



Memorial University recognized the efforts of its best teachers, researchers and staff members at a special ceremony held Oct. 29 at the St. John's Arts and Culture Centre. Thirteen faculty and staff members were honoured at the reception, six for outstanding research, two for distinguished teaching and five for exemplary service. See page 18 for full details.

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## President's Report 2003-04 released

President Axel Meisen released Memorial University's annual report at the university's fall convocation ceremonies which were held at the St. John's Arts and Culture Centre on Oct. 22. As in previous years, the *President's Report 2003-04* was issued as a Web site. This year, the university also created a highlights booklet with accompanying DVD, featuring the Web site and a collection of special video features drawn from the year. This innovative accountability document can be played in a standard DVD player or on a PC equipped with DVD capability. The report's theme is *Going Further*, and echoes the university's recruiting theme and materials.



"We are always looking for innovative ways to present the highlights from our previous year," Dr. Meisen said. "There are many things happening at Memorial, in research, in teaching and with our connections to the local  
*see REPORT, page 2*



## Season's greetings from the president



This is a special time of year for many faculty, staff and pensioners at Memorial. From mid-October until early January, people all across our campus celebrate significant spiritual dates. There are some who recognize Ramadan from Oct. 15 until Nov.14, others who mark the birth of Baha'u'llah on Nov. 12, and those in the Hindu faith who recognize Diwali on Nov. 12. The birthday of the founder of Sikhism, Guru Nanuk, is celebrated on Nov. 30. Buddhists recognize the enlightenment of Buddha on Bodhi Day, Dec. 8. The Feast of Lights or Hanukkah is celebrated by the Jewish faith from Dec. 9-16. In the Eastern world, Tohji-taisai is celebrated by the Shinto religion on Dec. 21. Christians celebrate advent and then Christmas on Dec. 25. And Kwanzaa is celebrated from Dec. 26-Jan.1. Each and every occasion is a time to pause for quiet reflection. In the secular world, the United Nations marks

International AIDS Day and the International Day for the Abolition of Slavery on Dec. 1 and 2, respectively. Here in Canada, the National Day of Remembrance and Action on Violence Against Women occurs on Dec. 6. These too are times to pause and reflect.

We are all encouraged during our respective times of celebration, to spend time with family and promote peace, love and respect for humankind in all that we do. Look back over the previous year with admiration for all that you have done to make this a better place for your co-workers, family and friends, and look forward to the coming year with hope. We have a lot to look forward to here at Memorial, and 2005 promises to be a bright year for everyone.

This past year we have seen tremendous growth in our research funding to \$73.9 million (a 40 per cent increase over last year), success in the second competition of the Atlantic Innovation Fund which led to the creation of a unique centre for marine compressed natural gas, construction of the Petro-Canada Hall, the new high-tech addition to the school of music, and a major renovation of the main dining hall in Paton College. These are just some of the many highlights of which we can be proud. These are accomplishments that could only be achieved with the hard work of many people. And so, I want to thank each and every one of you for your hard work and dedication to Memorial over the past year.

I wish you and your families a wonderful and enjoyable holiday season and all the best for the coming year! Best wishes are also extended to all friends, donors and alumni for a very happy holiday season.

President and vice-chancellor

*cont'd from REPORT, page 1*

community. The report contains a good selection of statistical and financial data that helps explain the growth and development of the university. I am quite pleased that, thanks to the technology, our audiences have more ways to access the story of Memorial for 2003-04."

The report, including the university's complete audited financial statements, is available at [www.mun.ca/2004report](http://www.mun.ca/2004report), and includes information about Grenfell College and the Marine Institute. ▲

### THE COMMUNICATOR

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## New direct deposit for Blue Cross claims

Atlantic Blue Cross Care now provides employees with the additional convenience of direct deposit for claims reimbursement. Employees who choose to avail of the direct deposit option may be reimbursed for eligible expense claims within two banking days. A follow-up explanation of benefits arrives through the mail to advise that a payment had been made into their bank accounts. With the addition of direct deposit, employees will have the following options available for claims submission and/or reimbursement:

- Activate direct deposit to their bank account;
- Avail of QuickPay customer service centres;
- Have their service provider submit claims through the Web for chiropractor, physiotherapy, massage and vision;
- Submit claims through the mail (or Human Resources) and receive a cheque through the mail.

Employees wishing to activate direct deposit for claims reimbursement may do so by completing a direct deposit request form and mailing it, together with a VOID cheque, to the address indicated on the form. Alternatively, completed forms may be sent to the Benefits and Pensions Office of the Department of Human Resources for forwarding to Blue Cross. This form may be found on the Human Resources Web site at: [www.mun.ca/humanres/v4/Direct\\_Deposit.shtml](http://www.mun.ca/humanres/v4/Direct_Deposit.shtml).

Employees are also reminded of the availability of the Blue Cross personalized cardholder site which contains a great deal of useful information on the university's health and dental plans as well as individual claims data. Information on this site may be found on the Human Resources benefits page at [www.mun.ca/humanres/v4/working\\_benefits.shtml](http://www.mun.ca/humanres/v4/working_benefits.shtml).

Questions related to this may be directed to the Benefits and Pensions Office at 737-7406 or by e-mail at [pensions@mun.ca](mailto:pensions@mun.ca).▲

## Proposed pension plan changes

The Board of Regents, at its meeting on Oct. 21, 2004, approved several proposed amendments to the *Memorial University Pensions Act* (the Act) that had been recommended by the University Pensions Committee. These amendments, which were developed with the assistance of the university's legal counsel, are intended to address a number of outstanding issues with respect to the management of the Memorial University Pension Plan (the Plan). Government will be asked to review and enact these changes, which fall into the following broad categories:

- Participation of employees of Separately Incorporated Entities (SIEs) of Memorial University of Newfoundland;
- Transfer of pensionable service from the City of St. John's pension plan for Aquarena employees;
- Formal recognition of the participation of contractual employees;
- Flexible reciprocal transfer legislation;
- General incoming portability on an actuarial basis; and
- Repeal of anomalous plan provisions dealing with rounding of pensionable service and implicit 35-year service accrual cap, where no such cap exists under the Plan.

Some of the proposed changes are intended to simply clarify the pension plan eligibility criteria for contractual and SIE employees (some well known SIEs include MURC, C-CORE and the Botanical Garden). It is important to note, however, that the proposed amendments do not alter, where applicable, current Board of Regents policy with respect to pension plan participation, rather, they codify and reaffirm the existing practices in these areas.

Other changes are expected to improve the plan's flexibility in terms of incoming portability of employees' pension entitlements. This would not

only provide a mechanism to conclude an outstanding transfer for certain Aquarena employees, but in a broader sense, it would allow the possibility of pension transfers to the plan from prior employers. For both current and prospective employees, this would afford the opportunity to consolidate, where possible, their retirement savings into a single pension plan. There would also be an additional benefit to the university generally, as more flexible pension portability would enhance the university's competitive advantage in attracting and retaining new employees.

The remaining changes, dealing with rounding of pensionable service and an implicit 35-year service accrual cap, may be viewed as housekeeping changes more than anything else. These provisions of the Act are no

*see PENSION, page 4*

## Job specification inventory goes online

The Department of Human Resources has created an electronic inventory of the existing job specifications for classified non-management/non-professional positions. This inventory is available on the department's Web page for administrators and employees and it will replace the current hard copy.

Job specifications may be viewed or downloaded from the following site: [www.mun.ca/humanres/v4/jobspecs](http://www.mun.ca/humanres/v4/jobspecs)

As part of this initiative, the Department of Human Resources is reviewing the more than 400 existing job specifications to ensure the current organizational demands and realities of positions are reflected. This may also entail drafting new job specifications based upon information contained in the job fact sheets and information supplied by departments.

Many of our management and professional positions are unique and one-of in nature, consequently the practicality of developing job specifications for these classifications will be determined over the next several months.

If you have any questions or comments please contact Mary Clarke, manager, Recruitment, Job Evaluation and Salary Administration, at 737-4557.▲

## Brenda Stone: A woman with a heart of gold



Brenda Stone

What does a software developer do with her spare time? For Brenda Stone in Computing and Communications, the list would be long. Brenda is not only an active volunteer with Big Brothers Big Sisters of Eastern Newfoundland, but she is also a student of the violin, an avid squash player who has competed in the nationals and a painter. And if that is not enough to keep her busy she's also a student of spirituality classes with a local Indian guru.

"I have so many interests and things that I would

like to experience," Brenda told *The Communicator*. "I started violin just this past September with Alison Black because it is something I have always wanted to do. It is such a versatile instrument; it can be soft or screaming. I also started attending spirituality classes a couple of times a week and I find this helps me to quiet my mind and interact better with other people."

### Active volunteer

Personal development is very important to Brenda, but so is giving to others. For the past year she has been an active volunteer giving her time and friendship to a little six year old girl. She became involved so she could make a difference in the life of a child. For her, it has been a truly rewarding experience.

"My little sister is a bright spot in my life and a constant inspiration to me. I am more than happy to give of my time if it makes a difference or has an impact on her life," said Brenda. "It really has been an incredible experience these past five months."

Big Brothers Big Sisters of Eastern Newfoundland was founded in 1975. Since then it has been bringing the magic of friendship into the lives of children and youth for over a quarter century. The local chapter is a member of Big Brothers Big Sisters of Canada, the nation's leading youth mentoring organization, and is affiliated with Big Brothers Big Sisters

*cont'd from PENSION, page 3*

longer valid under the plan today. The 35-year service accrual cap was removed in 1997 by a previous plan amendment. In addition, rounding under the plan has not occurred since 1997 as it is inconsistent with the spirit and intent of both the *Income Tax Act Regulations* [Canada] and the *Pension Benefits Act, 1997* [Newfoundland]. Furthermore, rounding introduces certain elements of unfairness and cost to either the pension plan or employee, depending on whether service is rounded up or down.

Questions related to these proposed amendments may be directed to the Benefits and Pensions Office at 737-7406 or by e-mail at [pensions@mun.ca](mailto:pensions@mun.ca).▲

International.

"It is truly amazing how little it takes to make a difference. These kids come from low income families and broken homes. Just spending time together makes such a difference," added Brenda. "My little sister and I spend three or four hours a week together playing mini golf, painting, swimming, going to movies or for picnics in Bowring Park. I make sure that I take the time to show her how to do things she might not have experienced before."

