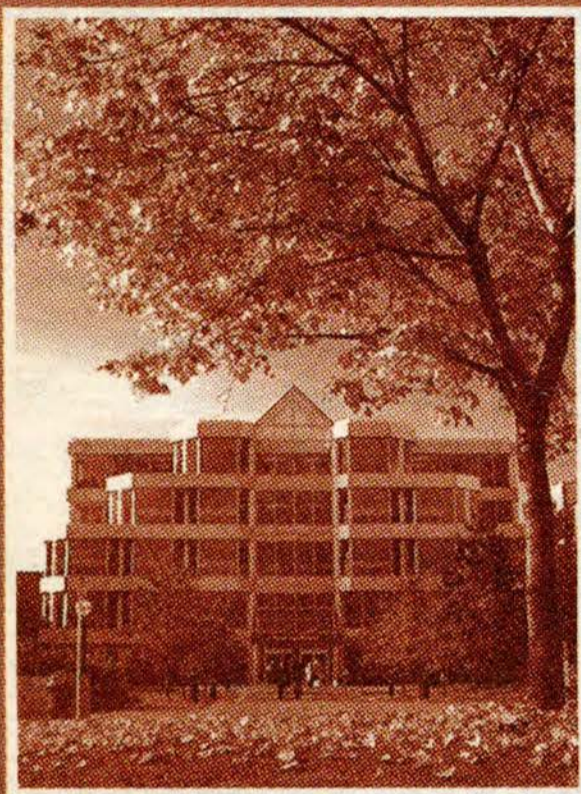


HUMBER

A Close Look at Humber College

TODAY

FALL 1999



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The key to a good performance ✓

KPI (Key Performance Indicators) has been the buzzword in the colleges for the last few months and rightly so.

In a ground-breaking collaborative venture between Ontario's colleges and the Ministry of Education and Training, students and graduates of the college system and their employers were asked to comment on the performance and outcome of the education provided. Over 61,000 students, more than 27,000 graduates, and approximately 6,000 employers were surveyed.

Humber College has much to be proud of with the results of the first KPI surveys. In the geographical area of Greater Toronto, Humber scored higher than all other Metro colleges and was third in the province with an average score of 79%. Conestoga, first, scored only two points higher.

There are many variables at the colleges that affect the survey scores. The location of the college, the labour market, the college size, the program mix, and the graduate demographics.

Peter Dietsche of Humber's Research Network, and a member

of the KPI Steering Committee, says that, historically, those with higher levels of education, such as students in post-secondary programs, are more likely to be critical in their ratings. Humber President, Dr. Robert A. Gordon, agrees. "We have a much broader range of programs than most, and a higher number of university graduates who are very demanding. I'm interested and encouraged by the fact that there were so many areas where we could have received a lower score but didn't."

Five Key Performance Indicators were outlined for this project: graduate placement, graduate satisfaction, employer satisfaction, student satisfaction, and student retention.

Dietsche says that early surveys of this kind in other provinces and countries tended to be focussed on input issues such as number of books in the library. The KPI survey, however, is a blend of process-oriented questions dealing with services and graduation rates, and outcome-based results dealing with employment rates. He sees the survey, perhaps, moving closer to a U.S. model in

the future where inputs and outputs are included as measurements for success. He adds, "There is more value for a student with an entry-level CPT of 50 doing well than someone with a CPT of 120 doing well."

Across the province, satisfaction with student services was the lowest score. As Dietsche explains, "When funding is cut, restructuring occurs and cuts in staffing to service areas usually happen first. People and facilities are stressed, and it results in a lower quality of service."

While Humber scored high in the student services category, the College is taking steps to ensure that service is improved in areas such as alumni development and graduate support.

Can Humber now sit back and savor the excellent result of this research? Dr. Gordon smiles. "We're very pleased. It's a team effort of all our people professionally performing over many years. We don't want to be smug and arrogant, either," he continues. "We're balanced across the survey and that's good. Still, we can't just assume that we're wonderful and

We have a culture of innovation, high risk, and entrepreneurship and it's paid off.

that there's no room for improvement. We have a culture of innovation, high risk, and entrepreneurship and it's paid off. But, you have to make adjustments on a continuing basis."

As Dietsche says, "It's a validation of what Humber has perceived as their strengths for many years. We used to have anecdotal evidence. Now, we don't have to convince people of our worth."

The real news, according to Dietsche, is that all the colleges came out incredibly well. Dr. Gordon concurs. "We've come a long way. We've demonstrated that we're meeting the needs of both the students and the employers and by meeting these needs, we're enhancing the economy of the province."

Contact: Peter Dietsche at (416) 675-6622 ext. 4624

Humber College Sailing Centre: fun on the water every spring, summer and fall

Blue skies, warm sunshine, an engaging wind and calm waters. Every sailor's dream.

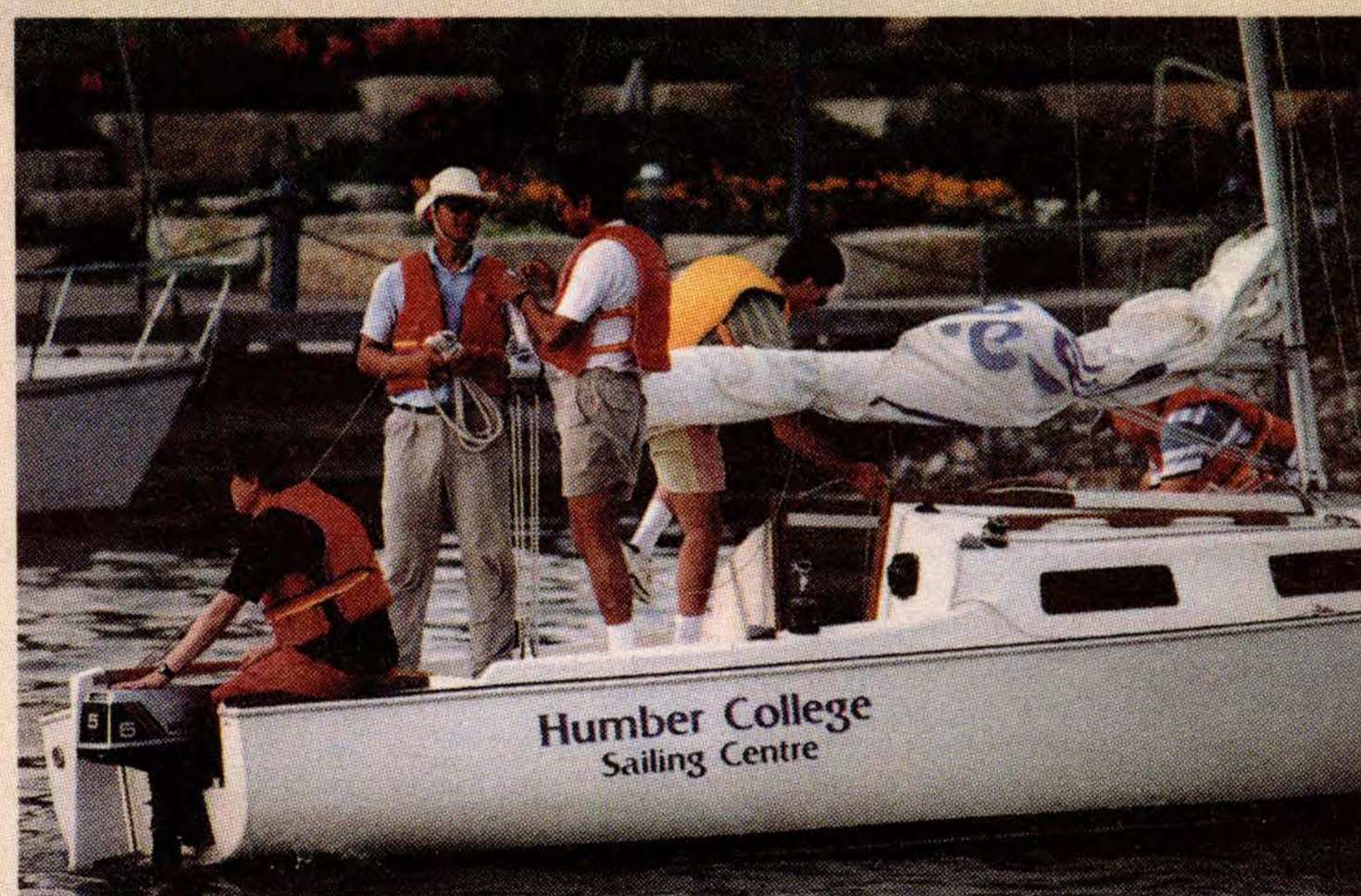
At the Humber College Sailing Centre at Humber Bay Park West picture-perfect days behind the helm of a keelboat are the norm.

