human resources team facilitates meeting Memorial's future strategic directions."

Outside of work, Mr. McDonald confesses to being a devoted rink dad and a soccer dad. He is also active in the community through his work as a volunteer on the board of directors of the YM-YWCA. Over the years, he has served as president of the St. John's Board of Trade (1994), a member of the Special Committee on Labour Relations Reform for the Advisory Council of the Economy, a member of the Advisory Board of Memorial's Faculty of Business Administration, chairman of the St. John's Airport Planning Group, and a member on the Y Enterprise Advisory Board, among other activities.

And on those school nights when Mr. McDonald doesn't have homework or extracurricular activities, he enjoys running and playing music.

[Top of Page](#)

Staff/faculty computer training

The Department of Human Resources is again offering high-quality, cost-effective training opportunities to employees of the university. Personal and computer training sessions have been scheduled for staff during the workday. The Division of Lifelong Learning, School of Continuing Education, will be delivering the courses. Registration fees are paid through a central university account administered by the Department of Human Resources. There is no cost to individual academic and administrative units for the registration.

Registration should be made directly through the Department of Human Resources by sending a completed Application to Undertake Training Program form to the Organizational Effectiveness Section, Human Resources.

For more information, please contact Nola Perry at nperry@mun.ca.

Courses offered:

- * Intro. to computers – two-day course, Jan. 28-29, 2002
- * Building Self-Esteem – one-day course, Feb. 15, 2002

Seminars and Courses — Winter 2002

Safety and environmental seminars and courses are being planned for the coming winter. As in other years, programs will be offered in such traditional areas as lab safety, transportation of dangerous goods, WHMIS, First Aid/ CPR, along with a series of topics related to maintenance.

Does your unit/department have a specific requirement in safety training or education? Are there topics that you feel would benefit your section and possibly others? Feel free to contact the office of Safety and Environmental Services with your suggestions and every effort will be made to include them as part of our fall and winter programs. Call 737-4393 or e-mail safety@mun.ca.

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Safety Notes

[Data on work related accidents](#)

[Emergency procedures](#)

Data on work-related accidents

Periodic reviews of accidents help to determine trends and weaknesses in the system. They provide information that can be used to plan and implement corrective measures.

This report provides a comparative look at workplace accidents over the past two years. It gives information that, if acted on, will provide guidance in systems corrections and help minimize human and material losses.

While disabling accidents increased by only two, from 19 to 21, there was a moderate increase in non-disabling accidents and in total accidents reported; these increases, however, are in line with provincial and national statistics for the same period.

[Fig. 1 Accidents reported by Unit](#)

[Fig. 2. Total Accidents](#)

[Fig. 3. Types of Accidents 1999-2000](#)

[Fig. 4. Types of Accidents 2000-2001](#)

[Fig. 5. Part of the Body Affected](#)

[Fig. 6. Nature of Injury 1999-2000](#)

[Fig. 7. Nature of Injury 2000-2001](#)

Types of accidents

Falls constitute the most common workplace injury. Other significant contributors were sprains and strains caused by body reaction and overexertion, and being struck by objects.

Part of body affected

We saw dramatic decreases in the number of injuries to the head, face and neck, arm and shoulder, and leg. The number of back injuries remained relatively constant, while injuries to fingers more than doubled.

Nature of injury

As in other years, injuries fall into three major categories, accounting for nearly 80 per cent of the total: sprains and strains, bruises and contusions, and cuts, lacerations and abrasions.

Prevention

Accident analysis should be used as a tool for planning and initiating prevention programs. Each unit should review its accident statistics and, where necessary, develop a program of safety awareness.

Prevention strategies might include employment safety training, adjustments to workplace facilities, and improving the work process.

Getting employees involved through teamwork, workplace monitoring and committees will do much to enhance their commitment to the safety and accident prevention program.

The Office of Safety and Environmental Services is ready to help with all campus safety issue. Don't hesitate to call us for help.

Department of Facilities Management
Safety and Environmental Services
Tel: 709.737.4393
Fax: 709.737.2339
safety@mun.ca
www.mun.ca/facman/

[Top of Page](#)

Emergency Procedures

When unknown suspicious powders are found Memorial University has a plan in place to deal with emergency situations and these are outlined in the red pages at the beginning of the internal telephone directory.

If you discover an unknown suspicious powder in a campus building, these are the steps to follow.

1. Move people away from the substance, but have them remain in the area in case they have to be checked or decontaminated.
2. Do not handle the powder or its packaging.
3. Isolate the area around the material so that no one disturbs the item.
4. Wash your hands with warm water and soap for one minute if you have touched the powder or the package.
5. Notify or have someone notify Emergency Services as soon as possible by

calling

St. John's Campus **4100**

Health Sciences Centre **6444**

Marine Institute **0456**

Ocean Sciences Centre **9-911**

Grenfell College **9-911**

If you call **911** direct, follow up with a call to Campus Enforcement at **4100**.

6. After Campus Enforcement, Police and/or Fire Department arrive on the scene, advise the officer-in-charge of the details of the substance.

7. Follow the directions of the emergency responders.

Be vigilant, but remember that false alarms needlessly tie up emergency response.

[Top of Page](#)