Seeing the excitement in her eyes makes it all worthwhile for Brenda.

"Even though my guru tells me you should not have those 'feel good' feelings but simply do generous things for the sake of doing them alone. Time spent together is really the most valuable aspect of the program, and it is what means the most."

At present there is a wait list of 40 boys looking for big brothers and, for some, their time to be considered for the program is running out.

"I encourage anyone who has the time or is willing to make the time, to get in touch with the organization. There is a minimum one year commitment, but you have the choice to be a big brother, a big sister or a mentor. It is a very rewarding program and it has made all the difference in my life."

For more information, about Big Brothers Big Sisters of Eastern Newfoundland visit [www.helpingkids.ca](http://www.helpingkids.ca) or call 368-KIDS. ▲

## Upcoming Employee Wellness Activities and Initiatives

### January

**Weight Loss Lecture Series** (6-12 weeks): Tentative start date Jan. 12, 2005 running once per week at lunch-time or biweekly.

Topics/components covered are genetic factors in weight loss, environmental factors, physical activity for weight loss, pre-post / weekly weigh-ins, body composition measurement, follow-up support group meetings (look for details later in December).

**Smoking Cessation Program:** 4 week program starting, Tuesday Jan. 18 during National Non-Smoking Week, Jan. 16-22. Look for details later in December. Program offered through the Lung Association.

**MUN Employee Lunch-Time Sports (MELTS)** Monday to Friday for 45 minutes 12 p.m. or 1 p.m. each day beginning Jan. 13. (tent.) at PE gym. Cost is \$2.00 per day drop in fee at the Works (unless you have a court membership). We play a variety of fun focused, non-competitive, co-ed sports, intended for beginners as well as intermediate skill level participants. Great exercise for a healthy lifestyle and weight management!

### February

**Heart Smart Living:** Reducing your risk of cardiovascular disease lunch'n learn, Feb. 16, 1 p.m. by The Heart and Stroke Foundation.

**Heart Health Clinic:** Cholesterol and BP screening (Date/Location TBA)

# Celebrate Memorial 2004: a big success

Celebrate Memorial 2004 was a huge success again this year! Students, faculty, staff and members of the larger community came out to celebrate Memorial's connection to the community and the contributions the university has made to Newfoundland and Labrador. Pictured highlights of the festivities included the Celebrity Sports Challenge (1) where Sammy the Sea-Hawk made a special appearance; Random Acts of Music (6) which delighted and entertained people all around campus; Community Service Day (5) got students out and taking part in

environmental clean-up and beautification projects; campus quest (3) helped students, faculty and staff exercise their bodies and their minds; the Barnes' House truck pull (4) for charity flexed some muscles and raised money for the Iris Kirby House; and Grenfell's international student population came out to showcase their culture and add some vibrancy to the Corner Brook campus (2). For more highlights, photos and news from Celebrate Memorial 2004, check out [www.mun.ca/celebrate](http://www.mun.ca/celebrate).



## Operation Toys for Kids launches on campus



On hand for the launch of Operation Toys for Kids were (L-R) Clyde Harris and Tom Hennifent, Campus Enforcement; Major Loretta Fudge, Salvation Army; President Axel Meisen; Terry MacDonald and Les MacFadden, MUNSU; and George Tilley, president, Health Care Corporation of St. John's.

Last December, on the day after Operation Toys for Kids delivered \$5,000 worth of goodies to the Salvation Army, two young women – Memorial students – showed up at the office of Major Loretta Fudge with a bag of toys. The young students had been so moved by Operation Toys for Kids that they bought donations and went out of their way to deliver them. Major Fudge is the army's liaison for Operation Toys for Kids.

"Even though it is a time of year when students are caught up in exams, they still take the time to contribute to the community," she said. "It is gestures like this that make this event so worthwhile."

Major Fudge and representatives of the student union, university administration, Campus Enforcement and the Health Care Corporation of St. John's were on hand Wednesday evening, Nov. 10, as NTV broadcast the launch of this year's Operation Toys for Kids from the Main Dining Hall, R. Gushue Hall.

The program is a challenge between residences as students make donations and solicit support from family and friends. Last year their efforts accounted for a significant share of the 7,000 toys and 2,000 food hampers the Salvation Army distributed on the Northeast Avalon.

Tom Hennifent, an officer with Campus Enforcement, is one of the original organizers of Operation Toys for Kids. He says that although it has become a high-profile annual event the original idea was simply to bridge the gap between Campus Enforcement and the students in residence.

"We went to house meetings and talked to students. They really took it on. Now this is the fourth year that we are reaching out together in a very tangible way to help kids when the poorest of them are most vulnerable."

Representing students at the Nov. 10 launch was MUNSU President Les MacFadden. He came with a cheque-in-hand for \$469. The Students Union raised the funds from proceeds on Charity Night at the Breezeway. "This is a new approach," says Mr. MacFadden. "Last year we gave toys. But this year we are donating money to help kick off this campaign."

He says the Students Union is very active in giving back to the community and partners with Campus Enforcement on three other charitable initiatives.

President Axel Meisen has seen the event grow and praises the Students Union and Campus Enforcement for their efforts.

"One of the ways that we fulfill our role as a university is by finding meaningful ways to give back to the community," said the president, citing the example of the Faculty of Education's initiative to help the community of Hopedale after the devastating fire at the school there. "Operation Toys for Kids is another example of Memorial giving back - this time through a partnership between Campus Enforcement and the students. I would encourage anyone with an affiliation to Memorial, whether they are students, alumni and friends, staff or faculty, to get involved."

Major Fudge has faith that this year's hand over of toys and donations - scheduled for Dec. 13 - will be bigger than ever. She's hoping that there will be more gifts in the 9-12 years old age group because this is one group where they always fall short. But the need is great for every age.

"Even though the economy is improving in this area, it does not seem to be touching the poor. So the efforts here on campus will make a big difference in the lives of many young children and their parents. ▲

## Connecting to the international community



Giving back to his community: Ken Dadzie

After a trip home to Ghana in 2003, international student Ken Dadzie approached Memorial University's Office of Student Affairs and Services to ask for something he did not think was possible. His school back home in Tsito, Ghana, needed help with setting up a computer lab and so he decided to ask for a donation. Almost a year later, 10 computers and a printer are on their way to the Awudome Secondary School thanks to the efforts of the Department of Career

Development and Experiential Learning, Student Affairs and Services, Computing and Communications and the St. John's Northwest Rotary Club.

"This goes to show that anything is possible," said business administration student, Mr. Dadzie. "A lot of work went into making this happen and we faced our share of rough spots along the way, but we got there eventually and I could not be happier!"

The new computer lab will support about 1,500-2,000 people and will go a long way towards helping the students advance and reach their potential.

"It feels wonderful to be able to do this and give back to my community," said Mr. Dadzie with a smile. "We take a lot for granted in North America, but this will make a big difference to the people of my school

back home. The students there have potential and this will help to make sure they reach it."

This is the first time that Memorial has undertaken an international donation of this scale. It is also a wonderful example of what can be achieved through partnership and collaboration.

"Together, Memorial University, in partnership with the St. John's Northwest Rotary Club, provided technology that will enhance the learning opportunities for students in a West African community. This is indeed a significant example of connecting to the community," remarked Sandra Patterson, Department of Career Development and Experiential Learning. "Ken Dadzie was very committed to seeing this project through and our department was pleased to facilitate this process. The enthusiasm of Mr. Dadzie, the efforts of Computing and Communications, the support of Rotary and the gratitude of our contacts in Ghana, truly make this a good news story!"

Shipping of the computers would not have been possible without the generous support of the St. John's Northwest Rotary Club who donated \$1,500 to cover the cost. The St. John's Northwest Rotary Club is committed to international and vocational service projects and was delighted to work with Memorial on this initiative.

A lot of time and effort from Computing and Communications at Memorial also went into upgrading and transforming the computers so that they could be used by the students in Ghana. Margaret Shaw from the Personal Computing Group said it was a worthwhile endeavor.

"All of us who were involved in this project hope the school which received the computers and printer will greatly benefit from the donation. Even though we would like to accommodate every request we receive, we know this would be impossible and unrealistic. We are happy it worked out for this instance and wish all the students the best of luck." ▲

## Memorial presents white paper report to commission

Memorial's Senior Executive Committee (SEC) has presented a formal report to the provincial government's Commission on Public Post-Secondary Education. The commission is chaired by Dr. Wayne Ludlow, former dean of Student Affairs and Services at Memorial.

"The White Paper will shape public policy regarding higher education in this province for the next decade and perhaps beyond," said Dr. Axel Meisen. "The process of developing the White Paper is very important, not only to Memorial University but to the entire province, because the university is integral to our social, cultural and economic development. The White Paper will have far-reaching consequences."

The SEC's report to the commission is titled *Transforming Aspirations into Reality* and contains nine recommendations (plus sub-recommendations) covering everything from the size of the university, to funding, research, partnerships, governance and accountability.

"The report was not written as a strategic plan for Memorial University," said Dr. Meisen. "That strategic framework will be developed later and only after extensive consultation both inside and outside the university."

Dr. Meisen said the SEC felt it was important to place the university in the context of the future of the province. "We believe we can create a university that is globally competitive, yet still acutely responsive to the educational and research needs of Newfoundland and Labrador," he said.

The president indicated that the development of the university is reliant on stable funding. "Our challenge is to find the financial resources necessary to build a globally competitive university that guarantees the high quality of education demanded by Newfoundlanders and Labradorians."

The report identifies a number of strategies to raise additional revenue to support the university's continued development. These include raising a university bond issue and undertaking a fund-raising campaign. They also include recruiting more adult students, more expatriate Newfoundlanders and Labradorians and their descendents and more students from other regions of Canada and internationally.

"With respect to research, we are proposing that the provincial government create a seed fund to stimulate research and development, thereby adding to the economic activities in the province," said Dr. Meisen. "More research funding means an expanded R&D sector in the province, more internationally competitive industries and creating more and better jobs," he said.

The SEC report to the commission, developed with input from the university community, is posted on the Web at [www.mun.ca/whitepaper](http://www.mun.ca/whitepaper).

