

# COMMENT

WINTER 1990

## The Mentor Program is a Winning Combination

By Madeleine Matte

According to Roy Giroux, vice-president, Educational and Faculty Services, a mentor is a "master teacher, one who contributes to the development and professional growth of others."

This vision was the basis for the move to restructure and expand the orientation program for new teachers—a move initiated by Roy in consultation with Richard Hook (vice-president, Academic) and the academic deans and implemented by Wayne Debly (faculty, Technology), who has been seconded, half-time, to Professional Development to work on the project.

"It was important," says Roy, "to make orientation more directly related to what faculty actually need in terms of classroom and teaching experience. We also wanted to provide teachers with a supportive resource group."

In the past, orientation for new faculty members took the form of a week at Geneva Park in late August, followed by a two-year probationary period during which each teacher was expected to work on an individually-chosen assignment or project.



Sherry Newell (faculty, School of Business) meets regularly with her mentor, David Haisell, to discuss teaching strategies and problem-solving procedures. It's part of the Mentor Program agreement.

*New teachers come to realize that their problems aren't insurmountable...*

While the new format contains elements of the old, major changes have been introduced.

"We wanted a positive focus, a cohesive whole," says Wayne of the restructuring. The new two-year program combines orientation with the mentoring process which kicks in following a three-day stay at Geneva Park. This is then followed by an adult edu-

cation course and a practicum requirement.

The course consists of 72 class hours which must include nine hours of clinics, nine of classroom observation, 18 hours of visitations and two 18-hour lecture components dealing with teaching and adult education.

Candidates have the option of applying this experience as a credit toward a Bachelor of Arts degree at York University or as a credit toward an MA at Central Michigan University.

The mentor program was designed to facilitate adaptation of new faculty to teaching in a community college. "Mentors are selected based on recommendations of divisional deans," says

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# Introducing Rod Rork

By Madeleine Matte

Rod Rork, Humber's recently appointed vice-president, Administration, is a good interview. He's calm; he knows what he's talking about; and he doesn't shy away from tough questions about the current budget situation. But then, why should he?

"It's no secret that the College is going through a difficult period financially," he says, adding that "for me, the personal challenge right now is: Can I function in an organization this size?"

Rod comes to Humber from Sir Sandford Fleming in Peterborough where, as executive director of Finance and Educational Resources, he was accountable for the overall administrative function of the college as well as for financial planning, plant and property, educational resources and the internal audit.

He took up his post at Humber in October. "So far, every day has been different and exciting," he says. "The staff at Humber have a very large energy level!"

Rod is the first to admit that he has a lot to learn and this has become a priority. "While all community colleges face the same issues, what I have to do is get a historical perspective on operations here and put my own views on them," he says.

To that end, he has made a point of introducing himself to staff members at each of Humber's campus locations.

Espousing a management style based on discussion and consensus, he claims to have a good sense of service and is supportive of team building as a democratic process, recognizing that what happens at the business end of



college management will impact on what happens in the classroom.

"All priorities and issues have to start out from the student perspective," he explains. "After all, students are the reason we exist." **HC**

## New Special Needs Focus in ECE

By Sally Maderich

This fall the Early Childhood Education Department offered a program which is the only one of its kind in Canada. This new and innovative program was developed in response to the changing educational needs in the community. The Early Childhood Education - Advanced Studies in Special Needs Program replaces the Early Childhood Education for the Developmentally Handicapped Diploma Program.

Graduates from this new program will be able to provide direct service in integrated and/or in segregated settings for children with special needs as specified in the Day Nurseries Act. Students may apply for this program upon enrollment in first year, second year, or upon graduation.

The Early Childhood Education Diploma Program has many features which are unique to Humber. As well as the full-time day option, with a September as well as February intake, this program is offered on a part-time basis in the evening, on weekends, and through correspondence. Students can transfer after second year into the new Advanced Studies Program. This wide range of learning opportunities continues to be a strength of our academic program. **HC**

## SpeakEasy

G. Brock Chisholm wrote:

*A child who believes in Santa Claus, who really and literally believes, because his daddy told him so, that Santa comes down all the chimneys in the world on the same night, has had his thinking ability permanently impaired if not destroyed.*

Do you agree?



Peter Williamson, Human Studies Division: "Very cynical comment. Surely we must all pass through the stage of fantasy & delight if we are to develop a creative & healthy

approach in adult life. Incidentally, I don't believe in G. Brock Chisholm."

Mary Ponikvar-Desanti, Health Sciences Division: "I do not agree with this statement. I believe the child needs to have a fantasy world. I also believe that it is an indication of a child's normal growth & development & problem-solving ability when he/she has the ability to distinguish between a fantasy world & the real world. I don't think we should rob them of this fun & excitement."



Joyce Woodend, Lakeshore Campus: "I think children believing in Santa Claus adds to the carefree phase of a child's life."

Joy Trenholm, Counselling Department: "There is so much in life that weighs heavily upon children. They need some fantasy to believe in." **HC**



## The Mentor Program

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Wayne. "Their role is to provide a framework for good teaching, to give advice about what works in the classroom and what doesn't, and, most especially, to listen."

Twenty-five new faculty members currently participate in the program including Scott Birnie and his mentor, John McColl, both from the School of Business.

"The program is very well-organized," says Scott, "and very helpful. The most useful part for me is the weekly discussion concerning class problems. I see it as an essential ingredient in my professional development as a teacher."

John is equally rewarded by the experience. "I'm pleased to be able to support Scott in whatever way I can. We regularly discuss problems, solutions, teaching methods and philosophies.

"Being Scott's mentor has given me a new perspective on current problems faced by teachers in the classroom. So, in a way, we've been able to help one another."

As peers, mentors do not evaluate the new teacher's performance.

"They're expected to be role models and colleagues," says Wayne.

This spirit of collegiality is important to Shirley Romain-Richards (LASA, Lakeshore) and her mentor, Sandra Nesbitt.

Shirley says, unreservedly, that, in the program, Sandra "has become my best friend. She's there for me when I need her.

"I'm grateful, too, for the discussion sessions that take place prior to class because I'm able to participate in and contribute to the problem-solving process," she adds.

Both Roy Giroux and Wayne Debly agree that the mentor program is not just a make-work project.

"I like to think of it as value-added pro-dev for new faculty," says Roy. "It's something that will stay with them long after the two-year period is over."

Wayne concurs. "It's a relevant exercise. Teaching pressures are especially prodigious during the first year and new faculty are surprised by the demands made on their time. They often feel isolated and alone. This is when the mentoring process proves to be especially valuable. New teachers come to realize that their problems aren't insurmountable, that there are people out there who care and who want to see them succeed." **HC**

## Watershed Report Discussed at Lakeshore

David Crombie, commissioner, Royal Commission on the Future of the Toronto Waterfront, recently met with interested residents for a question and answer session regarding development of the Lakeshore lands. The evening, organized by the Etobicoke Social Development Council, took place at the Lakeshore Campus auditorium in October.

The Royal Commission was a federal commission established two years ago by the federal government to study future plans of the waterfront lands. The Watershed Report, a three chapter book containing recommendations pertaining to 120 miles of shoreline and affecting approximately five million people, was published to help address the lakefront issue. Matters such as a waterfront trail, water quality, landfill & lakefill, fish, wildlife, buildings and transportation are discussed in the report as well as issues concerning building height, affordable housing, environment projection and open spaces.

Questions put to Crombie dealt with use of the psychiatric hospital site, water quality, potential loss of industry along the lakefront, safety and the motel strip.

Crombie recommends the hospital site be left as open lands. He insists that now that the recommendations are in, "it's all in the hands of the people you elect." **HC**

## Emergency Loans Up 120%

*By Dianne Saint*

Pat Scrase, supervisor in the Financial Aid Department, and her staff can finally breathe a sigh of relief after a hectic beginning to the Fall semester. An astronomical increase in the number of OSAP and emergency loan applications was received & processed. With emergency loans up by 120% and OSAP applications up by 40%, the De-

partment has had to deal with the highest reported increase since 1982.

The lagging economy is cited as one of the reasons for the increase in College enrolment. Historically, when jobs are scarce, people pursue their studies. A shortage of summer jobs this year has left students unprepared to cope with educational expenses which include books, meals and accommodations.

High school applications were processed early but, with a record number of mature student applications coupled with the Ministry eight to ten week processing time, the Financial Aid Office was faced with a mountain of paper work. Although 70-90 students are still coming through each day, Pat and her staff can finally see a light at the end of the tunnel. **HC**



# HUMBER PEOPLE

**Barrie Saxton** is a published poet. He read his epic, "*The Wreck of the Melmerby*," during a 100th anniversary commemoration ceremony held at Melmerby Beach, Nova Scotia. Barrie was inspired to write the poem while sitting on the beach one day this Summer. He researched the disaster and wrote a remembrance in verse form. Autographed copies are available from the author.

**Peter Maybury**, former director of Athletics at the North, has moved to Lakeshore Campus as director of Student Life. Replacing Peter in the Athletics function is his former assistant **Doug Fox**.

**Marjory Overholt** has assumed the position of manager of Ontario Skills Development. Prior to joining Client Services, Marjory was a consultant with the Training in Business & Industry Program (TIBI), predecessor of the OSDO Program.

**Scott Settle** is the new Ontario Skills manager, replacing **Darrin Caron** who has moved to Client Services as an account manager. Scott was the Management Information Systems coordinator for Ontario Skills before assuming the manager's position.

**Susan Goodman**, HTLM Division, presented a seminar on managing risk at The Business of Fitness in the 90's Conference. The session examined legal liability as it pertains to the field of fitness and recreation.

**Elaine Wooldridge** of Human Resources, has left the College to join her husband in early retirement. Elaine has been with the College for 18 years, serving as benefits officer for the past ten.

**George McLean** is now the assistant catering food manager in the Food Services Department.

**Craig Barrett** has been granted a leave to work on a doctoral thesis that addresses the performance and progress of special needs students at Humber. During his absence, **Pamela Mitchell** will act as chair of Counseling, Health Services and Special Needs.

**Martin Pieke** has taken over the duties of counselling coordinator for a three year term. In addition, he also remains divisional counsellor in the School of Business.

**Anne Chesterton** has returned from her six-month sabbatical and is working in the Counselling Department at the Lakeshore Campus.

**Jim McConkey** has been seconded for one year to the Counselling Department as divisional counsellor in the Technology Division.

**Catherine Wilson-Cheverie** is working part-time at the North Campus where she is helping to facilitate the Counselling Department's new services for continuing education students. She is also helping out with counselling in the School of Business.

**Ann Barker-Voisin**, who recently earned her Ontario Teacher's Certificate, has been seconded to the Career Development Department at the Lakeshore Campus.

**Connie Faenza** has joined the Counselling Department as a sessional replacement for **Ann Barker-Voisin**. She is working with the Applied & Creative Arts/Hospitality, Tourism & Leisure Management Division.

**Sheron Bailey** has joined the Counselling Department as a full time receptionist.

A farewell reception for **Dorothy Greening**, Financial Services Department, was held in October. Dorothy has been with the College for 17 years.

**Marlene Comello** has left the Hospitality, Tourism and Leisure Management Division and joined the Conference and Seminar Services Department. She replaces **Eleanor Slawson**.

**Irene Van Vliet**, Conference and Seminar Services Department, was recognized by the Central Region Committee of Human Resource Development for her contribution and planning of central regional professional development activities. This was related to her work in coordinating the Metro Colleges Support Staff Conference this past Spring.

Visitors to the North Campus Library included a group of staff members from Monroe County College in Michigan.

In the Human Studies Division, **Nancy Wade** was appointed continuing education secretary; **Sheila Susini** and **David Kemp** presented at the League for Innovation Computer Conference in Dallas; **Gary Willison** has been seconded by Sheridan College to work in their Professional Development Department; and, as a result of their sabbatical work, **Jacques Picard** and **Adrian Adamson** have produced texts for use in their courses. Jacques' text is entitled "Inside the World of Humour and Comedy" and Adrian's is "State of the World." **Don Holmes** has published an editing text entitled, "The Careful Eye." **Jill LeClair** has written "Sports and Physical Activities in the 90's." The faculty teaching communications to Health Science students, with the leadership of **Joe Aversa**, have produced a custom published text for the Humber Language 101 course.

A support staff orientation day for new employees was presented in October by **Carole Weldon**, Purchasing Department, and **Karen Fast**, Career Services Centre. Guest speakers were **Robert A. Gordon**, **Rick Bendera**, **Sandra DiCresce** and **Starr Olsen**. The following employees were welcomed: **Shannon Lunney** and **Nathalie Lajoie**, Conference and Seminar Services Department; **Patricia Peddigrew**, Financial Services, Lakeshore Campus; **Ron Johnston**, **Donald Henriques**, **Jose Vega** and **Terry Gordon**, Food Services Department; **Peter Baldeo**, Print Shop; **Chris Lackhee**, Mailroom; **Pauline Tang**, Project Development, Keelesdale Campus; **Margaret Martinello**, O.S.D.O., Humber Tow-

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# Humber People

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ers; **Ruth Malecki**, Registrar's Office; **Sue-Anne Green**, Personnel; **Sanjay Gandhi**, Financial Services; and **Nancy Paquin**, Applied and Creative Arts Division.

As a result of the reorganization of the Computing Services Department, the following changes have taken place: **Paul Petch** assumed the position of director, Data Centre; **Martin Jackson** director, Systems Development; **Peter Kahn**, manager of Systems. **Ruth McLean** is responsible for campus-wide academic computing on an interim basis. Current User Services staff, **Adrian Venuti**, **Kevin Adams**, **Norm Taub**, **Greg Johnson** and **Dieter Huebner** now report to Ruth. **Chris Baker**, School of Business, will also join the group.

**Jane Ryzhik** from the ESL Department, Development Division, was one of five North American instructors who participated in the 1990 Intensive English Practicum and English Teacher's Seminar, co-sponsored by the Ministry of Education of Taiwan, Republic of China and Community Colleges for International Development (CCID). The practicum was held at Ming Chuan College in Taipei.

**Maggie Trott**, North Campus Library, was guest speaker at the Educational & Faculty Services meeting held in October. She presented an overview of the types of services and interaction the library staff have with special needs students.