Every spring, summer, and fall, novice and experienced sailors can realize their sailing goals while enjoying the scenery around Lake Ontario.

For the last 27 years, the Sailing Centre has been running programs ranging from basic dinghy sailing to advanced keelboat cruising. Students of all ages and backgrounds appreciate the hands-on approach and the hassle-free, relaxed environment.

Junior Sailing School and camps serve as a way for children to learn boat safety skills while having fun. Weekend classes, evenings, and weeklong day programs offer flexibility to accommodate student schedules.

Sailors and cottagers should be aware of new legislation, effective September 15, that requires children under 16 years



of age operating motor boats to have a Pleasure Craft Operator Card. The Sailing Centre offers a recognized training program in pleasure craft operation. Upon completion, students will receive the card issued by the Coast Guard. This lifetime card allows children to operate any vessel with a motor.

Scott Hughes, director of the Sailing Centre since 1986, says the Centre's simple philosophy of 'safety, fun, and sailing' ranks the priority that instructors stress to their students.

The Canadian Yachting Association (CYA) recognizes the Centre's standards and all instructors take a rigorous qualification course and are required to know CPR and first aid. Current staff includes members of the CYA and the Learn to Cruise Committee. This Committee is the group responsible for writing all of the CYA's training policies.

Contact: Scott Hughes at (416) 252-7291

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College launches program in International Development

A new, 12-month, post-graduate program in applied international development was launched recently by Humber's School of Business.

"The International Project Management program was established to prepare students to work as project or program officers, coordinators, and managers in a variety of international development settings – either overseas or in North America," explains Michael Hatton, dean of the School of Business. "Students will achieve two things in this program: an understanding of development issues, and the practical skills needed for managing international projects and working effectively in cross-cultural environments. They'll have an opportunity to work with faculty who were selected for their knowledge and hands-on expertise in development work."

The program begins in September with the first two semesters spent in class immersed in courses such as the development context, project design and development, cross-cultural effectiveness, financial management, and humanitarian assistance. The third semester will include an eight-week placement or applied research project which may be completed overseas (in Africa or Asia) or in North America.

Contact: Michael Hatton at (416) 675-6622 ext. 4510

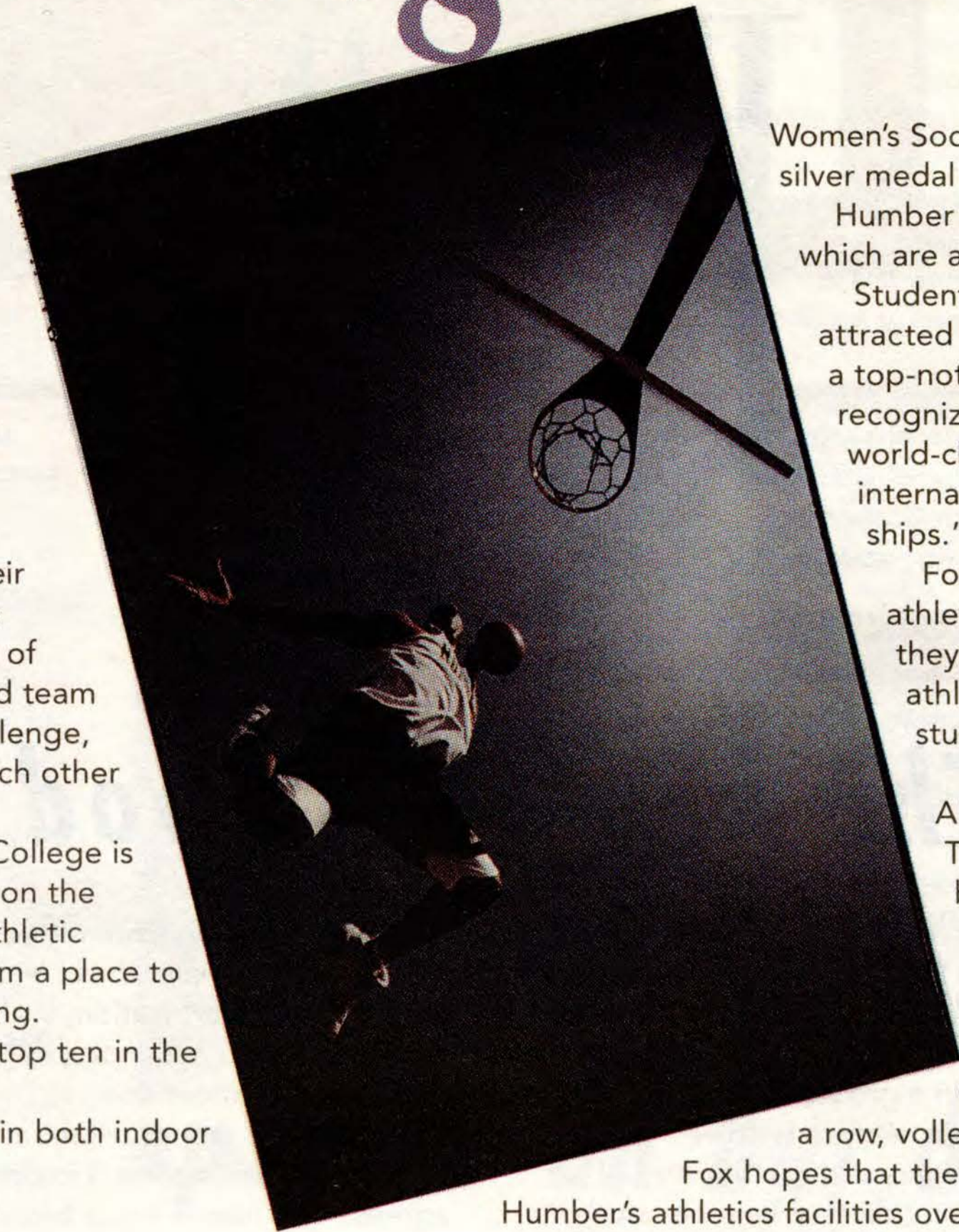
Varsity scores *big* at Humber

The Humber College Athletics and Recreation Department has a simple philosophy: all of its athletes are members of a family. They support each other. Treat them well and the College will be represented enthusiastically. That support comes from the top, where President Robert Gordon regularly shows his encouragement by attending Humber games.