Other university units were invited by the commission to present reports including the Board of Regents, the Senate, Sir Wilfred Grenfell College, the Marine Institute, the Faculty of Medicine and the School of Nursing. ▲

## SERVICE AWARDS

The Annual Employee Service Awards Ceremony for 2004 was held on Oct. 12, 2004, in the University Club. There were 256 employees recognized for service milestone achievements which were presented by President Axel Meisen. A separate ceremony was held at Sir Wilfred Grenfell College on Oct. 27, 2004, to recognize our employees at the Corner Brook campus. This year the Department of Human Resources is also recognizing 10 and 15 year milestone achievements. Letters have been sent to all employees reaching the 10 year milestone achievement, while certificates and letters have been sent to the employees reaching the 15 year milestone.

### 20 Year Recipients

Sudhir B. Abhyankar	Sheila Courish	Marie Iams	Janet Oliver	Craig T. Skinner
Robert Adamec	Benvon Cramer	C. Susan Ingersoll	Donna Osborne	Bonita Smith
Ali E. Aksu	John R. Crowell	Donna Jackman	William B. O'Shaughnessy	Jean M. Snook
Stella D. Algoo-Baksh	Mark D. Cumming	Wallace K. Jacobs	Patrick S. Parfrey	Karen Stockley
Suzan Banoub-Baddour	Mary V. Dalton	John W. Jamieson	Janice E. Peach	Bruce Sussex
Cheri H. Bethune	Glenda M. Dawe	Judy Jewison	Patricia F. Penton	Brajendra C. Sutradhar
Madonna Bishop	Ralph K. Dawe	Joan Keough	Nola Perry	Arisi S. J. Swamidas
Gregory H. Bourgeois	Madonna Day	Jeanette Kerrivan	Helen Peters	Linda Thompson
Carolyn M. Bourne	Roberta K. Dwyer	Philip G. Kirby	Raymond Poirier	Randy W. Thorne
Angus J. Brophy	Barbara Elliott	Kenneth P. Knowles	Marilyn B. Porter	William Tiffany
Doreen Browne	Ferdos Faroodi	Mary L. Lake	Audrey Power	Michael Tubrett
Patsy Burry	Donald Fillier	Carolyn P. Lono	Bernadette M. Power	Monique Ida Vassallo
Grace B. Butler	Donald R. Gamble	Brian Mallard	Alison W. Pye	Sharon A. Vere-Holloway
Mildred F. Cahill	Linda Genge	Joan M. Martin	Beverly Ann Rideout	Kathleen Wall
Michelle E. Caines-Puddester	Noreen R. Golfman	Lawrence M. Mathews	Heather T. Roche	Laura Walsh
Linda Chafe	Mary Halliday	Kathleen W. McKay	Ronald G. Rompkey	M. Jane Waples
Paul Chancey	Gary Hancock	George Miminis	Eileen Ryan	Christine Wareham
Terry F. Chaplin	Elena Rozen Hannah	Brenda Mullett	Ann Sanger	E. Louise Webb
Gary Allen Chermenko	D. Jacqueline Harvey	Michael J. Murphy	Sheila Silver	John P. Whitehead
Georgette M. Clairmont	Wanda E. Heath	Barbara L. Neis	David Clayton Schneider	Michael J. Withey
Denise C. Collins	Dwight Howse	Donald W. Nichol	Connie Short	James E. Wyse
	Paul J. Hynes	Linda Noseworthy	Anne L. Sinnott	W. M. Zuberek

### 25 Year Recipients

Marian C. Abbott	Charles Conway	Linda Genge	Anthony W. Mercer	Philip D. Smith
Barbara G. Adams	Andrew G. Crichton	Richard L. Haedrich	Malcolm E. Mercer	Jacqueline St. Croix
Suresh L. Belkhode	Patricia Cumby	Margo Hanlon	Hugh G. Miller	Raymond St. Croix
Linda J. Bennett	Anthony J. Dawe	Philip D. Hiscock	Michael F. Mooney	Anne E. Storey
Debbie Bruce	Dorcas M. Dooley	Marian L. Hutchings	Karen A. Morris	Patricia Squires
Michael Bruce-Lockhart	Jeanette M. Doran	Paul Jackson	Wayne Norman	Edgar Thistle
Christine E. Burke	Alison C. Edwards	Joseph Keating	Linda S. Noseworthy	Gary F. Tucker
Patsy Burry	Graham Evely	Sandra Kelly	Robert R. O'Donnell	Maureen R. Volk
I. Joseph Byrne	Judy Foote	Philip G. Kirby	T. R. Patel	Eileen R. Wade
Linda Chafe	Joan Fowlow	Mary L. Lake	Gary R. Penney	Doreen Walsh
Norma D. Churchill	Dag Friis	Agnes B. Lewis	Eileen Ryan	Rick S. Walsh
Bernice Cochrane	Juanita Frye	Clyde B. Lush	Eugene G. Ryan	Ronald Wiseman
Bruce Cocker	Grant A. Gardner	Antonio M. Martin	Geoffrey G. Smith	
Lorraine P. Cole	David E. Graham	Gerard M. Martin	Judith Y. Smith	

**30 Year Recipients**

Judith E. Adler	Keith E. Decker	David John Hawkin	Paul F. Murphy	Keith J. Small
Margaret H. Ballard	James F. Devereaux	Bernard E. Healy	Tom A. Myrick	Bonnie Smith
Elizabeth M. A. Behrens	John M. Dunne	Robert H. Hill	Peter Narvaez	Edward Soper
Theresa B. Bradbury	Suzanne Ellison	A. Maureen Howard	Richard S. Neuman	Harriett M. Taylor
Bernard P. Brazil	Christine Everson	Maureen M. Kent	Maria Ellen Noseworthy	Raymond J. Thompson
John N. Bridson	Lawrence F. Felt	Bodil A. Larsen	Robert M. O'Dea	George Walsh
Margaret E. Brosnan	Howard J. Gladney	C. Robert Lucas	Edward P. Oliver	Robert D. Walsh
Glenn Clark	Michael K. Goldsworthy	Eugene Lye	June M. Penney	David F. Warren
J. Rex Clark	Gary Green	Hugh Miller	Baxter Pope	Doris G. Watts
Sandra Clarke	Vera F. Griffin	Carl Morrissey	Carmelita Porter	Shelagh Wotherspoon
Austin Richard Cooper	Robert F. Guest	Cathy J. Murphy	Milton H. Rose	
Andrew G. Crichton	Roger N. Guest	Lillian F. Murphy	Debbie Sidel	

**35 Year Recipients**

Donald W. Bass	Michael A. J. Collins	Eleanor B. Fitzpatrick	C. E. Loader	Donald E. Rideout
Patrick A. Byrne	Robert K. Crocker	Rennie Gaulton	John J. Mannion	Bernice Schrank
Michael J. Callahan	Louise M. Dawe	Jeanette M. Gleeson	Thomas F. Nemecek	Judy Winsor
Maynard J. Clouter	Anthony B. Dickinson	Marie T. Harding	Ranee K. L. Panjabi	James A. Wright

**40 Year Recipient**

Gordon P. Jones

*It's time to celebrate the season*

It's that time of year again and everyone is busy planning for the **Christmas staff party**. This year it will be held in the **Breezeway Bar, University Centre, on Dec. 21**. 50/50 tickets are being sold again this year to raise funds, so make sure you get in on the chance to win! The party will get underway at **4 p.m.** and there will be refreshments and food for everyone, and lots of prizes to be won.



**TO:** Faculty, Staff, Students and Retirees  
**FROM:** Santa Claus, North Pole  
**SUBJECT:** Annual "Carol Sing: 2004"

In preparation for the Christmas season, I extend a cordial invitation to all faculty, staff, students, and those retired from the university community to come along to the annual "Carol Sing" on Friday, Dec. 24, 2004.

Arrangements have been made for refreshments to be served in the foyer of the Arts and Administration Building at 10 a.m., followed by the "Carol Sing" in the Robert G. Reid III Theatre at 10:45 a.m.

I would be very happy if you would add to the spirit of the occasion by having your family join in the festivities.

Merry Christmas to you all!

*Santa Ho! Ho! Ho!*



## New chair for Board of Regents

Lorne Wheeler has been appointed the new chair of Memorial's Board of Regents. The announcement was made Oct. 27 by Education Minister Tom Hedderson.

"Mr. Wheeler brings a wealth of knowledge to this position," said Mr. Hedderson. "His experience and abilities will help ensure the university is strong, vibrant and well-positioned to contribute to the social and economic growth of our province. I have no doubt that he, along with the existing Board of Regents, will help keep Memorial University on course for continued innovation and success."

Memorial President Dr. Axel Meisen thanked acting chair and long-standing board member Dr. Georgina Hedges "for providing leadership for the board for the last year. Her commitment to the role was excellent, and she ensured that the board's work continued effectively during the time she served in the position."

Born in Greenspond, Mr. Wheeler has been active in education since his days as president of Memorial's student council. After graduating from Memorial with a BA (Ed) and a BA, he moved into the public school system where he served as a principal for about 20 years in many schools, including Herdman Collegiate in Corner Brook. He was president of the Newfoundland and Labrador Teachers' Association, director of school services for the province, assistant deputy minister for primary, elementary and secondary education, and deputy minister of education. Mr. Wheeler was named an honorary member of the Newfoundland



Lorne Wheeler

Teachers' Association in 1990 and an honorary member of the Newfoundland and Labrador School Boards' Association in 2001. He's also a former member of the Board of Regents of Memorial, serving in the early 1970s.

Mr. Wheeler said he intends to consult widely in the early weeks of his chairmanship.

"I have a lot of meeting and talking to do before I find out how I can best contribute to the university," he said.

However, he believes the university is "the most important, most valuable asset that the province has, and I'll do whatever I can, whatever is appropriate for me to do, to increase the value of that asset to the people of Newfoundland and Labrador."

"I am confident that his background and accomplishments in the field of education and

government will be a valuable resource for the board and the university as we move into the future," said Dr. Meisen.

Memorial University's Board of Regents is responsible for the management, administration and the affairs of the university. It is comprised of a diverse group of individuals representing business, social, educational sectors and students.

The appointment is effective immediately and Mr. Wheeler will chair his first meeting on Dec. 9. He will serve as chair of the Board of Regents to fill the remaining term of the former chair which concludes Nov. 1, 2005.▲



Principal John Ashton poses with the employees who received their service pins at the Grenfell College Employee Service Awards Ceremony during Celebrate Memorial 2004. The 20-year pin recipients were (back) from left: Madonna Day, Jeanette Kerrivan and Sudhir Abhyankar, and (front) from left, Monique Vassallo, and receiving a 30-year pin, Elizabeth Behrens.