**Jennifer Parazader** has joined the Job Training Services Department, Keeleisdale Campus, as secretary.

**Margaret Martinello** has joined Ontario Skills Development, Humber Towers, as secretary.

**Deborah Suchy** has left the Planning and International Office and joined Client Services as BISC customer service assistant.

**Marlene Roseblade** has transferred from the North Campus to Keeleisdale as a switchboard operator; **John Perraton** as a faculty member;

and **Pauline Tang** as a project secretary. **Linda Azzopardi** has been promoted to project development coordinator.

**Rhonda Maguire** has replaced **Sue Davis** as secretary in Career Development at the Lakeshore Campus.

**Anne Thom** and **Loretta Martens** attended a month long teacher training program at Dawson College in Montreal.

**Diane Hall**, York Eglinton Centre, is on a one-year secondment to the Research and Development Department where she will develop intensive language programs for international students and business professionals.

**Ann Dean**, Research and Development, is leading a project with Sears Canada, The Retail Council of Canada, Unisys, Autoskill and Humber Business & Industry Services. The project involves the upgrading of staff and the development of a generic software package.

**Jim Mackintosh**, Futures, has negotiated an additional \$168,000 from the Ministry of Education. The funds will be used to handle the waiting list of students for the Futures program.

A farewell reception was held for **John Wallace**, director, Employee Benefits, School of Business. John has been with the College for ten years.

**Gail Allen**, Conference and Seminar Services, has accepted a position as secretary to **Stephen Bodsworth**, chair, Applied and Creative Arts Division.

**Debbie Lamch**, Physical Resources Department, has received a Bachelor of Environmental Studies Degree through the University of Waterloo Correspondence Program.

This year's League for Innovation in the Community College Conference, hosted by the Dallas County Community College District, was held in Dallas, Texas. The program dealt with Serving Students in the Age of Information Technology. **David Kemp** (Communications Department, Lakeshore Campus), presented a workshop on WordPerfect 5 Macros: Quick On-Screen Tutorials for the Underprepared Student. Other par-

ticipants from Humber included: **Ruth McLean** (Professional Development), **Sheila Susini** (Human Studies), **Adrian Venuti** (User Services Group) and **Martin Jackson** (Computing Services Department).

**Ari Nadler** (Technology Division) was instrumental in helping to organize The 10th Annual General Meeting of the Metro Colleges Mathematics Association. The meeting was held at Centennial College in early November.

College President, **Robert Gordon** and **Rebel Hardy** (Business and Industry Service Centre) were presenters at the Ontario Society for Training and Development (OSTD) Annual Conference in Toronto. The theme this year was Partners in the New Decade. Dr. Gordon participated in a panel discussion dealing with business/labour/education partnerships and Rebel lead a group discussion about the values and benefits of partnerships.

Network '91, a professional development workshop for academic chairs was held in early December at George Brown College. Workshop contacts at Humber were **Blair Carter** (Health Sciences), **John Riccio** (School of Business) and **Ruth McLean** (Professional Development).

The Retirees Dinner was held in the Seventh Semester in late November to honour the following retirees: **Anthony Aceto**, (Custodial); **Iva Barnard**, (Food Services); **Jakob Beck**, (Building Maintenance); **Alice Coone**, (Financial Services); **Helga Forstreuter**, (Inside Services); **Ed Ganja**, (Technology Faculty); **Norine Kersey**, (Food Services); **Giuseppe Magnone**, (Custodial); **Sofia Onukywycz**, (Food Services); **Anthony Rubino**, (Custodial); **Yaro Sokolyk**, (Technology Faculty); **Teofil Surma**, (Print Shop); **Edith Taferner**, (Registrar's Department); **Alex Walker**, (Technology Faculty); and **John Wallace**, (School of Business).

**Remo Brasolotto** (Human Studies Division), and **Brian Doyle** (Keeleisdale Campus), participated in the Faculty Development Institute in Detroit, Michigan recently. The institute is sponsored by the University of

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# B-Block Brings in Big Bucks

By Madeleine Matte

Operating a department whose mandate is cost-recovery can be a "mixed blessing."

The obvious drawback is the steady pressure to meet financial projections. However, on the plus side, there's the creative freedom to design, develop and deliver potentially successful, high-profile programs. This is a directive that the staff in Conference and Seminar Services understands well.

A division of Business and Industry Services, Conference and Seminar Services annually offers two hundred programs across Canada, serves 10,000 delegates and generates \$2.5 million in sales.

It serves a variety of markets including management, secretarial, administrative, personnel, health care, sales, marketing and the employee assistance fields.

In addition, it provides conference management services for groups and associations.

Over the past year, for example, they provided this service to the Ontario Parks Association, The Hospital for Sick Children, Meals on Wheels, The Ontario Visiting Homemakers Association, the Ontario Home Support Association and are currently working with Atomic Energy of Canada on an international symposium on hazardous materials and wastes. It is expected that this conference will attract delegates from the United States, Europe and Australia.

"The secret of our success is no secret at all," says Ingrid Norrish, director of the Conference and Seminar Services group. "The team is solid and we work well together. We're committed to the service ethic and we work hard to ensure that the quality of our programming is consistently above-average."

Ingrid continues: "In the future, I'd like to see more cooperation with other departments and divisions in terms of running joint programs. And, I'd like to see some expansion in our technical program offerings. I know I speak for the department when I say that we certainly welcome the opportunity to add to our success." HC

# Humber People

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Michigan, Michigan State University and the University of Toledo.

A number of Human Studies faculty have taken part in conferences recently. **Barb Ford** attended a conference of Metacognitive Strategies and Learning Disabled Students at the Harvard Graduate School of Education. **Barb Ritchie** and **Barb Danbrook** attended the Teaching of English as a Second Language Conference here in Toronto. **Jim Jackson** completed a survey on Campus Services. Over 500 questionnaires were distributed to first year students. Information regarding mail correspondence, high school awareness of Humber College and general problems encountered by new students was collected. **Bob Scott** is the co-ordinator for the new Technical Writer Program. During the Winter he will be spending time marketing the program at colleges, universities and trade shows.

The Human Studies Division has hired a new receptionist, **Noreen Choma**, who formerly worked in the Food Services Department and for the Futures Program at the Queensway Campus. HC

# Support for Mature Students

Cheryl Taylor (Counselling, North) and Anne Chesterton (Counselling, Lakeshore) are organizing, coordinating and delivering some of the programs for Humber's Mature Students Club.

The program, developed following a needs assessment process, is composed of sessions on study skills, problem solving and time management.

Special events, such as a Christmas wine & cheese celebration, have also been planned.

This year, membership in the club consists of approximately 80 students at the North and 58 at Lakeshore.

According to Cheryl, the club has been around for a number of years and is a joint Counselling/SAC effort.

"It was established to help those students who have been out of school for a time adjust to the stress of being back in an academic environment," she says. "In addition to the practical workshops, the social events are important, too. They're designed to help break down the barriers of feeling isolated, to help the students make friends, and to establish a support network." HC



Introducing the newest member of the Tallon household...welcome Morgan.

# Viewpoint

By Carl Eriksen

Generic skills, literacy skills, are the buzz words in today's world. What is needed are people who can think, problem solve, articulate effectively and adapt to changing circumstances while at the same time possessing a bag of vocational skills that will make them readily employable. Laudable goals indeed.

There are two things which disturb me about the Vision 2000 study. On the one hand, the study leaves one with the impression that the CAAT system almost single-handedly can rise



to this enormous challenge and meet it. At the same time, the study appears to be short on specifics with respect to the questions of "how" many of the stated goals are to be achieved.

For example, is it realistic to assume that an increased emphasis on generic skills within the curriculum at the college level will necessarily lead to the desired outcome without any reference to, or understanding of, the work that is undertaken in the secondary schools, not to mention the modern complex technological culture in which our students find themselves? More is not necessarily better. In a recent article, "The Lost Art of Reading Well," the author makes the point that people "who had been educated almost solely by print know how to use words with precision and to construct arguments that were elegant in their complexity and had at least the appearance of reasonableness."

Contrast this with the generation who have been raised on television. As the author points out: "People were not more intelligent back then. They were more literate. Their entire sensibilities were shaped by print, and by the hidden properties of print which are dif-

ferent than the hidden properties of radio and television." Can this reality be erased simply by increasing the emphasis on generic skills in the curriculum we offer in the colleges or is the issue a great deal more complex?

Vision 2000 must not be allowed to become the Hall Dennis Report of the college system ten years from now. The important issues and questions raised by Vision 2000 must be examined, questioned and, yes, even challenged. To do less is a disservice to the people who have toiled diligently in an effort to improve, strengthen and ensure the continued importance and relevance of the CAAT system to the citizens of Ontario and beyond and to the provincial, national and world economies. **HC**

*Carl Eriksen is dean of the Applied and Creative Arts Division.*

## Pusztai Secondment Will Benefit Students

By Dianne Saint

Joe Pusztai, associate dean, Technology, is on the road a lot these days.

The work involved in his one-year secondment with the National Research Council takes him on visits to various industries in Etobicoke. The object of these visits is to transfer technology to small businesses and help them to improve their current technology base.

The facilities at NRC and Humber are being utilized for this purpose. By assisting companies to improve their productivity & quality, Canada's competitive position with free trade is thereby also improved.

## Recognizing Student Achievement

The Annual Humber College Awards Nights were held at the College's Lakeshore Campus in early November.

The three gala evening celebrations recognized students for academic achievement, leadership and participation.

Approximately 600 awards, taking the form of cash, trophies, plaques, gifts and equipment were presented by donors and sponsors.

A reception, hosted by College President, Robert Gordon, and members of the the Board of Governors preceded each presentation ceremony. **HC**

This is the first attempt to link Humber's facilities, faculty expertise, and the Business and Industry Service Centre with the community.

How can the program benefit our students? Because Joe works closely with these companies, student placement will be emphasized.

Through various funding programs, the NRC will subsidize 80% of student salaries. This funding will enable companies to provide student placement. Arrangements can also be made for students to be placed into either co-op or summer positions relating to their appropriate field of work.

A benefit for Humber is clearly that, as a result of the exposure, our Technology programs will be more widely recognized.

Several key people from various universities and colleges are now involved with these NRC secondments, thereby helping integrate education with the work place.

Joe, who will go to Ottawa for a one-week computer training program with NRC, says, "I'm pleased to have been given this opportunity and I'm confident that my efforts will benefit the College and, most especially, our students in a positive way." **HC**



# Profile: Bette Stanley

By Madeleine Matte

*"This interview has been a good exercise for me because I often lose sight of just how wonderful my life has been so far."*

Her's is a rich, full life - one that spans 30 years as a public relations professional, one marked by a steadfast devotion to family and a genuine commitment to students.

Bette Stanley, faculty member in the Public Relations Program, Applied and Creative Arts Division, moves through the various chapters of her life as one might move in and out of the rooms of an especially comfortable house. She reflects, reminisces and pauses at particularly pleasant junctures, confronting memories directly, honestly and, often, with an exuberant sense of fun.

The eldest of five children, Bette won numerous public speaking awards as a child and regularly submitted 'articles' to newspapers. It was after she received an encouraging letter from Milt Dunnell, who was sports editor at the Toronto Star at the time, that Bette decided on a media related career.

She studied Radio and Television Arts at Ryerson, went to the University of Toronto for the Canadian Public Relations Society course and subsequently "moved from one job to another."

This included a stint with Prudhommes Theatre in the Niagara Region, employment with a number of voluntary and P.R. agencies and with the Township of Etobicoke. While in Etobicoke, she was made responsible for arranging the Township portion of the 1958 Royal Tour.

"It was great fun," she laughs, "consisting of a crash course in protocol and the curtsy."

A fast learner, Bette not only went on to organize public relations for four more royal tours but she also researched and wrote a number of policy procedure papers and was responsible for PR for special events at Rideau Hall for Roland Mitchener, George Vanier and Jeanne Sauve.

This experience, as well as her background with voluntary agencies, lead to her appointment, by Bill Davis, as one of five affirmative action consultants to the provincial government. She was also appointed as Canada's representative to President Jimmy Carter's White House Conference on the Family and, while at home for a time, she researched the first study on the needs of rural women in Ontario.

In high school, she met her husband, John. "We met when I was 16, were engaged three times and finally got married when I was 29," she says.

"His support has been invaluable," she continues. "For instance, when our son was two-and-a-half years old, I was given the opportunity to organize an international conference in England. It was a four-month contract and I really agonized about whether or not to take it. John insisted that he was just as capable as I was of taking care of the baby and was adamant that I go - so, I did.

You have to remember that this took place over 25 years ago - a time when a man's role was clearly defined in non-domestic terms."

She came to Humber five years ago and for three of those years was coordinator of the Public Relations Program.

"I really believe the program here is the best in Canada," she says. "The content is realistic and the faculty and students are respected in the field."

Teaching students enrolled in the three-year stream is a special pleasure. She likes to observe and participate in their growth and development. Getting to know her students, their strengths and weaknesses, is an added advantage as Bette is also responsible for arranging their internship placements.

Her philosophy in the classroom is pretty straightforward. "I tell my students that there are no stupid questions, only people afraid to ask. I

tell them to make the most of their studies at the College because it isn't good enough to get a job - the important part is keeping it. I tell them about my own successes and my disasters. I tell them that attitude builds success. And, I tell them that credibility and ethics are as important today as they were when I started out."

While she acknowledges the importance of recognizing one's own limitations, she also stresses the value and importance of honesty. "It's a practitioner's best ally," she affirms. "Because we serve as guardians of an organization's reputation, we have to believe in what we're doing."

She also believes that the P.R. profession should have a regulatory body to monitor its activities. "We've been given a lot of freedom in the last ten years and with freedom comes responsibility. And, while I think we're grateful for the freedom, I'm not sure we embrace the responsibility," she says.

In her off-hours, Bette loves to cook and, of course, her family is still a priority. She enjoys time with her husband, is proud of her son's career in sales and is very close to her parents who are both in their 80's.

Future plans? "I was born and raised in Toronto. I love the city and wouldn't mind being a tour guide when I retire."

HC





# Truly International Hospitality

By Madeleine Matte

Travel. It's said to broaden horizons and enrich souls.

Those who question the validity of this statement need only ask the students who recently participated in one of the exchange programs available through the Humber Institute of International Hospitality.