Doug Fox, director, is committed to Humber's teams, the student athletes, their academic development, and their athletic progress. Each year, he organizes a series of events which profile the athletes and build team spirit early in the season. The Varsity Challenge, one such event, pits the teams against each other in a variety of sports.

Recognizing their contribution to the College is achieved through team photos displayed on the walls, varsity watches for academic and athletic achievement, and a lounge that gives them a place to socialize and mingle when a team is playing.

Humber's 11 varsity teams are ranked top ten in the country. They include:
Men's Soccer – 1999 gold medal winners in both indoor and outdoor leagues;
Men's Basketball – 1999 silver medalists;
Men's Volleyball – 1999 silver medalists;
Men's Hockey – second in the league in 1999;
Women's Volleyball – 1999 silver medal winners;
Women's Basketball – gold medalists in Ontario, ranked 4th in Canada;



Women's Soccer – indoor gold medalists, outdoor silver medal winners.

Humber also has 38 OCAA all-stars, three of which are all-Canadian stars.

Student athletes and coaches are continually attracted to Humber, says Fox, because Humber is a top-notch academic institution and is also recognized for its athletic excellence. "We have a world-class facility," he adds, "which hosts international competitions and world championships."

Fox feels that it is fortunate that the best athletes are also the best students because they provide leadership to others. "These athletes influence others to be honour students."

Four of these students are Academic All-Canadians:

Tina Botteril - athlete of the year in basketball and president of SAC;

Peter Libiez - athlete of the year in soccer as star goal tender;

Tim Pennefather – All-Canadian athlete for last two years, volleyball;

Cindy Ross – OCAA all-star two years in a row, volleyball.

Fox hopes that there will be funds for improvement of Humber's athletics facilities over the next few years. "The facilities have not been expanded for 20 years and have not kept up with increasing fitness demands," he explains. His vision includes a second-floor offering a view, through glass, of the activities in the gym below.

Contact: Doug Fox at (416) 675-6622 ext. 4456

No white knuckles here

From his first student production, Jeff Winch, a 1992 graduate of Humber's Film and Television Production program, showed promise as a filmmaker.

Winch wrote and directed *Hall Noises* while in College, a film that went on to win Best Student Production at CanPro and at Telefest, then was broadcast on PBS and at various festivals. The film is the tale of a lonely dysfunctional man who befriends a young girl and is suspect when left to care for her one evening. "He's harmless," says Winch, "but it challenges audience expectations."

Winch writes to ensure that he will film something he believes in.

Upon graduation, like most in the entertainment field, Winch divided his time between work as a production assistant – or 'mook' in his words – and a photo lab employee: he spent two years at Ryerson in the Photography program prior to Humber.

One day, on a whim, he sent his resume to Barry Greewald, a renowned documentary producer. Greewald responded with a terse "Why are you wasting your time with this stuff? Make another film!"

With a grant from the Canada Council, Winch did just that.

Animal Tracks is a completely visual essay that answers the question: *If you were an animal in the 90's, what would your life be like? The film follows animals as they travel the spaces they normally frequent – living rooms, farms, zoo, and the humane society.* Not only did Winch also receive completion funding for *Animal Tracks*, but TVO picked it up, as did the Knowledge Network in Saskatchewan and Spain. It was a turning point. "Animal Tracks gave me validation that what I was doing had worth," he

says. "It got a little easier to say 'I'm a filmmaker' after that film."

Further success followed when he completed a corporate project started in his student days. A film for the Royal Conservatory of Music, it won Best Student Corporate Film at Telefest that year.

White Knuckles, currently in production, is the first feature film written, directed, and edited by Winch. Although he has a healthy disrespect for his own writing, Winch writes to ensure that he will film something he believes in.

White Knuckles is a dramatic narrative about Harry Knuckles, a taxidermist. Mid-production, that is all he will offer regarding the storyline. He explains that, when filming something of this genre, it is a delicate balance between emotional desires and financial needs. Audiences are drawn to tear-jerkers, but Winch feels that older filmmakers get overly sentimental. "I don't like sentiment in films. You can go too far with it."

For Winch, the most difficult part of filmmaking is the financing. *White Knuckles* is working with a budget of \$200,000., largely due to the efforts of his co-producer, Kristina Meuring, who handles all the finances and managed to acquire funds through private means and tax credits. As for Winch, he's 'taken a vow of poverty and plans to stick to it'.

It is evident that Winch is enjoying every minute of this process, poor or not. "Film is very collaborative," he explains. "The cast and crew are always challenging you, making suggestions, and if it challenges you, it makes you think about what you want to say."

White Knuckles should be completed by the end of 1999 and then will be shopped to the various international film festivals in Toronto, Berlin, Sundance, and others. "Seeing it work, seeing it on the screen, affecting an audience – that's what's satisfying," Winch grins.

He's happy.

Learn to police on the 'net? Program makes it possible.

Those interested in pursuing careers as public police officers will be able to take courses on the Internet thanks to a unique initiative launched by Humber.

Beginning in September, the Police Foundation On-Line Program will offer courses in Canadian criminal justice, the criminal code, and investigation and evidence using the WebCT on-line learning software. Each course has been approved by the Ministry of the Solicitor General and Correctional Services and will be taught by Humber College professors with practical and theoretical expertise in law enforcement.

Benefits include: convenient home learning, flexibility, access to Humber's learning resources, availability of technical and faculty support both on-line and by

phone, and the opportunity to 'pay as you learn'. The most important benefit, however, is that the program prepares student for the Provincial Qualifying Examinations.

"The timing of this could not be better. Police departments are hiring and the employment opportunities are very good right now," says Gina Antonacci, coordinator of Humber's Police Foundation Program. "You don't need any more than this program to qualify for a job in law enforcement."

While there is no limit to the number of courses a student may take, applicants must have grade 12 education or equivalent and must be willing to complete an on-line questionnaire.

Contact: Gina Antonacci at (416) 675-6622 ext. 3229

The most important benefit, however, is that the program prepares student for the Provincial Qualifying Examinations.

Y2K power shut down

In order to allow for the connection and testing of emergency generators and the conducting of other tests related to Y2K preparedness, Humber's Lakeshore Campus will be without power from 8 am to 4 pm on Saturday, October 23, 1999. The North Campus will be without power from 8 am to 8 pm on Sunday, October 24, 1999.

Access to facilities during the shut down period will not be granted.



College opens competency centre thanks to generous donation from **SAP**

Thanks to a generous \$1.2 million software donation from SAP Canada Inc. on behalf of Progistix Solutions Inc., Humber College recently opened the SAP Competency Centre at its North Campus. The Centre was established to facilitate new instruction in a number of programs being offered at the College.

Initially, Humber plans to incorporate SAP R/3 software as a teaching tool to support the concepts of supply chain management and business processes into the curriculum of the Supply Chain Management (Post-Diploma) program. Beginning in January 2000, however, the use of SAP will be expanded to College programs related to information technology, manufacturing, and business.

"ERP (Enterprise Resource Planning) is essential to allow cross-functional coordination of an

organization's supply chain," explains Susan Krausz, coordinator of Humber's Supply Chain Management program. "SAP is the industry leader in ERP."

"The SAP University Alliance Program is designed to provide faculty with a powerful cross-

Essentially, it's all about linking theory and practice.

functional teaching and research tool," says Carol Burch, general manager, SAP Canada Inc.