## Memorial employees get involved and get active



For Barbara Strong, yoga helps her start her day right and the benefits are numerous.

People have long recognized that physical inactivity is a significant contributor to unhealthy levels of blood pressure, cholesterol, obesity and stress. Simply making the choice to be more active can have a tremendous impact. The Department of Human Resources hoped to make this choice a little easier with the introduction of the Pilot Preferred Rate Program in March 2004.

This new initiative was implemented to encourage employees and retirees of Memorial to make greater use of existing recreational facilities, with the hope that those who have not been previously active will become so and those who are already taking advantage of available facilities will continue to do so. Under the program, the university contributes 50 per cent of the cost of a program membership at the Memorial University Recreation Complex (MURC), up to a maximum of \$10 per pay period. Employees in Corner Brook who do not have on-site access to comparable facilities use the facilities at the Forever Young Fitness Centre or the YMCA.

For employee Barbara Strong of Distance Education and Learning Technologies (DELT) the program has had an impact beyond anything she could have imagined. She has been doing yoga at 8 a.m. in the Field House since the program started, up to three times a week. When that ended for the summer, she took up swimming after work.

"I feel the same way about exercise, as when I started to do courses here at Memorial. I feel like I am giving myself a gift before I start my day – doing something for me to start my day right."

**"Being more active has made a tremendous difference to how I feel about myself and my job. I feel more refreshed, like I can take on anything."**

started. His motivation increased this past summer when he accomplished something he had been wanting to do for a long time – the annual Tely 10 road race.

"Running in the race was the greatest feeling in the world for me. I was able to run the entire race and finished it with a tremendous sense of personal accomplishment. Being more active has made a tremendous difference to how I feel about myself and my job. I feel more refreshed, like I can take on anything."

Not only has it made a difference in his productivity at work, but Mr. Genge has also lost 20 pounds since he started going to the Aquarena.

"The Pilot Preferred Rate Program is a great idea and I commend the department for it. Everyone wants to be healthy, but we are all so busy that it is sometimes hard to get started. Initiatives like this make it easier to become a part of a group and get motivated about doing something. The cost reduction is another great incentive and a help to those people who might feel financially restrained."

Both Barbara and Gordon encourage others at the university to think about getting more active and feel confident that they will be pleased with the results. The Pilot Preferred Rate program was implemented on a 12 month trial basis, running from March 2004 until February 2005. It will be evaluated near its conclusion to see if it will be continued into 2005-06. For more information, please contact the Department of Human Resources at 737-4628 or [empr@mun.ca](mailto:empr@mun.ca). ▲

Ms. Strong has noticed a difference in how she does her job and how she interacts with other people on a day-to-day basis. Getting involved in activities gives her a feeling of more time, not less. For her, it is another one of the many benefits of working at Memorial.

"This new initiative is just another one of the added benefits of working here. It is so positive and good for employees. If there is anything that we can do for ourselves and the Department of Human Resources is supporting it, how can it not be a positive experience with good effects?"

Gordon Genge of Computing and Communications has also been taking part in the program. He started out wanting to increase his physical activity so he could keep up with the hockey players on his team that were 15 years older but in better shape.

He has been going to the Aquarena four days a week since the program

## Putting the merry back into Merry Christmas



By Tracey Mills

If the Christmas holidays have already got you stressed, you are not alone. If the very idea of going to the Avalon Mall to battle the parking lot and overcrowded stores sends you into a fit of tears, then take comfort in the fact that you can do something about it. This year, make it a goal, a new tradition, to decide what it is about Christmas that you like and do just that. Forget about baking the perfect turkey or finding the most expensive and most lucrative gifts. Forget about decorating the house a la Martha Stewart and don't worry about finding the most perfect tree – just simply relax and enjoy the holidays.

According to Dr. Michael Doyle in Memorial University's Counselling Centre, the holidays are a stressful time, no doubt about it. Activities are up, and we are expected to be happy, generous and out-going. But he suggests we can do something about changing the way we celebrate the holidays and how we manage our stress.

"One of the most important things we can do is breathe – take a deep breathe and let it out slowly. The other thing we can do is take care of ourselves by eating well, sleeping well and taking time for ourselves. We always have the choice to relax, but many of us do not know how."

Dr. Doyle says we can start relaxing by learning to recognize our individual warning signs when we start to feel stressed. Some people might start to feel a pain in their stomach, others may start to get a

headache or feel tension in their neck and shoulders. Learning how to relax is a skill, one that takes practice and patience, but it can be done.

"It is important to catch the warning signals early, when you have time to do something about it before your body internalizes the stress. Stop and ask yourself what you are reacting to and make the necessary change."

There are many expectations put on people during the holidays, financial stress is a big part of this as well. If the thought of a hefty Visa bill in January already makes you sick to your stomach, then you need to ask yourself why you are doing this. What sustains this negative behavior? Dr. Doyle suggests taking out last year's Visa statement as a physical reminder of what you want to avoid.

"Many people talk about change. For most it never leaves the pre-contemplative stage. It is only when it moves to contemplative and then to an action that people can start to make a difference in their lives. The idea needs to become a reality for a change to happen."

So this time when you are out buying presents, stop and ask yourself who is being pleased by the presents that you buy. If you are simply buying for the sake of buying something, Dr. Doyle recommends looking at what sustains this behavior and why you are doing this, especially if it is putting you in financial distress.

*see CHRISTMAS, page 13*

cont'd from CHRISTMAS, page 12

Challenge yourself to change the pattern this year. Dr. Doyle suggests re-evaluating what it is about the holidays that you like, and go out of your way to be friendly if faced with grumpy people in stores. If the parking lot is full and there is no where to park, why get angry? He says it does not make sense to get angry at an inanimate object. He advises people to become the owner of their reactions and change their mind frame.

"If you know that going to the Avalon Mall at 2 p.m. on a Saturday afternoon is not going to be a good experience for you, then stay away. Or make it a challenge to go and have a good time. Say hello to five people you do not know and see what a difference it makes to both yourself and them."

#### Do women feel more stress at Christmas?

How we handle and relate to stress during the holidays is different for men and women, according to Dr. Leslie Bella of the School of Social Work. Her book *The Christmas Imperative* examines the exhaustion and frustration that women feel about producing Christmas for their families. Dr. Bella questions why women should feel so strongly about this particular holiday and just what it is about Christmas that makes it feel like such a trap for so many people.

"Christmas has its roots as a pagan festival that was banned by the Puritans. This changed with the Victorians and the stories of Washington Irving and Charles Dickens who created warm, fuzzy stories like The Christmas Carol and emphasized the concept of the lord of the manor," explained Dr. Bella. "But these stories were still not enough to make women feel responsible for the Christmas production. The invention of women as the guardian of the home was promoted in women's magazines."

In was in women's magazines, according to Dr. Bella, that the theme of Christmas grew larger than life, right alongside how to be the perfect wife

and mother. Christmas is further romanticized through literature targeted at women like the Harlequin Christmas Romances. The department store is another mechanism in the Christmas machine. Eaton's in Toronto held the first Santa Claus parade at the start of the 20th century, and ever since children everywhere have identified Santa Claus with Christmas.

*The Christmas Imperative* also examines how Christmas produces a desperate need to buy more and more stuff and how Christmas has become increasingly commercialized. Women, being the major buyers of things, are the ones who feel the stress of shopping more acutely than their male counterparts. Christmas was, as Dr. Bella points out, invented at a time when both parents were not working and there was more free time to shop and plan for the holidays.

"How are we supposed to do it all now without the risk of complete exhaustion," Dr. Bella asks. "I strongly encourage families to sit down before Christmas and work out what is really important to them. Simplify so you can do the things that really matter and budget to avoid unnecessary debt."

So no matter what else happens this holiday season, take the advice of Dr. Michael Doyle and Dr. Leslie Bella and make a point to stop and ask yourself what it is about Christmas that you like most of all. Try not to get caught up in the mad hurry, try not to get upset when stuck in a line-up at Walmart, and forget about recreating the magical Currier and Ives Christmas from so long ago. Reclaim the holiday for you and your family, relax and enjoy all the wonderful moments. And most important of all, just breathe.

*The Christmas Imperative* by Dr. Leslie Bella is published by Fernwood Publishing in Halifax, Nova Scotia and is available from [sales@greetings.nfol.ca](mailto:sales@greetings.nfol.ca). ▲

## Top 5 tips for reducing holiday stress

1. Pass the giving spirit on. Make an effort to concentrate on the giving aspect of the holiday season. It will make a world of difference to your enjoyment.
2. Plan ahead. Try to do things in advance. Bake weeks ahead and freeze the cookies. It will make your time much easier to manage.
3. "Don't sweat the small stuff." No matter how much you prepare nothing ever comes off perfectly. Try to find the humor in the mishaps and enjoy each moment.
4. Make time for yourself. A little downtime can go a long way to helping you to have a relaxing holiday season.
5. Delegate when possible. Enlist other people's help for cooking, wrapping, and decorating. Don't burn yourself out trying to do everything yourself. ▲



## Taking the time to enjoy life



Mary Jane Puxley, Chris Sharpe and daughter Anna in Harlow, England.

Ever want to take a long stretch off work, but not sure how you can afford it? Memorial's Deferred Salary Leave Plan lets an employee save a portion of their salary for up to six years which they then can get back in regular pay cheques during a period of leave or absence.

Employees are able to use this leave for any reason, including taking a course or simply spending time at home. Any permanent employee who has completed the prescribed probationary period is eligible to take part in the plan.

Mary Jane Puxley, an assistant registrar, took advantage of the plan to spend a year at Memorial's campus in Harlow, England, with her husband and daughter. Ms. Puxley collected two-thirds of her salary over three years, then collected two-thirds of her pay during the year off. While she

admits living on two-thirds "hurt a little bit," the opportunity for her daughter to study and live in England for a year was a tremendous opportunity.

But employees can have as little as 10 per cent of their salary deferred, and use it to take as little as three months off, if registered full-time at a designated educational institution. Otherwise, the normal period of leave is from six months to one year.

"People don't think they can afford it, but if you plan far enough ahead, it doesn't take you long to get used to that reduced salary," said Ms. Puxley.

The plan works like this: an application must be made through your department head to the Director of Human Resources by Jan. 31, and approval is subject to operational requirements. If approved, pay deductions – a minimum of 10 per cent and a maximum of 33<sup>1/3</sup> per cent – start in April.