The recently created Institute is currently involved in student exchange programs with Japan, England, France, Jamaica, Disney World in Florida and with the Province of Quebec.

Last semester, for instance, 12 Humber students, enrolled in a variety of hospitality-related programs, worked at the Hotaki Recreation Ski Resort north of Tokyo, Japan. This year, another group will spend five months at Japan's Kawaba Resort.

John Walker, chair of the Hospitality, Tourism and Leisure Management Division, is an enthusiastic supporter of exchange programs and worked tirelessly on the Japan project.

"The cultural and global experience is invaluable for students," he says. "Personally, I'm especially encouraged by the positive reports we received from Japan about our students. We're pleased to be able to cooperate with the Japanese again this year."

The project with France has students working in housekeeping, front desk, service and kitchen position in the Cognac region, some 200 miles south-east of Paris.

Kathy Redmond, coordinator of the exchange program with France, feels that globally-directed placement opportunities are the way of the future.

"Humber has been a leader in this respect and it's wonderful for our students in terms of education and experience," she explains.

*Continued on page 10*

# Staying Out of Harm's Way

By Dianne Saint

Sexual Assault Prevention, one of the sessions offered by the Lakeshore Forum (a series featuring presentations on issues of importance to the Humber community), took place at the Lakeshore Campus auditorium in November.

The session, led by Henry De Lima, fourth degree black belt in karate, technical director of Out of Harm's Way (a sexual assault prevention program), founder and chief instructor of Advanced Karate Studios Inc., was attended by Humber staff and students as well as students from Lakeshore Collegiate.

The session was organized by Art Lockhart (School of Social and Community Services) and Pete Maybury (Student Life Department).

The first part of the session featured a talk about assault with the following advice, tips and information:

- Always avoid potentially dangerous situations and walk in well-lit areas at night; walk in the centre of the street or parking lot; and, walk wide around corners.

- Walk confidently.
- Do not keep a lot of identification in your purse or wallet.
- If travelling by bus, sit close to the driver. If seated at the rear, sit on the outside so that you do not become trapped.
- When travelling by car, hold the appropriate keys ready, look inside the car before entering and, once inside, lock the doors immediately.
- Never leave anything which shows your address visible in the car.
- In the home, being tidy pays off. Shovels, tools or ladders left lying around outside can be used to break into the house or as weapons.
- Trust your intuition and the first feelings you have. It's a fact that these feelings are accurate. Many women have reported strong disturbing feelings prior to assaults.
- Scream. It's your best weapon.
- When in an elevator, push the buttons in case of attack.
- Whistles and alarms can be used but don't use something that can be used against you. Mace is illegal but hairspray is fine.

De Lima, who runs sessions daily and has taught self-defence for years, stresses that the "most important thing women can do to protect themselves is to avoid dangerous situations and increase their level of awareness."

A demonstration in the gym followed the session and participants were taught simple, effective self-defence movements and strategies. **HC**



# Language at Work

By Madeleine Matte

Humber and Employment and Immigration Canada are cooperating in a Canadian Job Strategy project that's sure to benefit both employers and employees - especially those in the manufacturing sector.

The Language at Work program, designed primarily to help immigrant women improve their communication skills in the workplace, focuses on language, literacy and numeracy skills.

While financial assistance toward training and other related costs is an obvious plus for employers, residual benefits include an increase in on-the-job effectiveness, improvement in employee morale, greater self-respect and opportunities for advancement.

According to Joanne Watson, training consultant on the project, "There's definitely a need out there and we have to convince people that the program is a valid one. Employers are beginning to recognize this and are beginning to express interest."

Training may vary according to the needs of the employee and may include a variety of classroom methods and controlled practical experience. A total of 80 hours of training is necessary for completion of the program. **HC**

# Not for Students Only

Jack Buckley, dean, School of Business, believes that parental knowledge and support are strong contributing factors to student success.

Therefore, the School of Business held an information reception early this Fall specifically for parents and family members. It ran concurrently with the orientation session for new students.

At the reception, parents and guardians were given information about academic requirements, counselling services, housing, food services, financial aid, athletic programs and student clubs and societies.

Tours were also provided to familiarize those attending with the campus environment.

Approximately 60 parents attended and feedback indicated that the event was both valuable and informative.

Because the evaluations were so positive, the College is now looking to replicate the reception in other academic divisions next year. **HC**

# Literary Feast

By Gary Lipschutz

A warm, blissful Autumn evening befell a well-planned literary feast when several patrons of the arts enjoyed a delicious Chinese dinner and lively discussion with award-winning novelist Joe Kertes, chair, Applied and Creative Arts Division.

For his book, *Winter Tulips*, Joe won the 1988 Stephen Leacock Medal for Humour. Attendees of the feast discussed what it was they liked best about the novel and congratulated Joe on his achievement.

Organizer, Ben Labovitch, faculty member at the Lakeshore Campus, says the evening exceeded his expectations. What he especially liked was "21 of us intimately sitting around a table discussing a funny novel with the guy who actually wrote it."

Of the people in attendance, "There was no homogeneity," said Jerry Smith, Humber's coordinator of the Arts Management Program, "and that was the real excitement." The only thing everyone had in common, he said, was "Joe and his writing."

The evening's 10-course meal at the Pink Pearl in Queen's Quay Terminal at Harbourfront was followed by a literary reading by Paris Review founder and editor, George Plimpton. Given at the elegant Premier Dance Theatre, the reading was part of the International Festival of Authors, the largest of its kind in the world. **HC**

# International Hospitality

Continued from page 9

Humber is also working with Leeds Polytechnic Institute in England and plans have now been finalized for a four-month work experience session in York.

An international placement opportunity of similar duration is in place, as well, with Heart Academy, Runway Bay, Jamaica. And, exchange oppor-

tunities also exist closer to home in Florida and Quebec.

The existing five-month Disney World internship, for example, is expected to help pave the way for a similar project when Disney opens its operation in Paris, France, in 1992.

Canadian experience is available in North Hatley, Quebec at the Auberge Hatley, a Relais and Chateau member. Here students train in one of Canada's finest hospitality establishments while enjoying the unique culture and setting of the Eastern Townships. **HC**

# Acknowledging Bonds of Friendship

By Madeleine Matte

A reception to honour those exchange students from Quebec who are currently enrolled at Humber was held at the North Campus in late September.

Hosted by College President, Robert Gordon and by Raymond Doucet, coordinator of French programs, the event attracted administrative personnel and officials from both Ontario and Quebec.

Representing a number of Ontario government branches were Donald Obonsawin, Lionel Poirier, Carmen Gauthier, Sarah Garson and Dr. Thomas Brzustowski, former deputy minister, Ministry of Colleges and Universities.

From Quebec, guests included Louise Chene, Etienne Tetreault, Esther Bergeron and Jacques Dolbec.

In his address, Dr. Brzustowski directed his remarks to the students, applauding their willingness to accept the challenge of academic relocation.

"During your stay at Humber," he said, "I am sure that you will personally gain from the linguistic and cultural experiences that you will encounter. At the same time, your participation in this program will enable Humber students and faculty to gain a better understanding of the views and aspirations of students in Quebec."

He concluded his remarks by saying that "the development of this type of mutual understanding between individuals can only reinforce the open-mindedness, the tolerance, and, in the special case of Ontario and Quebec, the bonds of friendship and good neighbourly relations that have been so much a part of the history that exists between our two provinces." HC



*Students from the Province of Quebec discuss the merits of exchange opportunities at a North Campus reception. The students are currently enrolled in a variety of programs at the College.*

## Teaching English as a Second Language

An intensive, full-time Teaching English as a Second Language (TESL) program, under development for almost three years, is off to a great start. Over 250 applications have been sent to interested parties and 25 students will be beginning the ten-week course in January.

Developed by five English as a Second Language (ESL) staff members, the program is coordinated by Mary Koumoulas and Dale Smith and will be offered in two sessions (Winter and Spring 1991) at the York Eglinton Centre.

Dale and Mary, along with Rickie Van Wouw, will teach in the program

which has a strong applied orientation designed from an adult education perspective.

The curriculum will consist of workshops and lectures on a wide range of theoretical and practical issues. There will also be extensive opportunities for ESL class observations and practice teaching sessions.

Humber is the only community college in the city to offer a full-time TESL program. HC



# Board Highlights

A report on the status of the City of Etobicoke/Humber pool project was presented to the Board by Ken Cohen, director, Physical Resources. Ken reported that construction of the pool was scheduled for completion in early December.

According to Bill Channing, who is with the City of Etobicoke Parks and Recreation Department, his staff will begin preparations for the opening by setting up programs and occupancy schedules. He and his staff will be meeting with Humber representatives to finalize details.

• • •

Carol Boettcher, director of Human Resources, reviewed Humber's hiring trends for the months between and including May and August in terms of the male/female mix in each of the three staff categories.

A total of 55 job vacancies were filled by 37 female candidates.

Of a total ten vacant administrative positions, females had applied to seven and were successful in five and, although eight of thirteen faculty positions went to female applicants, no applicants were received in the program areas of Child and Youth Worker, Fashion Arts, Basic Nursing and Children's Music.

While the top four support staff positions were female hires, all secretary/receptionist positions had female only applicants.

• • •

# Notice Board

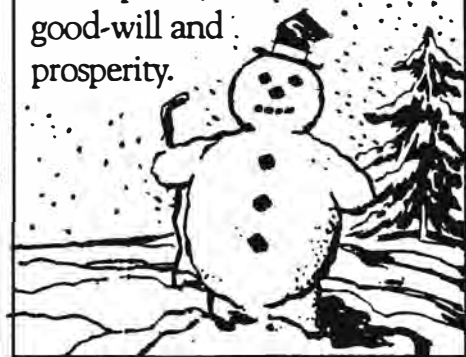
**The Keeleesdale Multi-Cultural Festival** will be held on December 20 beginning at 11:00 am. Pavilions will feature food from around the world as well as clothing, art and photography. Everyone is welcome.

**Humber's 4th Annual Student Art Competition** is well underway & will culminate in a series of shows: North Campus on January 8; Lakeshore on January 9; and Keeleesdale on January 10.

Our own **Humber College faculty sextet** will be performing in a concert at the Ontario Science Centre on Monday, January 21 at 8:00 pm. The concert will be broadcast on *The Jazz Scene*, CJRT.FM on the following Saturday at 7:00 pm. This will be the first performance outside the College for the sextet.

Originally formed as a quartet, the group has now grown to become a jazz sextet with Lenny Boyd playing base, Armas Maiste on the piano, Don Vickery on drums, Pat LaBarbera and Paul Read on saxophone, and Jerry Johnson on trombone.

The staff at COMMENT hopes you have a Happy Holiday Season and that in the New Year you enjoy much peace, good-will and prosperity.



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# COMMENT

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Editor: **Madeleine Matte**  
 Art Director: **Jo De Gasperis**  
 Editorial Staff: **Dianne Saint**  
 Photography: **Gary Gellert**



# COMMENT

SUMMER 1990

## College Residences: Another Humber First

*By Madeleine Matte*

**W**hile recent construction projects at the College have drawn some negative reaction, there appears to be general agreement that the building of two student residences at the North Campus is a positive move.

Designed to boost enrolment, curb attrition and enhance student life, it's expected that, barring any major set-backs, the residences will be fully operational in September — ready for the first group of students.

Overlooking the Humber River Valley, the residences are modern, air-conditioned buildings. The 720 rooms, all singles, are furnished both with a twin bed, desk and dresser. All rooms have individual cable service.

Each floor of the high-rise has a central laundry facility, a lounge equipped with cable television and a small kitchen area. The low-rise has three lounges, kitchens and central laundry facility on each floor.



*There appears to be general agreement that the building of two student residences at the North Campus is a positive move.*

The cost of building the two structures is covered by the exchange deal negotiated around the sale of the Osler Campus and by a mortgage provided by the Ontario Housing Corporation through Canada Pension Plan Funds.

Because, initially, fees will not cover the cost of operation, Aina Saulite, residence manager, hopes to increase income by making the residences available to group and organizations during the summer months. "A number of groups have already booked their conferences and seminars with us. Our move from Osler was scheduled for the end of May and we welcomed our first guests two days later," she says.

Throughout June, July and early August, Humber will be hosting the Summer Language Program, the Ontario Ski Resort Association, Department of National Defense, the

*Continued on page 2*

# Campus Violence: Addressing the Issue

The tragically violent incident in a Montreal university just before Christmas left us all horrified, frightened and angry. The unprovoked devastation forced a confrontation of our worse nightmares.

Coming to terms with the fact that violent acts, both distant & close to home, are on the increase is just one of the issues that a gathering of 400 students, staff and faculty at the Lakeshore Campus hoped to address.

Spearheaded by Art Lockhart, chair, School of Social & Community Services, the initial, brief meeting was organized as a result of concerns expressed around the questions of campus and societal violence. "It wasn't meant to be provocative," says Art. "We simply wanted to generate the kind of awareness that would eventually lead to positive action."

In addition to Art, John Liphardt, dean of the Lakeshore Campus and Melanie Panitch, coordinator of the Community Integration Through Cooperative Education Program, spoke to those assembled.

Surveys were distributed and an overwhelming 253 responses were received & tabulated. Those issues articulated most frequently by the respondents were family violence, racism, swarming, as well as violence against women, the elderly, the handicapped and the environment.

In response to questions asking for specific ways to address some of these issues, comments included the following:

- eliminate violent vocabulary
- downplay aggression; promote tolerance
- challenge sexist comments
- get teachers to encourage dialogue on violence
- form anti-violence practice groups
- develop effective student-run College programs
- involve students on a campus committee promoting non-violence.

These suggestions led to the formation of Students Against Violent Events (SAVE) at the Lakeshore Campus.

As directed by College President, Robert Gordon, a College-wide task force to study campus violence was formed. The task force, consisting of representatives from all factions of the College community, is chaired by Barrie Saxton, chairman, Applied and Creative Arts.

HC

## College Residences

*Continued from page 1*

National Cheerleader's Association, and CHELT. Then the students (chosen by lottery based on distance, first year status and an academic year commitment) move in.