"Essentially, it's all about linking theory and practice. SAP is helping to provide educational institutions with the resources they need to develop and research the exciting new technologies that are and will be

practiced in the modern business world. Specifically, this donation will help Humber College in its ongoing research and educational efforts in extended supply chain management."

Humber President, Robert A. Gordon, welcomes the donation most especially for the benefit it will provide students. "This is just one more example of how Humber is preparing its students to enter the new millennium," he explains.

"Progistix is proud to contribute to the educational experience of Humber College students. The partnership between Humber, SAP, and Progistix is a model of how the private and public sectors can work together to ensure that leading edge technology will be available for logistics education and industry in the 21st century," says Progistix President, Jim Eckler.



The SAP Competency Centre

Humber College will use SAP to reinforce the concepts of supply chain management. SAP R/3 will be phased into the curriculum with a two week introduction to business processes and SAP R/3. Incorporation into existing

courses via the use of exercises will follow as will the design of a major case study for the final term of classes.

Contact: Susan Krausz at (416) 675-6622 ext. 4405

Jobs are just a click away

Finding jobs through the Internet has become such a successful enterprise that Humber College's Career Centre is quickly updating their computer hardware and systems capabilities to keep up with the demand.

WorkLink, a job posting service for Humber graduates, amalgamated this past year with another web site, the National Graduate Register, to become WorkLink NGR.

A couple of years ago, Karen Fast, coordinator of Humber's Career Centre, never would have thought that the Internet could be as important a part of the job search process as it is today. "But within one year," she says, "it has exploded. No one anticipated how fast this vehicle would grow. Almost all jobs available today are on the net."

Students can post their resumes on the site, and employers can either search the site or post what jobs are available. According to Fast, interaction between potential employees and employers has been good.

One of the advantages of linking students to employers via the site is that a company can post a profile, so that if a student is unsure of what a company is all about, information is available by clicking on the company name.

Part-time, summer, full-time, and contract jobs are available on the service.

There is also a bulletin board on WorkLink NGR for posting special events such as the College's annual Career Fair, or special campaigns by companies looking for job candidates.

Another good feature is a counter to indicate how many times a position has been hit.

Contact: Karen Fast at (416) 675-6622 ext. 5030

Almost all jobs available today are on the net.

Board of Governors 1998-1999

Humber College is governed by a conscientious group of community members whose mandate is to define College purpose and direction, maintain effective communication with the College community, ensure that the College is capably and efficiently managed, and establish College policy.

Blair Carter
Catherine Courson
Janice Godfrey
Robert A. Gordon
Brien Gray
John Gribben
Mark Krakowski
Michael Lishnak
Madge Logan
Judy Morson
Paul Pieper
Ratna Ray (Chair)
Catherine Rhinelanders
Margaret Risk
Stuart Smith
Roxanne Nicholas-Stringer
John Sullivan

Which one of your senses can make you a star? *Your sense of humour.*

Joe Kertes, director, The Humber Comedy Workshop, Humber College (Toronto), and Stephen Rosenfield, director, The American Comedy Institute (New York), are pleased to announce the establishment of a full-time professional training program in comedy.

The program, being offered by The Humber Comedy Centre, is the first Juilliard-style comedy school of its kind anywhere in the world.

The one-year, post-graduate, college program will offer a curriculum that covers every aspect of the comedy business. Classes in stand-up comedy, sitcom acting and writing, audition class, improvisation, sketch comedy writing and performing, the art and craft of the comic screenplay, begin in October in Toronto and New York.

Tuition is \$6500 in Canada and \$8500 in New York.

Officially launched by comedy legend, Steve Allen, the program boasts a who's-who of the entertainment industry as its advisory committee. In addition to Steve Allen, who heads the Advisory Board, other members include agent and manager Irvin Arthur; author Bruce Jay Friedman; comic genius Eugene Levy; Woody Allen's producer Jack Rollins; and Canadian comic Sandra Shamas. Mark Breslin, owner of Yuk-Yuk's comedy clubs, is advisory producer of the program.

The Humber Comedy Centre also operates the week-long Humber Comedy Workshop offered each July at Humber College.

Contact: Joe Kertes at (416) 675-6622 ext. 4201

continued from page 1
dents, corporate heads, and numerous dignitaries.

At the Syracuse Youth Jazz Festival, one of Humber's senior youth bands, Masterminds, won gold as well as a number of individual awards. Joseph Shabason won a scholarship for a summer jazz camp in New York, David Grant was awarded \$150

towards his piano studies, and Jared Welsh received a special citation for his performance.

"They're learning so much in these situations," explains Mitro. She describes her role as one of emotional support. "During the weeks leading up to competitions or special events, I'm monitoring how they're feeling and watching out for any illness."

Writing their way to success

When a program works, it works, and for Media Copywriting, the success of its graduates says one thing: It Works.

At the recent Advertising and Design Club of Canada Copywriting Awards, Humber's name seemed to come up with every second award. The major recipients of this prestigious award were:

Marcus Sagar - two Golds for his Jaguar Canada ad

James Lee - two Golds for his TV ad for Ikea

Rich Cooper - Gold for his CFRB Radio ad

Alanna Nathanson - Award of Merit

James Lee - three Awards of Merit

Hayes Steinberg - Award of Merit

Mark Biernacki - two Awards of Merit

Randy Stein - two Award of Merit

Andrew Bradley - two Awards of Merit

Dave Hamilton - Award of Merit

Shawn McClenny - two Awards of Merit.

One of the more exciting aspects of the Advertising & Design Club Awards is that all winners are published in the Annual Showcase of Advertising & Design in Canada, a full-colour, hardcover publication that graces the desks of advertising people in this country.

In Vancouver, graduates of the program regularly compete for the province's Lotus Awards for Media Copywriting. This year, the awards recognized:

Heather Vincent - Best Ad Campaign, Best TV Commercial, Best Self-Promo

James Lee - Best Newspaper Ad, Best Newspaper Campaign, Best Radio Campaign, Award of Merit for Public Service TV, and two Lotuses for other newspaper ads

Miles Markovic - Best Self Promo, Award of Merit for Best Self Promo.

Humber's Media Copywriting (Post-Graduate) Certificate program is designed for individuals who want to develop and focus their writing skills for a career in advertising. Graduates have the specialized skills to develop concepts and write creative advertising copy for all print, broadcast and new media.

Contact: Joanne Lehman at (416) 675-6622 ext. 4129

She explains to the students how performances are judged, and assesses the environment and quality of technical support for them.

"Adults are able to process all these factors if something isn't working well," says Mitro. "But, kids tend to blame themselves."

The Community Music School was established at Humber College in 1980 specifically to meet

the needs of musicians ranging in age from three to 18 years. The School is based on the philosophy that children learn best when learning is fun and, over the years, has been recognized by the music education field through numerous invitational performances, scholarships, awards and accolades.

Contact: Cathy Mitro at (416) 675-6622 ext. 3847

New media for managers and animators

In the high-tech world of computer animation, three software packages stand out as crucial to success: Maya, SoftImage, and 3D Studio Max. These software programs allow animators to create everything from the deck passengers on the movie 'Titanic', to the pigs in 'Babe', and the fuzzy bears in the Coke commercials.

Humber College offers training in every one of these programs through its renowned Digital Imaging Training Centre (DITC). Maya, Alias/Wavefront's newest animation tool, is currently being taught by Terry Posthumous, a contract animator with Walt Disney Studios.

Carolyn Booth, manager of the DITC, points out that even the equipment used in the Centre is state-of-the-art. "We're the first college to have 20 Silicon Graphics 320 Visual Work Stations on which students can learn these exciting programs."