An employee can opt to work for two years at two-thirds salary, before taxes, and take a full year off and receive two-thirds their regular salary for that year – basically collecting the money they banked. Similarly, an employee can

collect four-fifths salary for four years and take the fifth year off, collecting four-fifths the regular salary for that year off. In accordance with Revenue Canada requirements, an employee must return to employment with Memorial for a period of time that is not less than the period of the leave of absence.

Ms. Puxley said a colleague used deferred salary leave to take a year off when a son started kindergarten.

"I really feel very lucky to work in such an enlightened institution," she said.

For more on the Deferred Salary Leave Plan, see [www.mun.ca/humanres/v4/defsal.shtml](http://www.mun.ca/humanres/v4/defsal.shtml).▲

## Obituaries

### **Vera (Dallas) Rose Strange**

Dallas Strange, secretary to the president from 1966 until her retirement from the university in 1991, passed away in hospital in Calgary in the presence of her family on Saturday, Oct. 23. She had worked for presidents Taylor, Morgan, Harris and May during her time at Memorial.

### **Dr. Moire Anne Wadleigh**

Dr. Moire Wadleigh, a faculty member in the Department of Earth Sciences, Faculty of Science, passed away peacefully at the Health Sciences centre after a lengthy illness on Nov. 3.

### **Joseph Robert Williams**

Joe Williams, retired from Facilities Management, passed peacefully away at the Hoyles Home on Thursday, Sept. 23, surrounded by his family, age 70 years.

### **John H. "Jack" Cocker**

Jack Cocker, an employee retired from Technical Services, Biomedical Division, passed peacefully away at the Leonard A. Miller Centre, Palliative Care Unit on Saturday, July 18, age 79 years.

### **Malcolm Christopher**

Malcolm Christopher, an employee of the Maintenance Department at Grenfell College, died on Saturday, July 24, at the age of 60. He was well known throughout Grenfell as a pleasant person, quick with a smile and a joke.

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

## ACADEMIC

### Appointments – Tenure

Dr. Philip Bording, Department of Earth Sciences, associate professor, Oct. 1, 2004

### Appointments – Tenure-Track

Dr. Karem Azmy, Department of Earth Sciences, associate professor, Nov. 1, 2004

Dr. Fern Brunger, Faculty of Medicine (health care ethics), assistant professor, Sept. 20, 2004

Dr. Vikram Chandurkar, Faculty of Medicine (endocrinology), assistant professor, Sept. 20, 2004

Dr. Oiyong Chen, Department of Physics and Physical Oceanography, assistant professor, Nov. 15, 2004

Dr. Jerome Delaney, Faculty of Education, assistant professor, Aug. 1, 2004

Dr. Michael Enachescu, Department of Earth Sciences, associate professor, Oct. 1, 2004

Mr. Andy Fisher, Faculty of Engineering and Applied Science, associate professor, Nov. 1, 2004

Dr. Edith Furey, Faculty of Education, assistant professor, Nov. 1, 2004

Dr. Jerry McGrath, Faculty of Medicine (gastroenterology), assistant professor, Nov. 1, 2004

Dr. Lesley Turner, Faculty of Medicine (discipline of genetics), assistant professor, Sept. 20, 2004

Dr. Carolyn Walsh, Department of Psychology, assistant professor, Jan. 1, 2005

Dr. Peter Wang, Faculty of Medicine (division of community health), associate professor, Jan. 1, 2005

### Appointments – Regular Term

Dr. Andrej Bóna, Department of Earth Sciences, assistant professor, Sept. 1, 2004

Dr. Valerie Booth, Department of Biochemistry, assistant professor, Jan. 1, 2005

Ms. Deidre Evans, Faculty of Business Administration, lecturer, Sept. 1, 2004

Dr. Robyn Jamieson, Department of Earth Sciences, assistant professor, Sept. 1, 2004

Dr. Janet Krantz, Counseling Centre, assistant professor, Oct. 15, 2004

Dr. Robert Lawson, Department of German and Russian, assistant professor, Sept. 1, 2004

Dr. Jeff Webb, Department of History, assistant professor, Sept. 1, 2004

### Appointments – Other

Dr. Muray Colbo, Department of Biology, interim head, Sept. 1, 2004

Dr. Ann Colbourne, Faculty of Medicine, clerkship co-ordinator (undergraduate medical studies program) Sept. 1, 2004

Dr. Michael Collins, Office of the Vice President (Academic), associate vice-president (academic), Oct. 1, 2004

Dr. David Dibbon, Faculty of Education, associate dean, undergraduate programs, Aug. 1, 2004

Dr. William Eaton, Faculty of Medicine, acting chair of the discipline of family of medicine, Sept. 1, 2004

Dr. James Feehan, J.R. Smallwood Foundation for Newfoundland and Labrador Studies, director, Sept. 1, 2004

Dr. Dale Foster, Alumni Affairs and Development, interim director, Sept. 1, 2004

Dr. June Harris, Faculty of Medicine, assistant dean of student affairs, Sept. 1, 2004

Dr. William Pollett, Faculty of Medicine, chair of the discipline of surgery, Sept. 1, 2004

Dr. Sharon Peters, Faculty of Medicine, vice-dean, Sept. 1, 2004

Mr. Graham Mowbray, Office of the Vice-President (Research), executive director of atlantic computational excellence network, Oct. 4, 2004

Ms. Alison Reid, Faculty of Medicine, librarian I, Sept. 13, 2004

Ms. Bonnie Simmons, P.J. Gardiner Institute, interim director, Sept. 1, 2004

Dr. Bruce Watson, Department of Mathematics and Statistics, interim head, Aug. 1, 2004

Mrs. Elizabeth Williams, Student Affairs and Services (campus ministries chaplain), roman catholic chaplaincy

### Cross Appointments

Dr. Vikram Chandurkar, Faculty of Medicine, from discipline of medicine to discipline of obstetrics and gynecology, Nov. 1, 2004

### Confirmation in Appointments – Tenures

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

Dr. Steven Howells, Faculty of Medicine, Sept. 1, 2004

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

Dr. Pamela Snow, Faculty of Medicine, Sept. 1, 2004

### Promotions

Dr. David Behm, Human Kinetics and Recreation, professor, Sept. 1, 2004

Dr. Jon Church, Faculty of Medicine, professor, Sept. 1, 2004

Dr. Atamjit Gill, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Christopher Kovacs, Faculty of Medicine, professor, Sept. 1, 2004

Dr. Barbara Maddigan, Faculty of Medicine, associate professor, Sept. 1, 2004

Dr. Reza Tabrizchi, Faculty of Medicine, professor, Sept. 1, 2004

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

## Secondment

Dr. Stephen Bornstein, Faculty of Medicine, director, Sept. 1, 2004

Ms. Alison Mews, from Queen Elizabeth II Library to Faculty of Education, co-ordinator, Sept. 1, 2004

## Retirements

Dr. John Bridson, Department of Chemistry, deputy head, full professor, Aug. 31, 2004

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

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

Dr. Maynard Clouter, Department of Physics, full professor, Aug. 31, 2004

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

Dr. Chris English, Department of History, full professor, Aug. 31, 2004

Dr. Richard Haedrich, Ocean Sciences Centre, full professor, research, Aug. 31, 2004

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

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

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

Mr. Kenneth Knowles, School of Music, associate professor, Aug. 31, 2004

see *APPOINTMENT*, page 16

*cont'd from APPOINTMENT, page 15*

Dr. Thyron Lai,  
Department of Philosophy,  
full professor,  
Aug. 31, 2004

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

Dr. Maureen Laryea,  
School of Nursing,  
visiting associate  
professor, Aug. 31, 2004

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

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

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

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

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

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

Dr. Helen Peters,  
Department of English,  
full professor,  
Aug. 4, 2004

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

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

Dr. Abraham Ross,  
Department of  
Psychology, full professor,  
Aug. 31, 2004

Dr. Paul Sachdev, School

of Social Work, full  
professor, Aug. 31, 2004

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

## ADMINISTRATIVE

### Appointments

Spencer Crewe, Queen  
Elizabeth II Library,  
digital audio studio co-  
ordinator, Sept. 1, 2004

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

Darren Pitcher, Faculty of  
Engineering and Applied  
Science, manager of  
finance and administration,  
Sept. 27, 2004

### Contractual to Permanent Appointments

Leanne Bennett,  
Department of Facilities  
Management, accounts  
clerk, Oct. 25, 2004

David Cantwell,  
Department of Computing  
and Communications,  
senior programmer,  
Sept. 28, 2004

Elizabeth Foley, Office of  
the Dean of Arts,  
intermediate clerk  
stenographer,  
Nov. 8, 2004

Janice L Galliot,  
Sir Wilfred Grenfell  
College, wellness  
educator, Oct. 13, 2004

SheriLee Gibbons,  
Faculty of Medicine,  
anatomy technician,  
Oct. 13, 2004

Denise Hooper, Office of  
Student Recruitment,  
senior student recruitment  
officer, July 26, 2004

Shawn Organ, Faculty of

Engineering and Applied  
Science, engineering  
technologist II,  
Aug. 18, 2004

Kevin Power, Sir Wilfred  
Grenfell College, utility  
worker, Oct. 18, 2004

Kathryn Williams, Faculty  
of Medicine, electron  
microscopy technologist  
III, Sept. 4, 2004

### Contractual Appointments (one year or more)

Josh T Skinner, Centre for  
International Business  
Studies, contractual  
employee, Oct. 4, 2004

Amy Warren, Centre for  
International Business  
Studies, contractual  
employee, Oct. 13, 2004

### Promotions and Transfers

Amanda Browne, Office  
of the Vice President  
(Academic),  
administrative staff  
specialist II, Oct. 12, 2004

Lillian M Beresford,  
Student Success  
Programs, assistant to the  
dean (student affairs),  
May 25, 2004

Yvonne Collett, Student  
Success Programs,  
administrative staff  
specialist I, May 25, 2004

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

June A Ellis, Office of the  
Registrar, consortium co-  
ordinator, Aug. 9, 2004

Dwayne Hart, Department  
of Computer Science,  
systems administrator,  
Aug. 16, 2004

Kerry Hiscock,  
Department of Earth  
Sciences, senior clerk,  
Aug. 2, 2004

Steven Johnstone,  
Department of Computer  
Science, laboratory  
instructor, Oct. 5, 2004