According to Aina, rates are "in line, on the high end, with Ontario universities. We're more expensive than the University of Guelph, for instance, but bear in mind that the cost of living in Guelph is lower than the cost of living in Toronto." Cost of living in residence is also dependent upon which of the meal plans is chosen.

A staff of "approximately 40, of which 15 will be full-time" will ensure smooth operation on a 24-hours-a-day basis and will include custodians, security guards, a nurse, receptionist, financial clerk and student monitors.

"An official opening ceremony is planned for September," says Aina. "I'm hoping that we'll have names for the residences before then."

HC

## Ministry Announces Technology Enhancement Fund

Ontario colleges of applied arts and technology will receive \$4 million from the province to enhance the quality of technology programming, Sean Conway, Minister of Colleges and Universities, announced recently.

"Ontario's colleges are an essential link in providing the educated and technologically skilled workforce required by the province," said Mr. Conway. "At a time when technology increasingly affects our day-to-day lives, it is vital that we enhance technological studies throughout this

province's education and training systems."

Ontario's 23 colleges of applied arts and technology offer more than 400 technician and technologist programs. In 1989, 21,000 students in specialties ranging from aviation to robotics were trained at colleges to meet the needs of the province.

The Technology Enhancement Fund will help colleges upgrade existing programs and enable them to develop new programs to meet emerging needs. The funds will also help the colleges acquire new equipment, update program curricula and provide faculty with opportunities for professional development and consultation with industry.

"This government is committed to placing greater emphasis on the areas of technology and science," Mr. Conway said.

Funding for these initiatives will come from the \$754.4 million in operating grants announced by Mr. Conway in November, 1989.

HC



# V.P. to Attend League Sponsored Institute

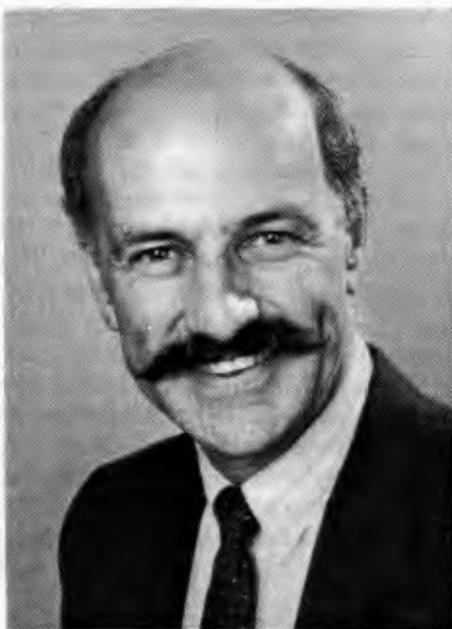
Richard Hook vice-president, Instruction, has been selected as one of only thirty community college leaders to attend the prestigious Executive Leadership Institute sponsored by the League for Innovation in the Community College in cooperation with the University of Texas at Austin and the University of California at Berkeley. A six-member national panel selected the thirty participants from a pool of over 100 applicants holding senior-level positions of leadership in community colleges in the United States and Canada.

Peter Spina, president of the League for Innovation and faculty member for the Institute said, "The review panel was extremely impressed with the quality of the applicants which speaks well for the future vitality of the community college."

To be held in Newport Beach, California, in August, the purpose of the Institute is to provide an opportunity for selected community college leaders to review their abilities and interests, to refine their skills, and to participate in discussions on leadership with outstanding community college educators in North America.

The faculty of the Institute are drawn from among the best community college leaders in North America. Faculty members include Humber President, Robert Gordon, as well as community college chief executive officers, experts in leadership development and communications, trustees of community colleges, and other prominent figures.

Founded in 1968, The League for Innovation in the Community Col-



*Richard Hook  
Vice-President, Instruction*

lege is a nonprofit educational consortium of resourceful community colleges organized to stimulate experimentation and innovation in all areas of community college development. Humber College is the only Canadian member.

HCC

# "Skills Link" at College

Humber College has been designated as a pilot site for the "Skills Link" data base - a data base which provides provincial training information about full-time as well as continuing education programs & courses offered at colleges and universities. It also provides the same information about training consultants throughout Ontario.

Course outlines on the system can be printed out for future reference by establishing a search process in a subject or program area, college, or name of the training institution.

While the data base for CE and contract trainers is not yet complete, all full-time college and university information is on track.

The program is loaded on the computer in NB109 in the Business and Industry Service Centre at the North Campus.

HCC

# A Good Year For Humber Grads

*By Madeleine Matte*

According to Judy Humphries, director of Placement & Financial Aid, 96% of Humber's graduates have been successful in obtaining employment. The 1988-89 graduate placement report for post-secondary programs at the College is based on an 87% sample of 1810 graduates.

"These results," she says, "can be attributed to a strong economy and a healthy job market."

In terms of entry-level salaries, Judy admits that most are somewhat low. "However," she adds, "we're finding that many employers are in the process of reviewing their starting salaries in order to attract the calibre of individual they require."

In an effort to determine long-term student career potential, the College has embarked on a pilot program of tracking grads over an extended period of time.

Graduate placement statistics are used externally to promote College programs to perspective students and employers. Internally, they are used as just one of the many factors in program rationalization.

HCC

# HUMBER PEOPLE

By Dianne Saint

College President, **Robert ('Squee') Gordon**, has been elected chairperson of the province-wide Committee of Presidents (COP), effective June 1990.

The committee, comprised of the presidents of each of Ontario's 23 community colleges, is a subset of the Association of Colleges of Applied Arts & Technology of Ontario. With its system-wide mandate, this executive group relies on information and data provided by a number of operating committees who report on issues relating to budgets, public affairs and human resources.

As Chair of COP he will be expected to lobby for government support and an increase in funding for the college system.

In addition to this new appointment, Squee, who has been at Humber since 1982, is also the only community college president on The Premier's Council.

**John Saso**, vice president, Administration, has accepted a position as president of Niagara College effective September 1, 1990. John came to Humber in 1986, from Georgian College in Barrie, Ont. During his time at Georgian, he was a teacher for two years, director of Human Resources and then vice-president Finance and Administration. He has also worked with Eatons, The Bay, Industrial Estate Holding Corporation and Xerox.

**Harry Matsugu** has been appointed chairman of Math, Science and Computer Literacy of Job Training Services, Keele Campus. Harry is responsible for the facility as well as the administrative management of all math, science and computer literacy upgrading programs at all campus locations.

**Joe Pusztai**, associate dean, Technology Division, recently defended his thesis and received his Doctoral Degree in Mechanical Engineering from the University of Miskolc in Hungary. Joe, a graduate in Engineering from the University of Budapest, received his M.A.Sc in Mechanical Engineering from the University of Waterloo prior to joining Humber College. He has developed a number of successful Technology programs and co-authored two college textbooks in his field of speciality. Before coming to Humber, Joe spent 17 years working in industry, most recently at McDonnell Douglas. He holds a number of patents and is a member of APEO, AIMTECH and NCS.

Former National Hockey League "Iron Man", **Nick Harbaruk**, has been hired as the head coach of the Humber College Hawks Varsity Hockey Team. He replaces **Dana Shutt** who retired at the conclusion of the 1989/90 season. Over a six year span, Harbaruk played for the Pittsburgh Penguins and the St. Louis Blues. He also spent three years in the World Hockey Association with the Indianapolis Racers and was a member of the 1963/64 Memorial Cup winning Toronto Marlboro Team. Harbaruk was the head coach of the Seneca Braves from 1979 to 1985. He led Seneca to three O.C.A.A. Championships, as well as a silver and two bronze medal finishes at the National Championships. His career coaching record is impressive as he has 164 wins, 39 losses and five ties.

**Doug Leonard**, coordinator, Ambulance & Emergency Care Program, received an honourable mention for teaching excellence at the ACCC 1990 awards. This award comes as a result of Doug's work with the First Response Training Program, a program designed to address the emergency health care needs of Native Indian Reserves in Ontario. The project began with the Nawash Band on the Cape Croker Reserve in the Bruce Peninsula.

**Paul Read**, director of Music, has returned after a very productive sabbatical year. While on leave, he was commissioned to write an arrangement of Oscar Peterson's "Hymn to Freedom" for the Manhattan Philharmonic Orchestra and a 350-member children's choir. The piece was performed in May at Carnegie Hall in New York City. Paul is also working with Peterson on a series of books for aspiring jazz pianists. The first volume, completed last Summer, has just been published and a second is in the works and will be ready for a Fall release.

A Vocal Jazz Ensemble, under the direction of **Trish Colter**, Music Department, recently received top honours with a gold award in The Ontario Vocal Jazz Festival.

**Raymond Doucet**, coordinator of Francophone Studies, has donated approximately 300 French literature and language books to the library, including a set of L'encyclopedie du Canada. An area on the fourth floor will house the French collection.

**Robert Bocking**, coordinator of the Film and TV Program, received the Kodak New Century Award from Colin Davis, marketing director of Kodak Canada Inc. This award was given for his many years of producing, directing, sound recording and editing wildlife films.

The following staff members will receive their ten year pins on August 31: Austris Bebris, Joanne Bleasdale, Bruce Bridgeford, Thomas Browne, Patricia Burke, Blair Carter, Paul Chai, Jeanette Charlton, Nick Charlton, Ellen Penny Duffield, Stephen Flude, Goldie Foreman, Douglas Fox, Jeremy Frape, Harvey Freedman, Alexander Goldie, Susan Goodman, Marylynn Griffin, Steve Gromacki, Gloria Hang, Anne Harper, Michael Hatton, John Hefele, Olga Hilmer, Diane Jacobsen, Gary Jaynes, Netto Kefentse, Wasyl Klymenko, Riny Kooren, Lydia Kublick, Stanley Larke, Richard Law, George McLean, Joseph Medal, Katherine Mezei, Adele Mikhail, Lynda Morris, Margaret Murphy, Valerie Nease, Dominic Panacci, Kyzysztof

Pioro, Maureen Porter, Ronald Rankine, Paul Read, Kristine Robbins, Chun Shin, Valentino Squillaro, Paul Suda, John Sutton, Peter Taylor, Maureen Wager and Samuel Woolf.

**Jerry Smith**, School of Business, has been appointed program coordinator for the Theatre Department during **Ellen Shifrin's** one-year absence.

The Marketing Services Department won an Award of Excellence for the 1989 Career Report. The announcement was made at the Trilium Awards presentation held in Ottawa.

**Carole Weldon**, Purchasing Department, was presented with a Fit For Life Achievement Award at the Annual Student Life Appreciation Banquet held in May in the Seventh Semester.

**Pat Ferbyack** will take a one year leave of absence from her position as associate dean, Applied and Creative Arts Division. During this time, **Joe Kertes**, Lakeshore Campus, will assume the duties of this position.

Three bands in the Children's Music Education Program were presented with first, second & third prizes at the Kiwanis Music Festival. These same three bands also won three gold medals at the Regional Musicfest competition and were invited to perform at the finals in Winnipeg.

**Toby Fletcher**, **David McPherson**, **Doreen Bell** and **Ann Harper**, of the School of Business, were awarded their HRP designation from the Weston and District Personnel Association during a dinner held in honour of the recipients.

**Vihari Hivale**, of the North Campus Library, represented the Standing Committee on International Library Assistance in Bangkok, Thailand at a summer school for Thai librarians.

**David Griffin**, Food Services Department, has left his position as Food Services manager to become manager of the Residence Food Service Operations.

**Darrin Caron**, chairperson of the United Way Campaign at the College, reports that Humber staff received a merit award from the United Way for outstanding support to the people of the community.

**Lynne Bentley**, North Campus Library, is sitting on the Academic Council as a faculty representative. Lynne is replacing **Jan Finlay** who is on sabbatical leave until September 1990. **Jim Brady**, technologist from the Media Centre, also represents the Library Services Department on the Academic Council.

**Mary Benedetti**, Continuing Education, has relocated to the Keele-dale Campus where she will continue with current & new development projects.

In March, at the Chimo Hotel, the Horticulture Alumni celebrated their 22nd anniversary at a dinner/dance and biannual meeting. Approximately 60 people (including two from the first graduating class of 1969) attended the event. The evening included a guest speaker, disc jockey and door prizes.

**Lois Donechie** has left her position as project coordinator for the Conference and Seminar Services Department and relocated to the United States with her husband.

**Elizabeth Ganong** has left her position as associate director, Student Affairs. Elizabeth plans to continue with her studies at the University of Toronto while she works part-time. Upon completing her degree, Elizabeth will teach English As A Second Language.

**Eleanor Matthews**, School of Business, is retiring from her position as administrative secretary after 20 years of service with the College. Eleanor and her husband are building a home in Newfoundland and plan to live there for part of the year.

**Iva Barnard**, manager, Lakeshore Food Services, is retiring this Spring. A farewell dinner in her honour was held in May.

**Angela Lee**, from the Registrar's Office, Lakeshore Campus, and **Dawn Harper-Denson**, president, Corporate Health, have joined the Conference and Seminar Services Department.

From the North Campus Library: **Karina Fong** attended the CAN/OLE training workshop at the Novotel Hotel; **Margie Zekulin** attended the Serials Management Systems "Client Appreciation Reception" at the Royal York Hotel; **Carol Campbell** attended a workshop organized by the Special Needs staff; **Tom Fortner** has been elected president of the Caledon East Fire Fighters Association; **Doug Wilford** hosted a tour of the new library for a group of library technicians from the Halton-Peel Library Technicians Association.

**Sue Berkley**, who previously worked at the Osler Campus Library, has been hired as a full-time clerk at the North Campus Library. **Gabor Feuer** was appointed part-time clerk for the Osler Campus Library.

**Dr. Meral Korzay** from Bogazici University in Istanbul, Turkey, was a recent visitor to the North Campus.

The Information Systems Studies Alumni Association hosted its first annual dinner in mid-April in The Humber Room. According to **Dave Haisell**, chairman, Information Systems, the evening provided an opportunity to meet with old friends and acquaintances from the ISS programs and was a great success.

The following were graduates of the Central Michigan University Masters of Arts in Education Program: **Marie Atlas**, **Mirella Cirfi**, **Mary Dicaro**, **Franca Giacomelli**, **Michael Harper**, **Patricia Hedley**, **Judy Humphries**, **Susan Hunwicks**, **Bernie Jackson**, **Pat McCracken**, **Henry Ruschin** and **Mary Ann Rizzuto**.