Fig. 1. Accidents Reported by Unit

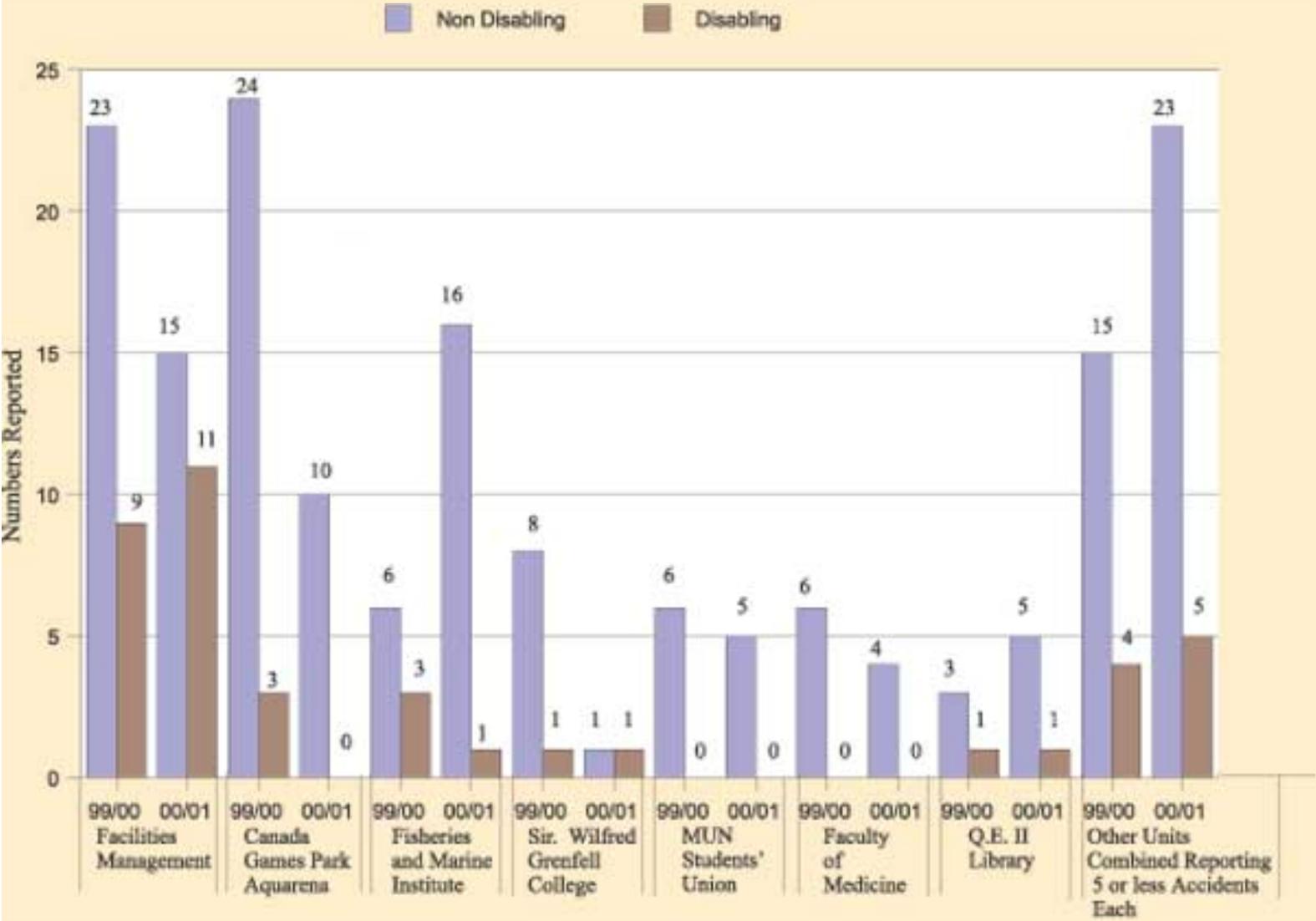


Fig. 2. Total Accidents

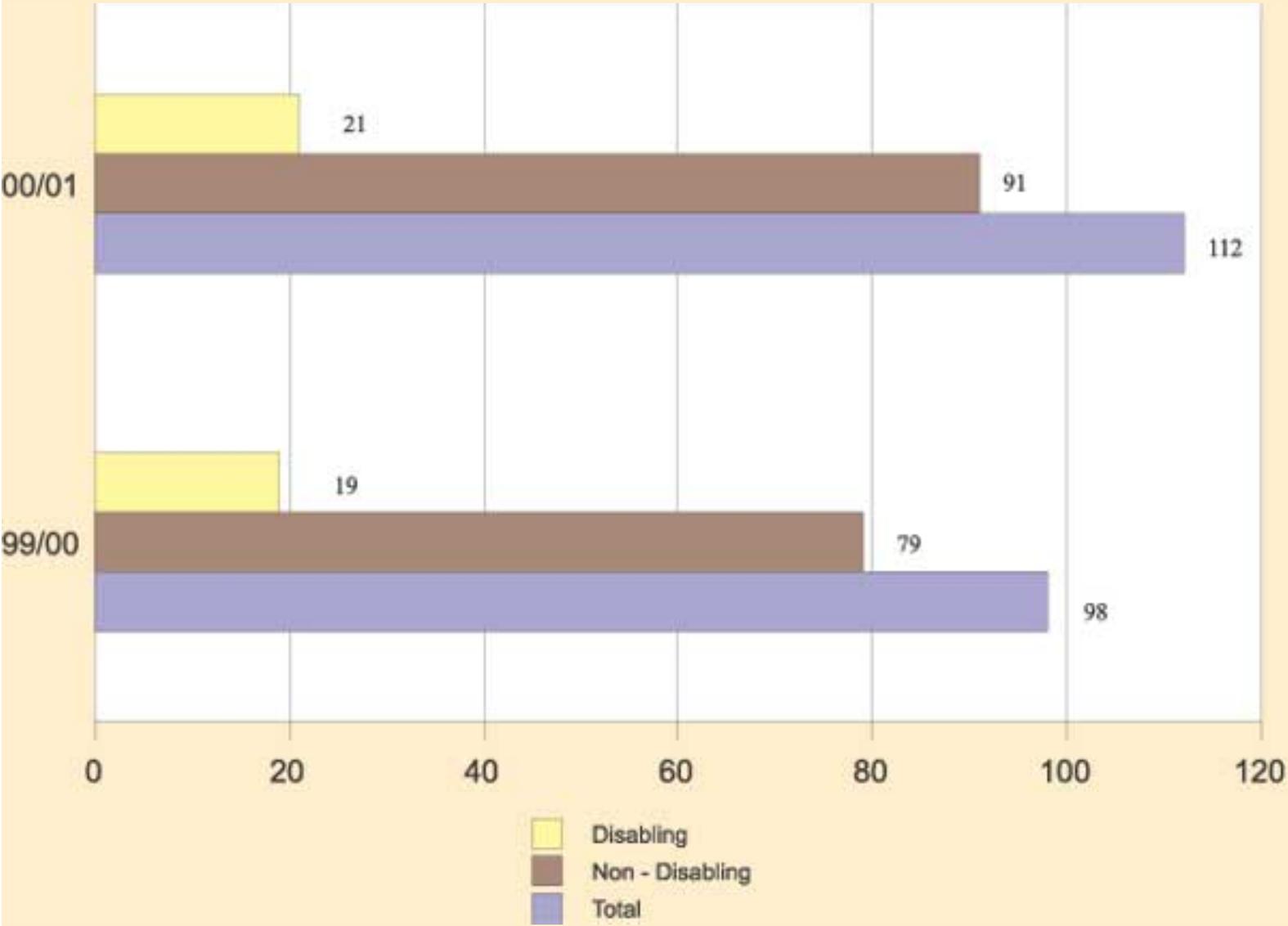


Fig. 3. Types of Accidents 1999-2000

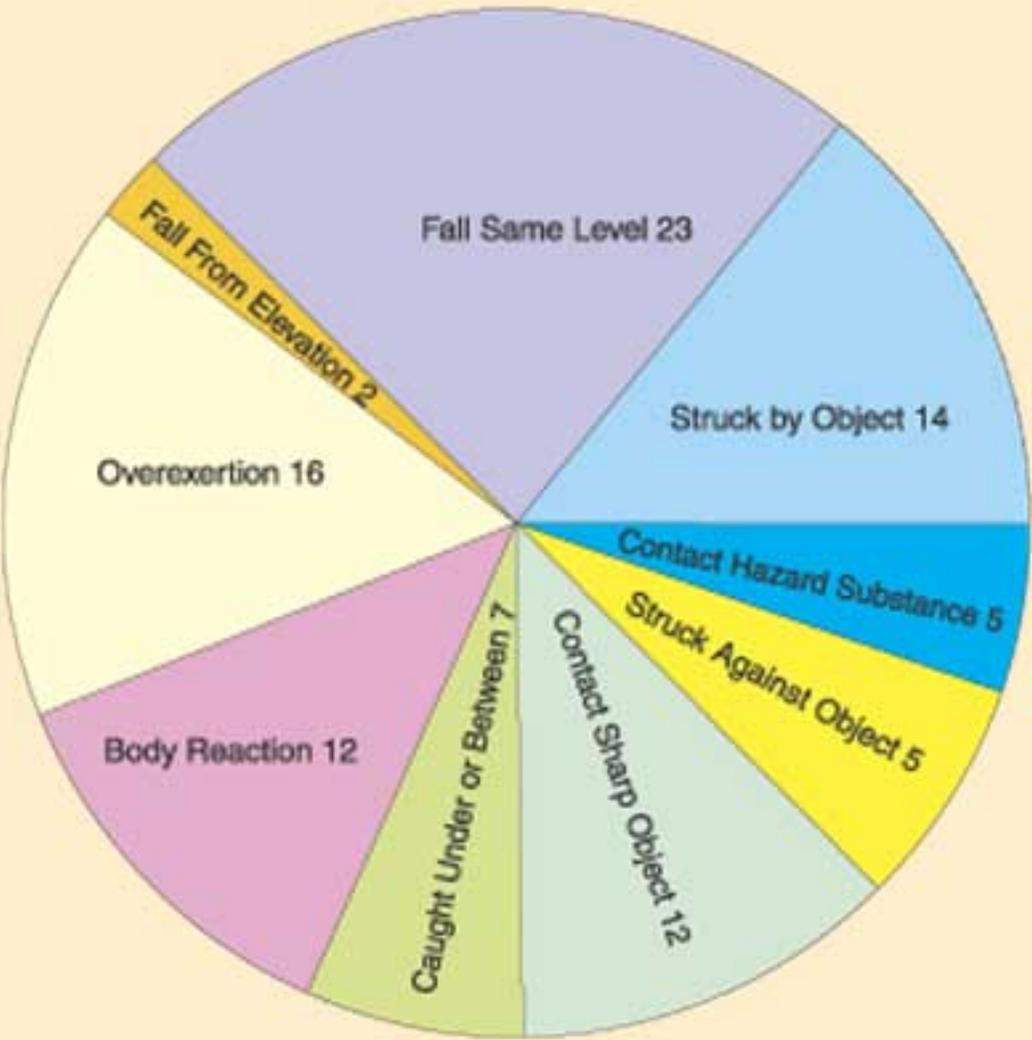


Fig. 4. Types of Accidents 2000-2001

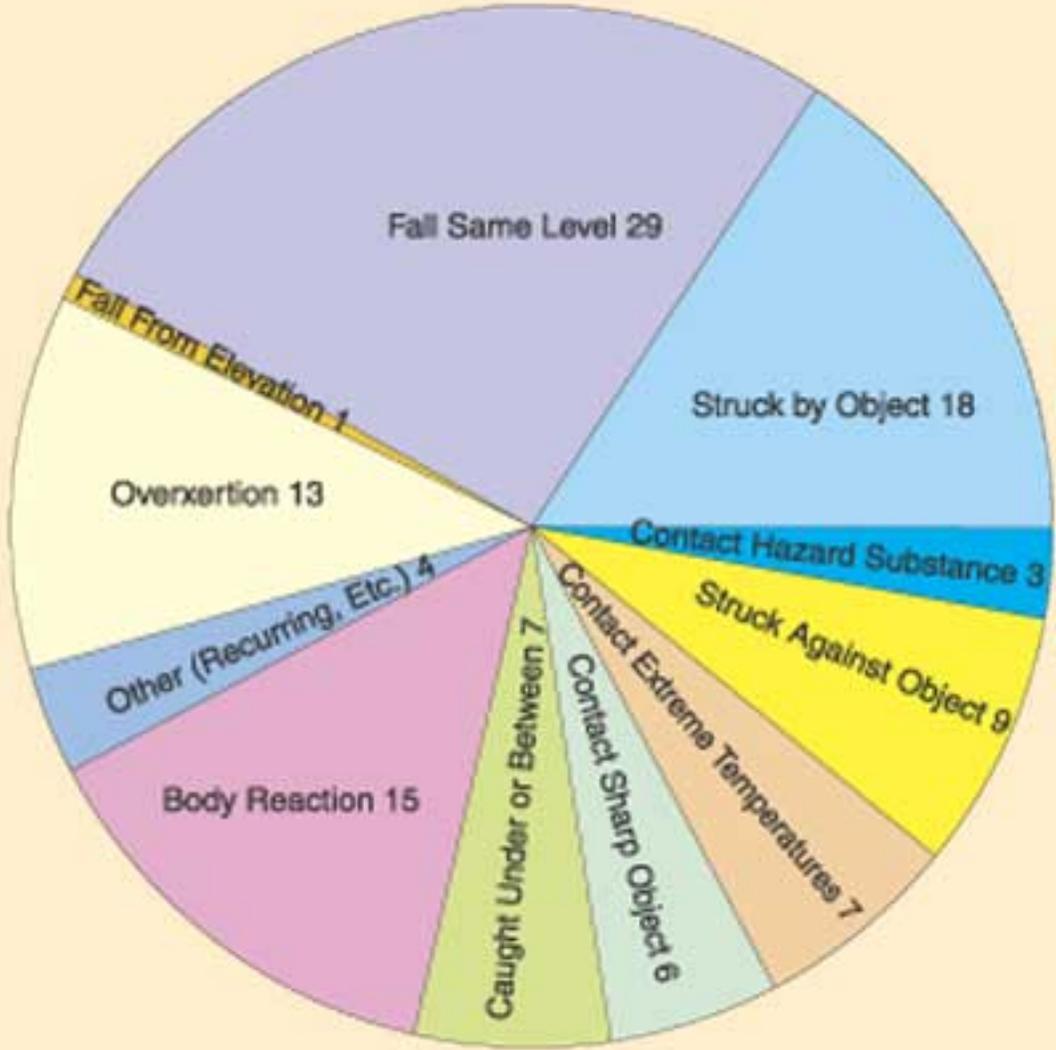


Fig. 5. Part of the Body Affected

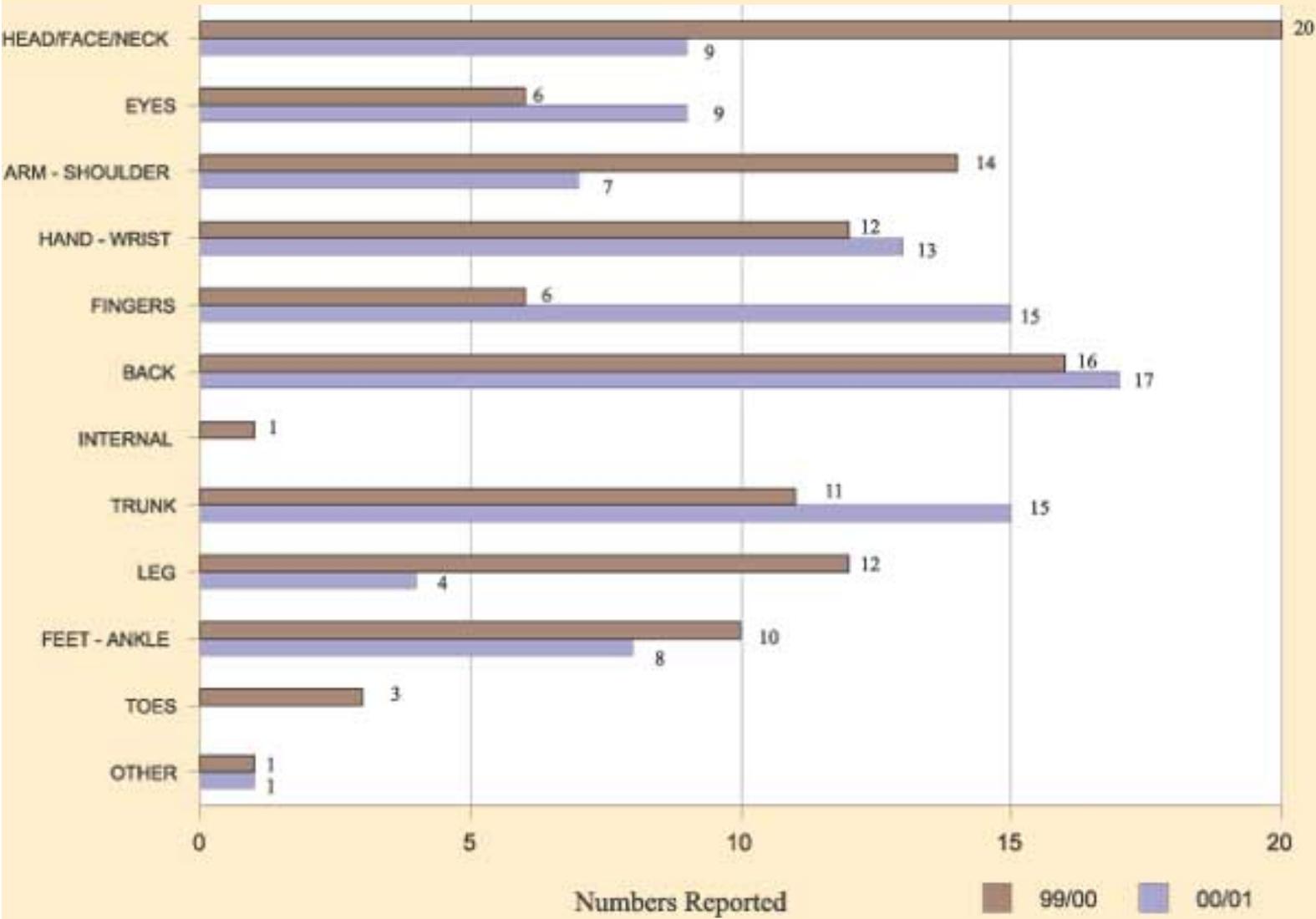


Fig. 6. Nature of Injury 1999-2000

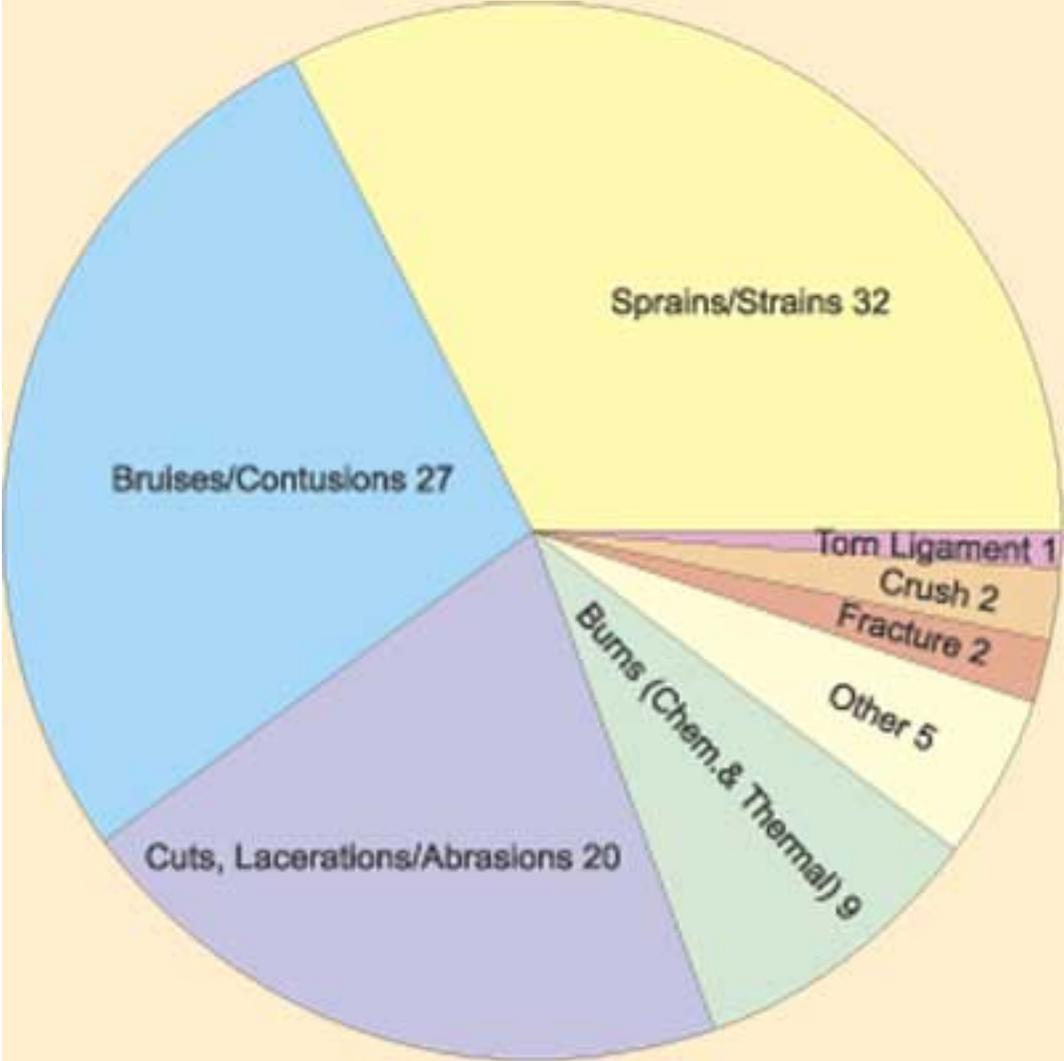
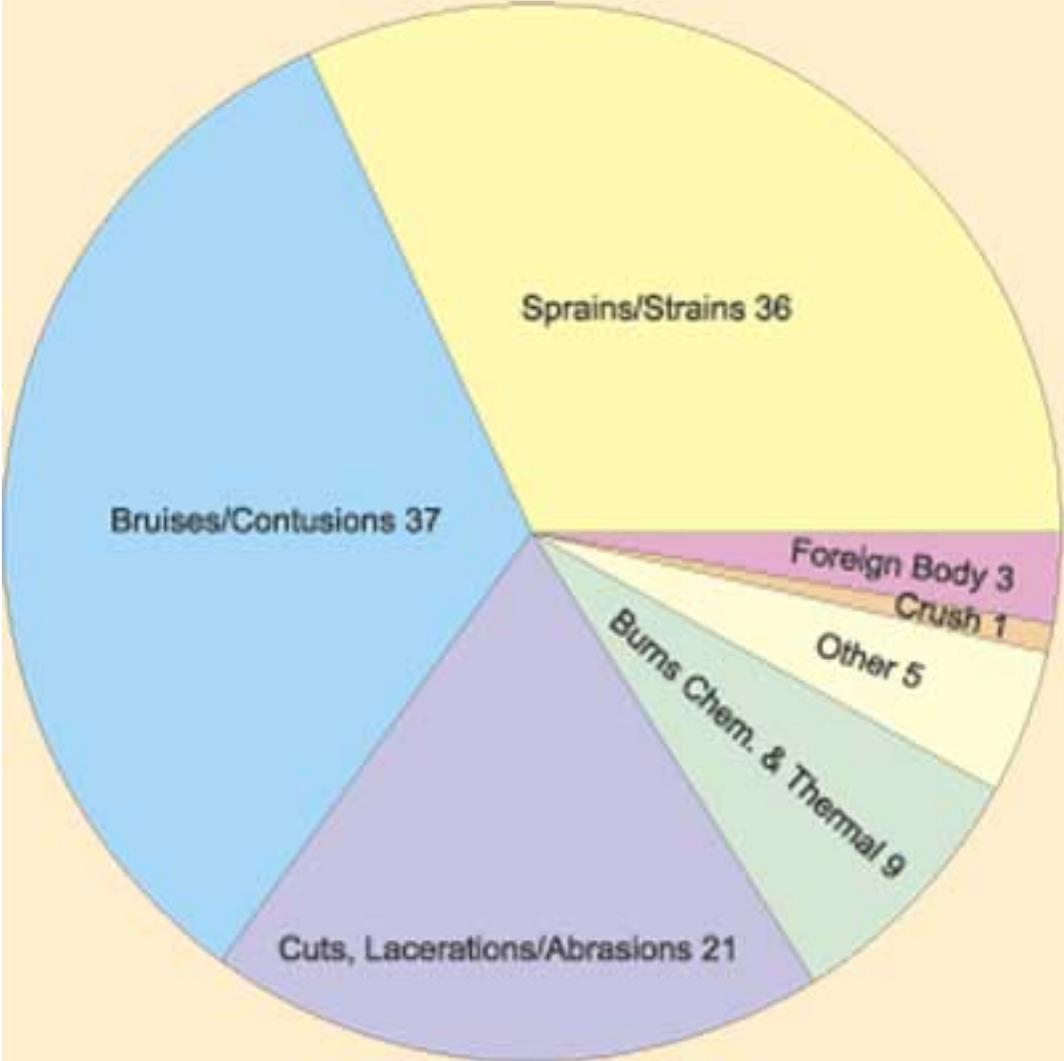


Fig. 7. Nature of Injury 2000-2001



Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

[Major changes coming for the workers' compensation system](#)

[Tri Fest at Grenfell](#)

[Get ready for Banner Finance](#)

[Health and Dental Dependent Registration Card](#)

[Retired but not de-maced](#)

[Running for the cure](#)

[NAPE Local 7850 and the Marine Institute successfully conclude their negotiations](#)

[We have a winner](#)

[New EAP Web site](#)

[Facilities Management Staff](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE
COMMUNICATOR

Major changes coming for the workers' compensation system

Beginning January 2002 the workers' compensation system will undergo significant changes that will directly influence the way workers' compensation issues are dealt with.

Bill 16 was passed in the House of Assembly in May. It amended both the Workplace Health, Safety and Compensation Act and the Occupational Health and Safety Act, incorporating almost all of the recommendations contained in the final report released in February 2001 by the task force appointed by government to review the system.