Robert King, Department  
of Computing and  
Communications, systems  
administrator IV,  
Sept. 19, 2004

Sonja Knutson, Student  
Success Programs,  
international student  
programmer,  
May 25, 2004

Elizabeth Ann Lewis,  
Department of  
Biochemistry,  
intermediate secretary,  
Sept. 7, 2004

Wendy Linthorne,  
Department of Facilities  
Management, enforcement  
& patrol officer II,  
Aug. 21, 2004

Y H Lisa Lee, Department  
of Biology, electron  
microscopy technologist  
III, Aug. 28, 2004

Jane MacKey, Student  
Success Programs,  
intermediate clerk  
stenographer,  
May 25, 2004

David Miller, Core  
Research Equipment and  
Instrument Training  
Network, director, core  
research equipment and  
instrument training  
network, Sept. 13, 2004

Maureen Porter, Office of  
the Dean of Arts,  
administrative staff  
specialist I, Nov. 12, 2004

Fred Rideout, Department  
of Facilities Management,  
enforcement and patrol  
officer IV, Nov. 16, 2004

Wayne Rose, Student  
Affairs and Services,  
manager of finance and  
administration,  
Dec. 1, 2004

Kathryn Saunders,

University Counselling  
Centre, wellness educator,  
May 25, 2004

Carolyn Squires, Financial  
and Administrative  
Services, accounting clerk,  
Aug. 29, 2004

George C Summers,  
Housing, Food and  
Conference Services,  
student centre services  
clerk, May 25, 2004

Randy Thorne,  
Department of Technical  
Services, craftsman IV,  
Oct. 6, 2004

Deidre Walsh, Financial  
and Administrative  
Services, senior budget  
analyst, Nov. 15, 2004

### Retirements

Ms. Carolyn Hodych,  
Marine Institute,  
department program co-  
ordinator, Oct. 19, 2004

Eleanor Fitzpatrick,  
Institute for Social and  
Economic Research,  
administrative staff  
specialist III, Nov. 5, 2004

Edward Gellately,  
Department of Computer  
Science, laboratory  
instructor, Oct. 1, 2004

William Mansfield,  
Department of Facilities  
Management, enforcement  
and patrol officer IV,  
Nov. 1, 2004

Kurt Marshall,  
Department of Facilities  
Management, enforcement  
patrol officer III,  
Aug. 22, 2004

Pauline Stevens, Financial  
and Administrative  
Services, duplicating  
equipment operator I,  
Sept. 30, 2004

### Secondments

Donna Ball, School of  
Music, executive assistant,  
Sept. 20, 2004

*see APPOINTMENT, page 24*



# President's Awards recognize outstanding faculty and staff

Memorial University recognized the efforts of its best teachers, researchers and staff members at a special ceremony held at the St. John's Arts and Culture Centre on Oct. 29.

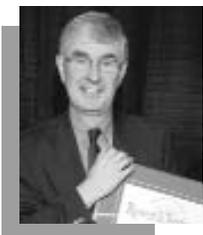
Thirteen Memorial staff and faculty members were honoured at the reception, six for outstanding research, two for distinguished teaching and five for exemplary service. Dr. Andrea Rose was also recognized for receiving the 3M Teaching Fellowship, a national honour awarded by the Society for Teaching and Learning in Higher Education.

Memorial began its annual presentation of the University Research Professor designations and the Awards for Outstanding Research in 1984, and the Distinguished Teaching Awards in 1988, as ways of singling out particularly distinguished contributions within its academic community.

Recipients of this year's President's Awards were:

## University Research Professor

University Research Professors have acquired a designation above the rank of professor. The title is the most prestigious award the university gives for research, and goes to faculty who have demonstrated a consistently high level of scholarship and whose research is of a truly international stature. The designation carries with it a \$4,000 research grant (each year for five years) and a reduced teaching schedule.



**Dr. James Hiller**, History

Dr. James Hiller has been a member of the History department since the early 1970s and served as the department head in the 1980s. His teaching fields have included Atlantic Canada, British and British imperial history, and architectural history. Dr. Hiller's major research area is the history of Newfoundland and Labrador since the 18th century. His work

has included studies of the Moravian Mission in Labrador, the colony's political history, the railway, the development of the pulp and paper industry and the confederation period, 1945-49. Besides publishing articles on these topics, Dr. Hiller has written numerous entries for the *Dictionary of Canadian Biography*, the *Oxford Companion to Canadian History* and other reference works. Assisted by the late Dr. Michael Harrington, he edited the debates and papers of the National Convention, 1946-48. He also co-authored, with Dr. Margaret Conrad, the first comprehensive single volume history of the four Atlantic Provinces. *A Region in the Making* was awarded a Clio Prize by the Canadian Historical Association. Dr. Hiller has acted as a consultant to the federal and provincial governments and is a former president of the Newfoundland Historical Society. His current projects include an edition of the hitherto unpublished debates of the Newfoundland legislature, 1932-33, an outline history of the Petit Nord concentrating on the impact of the French presence there, and a history of responsible government in Newfoundland from 1855-1914.



**Dr. Brajendra C. Sutradhar**, Mathematics and Statistics

Dr. Brajendra C. Sutradhar is an outstanding Canadian researcher in statistical science. Since obtaining his PhD in 1984 from the University of Western Ontario, Dr. Sutradhar has made leading contributions to the study of statistics. Dr. Sutradhar is a world leader in three areas:

longitudinal data analysis; generalized linear mixed models; and modeling data by using multivariate elliptical t distributions. He has published over 70 papers in international and national journals and delivered over 40 invited lectures at conferences around the world. He is held in high standing by the statistical community for his professional services that include his membership on the prestigious Advisory Committee on Statistical Methods of Statistics Canada for three years, membership on the NSERC grant selection committee, an associate editor for the *Canadian Journal of Statistics*.

## President's Award for Outstanding Research

The President's Award for Outstanding Research recognizes researchers who have made outstanding contributions to their scholarly disciplines. Each award includes a \$5,000 research grant.



**Dr. Joan Crane**, Faculty of Medicine

Dr. Joan Crane graduated from Memorial's Faculty of Medicine in 1989 and in 1994 completed residency training in obstetrics and gynecology through Memorial and Dalhousie University. She went on to complete a fellowship in maternal fetal medicine at Dalhousie in 1996 and a M.Sc. in community health and epidemiology in 1998. Dr. Crane is

an associate professor in obstetrics and gynecology at Memorial's Faculty of Medicine, practicing maternal fetal medicine with a cross-appointment in clinical epidemiology. Her research interests include induction of labour, preterm birth prediction and prevention and the use of randomized clinical trials. She has over 80 peer reviewed publications and abstracts, and has received national and international awards from the Society of Obstetricians and Gynecologists of Canada, the Society for Maternal Fetal Medicine and the American College of Obstetricians and Gynaecologists.

One of her co-workers praised Dr. Crane's "outstanding" contribution to research. "Dr. Crane has managed to carry out a very large amount of research, generate grants, and teach critical appraisal and research methods, while at the same time being an excellent clinician."



**Barbara Hunt**, Visual Arts

Barbara Hunt studied art at the University of Manitoba, receiving a visual art diploma with a thesis in printmaking in 1982. She established herself as a practicing artist in Winnipeg in the 1980s. She then studied at the Emily Carr College of Art and Design, in Vancouver in the early 1990s, and in 1994 received an MFA degree from Concordia

University with a concentration in sculpture, ceramics and fibres. There are close ties between Newfoundland and Ireland and, as a descendent of Irish pioneers, she was taught the textile skills expected of women. Living in Newfoundland with its rich tradition of textile practices has inspired her to focus on these practices and materials in her art and research. "Using textiles allows me to express my interest in the routines of everyday domesticity, the cycles of life and death, and the rituals of mourning," explained Ms. Hunt. "In my art practice I attempt to mend separation and to reveal and recuperate the 'feminine' which historically has been discredited. By giving value to the humble and the hand-made, I hope to recuperate lost histories and encourage the reconsideration of traditional rituals within a contemporary context."

see AWARDS, page 19

*cont'd from AWARDS, page 18*

Ms. Hunt has received grants from the Canada Council for the Arts, and the Arts Councils of Ontario, Manitoba, and Quebec. She has carried out research in residencies in Canada, Paris and Ireland. She currently teaches sculpture and drawing at Sir Wilfred Grenfell College.



**Dr. Brian Veitch**, Faculty of Engineering and Applied Science

Dr. Brian Veitch joined the Faculty of Engineering and Applied Science in July 1998 as the Terra Nova Project Junior Chair. His goal was to generate new research activity relevant to the offshore petroleum sector, under the broad mantle of ocean environmental risk engineering. In his six years at Memorial, he has developed multidisciplinary research programs that encompass both risks to the ocean environment due to petroleum industry operations, and risks to personnel and installation safety posed by the ocean environment. Dr. Veitch has partnered successfully on many major projects with a wide network of other researchers in the university and beyond. It is the collaborative atmosphere generated by his colleagues and students that he says fosters innovation and provides an exciting, supportive learning environment. "From my perspective, this is an award for having the good fortune to have outstanding colleagues and students," he said.

**Distinguished Teaching Award**

The President's Award for Distinguished Teaching recognizes teaching excellence in the university community. Each winner of the teaching award receives a \$5,000 grant contributed by the Memorial University Alumni Association.



**Peggy Ann Coady**, Faculty of Business Administration

Peggy Ann Coady began teaching accounting full-time at Memorial's Faculty of Business Administration in 1997 and has received many teaching honours including the Dean's Award for Teaching, the students' Professor of the Year and recognition as one of Memorial's Popular Profs as noted in *Maclean's* magazine's Guide To Universities. In addition to pursuing a PhD from the University of Bath in the United Kingdom, Ms. Coady is actively involved with student activities including coaching undergraduate and graduate students in business case competitions.

Ms. Coady was awarded both the University Medal for Academic Excellence in Business Administration and the University Medal for Academic Excellence in an all-course master's program. As a student, Ms. Coady was named a Sobey's scholar, a winner of the Concordia Cup, and was named to the Dean's List and as a Fellow of the School of Graduate Studies.