**Mark Schoenberg**, artistic director of the Sudbury Theatre Centre, has been named artistic director of Theatre Humber. He comes to the College with an impressive list of credentials and experience including the Citadel Theatre in Edmonton and a teaching stint at the University of Alberta.

ETC



# Japan and Humber: A Cultural Exchange

By Madeleine Matte

Despite a hectic schedule both on-and-off-campus, Don Foster, who is coordinator of the Funeral Service Education Program and of Programs in Life Threatening Illness, Dying and Bereavement, exudes an air of calm self-possession – undoubtedly a necessary attribute in his profession.

Some of Don's extra-curricular commitments have, in fact, led to a number of interesting projects – the most fascinating one being the Canadian/Japanese Funeral Service Study Tour.


The project was conceived by Don and Takashi Saito, a member of the clergy in Japan, at a meeting for the International Working Group on Death, Dying and Bereavement. Their initial contact resulted in a week-long work/study visit to Humber by 13 Japanese funeral directors last September.

While here, members of the group, accompanied by two interpreters, attended special lectures and demonstrations and toured cemeteries, crematoriums and casket manufacturing plants. They also took in a baseball game at the Sky Dome, shopped at the Eaton Centre and visited Niagara Falls – a mandatory stop-over for visitors to Southern Ontario.

At the end of May, Don led a reciprocal visit of an equal number of Canadian funeral directors to Japan. The itinerary included a full agenda of profession-related activities in both Tokyo and Kyoto and culminated in an audience with the Lord Abbott of the Buddhist faith.

"There are no formal funeral service education programs in Japan and the profession is much more diverse


over there," says Don. "For instance, because of the nature of the Japanese funeral rite – which consists of several ritual meals and the exchange of money and gifts – funeral directors are involved in running hospitality service operations and gift shops. And, because funeral halls in Japan also serve as wedding chambers, funeral service personnel are responsible for on-site florist shops. It's certainly not a concept we're familiar with here," he adds.

"I've always viewed the exploration of other cultures as a rewarding growth experience. My hope is to be able, one day, to extend the work/study project to include Humber students." 

## Notice Board

The North Campus Library will be open on Saturdays starting September 8, 1990 until the end of April 1991 on an experimental basis. The hours are 8:30 am to 12:30 pm. The staff will consist of one faculty librarian, two technicians (library/AV), and one clerk. They are now looking for people interested in working Saturdays, preferably those familiar with the College and the new library facility.

"Cook Right", a cookery series featuring Frank Formella, Hospitality, Tourism and Leisure Management Division, was filmed by Maclean Hunter Cable and produced by the Public Relations Office. The program was aired Thursday, May 31 at 4:00 pm., and Saturday June 2, at 7:00 pm., and continues weekly throughout the coming month.

During the Summer, very few events will be occurring in the Athletic Centre and, as a result, there is space available for short messages on the student life L.E.D. board just outside the Humber Room. Please contact Marg Riley at ext. 4024 for details. 

# Encouraging Environmental Protection

By Madeleine Matte

In March, the College implemented a program to encourage environmental protection through better waste management of materials such as fine paper, metal cans, cardboard, glass bottles and newspapers.


"Since that time we've collected in excess of 10 tons of paper," says Gary Jaynes, superintendent of Inside Services at Humber.

He confirms that "most" departments are cooperating and that the success of the program is better than expected.

"We were hoping to pull in four tons of paper a month from the main garbage stream," he acknowledges, adding that the collected material is turned over to a recycling broker and then sold.



The program, while helping the environment, is also beneficial to the College in terms of cutting costs as there is less garbage for pick up.

Humber's recycling program was launched, officially, by Talyer Parnaby, chair, Board of Governors, after a tour of numerous displays which were set up in the concourse in conjunction with the Metro Works Department. These included composting, landfill sites, existing waste management systems, alternative strategies and materials recovery facilities. 

# Budget Highlights

The Humber College operating fund budget for 1990/91 was approved by the full Board in April. Streamlining expenditures, continued commitment to quality education and involvement in new initiatives will continue to form a major part of the College's focus during the coming year.

Set out below are the highlights of this year's budget.

1. Operating Fund Revenues are to increase by 1.3% to \$82,372,339, an increase of \$1,041,943 over last year.
2. Humber's Provincial Operating Grant was established by the Province at \$53,710,739, an increase of only 1.29% over last year. Federal and Provincial Training Grants from the Ministry of Skills Development are estimated to decrease by a minimum of 33.5%, a decrease of \$2,272,631 over last year.
3. Full-time post-secondary enrolments are estimated to decrease by 2.0% to 8,187 students.
4. Trainee days (Federal & Provincial) are scheduled to decline by 29,337 days to 259,611 days in 1989/90.
5. Fully funded part-time activity is projected to increase in student contact hours to 1,160,600 in 1990/91 from 1,037,400 in 1989/90. Non-funded part-time activity is projected to increase in student contact hours in 1990/91 to 537,200 from 487,900 in 1989/90.
6. Operating fund expenditures are projected to increase by 0.8% to \$82,919,331. This will result in an overall planned deficit of \$499,456.
7. Salaries (including step increments) will rise by \$5.172 million over last year which represents an average increase of 6.0% for faculty, administration and support staff.

8. Fringe benefit costs are estimated to rise to \$7,806,900. A net increase of \$273,354 over last year.
9. Capital expansion programs at the North are near completion. The funds to finalize these projects have been allocated by the Ministry of Colleges and Universities and the City of Etobicoke as follows:

Residence 1 – No cost to College – to be exchanged in return for the Osler Campus in June 1990.

Residence 11 – 100% financed through a mortgage provided by the Ontario Housing Corporation through the Canada Pension Plan Funds.

Pool – Humber's share of this project is \$150,000 appropriated by the Board in 1988, plus the land site.

Library – Final grant for completion of this project in the amount of \$2.5 million will be received from the Ministry of Colleges and Universities in 1990.

Additional grants have been allocated to Humber College:

- A. \$1,201,448 to reimburse Humber College for additional costs incurred as a result of the 1989/90 faculty strike.
- B. \$500,000 to be applied to additional costs that will be incurred in 1990/91 due to the extension of the academic year.
- C. \$614,922 conditional grant that must be spent in 1990/91 on equipment and facilities maintenance costs.
- D. \$720,760 restricted to fund building maintenance and upgrades.
- E. \$727,600 restricted to fund upgrades and purchases of new equipment for classroom use.
- F. \$314,149 restricted to fund those students with special needs in our post-secondary environment.

In addition, Humber received two new funding grants:

A \$252,552 technology grant restricted to curriculum upgrading, instructional equipment, and professional development of faculty and a \$226,848 remediation grant restricted to programs that address student needs for academic numeracy and communication skill upgrading.

## More Services for C.E. Students

By Madeleine Matte

A report outlining an augmentation of existing continuing education services to be offered to part-time students, together with estimated costs, was presented recently to members of the Board of Governors by Kathryn Barber, Chair, Continuous Education.

Services, which will be funded through increased revenue generated by the new C.E. service fee, will be in place in September 1990 and will include a continuing education service centre; counselling (academic, individual, vocational); and parking. Seminars and clinics; Student Association Council Services; communication vehicles (a handbook and listing of upcoming events & announcements); and an extension of library service hours will also be part of the package.

The total cost has been estimated at \$135,000 while revenue is expected to generate approximately \$160,000.

HC

## COMMENT

Humber College COMMENT, a newsletter for staff and faculty, is published quarterly by the Marketing Services Department, North Campus, Humber College of Applied Arts and Technology.

Additional copies of the publication are available upon request. Permission is hereby granted for all or any part of this newsletter to be reproduced provided the source is referenced.

Editor: Madeleine Matte

Art Director: Jo De Gasperis

Editorial Staff: Dianne Saint

Photography: Gary Gellert



HC

# COMMENT

FALL 1990

## Vision 2000: Shedding Light on the Future

By Madeleine Matte

**T**he Vision 2000 report, released by former Colleges and Universities Minister, Sean Conway, is the culmination of an 18 month collaborative study incorporating input from educators, employers, the government and students. It urges sweeping changes for community colleges.

According to Conway, the analysis will help ensure that colleges continue to play a vital role in meeting the educational and training needs of communities throughout the Province. "I appreciate the efforts of those who participated in the drafting of the report, which I'm sure will now generate lively discussion within the broader educational community," he says.

Humber's direct involvement with Vision 2000 included individual participation on a number of study teams. In addition, Humber President, Robert Gordon, served as a member of the steering committee.

Kris Gataveckas (vice-president, Business & Industry Services) and John Huot (president, Humber's faculty union), as members of Study Team 2, investigated the changing nature of the

economy, technology and the labour force and its impact on the college system.

Roy Giroux (vice-president, Education & Faculty Services) and the group from team 4 explored issues of quality, accessibility, standards and curriculum and Starr Olsen's participation on Study Team 5 resulted in a ten-month secondment to the effort.

*Vision 2000 stresses that the career-oriented focus of community colleges must be retained*

As executive officer for the team, Olsen (Professional Development) worked closely with Penny Moss of the Ontario Public School Boards Association. "Our team looked at the relationship between schools and colleges as well as between colleges and universities," she says.

Throughout the process, Michael Harper (dean, Technology) and Bev Walden (associate dean, Planning) were responsible for encouraging Humber participation and for distributing printed material to keep the College informed.

For Charles Pascal (chair, Ontario Council of Regents for Colleges of Applied Arts & Technology) publication of the report is but the beginning of a system-wide renewal and credibility building process. It's a process he welcomes and



one which he says is "about quality, opportunity and partnerships."

Prompted initially by a series of disturbing indicators namely declining enrolment, labour management difficulties, lack of system-wide standards, narrow curricula and limited accessibility, the study concentrated on answering the question: "What should the college system look like in the year 2000 and how do we get there from here?"

In an effort to meet this mandate, 40 recommendations were put forth. These include creating uniform standards to allow for the transfer of credits from one college to another, establishing closer links with universities and the restructuring of college programs to focus on the development of both generic skills and a broader range of academic subjects.

Continued on page 14



# Humber Hosts CHELT Conference

By Dianne Saint

This year, the Seventh Annual CHELT Conference followed a slightly different format when the group joined the Institutional Effectiveness and Student Success Institute. Representatives from colleges in England, Africa, the United States and Canada attended.

Frank Franklin, International Projects/Planning Department and David Evans, City College in Norwich, Norfolk, England, designed a program based on issues relevant to the current English community college system. The two met during last year's CHELT conference in England. "There is tremendous support for this kind of link from Humber President, Squee Gordon and Norwich Principal, Jack Lewis," said Evans.

Workshops and seminars with topics such as dacum and program development; professional development; human resource development; industry and college partnerships; and Humber College and its students, were presented by Rick Embree, Ruth McLean, Roy Giroux, Kris Gataveckas and Martha Casson.

CHELT participants also had the opportunity to visit North Albion Secondary School where they were able to investigate Ontario's secondary school system. A number of side trips to Niagara Falls, Niagara-on-the-Lake and the city of Toronto were organized for for the group.

Chris Turnbull, vice-principal of Great Yarmouth College, Norfolk, thought the conference and working sessions went well. "There was very good practice given and a good cross-section of American and Canadian college educators were in attendance. I

gathered much relevant information that can be put to use at my own college. Coming from a very small college, I was impressed with Humber's new residence, the level of accommodation and hospitality. The food was superb."

Another member of the group, Vanessa Blythe, head of the Health Caring & Home Economics & Business Development Unit, Norfolk College of Arts & Technology, found the conference to be excellent. "The issues were current and methods of assessment excellent. I will be able to use the information for research I am doing at home. I was impressed with the standards, environment & diversity of activities locally and internationally. I was grateful for the friendliness & helpfulness of everyone at Humber. And I loved Toronto."

Future plans for CHELT include a revised format which will allow participants to work with a counterpart at a college in another country. In this way it will continue the liaison established between the British, Americans and Canadians. Frank Franklin sums it up by saying: "The conference was extremely successful although CHELT, as such, didn't take place. The subsequent program was successful and can be used as a model for further projects with the U.K., U.S. and the Humber community."

HCM

## Orientation: An Occasion for Congratulations

In any large organization, change is a slow, continuous process, evolving over and through years of hard work and dedication.

Orientation, the process that successfully integrates new students into the college system, is one of those significant changes. Orientation, as we now know it, has finally become a part of the culture at Humber College. A 90 - 95% attendance rate during Orientation Week attests to this. The excellence of the communications attests to this. And, the full-fledged co-operation of all the departments and divisions in the process attests to this.

To all the staff of Humber College, thank you for participating in one of the most important aspects of new student success.

Ian Smith  
Chair  
Orientation Committee



# Plastics Facility at Humber

*By Madeleine Matte*

Former Ontario Premier David Peterson's announcement about a \$2 million dollar commitment towards the establishment of a Canadian Plastics Training Centre will have a direct impact on the College.

The announcement, resulting from an intensive study which indicates a critical shortage of trained personnel in the plastics industry (Canada's third fastest growing manufacturing sector), will usher in a joint venture between the Society of Plastics Industries (SPI), a national trade association, and Humber.

According to the terms of the initiative, Humber will provide land for construction of the Centre's building and parking lot (\$1.5 million), SPI will supply and maintain the technology processing equipment (\$1.7 million), the Government of Ontario, through the Ministry of Colleges and Universities, will provide the funds to build the facility (\$2 million) and Canada Employment and Immigration will subsidize the first three years operating deficit. Thereafter, the Centre will be financially self-sufficient.

"The Canadian Plastics Training Centre will alleviate the shortage of workers in the plastics processing sector and create an environment which will promote excellence and international competitiveness in the industry," says Ron Evason, President of SPI.

By locating at the North Campus, the Training Centre will be able to avail itself of complementary course offerings and will have access not only to the College's well-established track record in the delivery of specialized services to business and industry, but also to its established global linkages with technical institutes and industrial development departments in Indone-

sia, Japan, Korea, Malaysia and Singapore. The College has also, over the years, worked successfully with individual companies in the plastics industry to meet their unique training skills and upgrading needs.