The report called for more accountability from employers and workers to prevent workplace accidents. It also called for greater co-operation between employers and injured workers so that the worker can get back to work quickly and safely. These were seen as ways to preserve the system for existing and future clients.

Prevention

Under current legislation, any workplace with 10 or more employees must have health and safety committees. Effective January 2002, if a workplace has 50 or more employees, all committee members will have to be trained. Mandatory committee co-chair training will be required for companies with 10 to 49 employees. Mandatory worker representative training is required for companies with fewer than 10 employees.

Also with prevention, a company with 10 or more employees will be required to have an occupational health and safety policy in place by January 2002. Companies with more than 10 employees will be required to have a health and safety program. It is the employer's responsibility to provide and pay for the training and the worker's responsibility to participate in the training.

Early and safe return-to-work

A key element of the legislative changes for January 2002 is the introduction of a new early and safe return-to-work policy. A company that regularly employs more than 20 people will be obliged to re-employ a worker who has been injured on the job, provided that employee has worked with the company for more than one year and he or she is medically able to perform either the essential duties of his or her injury job or another suitable job. All employers and injured workers are obliged to co-operate in an early and safe return-to-work program. Penalties will be applied to workers or employers who do not comply with the legislation.

When an injured worker is unlikely or unable to return to the original workplace, the workers' compensation commission will assess the worker to see if a labour market re-entry plan will be able to assist re-entry in a suitable job. The re-entry plan will be prepared in consultation with the

worker, employer and, if necessary, a health care provider. The worker is obliged to co-operate in all parts of the labour market re-entry process.

Start of a new process

Many of these changes will be new for employees and employers. The commission has been delivering information sessions throughout the province this fall on prevention and the early and safe return-to-work initiatives. Employers will also be involved in information sessions on the new rate structures being introduced.

With the passing of Bill 16, a new process has started to revamp the workers' compensation system. Prevention and early and safe return-to-work are keys to the success of the new process. Workers and employers have a greater role to play in again making this a fair, affordable and sustainable insurance system. This is a long-term plan that will lead to fairer and competitive assessment rates for employers, and benefits to injured workers. But perhaps the real key, from the perspective of the workers of this province, is the continued emphasis on occupational health and safety training with a goal to prevent and eliminate workplace accidents.

This article was submitted to The Communicator by the Workplace Health, Safety and Compensation Commission.

[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

Tri Fest 2001 at Grenfell



Photo by Pamela Gill

Grenfell faculty and staff who participated in triathlon events during the summer include, from left, Troy Giles, Howard Giles, Tara Pye, Janice Galllott, Keith Nicol and former Grenfell staffer Aodhan Sheahan.

Once again the Corner Brook Triathlon was a huge success, and Grenfell faculty and staff had a lot to do with that.

Although participants travel from all over the world to compete in the Corner Brook Triathlon, members of the Grenfell community put forth a strong contingent. The organizing committee has garnered the respect of world famous and local athletes with their well-organized events. Tri Fest 2001 included several events such as the downtown dash, a swim relay, Kids of Steel triathlon, Corner Brook Triathlon and the ITU World Cup race.

Events during the week focused on the fun and community participation of triathlon. Professor Michael Newton, Wellness co-ordinator Janice Galllott and Conference Services co-ordinator Tara Pye raced to the finish with world-class athletes in the 5 km downtown dash. A team unofficially known as Triple G, made up of staffers Howard and Troy Giles and Janice Galllott, swam in chilly waters at Glynmill Pond in the swim relay. On race day, Michael Newton and fellow professor Keith Nichol competed in the grueling duathlon event, a 2.5 km run, a 20 km cycle and a 5 km run. Janice Galllott swam in the team event.

Hundreds of potential Grenfell students aged three to 17 participated in an un-timed Kids of Steel held at the college. Several waves of age groups hit the pool then cycled and ran around the parking lot and University Drive. The number of participants in this race increases yearly.

The Corner Brook Triathlon attributes its continued success to its volunteers. A dedicated committee of 25 people work year round to help plan the event. Former residence manager Aodhan Sheahan sits on Triathlon Committee as athletes services director, and facilities co-ordinator Jana Walsh works with the swim sub-committee. Over 500 volunteers come out on race day and throughout the week to ensure the races run safely and smoothly.

Many people participate in the triathlon to achieve personal goals, not to finish in the top 10. Involvement in any capacity is rewarding and exciting, and because there are so many ways to be involved, it offers something to suit most people's interests. Next year, join members of the Grenfell community and our community at large to help host the Corner Brook

Triathlon again. You will feel fulfilled to be a part a world-class event and your contribution will be appreciated.

[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

Front Page

From the
President

Human Resources

Safety Notes

Campus Life

Career Scene

Retirements

From the Garden

News

Search

This issue

All on-line issues

Memorial
Home Page

Communicator
Home Page

Division of
University
Relations Home
Page

Campus Life

THE COMMUNICATOR

Get ready for Banner Finance

Memorial is in the process of replacing its aging mainframe financial records system with SCT (Systems and Computer Technology Inc.) Banner Finance System. The system, will be fully operational on April 1, 2002, which will mean that departments will have access to a more integrated financial management system.

The Banner Finance project is the result of study and consultation. Trudy Pound Curtis, the director of Financial Services, and Wilf Bussey, the director of Computing and Communications, are responsible for the project. "After a lengthy and detailed analysis of the university's needs as a large and complex research university, we have chosen to move toward a client-server based information systems technology to provide state-of-the-art services for faculty and administrative staff," notes the Web site that Ms. Pound Curtis and Mr. Bussey have recently launched. The site located at www.mun.ca/bannerfinance is part of a dedicated effort to relay information about the new system to the campus community.

Ms. Pound Curtis says that the selection of another Banner product will have the effect of "moving the university closer to more uniform and fully integrated systems" and that the new system will offer improved information entry, retrieval and reporting.

The move from a mainframe system to a client-server style system will mean university staff will be able to control their own information. While there are many advantages, the new system means that the people using it will have to be diligent about managing their own information. An implementation team has been assembled and it will be led by Shirley Moulton of the Department of Financial Services, and Arlene Saunders of x-wave, the company managing the project. Ms. Moulton and Ms. Saunders have a big job ahead. When it's finished, Banner Finance will allow administrators and research professors and their assistants to access a more user-friendly system to track their expenditure grants. The system will retain years of history about these transactions, and individuals will be able to search particular transactions for detailed information.

Ms. Pound Curtis and Mr. Bussey recognize the new system may be an adjustment for many, but are committed to making the transition a smooth one. "We may also have to change how we work and, for many, this will not, at first, be easy," their message reads. "The Banner Project team is committed to consulting widely with the end users and have established an advisory committee to ensure effective consultation is achieved. The project team is also committed to providing all users with the training they need to succeed."

The Banner team has already held a number of consultations and information sessions in order to receive feedback on the new system and to

ensure that staff receive the kinds of support, training and guidance needed to maximize the benefits of Banner Finance. In addition to the Web site, the team plan to publish periodic news bulletins to keep faculty and staff informed on the latest developments.

[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

Health and Dental Dependent Registration Card

Memorial's Health and Dental Plans provide for an extension of coverage beyond age 21 for dependent children of plan members. The provision extends the age limit from age 21 to 25, on a year-by-year basis, for dependent children who are full-time attendants at a recognized post-secondary educational institution, unmarried and dependent on the plan member for financial support.

To ensure that coverage is maintained beyond the age of 21 years, you should submit a Dependent Registration Card to the Department of Human Resources at the time the student reaches age 21 and in August of each subsequent year. The cards are available at the Benefits and Pensions, Rm, 4025 of the Arts and Administration Building, or you can get one by calling a Benefits Officer at 737-7406.