Since the cost for these software packages ranges from approximately \$3000 for 3D Studio Max to over \$11,000 for Maya, having properly trained personnel is a priority for the industry. "Most of our business is corporate training," says Booth. "But we will be offering Maya as an evening course this fall."

While the animators are entranced with the new technology hitting the streets, many of the managers in today's business and creative industries are feeling a bit lost. As Booth explains, "They don't know how to connect with the people in the industry. They don't know the terminology. We can allay some of those fears, show them they're just building blocks, like any other tool."

Booth is referring to an exciting new series of workshops to be held this fall at the DITC. Called The New Media Executive 2000 Series, these one-day workshops will focus on helping business professionals understand this new technology and what it can do for them. Topics will include New Media in Today's Workplace, The Digital Age Tools, and E-Commerce and the Digital Economy. All workshops are classroom-based, include lunch, and are held the last Thursday of each month beginning in September.

Contact: Carolyn Booth at (416) 675-6622 ext. 4178

Culinary arts + computers = a recipe for Success

When Tony Bevan, program coordinator of Humber's Culinary Arts program, took four weeks out of his summer last year, it was with the intent of developing a new level of training for chefs in Toronto. Recruiting 12 of the top chefs in the city, he began what spiralled into one of the most innovative new programs at Humber.

The HRT Alliance at the College has always had a contemporary focus, committed to providing young people with the very best in current career training in the hospitality, recreation and tourism sectors. When the government administered funds a couple of years ago for a new project called Bridges to Tourism, an attempt to better link career training for high school students to post-secondary institutions, the HRT Alliance eagerly embraced it. It was the Bridges program that put a new spin on Bevan's idea.

After meeting with chefs from such illustrious properties as Centro's, Scaramouche, North 44, Oliver/Bonacini, the Air Canada Centre, and others, and with Marilyn Martin from the Toronto District School Board, it was clear that a joint venture could be profitable for everyone. A Culinary

Arts, learning and technology partnership was established with the Toronto Board of Education, the Metro Separate School Board, and Human Resources Development Canada (HRDC - which provided funding, the industry chefs) and Humber College.

What gives this program its originality is the use of laptop computers by all the chefs involved, linking them to students and faculty on a regular basis. It will be the first 'cyber committee' approach to program design, feedback, and evaluation.

The chefs, with their range of styles and points of view, will help the College enhance the learning outcomes mandated by the government, set standards for apprenticeship positions, provide

each year.

There is also a possibility that the Chef Alliance team will be instrumental in helping the College seek support from the Ministry for recognition of the high quality of education received by students in the Culinary Arts program. Currently, all chefs receive a Journeyman Cook designation upon completion of their apprenticeship training, whether that training is at a roadhouse or high-end property such as Splendido. As an analogy, think of someone with first aid trying to do surgery.

It is Bevan's hope that the Ministry will ultimately instigate the level of Journeyman Chef in recognition of the hard work and high quality of cooking inherent in

For the students, this cyber-education program is a unique opportunity to combine applied learning in culinary arts with a modern-day approach to education - computers.

career guidance and mentorship to the students, and work placements for the 26 students chosen

such apprenticeship positions.

For the students, this cyber-education program is a unique

opportunity to combine applied learning in culinary arts with a modern-day approach to education - computers. They spend one day a week at the College, taking an articulation-approved credit course in culinary arts, then two days in classes at their secondary school and the other two days at an industry site. While at school, they can log on to the Humber College website specifically designed for this project and ask questions from the leading chefs in their industry, read the chef bios, and discover additional information on their prospective careers. It is hoped that the project will expand in the future to include on-line courses such as Sanitation for the Hospitality Industry.

With the combination of experts in the culinary field, modern technology, and leaders in education like Humber College and the Toronto Boards of Education, there is no limit to the extent to which this program will unfold. International contacts with other chefs around the world? Hot trends? Restaurant reviews? The year 2000 will be an exciting one for the HRT Alliance.

Contact: Tony Bevan at (416) 675-6622 ext. 4474

Humber's Chesswood Job Finding Club turns 100

Recently, the Humber College Chesswood Job Finding Club, located at Chesswood Ave. and Sheppard W., completed its 100th session.

The Job Finding Club is a full-time, three-week job search program funded by Human Resources Development Canada and coordinated by Humber College Business & Industry Services.

Participants in the program take part in a number of interactive workshops and activities to assist them in developing and implementing a full-time, complete and organized job search.

The club covers a variety of job search tools and techniques. The information is presented in a group format and each member is given individual assistance and coaching to help them develop their skills on each topic.

The club's atmosphere is always positive and encouraging and participants comment on the energy, enthusiasm, resources, and confidence the club provides them.

Following the three-week program, participants are given ongoing support until they secure employment. The success rate for those who participate is between 65% - 85% after three months.

Humber Business & Industry Services also coordinates several other employment assistance programs across the GTA including two Employment Resource Centres, two Centres for Foreign Trained Professionals, The Experienced Workers Program, Job Search Workshop for Immigrants, The Etobicoke Career Exploration Centre, The Etobicoke Employment Counselling Centre, the Etobicoke Job Finding Club, and Job Connect.

For more information, please contact the Chesswood Job Finding Club at (416) 631-7600, or Etobicoke Job Finding Club at (416) 234-8942, or visit the JFC website at www.jfc.humber.org each month for a job search 'tip of the month'.

Being curious pays off

Ask Charlotte Empey, a 25-year alumnus of Humber's Journalism program, what she most enjoyed over the years as a reporter and editor and she quickly laughs.

"Getting paid to ask people questions which are none of my business."

Now, as the new editor of *Canadian Living* magazine, she is just as quick to return the favor by answering a few questions about her own life.

Empey's career began at Maclean Hunter. "I'd always wanted to do health and beauty reporting," she says. When she was offered the position of business director for *Drug Merchandising* magazine, she realized that she had an opportunity to build up the cosmetics coverage at the magazine and increase her knowledge of the business side of the industry.

"It's a challenge," she explains. "You can't be relevant to all women."

Two years later, when the posting for the editor of *Miss Chatelaine* appeared, she applied. "There was no way I was qualified, but I didn't leave the interview until I had an opportunity to suggest they add a health and beauty editor to the magazine," she explains.

Miss Chatelaine eventually became *Flare* magazine and its editor, Keitha McLean, became Empey's mentor. She gave her protégée several freelance assignments and eventually a full-time position. Empey stayed for three and a half years and says, "If I'm a good editor today, it's because of the fundamentals Keitha taught me: the power of women's magazines, how to treat that power respectfully, and how

to manage. This includes taking the heat when things go badly and doling out the credit when it goes well."

McLean died in 1995. "I think about her continually and find I'm repeating things she taught me."

After stints in communications, public relations, and advertising, Empey returned to the magazine world briefly for *Telemedia* on their *Health Watch* magazine, *Canadian Living*, and *Chatelaine*. She then moved back to Humber College where she developed continuing education programs.

Looking back, the time Empey spent at Humber proved crucial to her future success. "Developing C. E. programs forces you to understand your customer, and ask yourself what they need to know."

When she was hired to develop, edit, and then publish a new magazine, *Modern Woman*, Empey merged that business knowledge with her advertising and editorial experience to help her design circulation and communication strategies, and understand the economics of attaining the maximum number of readers for the minimum number of copies.

Telemedia's recent restructuring resulted in Empey's current position as editor of *Canadian Living*. Her first issue was June 1999.