According to Kris Gataveckas, Humber's vice-president of Business & Industry Services, "The College and SPI will work cooperatively in the planning and operation of the 20,000 sq. ft. Centre. It's the kind of venture that's sure to benefit everyone involved. By leveraging the strengths of both business and education through this partnership, Canada's economy and competitiveness is fortified both in terms of economic growth and labour force development."

With a mandate to provide multi-level training and skills upgrading for production employees, supervisors and managers, the focus of the Centre is consistent with the recommendations made in the recent Premier's Council report supporting a move from company specific training towards a sectoral approach. **HC**

## BISC and Digital Join Forces for Major Project

The College's Business & Industry Service Centre (BISC) has joined forces with Digital Equipment Corporation (DEC) in a major project to develop a state-of-the-art industry training package in advanced manufacturing concepts. The focus of the multi-year initiative is Digital's flexible manufacturing work cell, Basestar.

To support the project, DEC has provided a major grant of computer hardware and software, as well as an Ethernet network to update the computing capabilities of the Technology Transfer Centre.

The BISC opened a year ago with a mandate to provide comprehensive training services to business and industry. **HC**

## NOTICE BOARD

Human Resources is now the new name for the Personnel Relations Centre.

This name change reflects the changing focus in the profession.

### Employment Equity Update

In January 1990, the Board of Governors approved an Employment Equity Plan for women and asked the Personnel Relations Centre (Human Resources) to expand the plan to include the other groups designated by the federal government as disadvantaged in the workplace.

On that basis, they will be mailing a questionnaire to all employees to determine the numbers of Native Canadians, persons with disabilities and visible minorities currently employed at the College. The data from the survey will be summarized and reported to the Board and to employees in statistical form so that no one employee can be identified.

The results will be used to examine our current workforce in terms of how we represent these people and what changes may be required to improve this.

The survey will be sent to all employees on November 7. Please watch for it. There will be more information in the College Communicate.

If you have any questions or concerns, you may contact either your union steward or Sandra DiCresce at ext. 4521. **HC**

# HUMBER PEOPLE

**Rod Rork**, executive director of Financial & Educational Resources at Sir Sanford Fleming (Peterborough) has been appointed vice-president, Administration, at Humber effective October 1. He replaces **John Saso** who left the College to take up the presidency of Niagara College.

From the North Campus Library: **Vihari Hivale** visited the online computer library center in Dublin, Ohio; **Graeme Foster** received his certificate in Technical Manual Writing; **Maggie Trott** has been nominated to sit on Academic Council for two years, replacing **Jim Brady** who represented the library for the past few years; **Doug Willford** attended the 23rd annual C.O.L.T. (Conference on Library/Media Technicians) held at the College of Dupage in Glen Ellyn, Illinois; visitors to the library included: **Carol Jacobs**, librarian from the Central Michigan University Library; **David Jess**, library technician from Monroe College; **Terry Kennedy** from Eastern Pentecostal Bible College Library; **Susan Watkins** from Eastern Nazarene College Library and **Barry Deans** from Loyalist College in Belleville; **Gail Sussman**, education/technical advisor with the Heritage Branch of the Ministry of Culture and Communications; **Dr. Jack Weiss**, dean of learning resources, Elgin Community College, Elgin, Illinois; and **Mohammed Abdul - Karim Al-Shatti**, director of libraries for colleges in Kuwait.

**Melanie Panitch**, and **Michael Borins** have taken one-year leaves of absence from the C.I.C.E. Program. Melanie will work at the G. Allan Roeher Institute, York University, where she will conduct a national study on the availability of international child care in Canada and Michael will spend

some time with Equally Health Kids in Etobicoke, a community development group.

**Jessie Bowles**, program coordinator, Food Industry Technician Program, has retired after 11 years with the College. Jessie and her husband plan to now spend some time on their farm in Ontario.

A retirement reception for **Eleanor Matthews**, School of Business, was held in the President's Boardroom in June. Eleanor and her husband, Oscar, have retired to Newfoundland where they are building a home.

**Moe Wanamaker** has resigned from his position as director of Job Training Services after twenty years with the College and will now pursue other interests and goals.

**Dave Darker**, Hospitality, Tourism and Leisure Management Division, was elected chair of Academic Council. **Jean Jablonski**, Human Studies Division, was elected vice-chair for the coming term.

**Yvonne Korince**, H.R. Systems, has left the College and has moved to Owen Sound with her family.

The 1990 Honorary Diploma recipients were: **F. Ray Crowne**, former board member; **Dana Shutt**, head hockey coach; **Helen Skinner**, advisory committee chair; and **James L. Davison**, former vice-president administration.

A farewell reception for **Eleanor Simmons** and **Doris McKellar**, Humber Child Development Centre, took place in June. Eleanor had been with the College for seventeen years, while Doris had been here for thirteen.

**Ron Graham**, Computing Services, has left the College and accepted a computer analyst position with the City of Owen Sound.

Eight educators from several south west Virginia colleges attended the Innovative Practices Showcase work-

shops held here in June. The group also had an opportunity to participate in some field trips.

In the School of Business: **Dawn Bryan** and **Bob Shuster** were nominated for Student Appreciation Awards; **Doreen Bell** was chosen to represent the College at NISOD; **Carolyn Smith** has participated in developmental work for a new Office Administration Program in cooperation with five major law firms in Toronto; **Don Wheeler** and **Doreen Bell** were nominated as college innovators of the year for their development of a post diploma program in Human Resource Management; **Toby Fletcher** was selected for a fellowship from The Niagara Institute for leadership training; **Werner Loiskandl** was elected as the faculty representative to Humber's Board of Governors; **Wanda Buite** was promoted to secretary; and **Dave Haisell** has been selected as Humber's chairman for the Management Development Institute.

At the Media Festival held at Geneva Park in May, **Gary Gellert**, photographer, Marketing Services, won an Award of Excellence for his photograph of the new library building.

**Domenic Panacci**, Graphics Department, was presented with a plaque from the Student Affairs Council. The plaque reads - "In appreciation of your outstanding contribution, 1989-1990."

**Barrie Saxton**, A.C.A. chair, was a keynote speaker for the Committee on Learning Resources Conference at Geneva Park. His topic was "Nonverbal Communications."

**Shirley Harrison**, Office Administration faculty, School of Business, has retired after twenty-two years with the College. A farewell reception was held recently in her honour.

The following people have been nominated and acclaimed to sit on Academic Council for two years, beginning September, 1990.

**Mike Birmingham**, **Thomas Olien**, **Alfred Shin** (Technology, North),



**Clark Anderson, Neil Fox, Peter Harris** (ACA/North),

**Gary Begg, Jean Jablonski** (Human Studies/North),

**Jim Knight** (Lakeshore),

**Ross Richardson, Jerry Smith** (Business/North),

**Pat Meek** (Lakeshore),

**Jim Peddie** (Theatre/Queensway),

**Leo Smits** (Lakeshore Campus),

**Ingrid Norrish** (Employer Services),

**Patricia Marsh** (Physical Resources),

**Ian Smith** (Marketing),

**Maggie Trott** (LRC/IMC),

**Pamela Mitchell** (Counselling),

**Ellie Salamon** (Pro-Dev.),

**Barb Brewster, David Bush, Sue Davis** (Support Staff),

**Howard Payne** (Support Staff Union Exec.), and

**Peter Maybury** (Student Life).

A farewell reception for **Michele Clarke**, associate registrar, was held in the President's Boardroom in July. Michele, who had been with the College for five years, has relocated to Ottawa with her family. **Sue Hunwicks** from the Career Service Centre at Lakeshore Campus succeeds Michele as associate registrar.

**Julie Klinger** has left her position as project coordinator, Continuing Education, and plans to travel with her husband. **Anita Adamek**, formerly of the Human Studies Division, has taken over Julie's position.

**Angela McCormack**, Student Life secretary, has left the College to accept a position with a volunteer organization. She also plans to study part time at York University.

**Judy Morson**, secretary, Hospitality, Tourism and Leisure Management, has left the College and accepted a position elsewhere.

**Jeanette Charlton**, Career Services Centre, has transferred to the Lakeshore Campus Career Services Centre. **Dawn Bryan**, formerly a secretary in the School of Business, has taken over the placement assistant position.

Ten year service pins were presented to the following staff members at the President's Breakfast held Friday, August 31: **Austris Bebris, Joanne Bleasdale, Bruce Bridgeford, Thomas Browne, Patricia Burke, Blair Carter, Paul Chai, Jeanette Charlton, Nick Charlton, Ellen Penny Duffield, Stephen Flude, Goldie Foreman, Douglas Fox, Harvey Freedman, Alexander Goldie, Susan Goodman, Marylynn Griffin, Steve Gromacki, Gloria Hang, Anne Harper, John Hefele, Olga Hilmer, Diana Jacobsen, Gary Jeynes, Netto Kefentse, Wasyl Klymenko, Riny Kooren, Lydia Kublick, Stanley Larke, George McLean, Joseph Medal, Katherine Mezei, Adele Mikhail, Lynda Morris, Margaret Murphy, Valerie Nease, Domenic Panacci, Krzysztof Pioro, Maureen Porter, Ronald Rankine, Paul Read, Kristine Robbins, Chun Shin, Valentino Squillaro, Paul Suda, John Sutton, Peter Taylor, Maureen Wager, and Samuel Woolf.**

Award presentations were as follows: Distinguished Support Staff Award – **Jake Beck**, Physical Resources, North; **Maria Difonzo**, Food Services, North; **Thomas Fortner**, Media Centre, North; **Evelyn Hansen**, Library, Lakeshore; **Dawn MacDonald**, Test Centre, Lakeshore; **Ellie Salamon**, Professional Development, North; **Judy Sallal**, Technology, North; and **Nancy Velluso**, Conferences & Seminar Services, North.

Distinguished Faculty Award – **Jessie Bowles**, HTLM, North; **Janice Cermak**, Human Studies, North; **Bill Cunning**, Technology, North; **Andrew Davidson**, Academic Prep., Keelesdale; **Mac Davis**, PC Social Service, Lakeshore; **Nancy Epner**, Business, North; **Jerry Millan**, ACA, North; and **John Sousa**, Health Sciences, North.

Women's Educational Council Award – **Ruth McLean**, Professional Development, North.

Administrative Distinguished Service Award – **Rick Bendera**, Student Life, North.

Administrator's Excellence Award – **Janis Miller**, BISC, North.

**Ruth McLean**, Professional Development, presented a paper entitled, "Planning for Instructional Computing in Community Colleges," at the 5th World Conference on Computers in Education held in Sydney, Australia. Following the conference Ruth extended her vacation to tour the country.

**Pat Kelly**, Purchasing Department, was subpoenaed by the Justice Department to testify at a hearing in Ottawa for a federal tribunal case involving Xerox Canada. If any Ontario Public Buyers Association members are interested in the results, Pat will send them a copy.

**Frank Franklin**, International Projects/Planning Department, has been seconded to work at the Ministry of Skills Development for one year. In this position, Frank will manage the Technicians/Technologist Skills Update Program.

**Lisa Lasiuk**, Woodbine Centre Campus, has left the College. Lisa also worked at the Lakeshore and Keelesdale Campus while at Humber.

**Ken Simon**, chair, School of Business, has moved to the North Campus. This move was motivated by the 50% increase in first year student enrolment.

**Michael Hatton** is assuming responsibility for Business as well as Rehabilitation and Developmental Services Worker Programs at the Lakeshore Campus. The development of new programs, particularly with the Canadian Banking Institute, is an important priority. In addition Michael will act as assistant campus principal at Lakeshore.

As a result of the acceptance of **Liz Ashton**, dean of Hospitality, Tourism and Leisure Management Division, to the position of vice-president Academic at Sir Sanford Fleming College, HTLM will be under the direction of ACA dean, **Carl Eriksen**. The close relationship between HTLM Programs will continue and innovative program initiatives such as international

*Continued on page 7*

# Annual Support Staff Conference Held at Lakeshore

By Dianne Saint

"Before you can have fun, you have to have some laughs." So says Carole Bertuzzi Luciani, keynote speaker at the annual CAAT Support Staff Conference. Carole, who has a background in education, recreation and healthcare public relations, now runs her own training consultant business. Her topic, "Humour in the Workplace," is based on the theory that laughter is a remedy for the stressful lifestyles of the 90's. In her sessions, she encourages people to drop their inhibitions with techniques such as dancing, blowing bubbles, and various other exercises. Other humour tactics include a display of her favorite collection of bumper stickers and demonstrations of how to make "funeral faces" smile. Emphasizing the benefits of relaxation, Carol maintains that, "when you're stiff and someone knocks you, it hurts; when you're loose, you don't feel it."

Approximately 500 people from Metro colleges and Georgian in Barrie attended the Conference, held this year at the Lakeshore Campus. Guests were welcomed by Roy Giroux, vice-president, Education and Faculty Services, and John Liphardt, dean, Lakeshore Campus.

Seminar and workshop topics included: Power of Self-Confidence; Career Planning; Public Speaking; Procrastination: How To Do It Now!; and, Implementing Vision 2000 Recommendations.

In the morning the financial planning seminar, led by two representa-

tives from the Investors Group, gave hints on budgeting, planning for retirement, income tax, life insurance and RRSPs.

Visitors enjoyed a wonderful outdoor barbeque luncheon catered by John Mason, Food Services Department. Even the weather cooperated.

In the afternoon, the staff exchange information session featured two sup-

port staff members from Seneca College who told of their personal experiences during exchanges with colleges in the United States. Frank Miller from Seneca College lead the session and explained the procedures involved.

The Conference was coordinated by Humber's Conference and Seminar Services Department.

HC

## Technology and Remediation Update

A report on the recommendations of the Technology Fund Task Force was presented to the Board by dean of Technology, Michael Harper, and program coordinator, Siem Vandenbroek.

Harper outlined the terms of reference, mandate and membership of the Task Force and stressed that the recommendations, although prepared by the Task Force, were, in fact, representative of the views of the Technology Division as a whole.

The recommendations, four in all, were reviewed in terms of budget, implementation process, goals and objectives.

It was the recommendation of the Task Force that the grant of \$252,552 for the enhanced support for College technology programs be allocated for use as follows: marketing, technology enhancement centre, improvement of existing programs and instructional equipment.

The Board expressed support for the report and the recommendations, as presented, and was pleased to note the strengthening of relations between students, faculty and management in the Division.