[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

Retired but not de-maced

**By Maire O'Dea
Registrar's Office**

Leo cuts his retirement cake

Anyone who has attended a Memorial convocation ceremony will recall the dignified figure of the mace-bearer leading the academic procession ... quiet, unsmiling; formally dressed, down to the impeccable soft grey gloves. Yes, this is Leo Mackey on-stage. However, those who know Leo off-stage have had the good fortune to recognize that the formal dress and solemn demeanor adopted during convocation are a seasonal disguise for a smiling man, a man of kind heart, quick wit and generous spirit. And don't be fooled by the slender figure. Leo has been known to consume a full loaf of bread with gravy as an after-dinner snack, and to return to the office after a substantial lunch at his mother's house with a sandwich in hand to sustain him until suppertime. Those who know him can only speculate that there is a deep secret that Weight-Watchers has not yet discovered.



Leo began work in the Registrar's Office of Memorial University in September 1964 and retired 37 years later, in September 2001. During those 37 years he served with three registrars, seven presidents, innumerable staff and thousands of students. Rank and status make no difference to Leo. Equally comfortable with chancellor, board chair, president or student, he has been observed sharing stories at convocation with Chancellor Paul Desmarais in the Green Room and then minutes later, warmly congratulating students back-stage after they have safely made that long journey across stage to receive their academic hoods. Leo greets each person he meets with friendliness and with respect. Those who worked directly with him in the Registrar's Office looked forward to the cheerful little tunes he hummed as he walked down the corridor each morning and welcomed his funny anecdotes and wry observations on an endless range of topics from world events to local politics. But there is also a serious side to Leo and any colleague with a problem could always rely on him for a kind ear and wise

advice.



Leo doing his duty at Convocation

While Leo obviously cared for his fellow staff members in the Registrar's Office and for numerous others in the university community with whom he came into contact during his long years of service, students were always foremost in his thoughts. He himself always recognized that the university exists primarily for students and by his example encouraged those he worked with to provide not only efficient services, but kindness and concern. An excerpt from a report Leo submitted to the registrar, Harry Renouf, in 1969 is an early illustration of this concern. Part of Leo's responsibility at the time involved examinations and he was troubled because students had approached him noting that new desks that had been used at the examination centre were uncomfortable and unsuitable for writing exams which last three hours.

He commented in his report to Mr. Renouf: "I think that in future the registrar should be consulted as the type of desks used for examinations. Consideration should be given to the student in this regard as he is the one who has to sit for three hours." It is refreshing to note that 32 years later, in 2001, when he notified the Registrar's Office of his intention to retire he put into words what he had enacted all his working life.

"I enjoyed every day of my working life at Memorial, the staff, faculty and our students who are the heart of Memorial, because without them we are not required. Never forget — we are here for our students — not ourselves." No one could believe this more sincerely than Leo or say it better.

And despite retirement, Leo will continue at his familiar role during convocation.

[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

Running for the cure

On Sept. 30, over 115,000 participants came together nation-wide to help the Canadian Breast Cancer Foundation raise more than \$10 million to support the advancement of breast cancer research, education, diagnosis and treatment.

In St. John's, hundreds turned out on a beautiful Sunday morning to run the 5km trail around Quidi Vidi Lake in support of the cause. Included in the St. John's event was MUN for the Cure, a team made up of about 30 staff people from the university. The MUN runners raised over \$3,000 for breast cancer research.



Sandy Bennett of University Relations took part in the run after receiving an e-mail from team captain Sandra Chaytor of Human Resources. Ms. Bennett said she and other members of the MUN team jumped at the chance to help out this very worthwhile cause. And the emotion of the morning brought home why this cause is so important.

"It was very emotional. People were wearing signs that indicated why they were taking part, like 'I'm running for my sister,' or 'I'm running for myself.'"

Ms. Bennett said the team is sure to be back for next year's event. "Our aim is to be among the top three corporate fund-raisers."

The CIBC Run for the Cure is Canada's largest annual fundraising event dedicated to raising money for the fight against breast cancer. CIBC is in its fifth year as the title sponsor and this year's event was the largest CIBC Run for the Cure ever as 32 cities coast-to-coast rallied together for the Canadian Breast Cancer Foundation's (CBCF) 10th Anniversary Run.

This was a record-breaking year in both the number of participants and the dollars raised.

Members of MUN for the Cure
Sandra Chaytor — Human Resources
Alberta Wood — Library
Cecilia Edwards — Earth Science/GAC
Roberta Dwyer — University Relations
Heather Crane — External
Karen Johnston — Earth Science/GAC

Mary Lake — Human Resources
Laura Edwards — Alumni Affairs
Linda Morrissey — Biology
Lynda Younghusband — Education
Mary Kaye MacFarlane — Registrar's Office
Maureen Moore — Earth Sciences
Phyllis McCann — Registrar's Office
Renee Mercer — Human Resources
Moire Wadleigh — Earth Science/GAC
Rhonda Nash — Registrar's Office
Norma Walsh — External
Ron O'Neill — Academic Advising
Pat Garrett — Biology
Ray Patzold — Earth Sciences
Bob Hill — Sociology
Sandy Bennett — University Relations
Karen Slaney — Human Resources
Suanne Reid — Library
Madeline Taylor — Human Resources
Signe Taylor — External
Theresa Wills — Medicine
Treena Parsons — Continuing Education
Valerie Power — Biology
Linda Walsh — Registrar's Office
Yvonne St. Croix — External
Judy Keats — Marine Institutes

[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR



NAPE Local 7850 and Memorial's Marine Institute successfully concluded their negotiations with the signing of a three-year contract on Nov. 8, 2001. On hand for the signing were (front row, l-r): Leslie Noftall, Dinah Kirby, Barry Hanlon, Tom Hanlon, Dr. Axel Meisen, Leslie O'Reilly, Wayne Thistle, Colleen Butler; (back row, l-r): Phyllis Loder, Ray Fitzgerald, Cecilia Mesh, Mark Penney, Mike Fowler, Claude Horlick and Maria Murray.

[Previous Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

We have a winner in the Registrar's Office

Regina Bruce

Regina Bruce of the Registrar's Office was smiling in early September. She's learned that loyalty to a merchant can pay off — sometimes in the most surprising ways.

Ms. Bruce is a regular customer of the fashion company Nygard, and specifically their web site nygard.com. When she logged on one day last summer, she noticed a contest entry form, filled it out, and promptly forgot about it.

She was reminded most forcefully, though, when a company representative phoned her in early September to inform her she had won the contest's grand prize — a vacation in Finland. Ms. Bruce and her guest will fly first class from New York to Helsinki, where they'll spend five nights in a luxury hotel.

"There were 13,000 entries altogether," said Ms. Bruce. "And mine was the one they picked. It's funny how things work out. I had just promised myself that next year I would go on a real vacation, go visit somewhere interesting." Funny how things work out, indeed.



[Previous Page](#)

[Top of Page](#)

[Next Page](#)

Contents

Front Page

From the
President

Human Resources

Safety Notes

Campus Life

Career Scene

Retirements

From the Garden

News

Search

This issue

All on-line issues

Memorial
Home Page

Communicator
Home Page

Division of
University
Relations Home
Page

Campus Life

THE COMMUNICATOR

New EAP Web Site

There is now an easy way to get information about MUN's Employee Assistance Program! FGI, our EAP supplier, has a new Web site designed to give you information about the program and show you how to access information on a wide range of personal issues. It has links to related sources and reading material. You can also request an EAP appointment online! Check <http://www.fgiworldmembers.com/>.

Because the Web site is reserved for MUN employees, you will need a username and password to access the site. Make note of these for future reference. User name: memorial. Password: universe01.

Check it out!

[Previous Page](#)

[Next Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR



Staff from the Department of Facilities Management take a break from the repairs they were recently doing near the Science Building on the St. John's campus. (L-R) Bob Kavanagh, Alex Finn, and Steve Mahon.