With so many publications on the market, finding a magazine's own niche is crucial to maintaining readership. "It's a challenge," she explains. "You can't be relevant to all women."

Even though *Canadian Living* and *Chatelaine* often rotate in the number one spot on the Print Measurement Bureau, and the demographics between the two are similar, the magazines are very different. In focus sessions with women in the 30 to 40 year age group, Empey says they are often surprised at how much they like the magazine now. "At *Canadian*



Charlotte Empey

Living, we are very solution-driven. We're not about aspirations and daydreaming, but about inspiration, about saying 'see this great decorating tip...see how I handled this problem with my son...you can do this'."

Although she has come a long way from her days at Humber, Empey is grateful for her time there and has consistently maintained connections with the College. "Journalism taught me that the English language is imprecise. If I was going to report back, I had to be clear. Water changes shape as you pour it," she says.

Empey also loves interacting with students, teaching and sharing her experiences. Her mentor, McLean, reinforced the idea of giving back to the business by nurturing young talent. "Besides," she explains, "I'm a huge supporter of college education. I'll put my three-year diploma against a three or four year program at Western anytime."

She says that college graduates don't make enough noise about being products of a college education, and that they need to have this confidence fostered. "I would like to finish my work life teaching, I think. I'd like to take my whole bag of stuff, open it up, throw it in front of the students, and say 'choose'."

A walk in the park

An amalgam of streams, forests, meadows, and ponds, the 120 hectare Humber Arboretum is a living outdoor museum. Tucked in behind the North Campus, Humber College, and set along the shores of the Humber River, the Arboretum presents endless opportunities for education and relaxation.

It attracts rollerbladers, bicycle riders, people seeking a lovely walk, or those who just want a quiet place to rest and relax.

Perhaps the most widely known and enjoyed of its offerings, however, is the children's programming. School groups regularly tour the grounds, while the Nature Camp has been teaching the wonders of plants and wildlife for over 17 years.

"We get to see many of these children grow up through the years, because they keep coming back," explains Christine Fraser, program coordinator of the Arboretum. Students can progress from Young Friends of the Arbore-



One of many trails in Humber Arboretum

tum (ages 6-12) to junior counselors (ages 12-16) where leadership skills are added to the mix.

Fraser is suitably enthusiastic about her work environment. "The grounds never close, and people are welcome at all times. There's something for everybody."

The Arboretum is a joint project between Humber College, the City of Toronto, and the Ontario Conservation Authority. Humber is directly responsible for the upkeep and maintenance of the grounds and buildings.



Floral splendor

In any language, experience counts

Humber College has been involved with employment training and services for years. So, last year, when Human Resources Development Canada (HRDC) wanted to work in partnership with Humber to try to fill some of the needs of both the immigrant and aging populations, Lois Willson, the College's director of Government & Community Relations, readily agreed. "I thought it was a wonderful opportunity to be involved in the community, to touch a lot of lives, and to create awareness of lifelong learning," she says.

Shortly thereafter, proposals were developed, contracts obtained, and two new services for those with work experience were begun.

Dorothy Solate is a consultant with the Centre for Foreign-Trained Professionals and Tradespeople, housed and partnered at the COSTI site in Toronto. It is here that many immigrants seek the assistance they need to find employment in a field related to their previous training and experience.

Solate works with them to develop their understanding of the Canadian culture and the labour market, obtain current job-search skills, and learn to use the technology that will help them in their career explorations.

Clients who use the Centre face both internal and external barriers, and determining how to solve them is the most challenging aspect of the job, explains Solate. It's a challenge to help clients realize that "you can't keep looking back if you want to move forward", she says.

To help them understand the barriers to communication between themselves and their clients, and between their clients and potential employers, staff use cultural fact sheets on different countries provided by the Ministry of Citizenship. What can be construed as respect in one culture (not meeting the eyes, for instance), is perceived as evasive and dishonest in another.

Helping clients attain a positive attitude is also vital. Clients need to understand the reasons for the government rules and processes, the rationale for accreditation, and the way life works in Canada before they can move on to a successful job search. "It's difficult for some people," reasons Solate. "They have certain structures, certain ways of life, and it's difficult for them to assimilate into our country."

Another service, the Centre for Experienced Workers, has been in place in downtown Toronto since February 1999.

With 15 clients a week going through a very structured workshop process, the Centre has already helped over 200 people, not including the long list of drop-

ins or those on the waiting list.

Jean Davidson, facilitator/coach at the Centre, explains that in summer 1998, HRDC held a forum to assess the needs of workers over 45 years of age. They consulted members of the community and various agencies, and determined that each of the seven management centres in the GTA should have at least one service for this age group.

In order to be eligible, clients

must be over 45 and seeking employment. While many are referrals from Employment Insurance and Social Services, it is not a requirement. The program, a pre-employment workshop, is intensive and follows a strict format which includes employment readiness workshops, sessions on computer readiness, and one-on-one coaching. On-going support is available.

Davidson says that over 50% of their clients choose to stay at the Centre to continue their job search. With a fax, photocopier, internet service, and phones on-site and the Job Resource Centre upstairs, it is a convenient and friendly place. Clients get help with resumes as well as interview and job search skills. They can attend workshops in the Resource Centre on a variety of topics.

Since many clients not only want but need to obtain employment immediately, the Centre offers a job development component where interviews are set up with potential employers. If a client qualifies, the Targeted Wage Subsidy, a government program that provides up to 60% of a person's wages for a period of time, can be a definite advantage to the job search.

Clients routinely cite preparation and motivation as the reasons for their eventual success. Davidson explains that for many of them, their self-esteem is low when they enter the program and they have a strong sense of 'I don't know where to begin'. The facilitators help them become motivated and deal with the reality of what needs to be done.

"Once you instill the importance of getting the help you need," says Davidson, "things seem to turn around."

Contact: Lois Willson at (416) 675-6622 ext. 5042

CPIA donates resource centre collection to Humber College



The contents of the Canadian Plastics Industry Association's (CPIA) Technical Information Resource Centre have been donated to Humber College for use by its students and faculty. The collection will be of particular interest to those associated with Humber's Canadian Plastics Training Centre (CPTC).

With more than 750 volumes, 500 conference proceedings, and 100 periodical titles, the collection is one of the largest contributions ever made to the Humber College library.

"We are absolutely thrilled to have this collection of materials," says David Alcock, general manager of the CPTC. "It's a terrific addition to Humber College and the Canadian Plastics Training Centre and one we would not otherwise have been able to afford."

The CPTC is a business unit of Humber College where plastics and engineering programs prepare full and part-time students for careers in the plastics industry. It is estimated that approximately 500 people will participate in CPTC programs in 1999.

The CPIA is a trade association representing more than 500 member companies. Under the terms of the donation, CPIA members will receive free access to the collection of Humber College.

Contact: David Alcock at (416) 213-0931

A Colorado high

For car manufacturers, igniting optimum sales is the goal they set each year. For car designers, it is developing the concept that will spark those sales. For six students in Humber College's Industrial Design program, it is the challenge of a year-end thesis project.

Laurent DuBois, Michael Pena, Steve Chiappetta, Helder Cruz, Derek Olivieri, and chief designer, Tony Bratincevic, decided to build a car that would evoke the retro look of the old El Camino but include innovative technology and safety features.

The Colorado, meaning red in Spanish, is the result of their efforts. The vehicle is a two-door, silver car with red accents and black-tinted windows. A retractable back window recalls the early days of station wagons, while a nylon screen separating the cab from the box ensures that loose debris will not go flying forward during a quick stop.