President Gordon advised that, although monies had been granted for one

*Continued on page 14*

## A First for Faculty at ACCC

For the first time, a faculty member has been chosen as the new President of the Association of Canadian Community Colleges (ACCC), the national organization that represents more than 140 community colleges, technical institutes and cegeps across Canada.

Yvette Swendson, from the Department of Chemical and Biological Sciences at Mount Royal College (Calgary, Alberta), was elected to the position for a one-year term at the Annual ACCC Conference in Charlottetown, P.E.I.

Swendson has extensive experience working with ACCC serving as a board member since 1984, as executive committee member since 1986 and as vice-president from 1988-90.

"It is my hope that during my time in office I will be instrumental in reaching out to bring together all the sectors of Canada's community colleges and institutes - the administrators, board members, faculty, support staff and students," she says. ACCC, she adds, must continue to ensure that all constituent groups, especially support staff and students, recognize the ACCC as their organization.

A native of Vancouver, British Columbia, Swendson has been with Mount Royal College for over 20 years. She succeeds Richard Mackie, President of Assiniboine Community College in Brandon, Manitoba who held the position for the past two years.

HC

# On the Road Again

## Putting Students in the Driver's Seat

Humber's Centre for Transportation Safety just keeps rolling along. Now, though, it's on eighteen wheels instead of two. Well known throughout North America for their expertise in managing and teaching motorcycle safety programs, the Centre has branched out into truck transport training.

Starting in early November, the Centre will officially open its commercial driver training services to be known as College Driver Services. Students will be able to take training in everything from ten hour air brake endorsement courses to 140 hour transport driver training. On-the-road training will take place in a specially equipped 1991 Kenworth tractor/trailer unit. This "state of the art" truck features an electronically controlled engine complete with an on-board computer. In-cab student comforts include full climate control, air suspension seats, low effort clutch pedal and power steering.

The Centre has worked closely with individuals from the Transportation Safety Association's council of Driver Trainers to develop industry sensitive curricula. Canadian Kenworth will provide significant promotional support as part of a corporate sponsorship arrangement worked out with the College.

Ken Morgan, responsible for the Centre for Transportation Safety, sums up the new program initiative by saying, "It's a challenging new training venture. We're excited about the potential for the program and looking forward to being as successful with trucks as we have been with motorcycles."

HC

# International Award for President Gordon

By Madeleine Matte

Humber President, Robert ("Squee") Gordon, was recently honoured by being selected to receive the 1990 International Leadership Award from the University of Texas and the National Institute for Staff & Organizational Development (NISOD).

A campus based project at the University of Texas, NISOD has been fostering teaching excellence via international and regional conferences, workshops and newsletters for 14 years. More than half of the 1400 community colleges in North America are active in the institute.

According to Dr. John Roueche, director of the Sid W. Richardson Chair at the University: "Humber College is widely known and respected for its innovative and exciting program of human resource development. No college president, in any country, is more articulate around the need to

hire the best faculty and staff than is President Gordon. He is one of the most respected college presidents in North America and is well-known for his vision and vitality in college leadership."

Humber Board Chair, Tayler Parnaby, who announced the award to the College community, echoes this statement: "The award underscores the importance of enlightened and aggressive leadership for a successful community college. Dr. Gordon's commitment to Humber has placed the institution at the forefront of community college education. We're proud of his contributions and his dedication."

President Gordon, in accepting the award at the Annual NISOD Conference, cited the valued, noteworthy contributions of Humber faculty and accepted the recognition on their behalf.

Gordon, who was appointed president of Humber in 1982, was educated at Bishop's University in the Province of Quebec, the University of Massachusetts and Harvard. He has lectured at Harvard, the Ontario Institute for Studies in Education and served as a consultant to the Canadian International Development Agency in Africa and Southeast Asia.

He was the only community college president to serve on the 30-member Premier's Council and currently chairs the Scientific Advisory Panel of Technology Fund. Recently, he was also appointed Chair of the Provincial Council of Presidents.

HC

## Humber People

*Continued from page 5*

internships, industry training, continuous learning growth, and new program development will remain a priority.

Shannon Lunney and Nathalie Lajoie have been hired to work as project coordinators in the Conference and Seminar Services Department.

Ron Collier, Lenny Boyd, Pat LaBarbera, Armas Maiste, Don Johnson, Roger Flock, Peter Harris, Brian Harris, Trish Colter

and Paul Read, members of the Music Department faculty, performed this summer at the Downtown DuMaurier Jazz Festival. This was the first time Humber College was invited to participate.

Bob Eckenback, School of Business, is continuing with his second year of a secondment at Ngee Ann Polytechnic in Singapore. His work there, consisting of special projects for the President, involves project development and evaluation.

HC



# Profile:

## Glenn Mazer

By Kathleen Rowlands

*"Something fundamental has changed in the educational system. We can't use the same techniques, the same methodology, or assume that marketing is the same way it's always been. There is a new emphasis on training for business and industry. We still have the post-secondary market, but the new attitudes and the changing aspects of popular culture mean that students are different. It's not bad. It's 1990."*

For Glenn Mazer, these words represent the troubles and triumphs of being chairman of the largest cluster in the Technology Division. His challenge is to give students the best program possible once they arrive. Projects such as the special grants for remediation will ensure that they are as successful as they can be. But, developing an interest in technically-oriented programs is the first step.

"Society is more complex, very few of its members are interested in math and science. Unless young people have a fascination for these subjects, they gravitate towards programs that seem more instantly gratifying. Interestingly, even programs like journalism suffer from these problems. The world of 'instant images' has made a world of non-readers and poor mathematicians."

But what about the man? Glenn was born in Newhaven, Connecticut but spent most of his life in Ohio. While excelling at math and science, he thoroughly enjoyed his hobby—playing the piano. Taking lessons since nine years of age, he consistently won national championships, playing with orchestras as part of that process.

Interested in both science and a musical career, and having spent a significant amount of time on his music already, he turned down a Julliard acceptance to study piano full-time in order to pursue a degree in chemistry

at Ohio State University. During his final year, he moved to Canada where he worked at Ryerson as the chief chemical technologist for approximately four years. During this time, he also returned to his one constant interest - music. For almost two years, he studied part-time in the master piano classes of Elyakim Taussig, Anton Kuerti, and Leon Fleischer at the University of Toronto.

"I stopped when they didn't have anything else to teach me," says Glenn.

In the next few years, he supported himself playing piano for Ryerson's theatre school, in bars, and at theatres such as the Royal Alex - a "working musician," in other words.

A short course in architectural drafting led Glenn to another fork in the road. Seeming to blend technology and art together, architecture appealed to him as a way to mesh both sides of his personality. In 1975, he attained his Bachelor of Science Degree at York and immediately began his Bachelor of

Environmental Science (pre-professional architecture) Architecture degree at Waterloo. Then, in 1981, he joined Humber as a teacher of architectural drafting at the Queensway Campus, moving to the North Campus Technology Division in 1982. In 1985, he was made chairman of the architecture and civil programs and in the summer of 1990, chemistry and energy management were added to his portfolio. To "keep his finger in the pie," Glenn regularly enters international architecture competitions.

"I'm optimistic," Glenn continues. "With a new awareness on marketing and attention paid to such things as remediation, Technology will get the solid foundation it needs."

When not contemplating the world of

technology, Glenn continues to pursue his musical interests. With an entire Midi studio in his apartment (complete with samplers and synthesizers hooked up to a computer), Glenn composes original works for dance and ballet and is presently working with a lyricist on compositions for theatre and commercial use. Although his entire musical background is classical, the music he produces is not as straightforward.

"It's difficult to categorize," he admits. "What I write is the 90's equivalent of classical - with a strong jazz influence." Eventually, Glenn wishes to turn his penchant for music and technology into a career as a composer for film and stage.

Glenn also dabbles in painting, plays tennis regularly, sails (he has a 25' C&C yacht for sale!) and has an eclectic interest in books. He may be the modern equivalent of the Renaissance man. "Not bad. Just 1990."

HC



# Annual Institute Held at the North Campus

By Madeleine Matte

The second in a series of annual institutes devoted to the topic of Institutional Effectiveness and Student Success was held at the North Campus this Summer.

Organized by the directors of the Community College Consortium (made up of The University of Michigan, The University of Toledo and Michigan State University) and the Consortium for Institutional Effectiveness and Student Success in the Community College, the Institute involved a mix of general and exemplary practice sessions, workshops and intensive dialogue among participants.

Session and workshop presenters representing Humber were Robert Gordon (College President), Roy Giroux (vice-president, Education and Faculty Services), Michael Harper (dean, Technology Division) and Rick Bendera (director, Student Life). Humber participants were: Liz Ashton, John Walker, Carol Boettcher, Dennis Stapinski, Wayson Choy, Earl Reidy, Kitty Wilson-Pote, Cecelia Vasiloff, Nina Butska, Peter Dietsche, Pam Hanft, Joy Trenholm, John Liphardt, Frank Franklin, Mike Keough, Lenore Duquette, Margot Ryan and Val Hewson.

In addition, the Institute attracted 12 visitors from England, three from Africa and approximately 170 from the United States.

Workshop topics included: Innovative Research Strategies for Evaluating and Enhancing Student Success; Internalizing Institutional Effective-

ness in the Campus Culture; Integrating Community College Staff into the Community; Improving College Effectiveness Through International Education; and Global Perspectives Required of College Leaders.

HC

## Help for College-Bound High School Students

Humber College and three Etobicoke high schools – North Albion, Thistletown and West Humber – have finalized nine program agreements as part of a five-year articulation process.

The agreements, involving various programs, will prepare high school students for college study and enable them to receive credits. Designed to help stabilize high school enrolment and to encourage students to attend college, the process will eliminate work of a repetitive nature. For the past year, college and high school faculties have been working together to coordinate secondary and post secondary subjects.

John Norman, superintendent in charge of articulation, and Jim Willson, head of articulation for the Etobicoke Board of Education, have been working with John Liphardt (dean Lakeshore Campus), Richard Hook (vice-president Academic) and Frank Franklin (International Projects Planning) who are on the Articulation Steering Committee at Humber College.

HC

## New Lawyer on Board

Dale Hewat was appointed general counsel for the College effective August 1990. She replaces John Williamson who left in June to pursue other career opportunities.



Prior to her appointment, Hewat was with the law firm, Fraser & Beatty, where she specialized in labour and employment law.

A resident of Toronto, she received her degree in law from the University of Western Ontario in London and was called to the Bar in 1988.

"At Humber, I'll be able to continue with my interest in labour relations and I'm especially looking forward to being involved in future development projects," she says. "Also, I love the planning process and the pro-active interaction that the process involves," she adds.

While Hewat has College-wide responsibility, her office is located at the North Campus. She can be reached at ext. 5027.

HC

# Travel and Tourism Makes Link With Industry


A unique partnership between Humber and P. Lawson Travel has resulted in the development of a custom-made Corporate Travel Program.

The program initially came into existence when the company realized that an employee shortage would prohibit their projection for future sales growth. The need to improve the calibre of employees was also a significant factor.

"The Humber College Travel & Tourism Program was chosen because it's the most forward thinking of the educational institutions teaching travel and the only one to appreciate the importance of linking up with private enterprise," according to Joe Colletti, regional manager from P. Lawson Travel.

An education committee, formed of managers from various Toronto businesses, was established and the four month program, was created. Geared towards mature students and those interested in a career change, it provides hands-on computer training and field practice. Upon completion students are guaranteed positions with the company, earning entry level salaries.

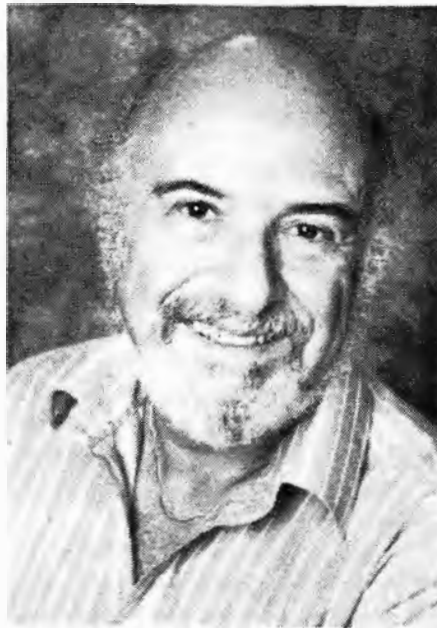
Here's how the program works. P. Lawson Travel places and pays for advertisement but Humber receives the applications and does the recruiting. Between 20 and 25 applicants are selected and given pre-assessment tests in math, geography and keyboarding. Those who pass the tests are called in for interviews at P. Lawson Travel. The purpose of the interviews is to determine compatibility between applicants and the company.

All graduates of the program are now employed with the travel company. "The first two programs were successful. The third program, which begins this month, will be modified towards leisure travel because positions for corporate travel have already been filled," says Al Lobo, coordinator of Humber's Travel and Tourism Program. 

## New Theater Director


Mark Schoenberg took over as artistic director of Theater Humber effective September 1, 1990.

Just before coming to Humber, he was managing artistic director of the Sudbury Theatre Centre and prior to that, associate director of Citadel Theatre in Edmonton. His experience also includes a stint as artistic director of Mountain Standard Theatre and Theatre 3 in Edmonton which he co-founded.



Over the years, he has planned and organized numerous production seasons and directed more than 25 major productions including eight world premieres. In addition to his academic experience which includes 30 years of teaching, he was head of the Graduate Directing Program at the University of Alberta and has been a regular contributor and art critic for a number of CBC radio programs.

Schoenberg has a Master of Fine Arts Degree in directing and a Ph.D from Tulane University in New Orleans.


At Humber, he'll be responsible for providing artistic and educational leadership to the three-year Theatre (Performance) Program. As well, he'll provide overall coordination of both the performance and the two-year Theatre (Technical) Program. 

## New Student Population Grows

"Following the strike, we were projecting a decrease in enrolments," says College Registrar, Martha Casson. "Needless to say, the 16% increase in new students is a pleasant surprise."

Well over 17,000 applications were processed by the Registration Centre over the summer months and, at one point, there was a 39% increase in the number of confirmation fees received.

Casson cites several reasons for the increase. These include new program initiatives, the expansion of program intakes where demand was warranted, and the fact that there was a faster turn-around time from the application to decision stage.