[Previous Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Career Scene

Academic Appointments

Term Appointments

Other Appointments

Cross Appointments

Tenured and Tenure-Track

Promotions

Retirements

Administrative Appointments

Contractual to Permanent Appointments

Promotions and Transfers

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

Dr. Benvon Cramer, Medicine, professor (with tenure) and chair, Discipline of Radiology, April 1, 2001

Dr. Kurt Gamperl, Ocean Sciences Centre, Science, assistant professor, July 1, 2001

Robin Whitaker, Anthropology, assistant professor, Sept. 1, 2001

Dr. Maria Mathews, Community Health (Health Policy/Health Services Delivery), Medicine, assistant professor, May 1, 2001

Dr. Kirsty Tompkins, Discipline of Medicine, assistant professor of medicine (hematology), Aug. 1, 2001

Dr. John Shirokoff, Engineering and Applied Science, associate professor, April 1, 2001

Dr. Mohammad T. Iqbal, Engineering and Applied Science, assistant professor, May 1, 2001

Dr. Stephanie H. Curnoe, Physics and Physical Oceanography, assistant professor, Aug. 1, 2001

Dr. Tamas Dobozy, English Language and Literature, assistant professor, July 1, 2001

Michael F. Atkinson, Sociology, assistant professor, July 15, 2001

Dr. Dev Mishra, Business Administration, assistant professor, July 1, 2001

Dr. Daniel MacPhee, Basic Medical Sciences, Medicine, assistant professor (Biochemistry), Sept. 1, 2001

Dr. Natalie Beausoleil, Community Health, Medicine, assistant professor, May 15, 2001

Dr. Anila Verma, Community Health, Medicine, assistant professor, July 1, 2001

Dr. Bernard Fournier, Political Science, assistant professor, Sept. 1, 2001

Dr. Lindsay Bryan, History, assistant professor, July 1, 2001

Dr. Claire Schneider, Collections Development Division, Queen Elizabeth II Library, librarian I, May 14, 2001

Term appointments

Dr. R. Shrestha, Economics, assistant professor, May 1, 2001

Chantal Jordaan, French and Spanish, visiting assistant professor, May 1, 2001

Corinne Walsh, Religious Studies, visiting assistant professor, Sept. 1, 2001

Barbara Pepper, Biology, visiting assistant professor, May 1, 2001

Dr. Tana J. Allen, Classics, visiting assistant professor, Sept. 1, 2001

Douglas Wharram, Linguistics, visiting assistant professor, Sept. 1, 2001

Bernard Wills, Religious Studies, visiting assistant professor, Sept. 1, 2001

Dr. Jeff Webb, History, visiting assistant professor, Sept. 1, 2001

Other appointments

Dr. Olaf Janzen, Grenfell College, head of the Arts, May 1, 2001

Dr. Roberta Hammett, Education, associate dean, graduate programs, Feb. 16, 2001

Dr. Linda Hensman, School of Pharmacy, acting director, April 1, 2001

Dr. Robert Miller, Medicine, chair, Discipline of Family Medicine, April 1, 2001

Darrell J. Miles, Facilities Management, director, May 7, 2001

Robert Shea, Career Development and Experiential Learning, director, April 1, 2001

Dr. John Usher, Business Administration, associate dean, graduate programs and research, May 1, 2001

Dr. Michael DeRoche, Religious Studies, head, Aug. 1, 2001

Dr. David Facey-Crowther, history, head, July 1, 2001

Dr. James Black, Arts, interim dean, July 1, 2001

Peter Ayres, French and Spanish, acting head, Sept. 1, 2001

Dr. Michael Collins, associate vice-president (academic), June 1, 2001

Dr. Diane Tye, Folklore, co-ordinator, women's studies program, July 1, 2001

Dr. Linda Kealey, History, co-ordinator, women's studies program,
July 1, 2002

Ann Marie Vaughan, Distance Education and Learning Technologies, interim
director, May 1, 2001

Doreen Whalen, Lifelong Learning, interim director, May 1, 2001

Harvey Weir, special consultant (ICCT projects) to the vice-president
(academic), May 1, 2001

Cross-appointments

Dr. Daryl Pullman, Medicine to Philosophy, May 1, 2001

Dr. Walter Okshevsky, Education to Philosophy, May 1, 2001

Dr. Vernon Curran, Medicine to Education, June 1, 2001

Tenure

Dr. Alice Gaudine, Nursing, Sept. 1, 2001

Dr. Paul Snelgrove, Biology, and Chair in Fisheries Conservation, Marine
Institute, Sept. 1, 2001

Pamela Morgan, Queen Elizabeth II Library, Sept. 1, 2001

Promotions

Dr. Sharon Roseman, Anthropology, associate professor, Sept. 1, 2001

Dr. Luise Hermanutz, Biology, associate professor, Sept. 1, 2001

Dr. Robert Hooper, Biology, associate professor, Sept. 1, 2001

Dr. Katherine Gallagher, Business Administration, associate professor,
Sept. 1, 2001

Judith Cumby, Business Administration, associate professor, Sept. 1, 2001

Dr. Dale Foster, Business Administration, associate professor, Sept. 1, 2001

Dr. Rodrique Byrne, Computer Science, associate professor, Sept. 1, 2001

Dr. Michael Doyle, Counselling Centre, associate professor, Sept. 1, 2001

Dr. Kam Hon Chu, Economics, associate professor, Sept. 1, 2001

Dr. Theodore Norvell, Engineering and Applied Science, associate professor, Sept. 1, 2001

Dr. Brian Veitch, Engineering and Applied Science, associate professor, Sept. 1, 2001

Dr. Yiqiang Zhou, Mathematics and Statistics, associate professor, Sept. 1, 2001

Dr. Sheila Drover, Medicine, associate professor, Sept. 1, 2001

Michelle Cheramy, Music, associate professor, Sept. 1, 2001

Karen Webber, Nursing, associate professor, Sept. 1, 2001

Dr. Alice Gaudine, Nursing, associate professor, Sept. 1, 2001

Dr. Ralph Wheeler, Physical Education, Recreation and Athletics, associate professor, Sept. 1, 2001

Dr. L. Zedel, Physics and Physical Oceanography, associate professor, Sept. 1, 2001

Dr. Amar Sodhi, Grenfell College, associate professor, Sept. 1, 2001

Dr. Gerard Curtis, Grenfell College, associate professor, Sept. 1, 2001

Donald Foulds, Grenfell College, associate professor, Sept. 1, 2001

Dr. Michael Deal, Anthropology, professor, Sept. 1, 2001

Dr. Philip Davis, Biochemistry, professor, Sept. 1, 2001

Dr. Martin Mulligan, Biochemistry, professor, Sept. 1, 2001

Dr. Jean Finney-Crawley, Biology, professor, Sept. 1, 2001

Dr. Anthony Dickinson, Biology, professor, Sept. 1, 2001

Dr. Steven Carr, Biology, professor, Sept. 1, 2001

Dr. Jeffery Parsons, Business Administration, professor, Sept. 1, 2001

Dr. Kenneth McKay, Business Administration, professor, Sept. 1, 2001

Dr. Graham Bodwell, Chemistry, professor, Sept. 1, 2001

Dr. Jian Tang, Computer Science, professor, Sept. 1, 2001

Dr. Bruce Mann, Education, professor, Sept. 1, 2001

Dr. Claude Daley, Engineering and Applied Science, professor, Sept. 1, 2001

Dr. Bernard O'Dwyer, English Language and Literature, professor, Sept. 1, 2001

Dr. Christopher Sharpe, Geography, professor, Sept. 1, 2001

Dr. Maureen Laryea, Nursing, professor, Sept. 1, 2001

Dr. Christopher Parrish, Ocean Sciences Centre, professor, Sept. 1, 2001

Dr. James Duffy, Grenfell College, professor, Sept. 1, 2001

Dr. Barbara Neis, Sociology, professor, Sept. 1, 2001

Dr. Olaf Janzen, Grenfell College, professor, Sept. 1, 2001

Colleen Field, Queen Elizabeth II Library, librarian III, Sept. 1, 2001

Angela Lonardo, Queen Elizabeth II Library, librarian IV, Sept. 1, 2001

Retirements

Dr. Colin E. Banfield, Geography, Sept. 1, 2001

Dr. Philip Gardner, English Language and Literature, Aug. 31, 2001

Dr. Ronald H. Payne, Medicine, Aug. 31, 2001

Dr. Arthur F. King, Earth Sciences, Aug. 31, 2002

Catherine Sheehan, Information Services, Health Sciences Library,
Aug. 31, 2001

Marion R. Matthews, Bibliographic Control Services, Queen Elizabeth II
Library, Oct. 31, 2001