Each member of the team was involved in the year-long process, bringing individual ideas and interests to the project. For Bratincevic, compiling the team's ideas into the final drawing was a foreshadowing of his future career as an automotive designer. DuBois created the early paper model, and everyone worked on carving the quarter-scale model out of automotive clay. Olivieri and Chiappetta designed the 'C' logo for the car. Set on a wooden base of grey and sky blue, the 'C' evokes the mountain image that is also reminiscent of the name Colorado. Chiappetta, who intends to follow his interest in exhibit design, felt it

was important to enhance the car's image while maintaining the focus of the car itself.

Image is often everything and first choices are regularly made based on looks

Ken Cummings, program coordinator, says that approximately one-fifth of each year's graduates from the Industrial Design program end up in transportation design. This is why he ensures that design crusaders such as Harley Earl, who was key to GM's designs for over 30 years, are studied by students in the program. Earl concentrated as much on visual appeal and marketing as he did on design, and Cummings feels that this approach is crucial to today's market, where image is often everything and first choices are regularly made based on looks.

For the Colorado design team, the project was an extensive one that provided an education in all aspects of automotive design and production. Besides the model, the team also produced a research and design book that could be used by any manufacturing facility to begin production.

In the end, it was the unveiling of the car that most moved them. For the team, building a car was the culmination of a lifetime dream. For some of its members, it may also be the start of an illustrious career.

Contact: Ken Cummings at (416) 675-6622 ext. 4058



QUEST FOR THE BEST

Humber's Alumni Association is thrilled to launch its new campaign "Quest for the Best". The focus of the campaign is to search-out and recruit Humber's finest graduates to salute their outstanding accomplishments through a series of alumni awards.

One of the driving forces behind Humber's reputation for success is its alumni. Your accomplishments reinforce to individuals within and beyond the Humber Community the level of excellence linked to Humber's programs.

"Quest for the Best" is an ideal opportunity to share your successes with us. We are looking for extraordinary individuals whose endeavors have raised the benchmark of success within their career field or within their community. We want to know where your experiences from Humber College have taken you. After all, your success represents our success.

To take advantage of this exciting opportunity please register your achievements with us.

LOOKING FOR...

Over the past few months, the Alumni Association has received calls from Humber alumni looking for old college "buddies" or favourite teachers. If you know the whereabouts of any of our "lost" alumni, please contact the Alumni Association.

Anyone
Public Relations Certificate
Program 1994

Anyone
International Marketing

Anyone
Developmental Service
Worker

Ms. Hincks
Retired Faculty, ECE 1970's

Laurie Boals
Advertising and Graphic
Design 1984

Sandra Gayle
Advertising and Graphic
Design 1984

Tony Peace
Advertising and Graphic
Design 1984

Mike Morrow
Advertising and Graphic
Design

Anyone
Business Administration 1990

Anyone
Lakeshore Grads 1985-90

Five Humber Grads Inducted to the Wall of Distinction

Humber College celebrated the accomplishments of five of its outstanding graduates at the Alumni of Distinction event held on Monday, April 19, 1999. The Alumni of Distinction program provides a special opportunity for Humber College to recognize the superior caliber of the graduates it has sent out into the world.

The program has been launched as a part of the college's on-going effort to recognize the significant contributions of Humber College alumni and the value of continued education.

In the future the event will serve as an annual tribute to alumni who not only excel in their respective careers, but who contribute significantly to their profession and community. These awards will feature a photograph and brief biography of the honourees and will be proudly displayed on the college's forthcoming Wall of Distinction.

Robert A. Gordon, Humber College president, initiated the idea to develop a program in which the college could recognize its alumni. What better way to exemplify the value of Ontario colleges than to proudly exhibit the extraordinary professional and philanthropic accomplishments of Humber's alumni?

"Our alumni have carried with them the strength of our programs and honoured us with their achievements," says Gordon, "Their accomplishments are not only a reflection on the individual, but the College itself."

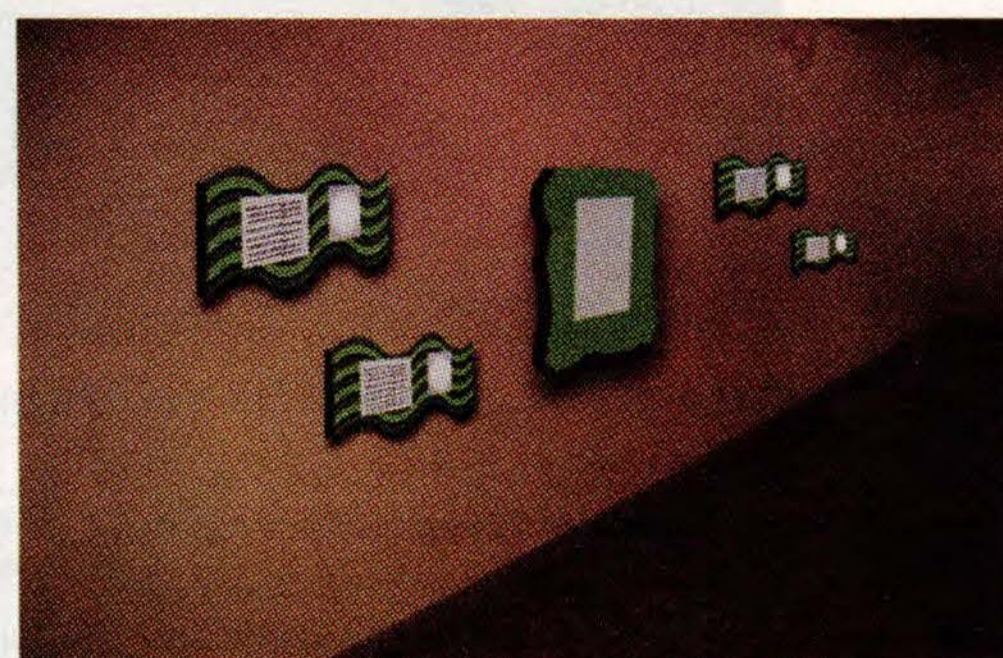
THE INAUGURAL INDUCTEES TO THE WALL OF DISTINCTION ARE:

Gwen Boniface (Law and Security Administration, 1976) recently named the commissioner of the Ontario Provincial Police, making her one of three women police chiefs in Canada. Commissioner Boniface was awarded the 1998 Premier's Award and an appointment to the Law Commission of Canada.

Vicki Marie Campbell (Marketing Program, 1977) President of Campbell Moving Systems Inc., a \$14 million dollar company with five locations throughout Southern Ontario. She is a Humber College 1998 Premier's Award nominee.

Gerry M. Lougheed (Funeral Services Program, 1976) the funeral director and vice-president of Lougheed's Limited in Sudbury, Ontario. In 1992, he received Humber College's Distinguished Graduate Award recognizing him as the most outstanding graduate from Humber College in the past 25 years. He is a 1995 Premier's Awards winner.

Martin McNamara, MD, CCFP (Ambulance and Emergency Care Program, 1977) an Emergency Care Physician at Huronia District Hospital, Royal Victoria Hospital and creator of the "Helper Bear" program for children. He is a Humber College 1998 Premier's Award nominee.