**Kjellrun Hestekin**, School of Music

Kjellrun Hestekin sums up her philosophy of teaching with a quote from the late John Paynter, professor of conducting at Northwestern University: "Know your stuff, know who you're stuffing, and stuff 'em." Knowing her stuff began in Ms. Hestekin's early years with participation in school bands

and church choirs, and continued through university studies in music theory and wind band conducting. Her research interests include analysis of core repertoire for the wind ensemble. She also enjoys composition and arranging for a variety of ensembles and is still an active performer in both instrumental and choral ensembles. Knowing "who you're stuffing" is a multifaceted challenge, she said, which requires "remembering that the brains we are trying to stuff belong to real, individual people, each with his or her own strengths, goals and hang-ups. The constant endeavour to devise more effective means of stuffing requires the same degree of creativity as the best research."

Kjellrun Hestekin holds degrees from the University of Kansas and the University of Wisconsin, as well as a graduate diploma in wind repertoire and conducting from the University of Calgary. Ms. Hestekin joined the faculty of Memorial's School of Music at its inception in 1976.

**President's Award for Exemplary Service**

The President's Award for Exemplary Service recognizes the outstanding contribution that staff members make to the university community. Recipients of the award receive \$1000.



**Gary Clarke**, Student Affairs and Services

Gary Clarke has been employed by Memorial University since the late 1960s as the coordinator of student security under the direction of what was then known as Campus Security Services. Upon completion of the Thomson Student Centre, Mr. Clarke assumed the responsibilities of manager of the Breezeway Bar in addition to Student Security.

In the mid 1970s, Mr. Clarke became the co-ordinator of Liquor Service under the direction of General Student Services and was dedicated to this position until the early 1980s when he was then given the responsibility of student entertainment under the direction of the Student Union. In the late 1990s Mr. Clarke assumed the role of assistant manager of the Student Union which still required him to manage the Breezeway and then he also resumed the role again of co-ordinating Student Security. In early 2000, Mr. Clarke assumed the new role of assistant manager with the Centre for Student Life under the auspice of Student Affairs and Services which he still holds today.

Through the various and diverse roles Mr. Clarke has assumed at Memorial, he has been dedicated and committed to student life and to the role as a student affairs professional. Mr. Clarke has been Memorial's glue with student services, assuming not only the administrative duties that come with such a role, but also providing guidance and support to his many student staff in all areas of his career.



**Dorothy Joy**, Faculty of Education

Dorothy Joy's commitment to the Faculty of Education and Memorial University is acknowledged to be outstanding in every way. For the past 14 years of her 26-year career at Memorial University, she has coordinated graduate programs in education with warmth, humour and enthusiasm. She provides information and advice on courses and

programs to hundreds of applicants and graduate students every year. She believes that students deserve the highest quality education and she is

*see AWARDS, page 20*

cont'd from AWARDS, page 19

willing to do whatever she can to ensure they receive an excellent program. Ms. Joy provides leadership among staff, working collaboratively with her colleagues to create an efficient and responsive environment which ensures that all students are served extremely well. Faculty members rely on her for information related to many aspects of graduate programming, which she provides with the friendliness and professionalism for which she is well known. Ms. Joy has great pride in her work and in the institution in which she is employed. Her buoyant personality, dedication, and expert influence are felt and appreciated by students and colleagues within the faculty of education and throughout Memorial University.



**Kim Kelly, Student Affairs and Services**

Kim Kelly began her career at Memorial in Housing, Food and Conference Services in 1995 and after eight years in Housing expanded her knowledge within Student Affairs and Services by moving to Career Development and Experiential learning and most recently to Answers – Centre for Student Life. Ms. Kelly dedication to the students at

Memorial has extended well beyond nine to five. As one colleague stated, “The additional thousands of hours she has provided on her own time in the evening and on weekends, plus her genuine concern for the well being of the students at Memorial should be rewarded.” Ms. Kelly began the Peer Helper Program in Residence in 1996 which is still going strong today with over 20 volunteers. She is one of the founding members of Project Green on campus and began the environmental sustainability committee in residence. Ms. Kelly has also been a member of the Student Volunteer Bureau Advisory Board for years. She has always been involved in a variety of campus initiatives and activities, but as anyone who knows her can attest, she is a huge supporter of the Seahawks Basketball team. Ms. Kelly has positively impacted the lives of thousands of students and eased their transition to Memorial. She has repeatedly shown her willingness to go above and beyond the call of duty for both students and staff.



**Ivan Muzychka, University Relations**

Ivan Muzychka came to the university in 1994 to work as the Information Officer (Research) and became manager of the Memorial University News Service in 1997. Over the decade, Mr. Muzychka has brought professionalism, creativity, dedication and enthusiasm to every task he has undertaken in his job and in numerous volunteer roles he has

accepted both on campus and off. In his job he serves as Memorial’s main media relations contact and manages the various Memorial University News Service staff and programs, including the *Gazette*, *MUN Today* and *Newsline*. As manager of the News Service, Mr. Muzychka leads a group of communications professionals across the university tasked with ensuring that the story of Memorial is told often and well. He coordinates the effort required to produce the annual *President’s Report* which reflects the activities of the university to the world. This work, involving several university units, has garnered awards from external agencies and brought positive attention to Memorial.

Mr. Muzychka lends his time to university committees and other work beyond the scope of his job, and has played a lead role in the ad hoc committees that organize university-wide employee social functions such as the annual Christmas party and barbecue. He has also served on the board of the University Club.



**Robert (Bob) Nichols, Human Resources**

Bob Nichols began his career with Memorial in 1973 as a personnel technician II. He has moved into progressively responsible positions over the years. In 1989 he was promoted to assistant director of systems and payroll and in 1995, Bob became associate director and has acted as the director of Human Resources. Mr. Nichols’ long career has been marked by solid

work ethic, quest for innovation, high ethical standards and a tenacious focus on achieving excellence. His contributions include overseeing the successful implementation of a Human Resource Information System in 1987; managing the integration of the Marine Institute’s human resources and payroll functions with Memorial’s systems; and devoting enormous time and energy as a member of CUPE and MUNFA negotiating teams. “In the people I have had the pleasure working with over the past 35 years at the university, I have to say that Bob ranks in the top five per cent when it comes to going the extra mile, being considerate of the needs of others, discharging his responsibilities to the institution and, perhaps most importantly, in the big scheme of life,” explained one person who nominated Mr. Nichols. “He is a decent, hardworking, dedicated and caring individual.”

**3M Teaching Fellowship**



**Dr. Andrea Rose, Faculty of Education**

Dr. Andrea Rose was named as one of the 10 national recipients of the prestigious 3M Teaching Fellowships for 2003, awarded by the Society for Teaching and Learning in Higher Education.

The award recognizes excellence in teaching over an extended period of time principally, but not exclusively, at the undergraduate level and also acknowledges educational leadership in commitment to the improvement of university teaching within the candidate’s own institution. Dr. Rose, a native of St. John’s, graduated from Memorial in 1979 with a B.Mus. and B.Mus.Ed.. In 1990, she returned to Memorial’s Faculty of Education to teach music education, having graduated from the University of Wisconsin Madison with a M.Mus. and a PhD in curriculum and instruction. Dr. Rose is a violinist with the Newfoundland Symphony Orchestra and Sinfonia and is chair of the NSO’s education committee. A passion for both her field and for teaching has resulted in the excellent learning experience Dr. Rose provides to students and the tireless service she has provided for the university and the music community. Now, that passion has earned her a prestigious 3M Teaching Fellowship. ▲



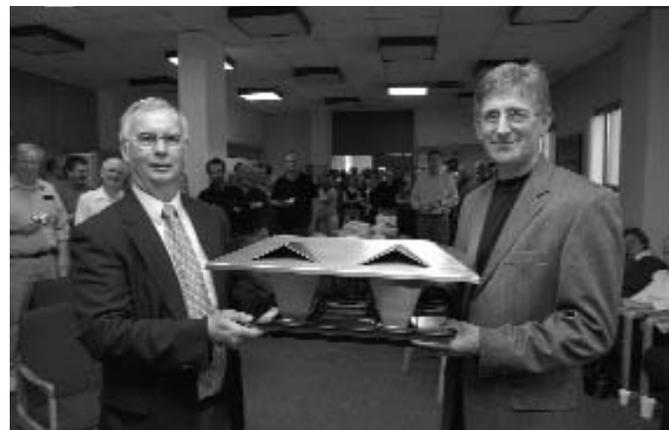
The Department of Computer Science held a celebration to recognize the valuable service to the university and especially to the department, of three of their retirees: Dr. Wolfgang Banzhaf (L), department head, made presentations to: (L-R) Dr. Norman Rehner, who retired on Aug. 31 with 31 years of service; Dr. Tony Middleton, who retired on Aug. 31 with 24 years of service; and Ed Gellately, who retired on Oct. 1 with 31 years of service.



Dr. Margaret Burton (centre), retired from the Department of Biology on Aug. 31, 2004 after 19 years of service. She came to biology as a sessional instructor in 1985 and worked her way up to become head of the department, a position she held from July 2002 until August 2004. She was appointed Honorary Research Professor for a three year appointment, effective Sept. 1, 2004. (L-R) Patricia Squires, Dr. Murray Colbo, Christine Everson, Dr. Margaret Burton, Wendy Roach, Shirley Kenny, Shena Quinton.



(L-R) Drs. Murray Colbo, Richard Haedrich, David Schneider, and Don Deibel, Biology, gathered to mark the retirement of Dr. Haedrich who retired on Aug. 31, with 25 years service to Memorial.



Jim Andrews (R) retired on Sept. 24 after 34 years of service with the Department of Technical Service as a welding shop supervisor. He will be missed by all in his department and in the Faculty of Engineering and Applied Science. Pictured at left is Bob Sheppard, director of the Department of Technical Services.

Dr. Helen Peters, Department of English, Faculty of Arts, retired on Aug. 31, 2004. Dr. Peters started working at Memorial on Jan. 1, 1984.

## Promote your campus event

Are you looking to promote a campus event? Are you interested in finding out what's happening at Memorial University? If so, direct your Web browser to MUN Today at <http://today.mun.ca>. In addition to up to date news about the university, MUN Today contains a listing of events happening at our campuses in St. John's, Corner Brook and events sponsored by Memorial faculty, students and staff taking place off campus.

To add your event, simply click the "Submit Your Event" link on the main page of MUN Today and fill out the simple form. All events from MUN Today are also sent out on Events Newline once a week. This mass e-mail is sent to over 3,000 faculty and staff of Memorial University.