Suzanne Sexty, Information Services, Queen Elizabeth II Library,
Oct. 31, 2001

Dr. John Molgaard, Engineering and Applied Science, Aug. 31, 2001

Dr. Detlef Bieger, Medicine, Aug. 31, 2001

ADMINISTRATIVE

Appointments

John C. Browne, Facilities Management, manager - campus enforcement and
patrol, March 5, 2001

Craig A. Collins, Engineering and Applied Science, programmer consultant,
April 3, 2001

Ken H. Miller, Technical Services, technologist II, April 16, 2001

Fred J. Walsh, Technical Services, technologist II, April 17, 2001

Rosalind Bailey, Continuing Education, intermediate secretary, May 30, 2001

Kimberley Butler, Student Housing and Food Services, intermediate clerk,
May 23, 2001

William J. Maloney, Technical Services, technologist II, July 10, 2001

Aimee Sheppard, University Relations, university information officer I,
June 13, 2001

Contractual to permanent appointments

George C. Allen, Facilities Management, custodian I, June 26, 2001

Brendan Broders, Facilities Management, custodian I, June 26, 2001

Vincent E. Cramm, Facilities Management, custodian I, June 26, 2001

James J. Dooley, Facilities Management, custodian I, June 26, 2001

Mary E. Kennedy, Facilities Management, custodian I, June 26, 2001

Darin Pike, Facilities Management, custodian I, June 26, 2001

Paul Thomas, Facilities Management, custodian I, June 26, 2001

Steven A. Walsh, Facilities Management, custodian I, June 26, 2001

William J. Walsh, Facilities Management, custodian I, June 26, 2001

Leo B. Whelan, Facilities Management, custodian I, June 26, 2001

Robert R. Whitten, Facilities Management, custodian I, June 26, 2001

Promotions and Transfers

Lillian Beresford, Student Housing and Food Services, assistant to the dean, April 1, 2000

Gary Clarke, Centre for Student Life, Student Support Services, assistant manager, March 12, 2001

David Kirkland, Facilities Management, manager - space planning and administration, March 12, 2001

Retirements

Rosanne Pinhorn, Medicine, library assistant VII, June 1, 2001

[Top of Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

From the Garden

THE COMMUNICATOR

Potato Festival

MUN Botanical Garden held its fourth annual Potato Festival on Saturday, Oct. 6, from 10 a.m. to 4 p.m. It was a tremendous success with approximately 1,200 people attending. The Community Food Sharing Association's Jiggs Dinner was a big hit! There was a celebrity potato salad contest, a potato peeling contest, potato tasting, and displays and information. The event was sponsored by Dominion Stores and the Department of Forest Resources and Agrifoods. A great time was had by all. Proceeds are shared by the Community Food Sharing Association and the Botanical Garden's education programs for children.



by Carl White

As another gardening season comes to an end, it's a good time to reflect on the many successes and possibly a few disappointments that you had in your own garden. Time and experience are often the best teachers and you will learn more from trying things yourself (and visiting your Botanical Garden) than you will from watching channel 45 or reading a gardening column. Try keeping a journal of what you did in your garden and when. Things such as when you pruned your shrubs or when and how you fertilized the perennial bed, and the ensuing results, good or bad, are all learning experiences that, if recorded, will help you in the future — if only to remind you to never do it that way again.

Take a walk around and make some notes on what plants did well and what needs to be divided or moved to a new location. Often a plant that doing poorly will benefit from being moved to a spot that is more suited to its growing requirements. Dates of your first and last blooms are also handy to know and will help you plan your garden during those long winter nights that are already upon us.



You may have to stop gardening but you don't have to stop being a gardener. Planning next year's work is a good way to stay close to your garden. A fun winter exercise is to design a garden that you never intend (and can't afford) to build. Get out the seed catalogues (Park's and Stokes are good ones) and the gardening books and plan a fantasy garden where you can have as many different plants and features as you want. After all, fantasies are free, and it's a great way to get to know new plants and techniques.

It's getting close to Christmas, so here is a gardener's wish list. If some of these prices seem high, mull over what the old timer working in the feed store told me: "If you want good oats, then you have to pay a good dollar for them. If you're satisfied with oats that have already been through the horse once, they come a little cheaper." In other words, you get what you pay for.

Hand trowel and fork: you will use these a lot, for everything from weeding to planting annuals and bulbs. I prefer one with a longer handle, about 10 inches. A good one will be

anywhere from \$8 to \$12. The cheap ones bend where the blade meets the handle.



Hand pruners: a good pair (just like pants, one is a pair) will cost about \$50. Felco is a good name and I have been using a pair of Felco #8 for five years at the Botanical Garden. Few people will use gardening tools as much in a year as we do. Keep them oiled and sharp, and don't try to cut 2-inch limbs with them, and they will last as long as you will.

Holster for pruners: great item for about \$10. Wear it on your belt when gardening and you will be surprised how well you can keep up with the pruning when the tool is close to hand rather than on a shelf in the garage.

Sheep shears: a wonderful tool for deadheading, pruning things like Spiraea and cutting down and cleaning up perennials. They run about \$35-\$40 and are worth every cent. Made in England of Sheffield steel, these shears can be sharpened with a file or stone and if looked after (not thrown into the compost with the stuff in your bucket) they

will become a family heirloom.

Cultivator: has a long handle and a three-tine head. Good for weeding, loosening soil to improve aeration and removing footprints from flowerbeds. Use it for the intended purposes (not as a pickaxe) and it will last many years. Costs around \$15.

Digging fork: yes, you need one. No, a shovel is not just as good. Order a stainless steel beauty from Lee Valley for \$40, or pay \$15-\$25 around town for a perfectly adequate one.

Cutting spade: a narrow, flat-bladed, straight top-shovel. This could be the most versatile gardening tool of all. Sharpen the straight top like you would an axe and you can use it to transplant shrubs, edge a bed, mix soil and cut through sod and stubborn roots. About \$15-\$20.



Here's to a nice mild winter with little shovelling.

[Top of Page](#)

Contents

[Front Page](#)

[From the President](#)

[Human Resources](#)

[Safety Notes](#)

[Campus Life](#)

[Career Scene](#)

[Retirements](#)

[From the Garden](#)

[News](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

News

THE COMMUNICATOR

Fewer newsletters, more news

Readers may have noticed that there have been fewer issues of *The Communicator* this past year. One reason for this is that the editor of *The Communicator*, Ivan Muzychka, recently launched MUN Newsline, a new e-mail information and employee communications service that has been taking time (and news!) away from the bi-monthly employee newsletter.

"Communications with our faculty and staff have increased considerably over the last year or so," Mr. Muzychka noted. "We have been studying our employee communications program for some time now. We now have a mixed media approach to communicating with faculty and staff. We've added special buttons on the Memorial Web page, we created MUN Newsline, a very popular e-mail message service, and are exploring the idea of a daily news Web site."

University Relations is undertaking an organizational review aimed at finding the best way to handle the many functions it performs and one of the areas given careful scrutiny was *The Communicator*. "We are hearing that many employees want us to keep the newsletter, even if we're also communicating with them in other ways," Mr. Muzychka said. "Some pensioners and other employees do not have access to e-mail so that is also something that we must consider."

Gerard McDonald, the new director of Human Resources, has also indicated that he would like to see the publication continue and, in collaboration with University Relations, would like to systematically review the effectiveness of employee publications and conduct an overall evaluation of the employee communications program. "For the short term, we are going to continue publishing *The Communicator* every two months," Mr. McDonald said. "However, we will also find new ways to keep faculty and staff informed about the goings on within their university work community, and in relation to human resources programs and activities in general."

The next issue of *The Communicator* will contain stories on the university's distinguished teachers and researchers and exemplary employees. Comments or suggestions regarding *The Communicator* or employee communications generally should be directed to univrel@mun.ca or call 737-8665.

[Top of Page](#)