Other contributing factors include the opening of the on-campus residences, direct contact of potential students by faculty and coordinators, and the definite and clear career choices of post-diploma applicants. 



# Innovative Practices Showcased

By Madeleine Matte

This year's Innovative Practices Showcase followed a slightly different format by focussing on an exploration of the foundations for school/college linkages.

Hosted by the College in cooperation with the Board of Education for the City of Etobicoke; The Peel Board of Education; the Board of Education for the City of Toronto; the Board of Education for the City of York and the Metro Toronto Separate School Board, the Showcase featured a number of concurrent sessions dealing with those issues relating to the development of secondary/postsecondary articulation opportunities as well as co-op programs.

Of special interest to the College community, however, was the public recognition of the achievements of Humber staff. At the presentation ceremony, the League for Innovation Award was given to John Walker (chair, Hospitality, Tourism and Leisure Management) recognizing his development of a unique articulation model for hospitality programs.

Humber Innovator Awards were presented to the following:

Henry Ruschin (faculty, Health Sciences), who developed an innovative multi-sensorial approach for teaching human anatomy; Jim Hardy (Client Services) and Mike Lake (faculty, Technology) who were recognized for their work in computer engineering; Doreen Bell and Don Wheeler (both from the School of Business) received the award for their proactive approach to the new student market - a market they tapped by developing the Human Resources Management Program for university graduates; and David Lloyd (faculty, Technology) who, in an effort to combat student attrition, wrote a handbook entitled, *Students' Guide to Electronics*.


In addition, the College acknowledged the accomplishments of John Maxwell

(chair, Human Studies) for his student retention placement and advising strategies; Cynthia Niemi (senior program coordinator, Job Training Services) for the Job Options Building Program, a first-of-its-kind in Metro colleges; and Anne Brobyn (coordinator, Child & Youth Worker Program) for the St. Vincent Work/Study Program which is entering its fourth year of operation.

An Honourable Mention was awarded to Doug Leonard (faculty, Health Sciences) for his work in the development of a pre-hospital health care program for the Nawash Band of the Cape Croker Reserve in the Bruce Peninsula.

The Showcase also featured a keynote address by the Honourable Sean Conway, former Minister of Education, Colleges & Universities and Skills Development. In

his remarks, Conway cited the need to explore a broader venue of linkage opportunities. "Old strategies just won't work in the coming decade," he said. "Innovation must continue and much more emphasis will have to be placed on fostering increased parent support for education and on encouraging the concept of life-long learning."


Brainchild of Roy Giroux (vice-president, Education & Faculty Services), the Innovative Practices Showcase was instituted in 1986 as a venue for the sharing of expertise and educational innovation. The Awards Program was established to recognize College employees who have designed and implemented a significant innovation that positively impacts the education of Humber students. 

## Canadarm on Display

A replica of Canadarm was erected and mounted in front of the new Technology Building at the North Campus in early June. The replica, donated to the College by Spar Aerospace Ltd., stands as a testament to Canada's role in the Space Shuttle Program and as an inspiration to the young men and women pursuing careers in science and technology.

The original "arm" was designed and built for about \$24 million by Spar (under contract to the National Research Council of Canada) as this country's contribution to the space program. Three more arms have been built since 1981 for approximately \$24 million each.

The Canadarm operates as a 50-foot extension of an astronaut's arm and is used primarily to deposit payloads in orbit and to retrieve malfunctioning satellites for repair.

The replica at Humber was originally based (as a working model) at Expo '86 in Vancouver. Following the exposition, it was deactivated, shipped back to Spar and subsequently, to Humber. 


## New BOG Appointment

The Board of Governors recently announced the appointment of David Heppel for a term beginning May 1990 and ending August 1992.

As chairman and chief executive officer of George Wimpey Canada Limited, Heppel brings to the Board a solid background in construction and finance.

He is committed to partnerships between business and education and is prepared to assist the College with its task of strengthening links and fostering better understanding of mutual needs.

Heppel has served as a member of the Committee for Business Studies, Council of National Academic Awards, U.K. and was involved extensively in youth work while chair of the Detached Work Group, Department of Social Services in Reading, England. He currently serves on various local volunteer groups and advisory boards.

Heppel has a Master of Science Degree from the London Business School, University of London (U.K.) and a B.Sc. in Economics, also from the University of London. He is fluent in both French and English. 

# Observations Exchanged

*During the past academic year, Paul Pieper was on an exchange with Andy Stratton of Weymouth College, Dorset, England. They taught each other's economics and business courses. Below are some of Paul's comments on his teaching experiences in the U.K.*

Coming back to Humber, one cannot but be impressed with the quantity and quality of physical resources in contrast to what was available at Weymouth College. And yet, I am forced to admit that while the physical environment was at times lacking, the academic environment was better. I do not mean to suggest that we should be content with less than optimum conditions. But, we need to spend more energy on ensuring that the entire academic environment is the best that we can provide.

The English system put much greater emphasis on the student's ability to accurately express their ideas, regardless of the subject matter. In content oriented courses some "objective testing" was allowed (i.e. multiple choice and fill-in the blank) but, in the main, only detailed case studies or lengthy essay questions involving the analysis and application of content and/or skills were deemed acceptable. My English colleagues were surprised that many of Humber's courses exclusively employed so called objective testing and were shocked that instructors were allowed to use "true/false" or "circle the correct word" questions.

There were few tests. Most courses would have between 20 shorter assignments or five longer case studies spaced over three terms and students frequently worked in groups of two to four students.

Teaching at Weymouth involved much more teamwork between faculty and immediate supervisors than is existent at Humber. It was customary for colleagues to consult with and monitor each other to ensure that all

program objectives were covered. This self-monitoring was necessary because each program had clearly stated objectives which were divided into what correspond to our concept of courses. This meant that each teacher was responsible and accountable for teaching their subject in the context of ensuring that specific subject matter content, skill competencies and general academic development was adequately covered.

There was a greater sense that classes were so important that they could not be missed. Expulsion from a program, if a student's attendance was less than satisfactory, was more than an idle threat. This was enforced by required attendance-taking, which was justified on the grounds that since the government was paying the major portion of the cost of educating the students, it was the student's responsibility to be in class. Nor could teachers cancel classes, even if ill. Teachers were required to track the progress of their class so another teacher could take over at any point.

The role of the administration, especially at the chair level, was quite different in England. Many Weymouth administrative duties were delegated to teachers and administrators were more involved academically.

Weymouth College, however, could well benefit from Humber's experience. Humber faculty and administration, in my experience, are more sensitive to student and staff civil rights issues. The concept of student grade confidentiality and a formal grade appeal process was generally absent at Weymouth. Weymouth students were most impressed with the Humber student course evaluation questionnaire and at least one Weymouth department hopes to replace their subjective evaluation with Humber's faculty evaluation scheme.

As an instructor who values academic freedom to flexibly design and present courses, I would not suggest that we "adopt the English system," even if we could. There must be some balance struck between complete academic freedom and the maintenance of guaranteed minimum standards as advocated in Vision 2000.

HC

# Symposium on Abuse of the Disabled

In Spring, Humber College and the Advocacy Resource Centre for the Handicapped, with the support of the Ministry of the Solicitor General and the Office for Disabled Persons, held a one-day Symposium on Abuse of Disabled Persons in Institutions and the Community.

Patricia Spindel, faculty member in Humber's Social Services Program, organized the event.

"I have a background in advocacy," she says. "I'm aware of just how widespread abuse of the elderly and the disabled really is. I'm aware, too, that there's an urgent need to educate the community about the problem and an even greater need for society to respond."

Featuring speakers from across Canada, Symposium participants explored the role of police in responding to abuse, what assistance is available to victims, abuse and mental competence, and how institutions can develop a protocol to respond to reports of abuse.

Domenic Alfieri, former assistant deputy minister for public safety, opened the Symposium followed by the Hon. Shirley Collins, past minister for disabled persons. The Hon. Mavis Wilson, former minister responsible for women's issues, was the luncheon speaker.

Dr. Dick Sobsey, from the University of Alberta Developmental Disabilities Unit, discussed the latest research findings and Inspector E. W. Rowe, of the Ontario Provincial Police, described how the OPP has responded to abuse cases.

The Symposium attracted well over 100 delegates from legal clinics, human service agencies, consumer advocacy organizations, government ministries, the Human Rights Commission and the Criminal Injuries Compensation Board.

HC

# New Appointment in Business & Industry Services

Lois Wilson joined Business and Industry Services as manager, Government Relations effective June 25, 1990.

Wilson is most recently from the Ontario Ministry of Skills Development, where she worked with the director of Training Support Services Branch and as program coordinator with the Ontario Skills Development Office and Ontario Skills Programs. She also has an extensive background with Employment and Immigration Canada.

At Humber, she is responsible for developing and managing relationships with federal, provincial and municipal governments and will represent the College as the senior adult training officer.



In addition, Wilson will assist public sector customers in identifying training needs for their employees and provide them with the full range of training services offered at Humber. She can be reached at ext. 5042. **HC**

# ACCC Opens Nominations for Achievements

Nominations for the Association of Canadian Community Colleges' national awards program are now open.

The annual awards program recognizes outstanding individual and institutional achievement within the Canadian college and technical institute system. This year, awards are being granted in five categories: Teaching Excellence, Leadership, Program/Service Excellence, Partnership, and Literacy Program/Service Excellence.

ACCC member institutions submit one nomination in each category. Nominations must be received by the ACCC Secretariat by November 15, 1990. Recipients will be recognized at an on-campus presentation. They will also be flown to Winnipeg to attend the 1991 ACCC Annual Conference where they will be invited to present a workshop on their specific achievement.

Criteria and nomination forms for each category are available at the North Campus from Madeleine Matte, director, Public Relations. For more information, contact Suzanne Robinson, Member Services Officer at the ACCC Secretariat (416-489-5925). **HC**

## OOOPS... We Goofed

In the Spring/Summer issue of Comment, we incorrectly reported that Jerry Smith would be acting program coordinator of the Theatre Program during Ellen Shiffrin's leave of absence.

In fact, Jerry, a faculty member in the School of Business, has been seconded to a one-year term with the Theatre Program where he will be responsible for assisting the new artistic director in a variety of functions. **HC**

# Reception Celebrates CICE Program

"Through the C.I.C.E., we all learn to live and understand each other more fully. We come to see that with support, each and every one of us can make a contribution to society." These remarks were made by John Liphardt, dean, Lakeshore Campus at a reception held to celebrate the presence of the Community Integration through Cooperative Education Program at the College.

Hosted and organized by Melanie Panitch, coordinator of the program, the event drew an appreciative gathering to the community room at the North Campus.

Remarks by College President, Robert Gordon, were followed by comments from Roy Giroux, vice-president, Education and Faculty Services. Each emphasized the conviction that integration is about social justice and that through the C.I.C.E., Humber is truly in touch with all members of the community. **HC**

## COMMENT

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Editor: Madeleine Matte  
Art Director: Jo De Gasperis  
Editorial Staff: Dianne Saint  
Photography: Gary Gellert



## Vision 2000

*Continued from page 1*

"In my view," says Pascal, "those initiatives which stress partnerships are the most significant. I'm talking about the need to strengthen partnerships within our institutions so that we can strengthen them without. So, while management style is crucial, it's essential to involve as many sectors of our population as possible in all aspects of college operations. The Japanese understand this very well.

"Granted, some individuals are uncomfortable with this concept," he continues. "After all, collaboration means shared power. But, it also breeds creativity and commitment."

The Vision 2000 report applauds much of what is right and commendable with the status quo. However, Pascal recognizes that one of the difficulties in the past has been "fickle" government funding. Another is the issue of central bargaining.

"I have a great deal of respect for unions," he says. "But, as a social democrat, I believe that bargaining should be as close to the classroom as possible."

Although it emphasizes the need for closer links with universities and a broadening of the curriculum, Vision 2000 stresses that the career-oriented focus of community colleges must be retained. Owing largely to concerns expressed by employers, the study also recognizes the necessity to graduate students who can read, think, reason and communicate effectively.

For instance, system-wide, Humber is already a leader in its efforts to educate the "whole" person. Despite budgetary constraints, the College has kept its Human Studies Division intact. According to Pam Hanft, dean of the Division: "As one of the few colleges which have maintained a strong commitment to general education, Humber is well-positioned to respond to Vision 2000 and provide assistance in the development and enhancement of general education programs across the Province.

"The inter-disciplinary humanities core-curriculum has already sparked interest in Ontario and the U.S."

While, for the most part, response to the Vision 2000 report has been positive, both Pascal and President Gordon acknowledge that there is some skepticism about actual implementation of its recommendations.

"This has not been a 'ho-hum' exercise. Well over 2000 people participated in the study," says Pascal.

## Technology and Remediation Update

*Continued from page 6*

year only, he was optimistic that the government would continue to support technology and remediation in the long term. He mentioned that the report of the Premier's Council would support this optimism and added that positive changes will be realized in the future as efforts continue to stimulate interest in technological growth at all levels of business and education in Canada.

At the same meeting, dean of Human Studies, Pam Hanft, provided details relative to all aspects of the Task Force established to make recommendations on the allocation of the

"Nonetheless, I do have some empathy for the cynics and all I can say to them is: Trust the process. It's for real."

President Gordon concurs. "Those who are looking for instant change might be disappointed. But," he adds, "the contents of the Vision 2000 report are sure to become the catalysts for change throughout the 1990's." **HC**

\$226,848 special remedial grant from the Ministry of Colleges and Universities. She outlined the specifics with regard to all recommendation areas and advised that in addition to the Ministry guidelines, which were quite broad, additional terms of reference had been agreed upon by the Remediation Fund Task Force.

Assuming that monies were allocated on the basis of one year only, Hanft advised that emphasis was placed on activities which would not entail recurring expenses and that, essentially, the Task Force concentrated on the areas of English and Math, ensuring that the needs of both North and Lakeshore students would be addressed. **HC**



*Shortly after the invasion of Kuwait, Robert Gordon (College President) hosted Kuwaiti students and their families at an informal reception in the Boardroom. The students, at Humber as part of an international teacher-training project, were given the opportunity to voice their concerns about the turbulent situation in their homeland and about their status as students in Canada.*