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

## Annual Health Fair



Calm under pressure: VON nurse taking the blood pressure of a MUN employee at the recent health fair.

## Celebrate the season in style . . . and in moderation

Over the next few weeks, many employees will be invited to join their work colleagues at parties and social activities either on campus or at locations booked off campus. Celebrating the season in the company of colleagues is a valued tradition at this time of year. It is also traditional to serve alcohol at many of these functions so it is timely to remember university policy and good safety practices for such situations.

- ◆ For holiday events at Memorial's campuses and facilities, the university liquor license and related policies govern the provision of liquor and dictate the following:
  - All alcoholic beverages served on campus must be purchased from Housing, Food and Conference Services, Liquor Services in Student Affairs and Services.
  - Memorial University has a responsibility to ensure that alcohol is not served to individuals who appear to be intoxicated or under age 19.
  - Non-alcoholic beverages must also be available at events where alcoholic beverages are served.
- ◆ When hosting or organizing a social function for your colleagues, either on campus or off, here are some tips for a safe event:
  - Ensure that alcohol is served in a controlled and monitored

way so that the risks associated with over-consumption are minimized. Organizers are encouraged to have a bartender from outside the party serve alcoholic beverages.

- Provide a range of types of refreshments, including non-alcoholic beverages.
- Serve food to moderate the effects of any alcohol consumed.
- Ensure that alternate transportation such as taxi service is available to those drivers who choose to drink at your event, and then take steps to advise your guests of this.
- Plan for how to deal with an individual who over-consumes and may need assistance.
- Student Affairs and Services staff are highly experienced in social event planning and have a range of resources that event organizers may find useful; call the office on your campus for more information and advice.

“Moderation in all things” – especially in the consumption of liquor – is recommended at all workplace-based social events. Research shows that over-consumption of alcohol lowers inhibitions, slows reaction times and is usually not conducive to good workplace relations. ▲

*A message from the director of Human Resources*

## Policy Activities in Human Resources



Gerard McDonald

The Department of Human Resources has been busy over the last 12 months with various policy initiatives. In all cases where new or revised policies have been implemented, there has been prior communication with the university community through Newsline and other means.

This review may serve as a useful reminder, or there may be cases where employees are as yet unaware of these changes, in which case this article will have an informative purpose as well. In a couple of cases, work is ongoing and this review may serve as an update.

### Wellness and Active Living

With the support of the university's senior administration and the Board of Regents, the Department of Human Resources outlined Memorial's strategy relative to employee wellness and active living in December of last year. That statement indicated our two major goals as being: 1) to promote, facilitate and support healthier and more active lifestyles; and 2) to promote and facilitate employee self-awareness of their personal health status.

Five specific initiatives were identified then as making up our near term action plan. Four of these have been completed since then: a) a preferred rate program at The Works was implemented for employees and pensioners (February); b) we hired a dedicated wellness and active living co-ordinator (April); c) the university's Workflex Program was amended to incorporate the addition of several flex-time options (May); and d) our program of annual health fairs has continued (November). Work continues on providing employees access to a user-friendly tool for self-evaluating one's personal health status and health risks.

See this site for more details: [www.mun.ca/humanres/v4/WELLNESS](http://www.mun.ca/humanres/v4/WELLNESS)

### Employee Orientation

The university implemented a process of workplace orientation for new non-academic employees in November of last year. This process contemplates two levels of orientation for new staff: a) a general orientation to the university, and b) a department-specific orientation. The Department of Human Resources will co-ordinate general orientation sessions three times a year. Department-specific orientations are to be conducted at the department level within two weeks of a new employee's arrival. This new process applies to all permanent employees and contractual employees with terms of six months or longer.

If you were newly employed by the university within the last 12 months but you have not attended either of these orientations, you should inquire with the administrative office in your area. If you have any questions about this process, you may refer to our Web site under Policies, or contact Lisa Curran, employee relations officer, at 737-7405.

### Exit Interviews

Under a new process which was implemented in November of last year, employees who retire or resign are provided with an opportunity to complete an exit interview with a representative of Human Resources. Participation is voluntary and confidential. The purpose of an exit interview is to obtain feedback regarding the working environment at Memorial and to identify areas for improvement if appropriate. Each year, the Department of Human Resources will present a summary report to the University's senior administration.

### Workflex Program

The university's Workflex Program was revised in May of this year to allow for greater flexibility in individual work schedules in order to facilitate wellness-related recreational activities during the work day, or to accommodate work-life balance needs generally. Subject to the approval of the appropriate dean, director or equivalent, greater work schedule flexibility is now possible through such options as revised daily start/end times; reduced lunch periods; and compressed work hours.

See this site for more details:

[www.mun.ca/humanres/v4/policies\\_index.shtml](http://www.mun.ca/humanres/v4/policies_index.shtml)

### Service Recognition Policy

Until this year, the university's Service Recognition Policy was applied to continuous, unbroken service. Our practice in this regard was changed in 2004 so that other prior service with the university would also be taken into account for service recognition purposes. After an extensive review of files by Human Resources, approximately 150 employees were identified as having other prior service which was eligible for recognition, and their records have been adjusted accordingly. Through this process many long-term employees of the university had many years of other prior service "recognized", and we were very happy to have finally addressed what we know has been a concern for many employees for some time.

### Respectful Workplace

The university has well established procedures in the areas of sexual harassment and employment equity, and Human Resources has often been called upon to privately assist either departmental representatives or individual employees with personal workplace issues. However, there is more we can do in addressing workplace problems related to such things as personal harassment, discrimination or other conduct which falls outside acceptable boundaries when it comes to standards of mutual respect in the workplace. The department is expecting to discuss a draft Respectful Workplace policy with the Administrative Policy Review Committee in January.

### Staff Training and Development

Earlier this year, the university's senior administration and the Board of Regents endorsed a plan for strengthening our approach to staff development and training. We are in the final stages of recruiting a training specialist within the Department of Human Resources to help us coordinate a training plan for 2005-06. Other details were discussed in my article in the October 2004 edition of *The Communicator*.▲

**SCHEDULE OF UNIVERSITY HOLIDAYS 2005,  
ADMINISTRATIVE, TECHNICAL AND  
TECHNICAL SUPPORT STAFF**

- |                                |  |
|--------------------------------|--|
| 1. New Year's Day              | Monday, Jan. 3                                 |
| 2. Second January Holiday      | Tuesday, Jan. 4                                |
| 3. Mid-March                   | Monday, March 14                               |
| 4. Good Friday                 | Friday, March 25                               |
| 5. Victoria (Commonwealth) Day | Monday, May 23                                 |
| 6. Discovery Day               | Monday, June 20                                |
| 7. Memorial Day                | Friday, July 1                                 |
| 8. Mid-July                    | Monday, July 11                                |
| 9. Regatta Day                 | Wednesday, Aug. 3<br><i>(or as designated)</i> |
| 10. Labour Day                 | Monday, Sept. 5                                |
| 11. Thanksgiving               | Monday, Oct. 10                                |
| 12. Remembrance Day            | Friday, Nov. 11                                |
| 13. Christmas Day              | Monday, Dec. 26                                |
| 14. Boxing Day                 | Tuesday, Dec. 27                               |

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

**SCHEDULE OF UNIVERSITY HOLIDAYS 2005,  
FOR NAPE LOCALS 7801, 7803 AND 7804**

- |                                |  |
|--------------------------------|--|
| 1. New Year's Day              | Monday, Jan. 3                                 |
| 2. Good Friday                 | Friday, March 25                               |
| 3. Victoria (Commonwealth) Day | Monday, May 23                                 |
| 4. Memorial Day                | Friday, July 1                                 |
| 5. Regatta Day                 | Wednesday, Aug. 3<br><i>(or as designated)</i> |
| 6. Labour Day                  | Monday, Sept. 5                                |
| 7. Remembrance Day             | Friday, Nov. 11                                |
| 8. Christmas Day               | Monday, Dec. 26                                |
| 9. Boxing Day                  | Tuesday, Dec. 27                               |

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

**SCHEDULE OF UNIVERSITY HOLIDAYS 2005,  
ACADEMIC STAFF MEMBERS**

- |                           |                  |
|---------------------------|------------------|
| 1. New Year's Day         | Monday, Jan. 3   |
| 2. Second January Holiday | Tuesday, Jan. 4  |
| 3. Good Friday            | Friday, March 25 |
| 4. Memorial Day           | Friday, July 1   |
| 5. Labour Day             | Monday, Sept. 5  |
| 6. Thanksgiving Day       | Monday, Oct. 10  |
| 7. Remembrance Day        | Friday, Nov. 11  |
| 8. Christmas Eve          | Friday, Dec. 23  |
| 9. Christmas Day          | Monday, Dec. 26  |
| 10. Boxing Day            | Tuesday, Dec. 27 |
| 11. New Year's Eve        | Friday, Dec. 30  |

**SCHEDULE OF MARINE INSTITUTE HOLIDAYS 2005**

- |                      |  |
|----------------------|--|
| 1. New Year's Day    | Monday, Jan. 3   |
| 2. Mid-March Holiday | Monday, March 14   |
| 3. Good Friday,      | Friday, March 25   |
| 4. Easter Monday     | Monday, March 28<br><i>(management and support staff only)</i>                     |
| 5. St. George's Day  | Monday, April 25<br><i>(instructors, demonstrators, technical assistants only)</i> |
| 6. Commonwealth Day  | Monday, May 23   |
| 7. Discovery Day     | Monday, June 20  |
| 8. Memorial Day      | Monday, July 1   |
| 9. Mid-July Holiday  | Monday, July 11  |
| 10. Regatta Day      | Wednesday, Aug. 4<br><i>(or as designated)</i>                                     |
| 11. Labour Day       | Monday, Sept. 5  |
| 12. Thanksgiving Day | Monday, Oct. 10  |
| 13. Remembrance Day  | Friday, Nov. 11  |
| 14. Christmas Day    | Monday, Dec. 26  |
| 14. Boxing Day       | Tuesday, Dec. 27   |

*cont'd from APPOINTMENT, page 16*

Paul Hynes, Department of Biology, science technician III, Sept. 13, 2004

Maria Murray, Office of the Registrar, assistant registrar/manager of admissions, Nov. 1, 2004

Margaret Nixon, Financial and Administrative Services, intermediate secretary, Oct. 12, 2004

Mark Penney, Department of Earth Sciences, administrative staff specialist III, Sept. 7, 2004