Shown above, the Wall of Distinction will be located at the Main Entrance of the college adjacent to the library

Burton (Burt) Napier (Computer Programming, 1970) the Executive Vice President, Operations & Technology for the Canadian Imperial Bank of Commerce (CIBC). A Harvard MBA graduate, Mr. Napier developed many of the bank's frontline on-line banking financial services. He also serves as the Chair of Humber's newly established Telecommunications and Learning Institute Board. He is a Humber College 1998 Premier's Award nominee.

Soon to be located at the Main Entrance of the College outside of the library, the Wall is scheduled to be constructed over the summer months and will be completed in the fall of 1999.

Chris Mackey, a Humber Industrial Design student, developed the wall's layout and created the unique design of the award itself. The distinctive shape of the award represents the waves of time and the continuum of learning.

Each award will be individually crafted using carved and chipped Canadian slate. Both the inscription and the honouree's photograph will be etched onto an aluminum plate.

Once completed, the Wall of Distinction will showcase the remarkable capabilities of Humber's alumni. As the Alumni Association further develops, one of its primary goals is to actively search out and recognize our alumni. You can help us learn more about your accomplishments by participating in our new alumni campaign, "Quest for the Best."

Playing By The Numbers



On Saturday, February 27, 1999, the numbers of six of Humber's hockey players were retired. "With the reinstatement of the Hawks

hockey team on a varsity level, the time was right to honour the outstanding athletes who have worn the Humber uniform," says Athletics Director, Doug Fox.

According to Jim Bialek, facility manager, President Dr. Robert A. Gordon has wanted to recognize the athletes for some time. "He wanted current athletes to see the success, the rich history of these players." Dr. Gordon, unable to be there for the event, wrote a personal letter to each athlete and Bialek ensured that they were framed and presented to them.

Over 130 friends and family of the athletes attended the Retirement Dinner. "Guys who graduated 25 years ago not only attended," exclaims Bialek, "but they brought their parents!" The evening consisted of a number of speeches and presentations, chief among them the presentation speech by Fox. In it, he outlined the contributions of "these individuals (who) epitomize the characteristics we associate with our program":

Bill Morrison, #10, right wing from 1974-78, attained 95 goals and 97 assists in his career and was the OCAA all-time leader in scoring. Morrison is now vice-president, international acquisitions, for Worldport Communications in Georgia.

Dave Emerson, #24, a defenseman from 1984-86, was a two-time OCAA Allstar and All-Canadian in 85-86, and scouted by the University of Wisconsin, where he played out his career. Emerson is now the owner of his own business.

Ron Lonsdale, #3, defenseman from 1987-90, was an OCAA Allstar all three years, and Athlete of the Year in 89-90. Lonsdale is presently District Sales Manager for Collette Tours.

Paul Stafford, #6, also a defenseman from 1987-90, was an OCAA Allstar twice and an All-Canadian and Athlete of the Year in 88-89. Stafford turned his education into a Computer Programmer position with the Ministry of the Attorney General.

Gord Lorimer, #12, played a number of positions from 1977-80, mostly where brawn could be best used. He was team MVP and team captain in 77-78, and stayed as coach after graduation.

Dana Shutt, #19, left wing from 1977-81, and captain of the team in 80-81. Later, Shutt coached the team to five consecutive provincial championships, and is now General Manager for Lightmore Canada.

When asked what part of the event most affected him, Bialek is quick to respond. "The speeches made by the athletes themselves. It was amazing how prepared they were and what it meant to them. Some of them were here 25 years ago, and they still feel the impact it made on them."

In recognition of their leadership, a framed jersey listing their names and numbers was hung in the Athletics lobby, and a banner hung in both the area and gymnasium. Afterwards, a pick-up game between two alumni teams made a fitting end to the day. Sons and brothers joined the athletes in the ice, some of them wearing their father's old hockey shirt.

They may be just numbers, but to the athletes and their families, they represent a significant period of time in their lives. In Lorimer's acceptance speech, he told a story about his young seven-year old son, who had trouble understanding the concept of the word "retirement". His father explained that it meant the number could not be used again, and that it would always signify his dad's contribution to hockey at Humber College. "Dad," said his son as they walked into the hall, "When I start playing hockey, I want to wear #12."

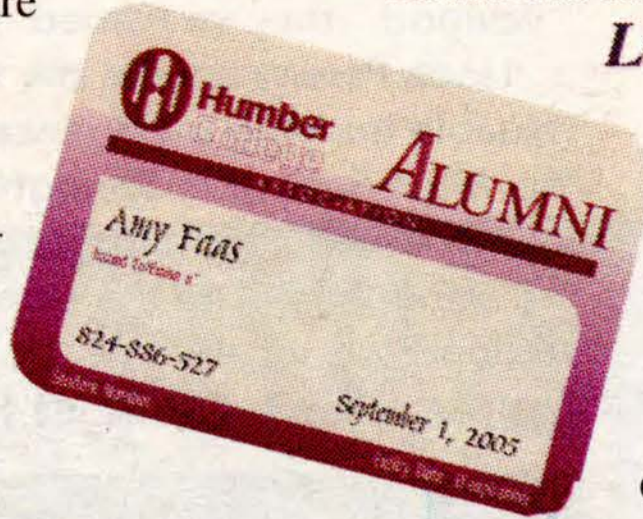
Services Update

The Alumni Card - Our Alumni Card is now available as your "lifetime membership" to our services. Please contact us to receive your card by mail.

Reunion Planning - If you are interested in organizing a reunion, contact the us for assistance in booking reception space, guest speakers, or Caps. We are holding the Package and Graphic Design 20th Year Anniversary Reunion in September 1999, the Developmental Services Worker 20th Year Reunion in June 2000 and are currently searching for Reunion Coordinators for the Ambulance and Emergency Care, Hospitality, Recreation and Tourism, and Creative Photography programs.

Lifelong Learning Opportunities - One of the most important functions of the Alumni Association is to provide assistance in pursuing higher education. For information about degree completion opportunities at Universities around the world, contact Student Services at (416) 675-6622 ext. 3242. To learn about Humber's continuing education courses and post-diploma courses available to you, call the Alumni Association or search our website at

<http://www.humberc.on.ca>.



Career Services - The Career Centre is still available for your use as an Alumni! You can browse "Campus Worklink" - an online resource for launching an effective job search, and meet with Career Counsellors to receive job search tips and resume preparation assistance. The Career Services Centre has relocated to room A100.

Library Services - Once you receive an Alumni Card, you may use the resources available at the North and Lakeshore Campus Libraries absolutely free.

Athletics Centre - A 50% discount on gym memberships are available to Humber Alumni. Call Athletics at (416) 675-6622 ext.5097 for more information.

Intercultural/International Centre - If you are interested in working abroad, the Intercultural Centre is a great place to start your research. Contact the Centre at (416) 675-6622 ext.4349.

Campus Bookstore - Get 20% off all gifts, clothing, and school supplies by showing your Alumni Card at the cash register.

Home and Auto Insurance - Our group plan, administered by Campbell & Company Group Underwriters Ltd., is a leading provider of college insurance products in Canada. To receive a no obligation quotation, please call 1-800-377-2467.

Dell Computer Discount - Visit Dell's website at http://www.dell.ca/epp_store for more information. Discounts range from \$50-\$200 off your new computer.

To spread the word about our services in the Alumni Association, we presented each 1999 graduating student with an inscribed pewter keychain as a memento of their time spent at Humber. As a special service to our Alumni, we have made an arrangement with Canada Post that allows anyone who finds your lost keys to drop them into a mailbox and have them mailed to our office for no charge. Call us with the date that you lost your keys and we can keep them safe until you are able to pick them up.



You Can Make The Difference

Do you know what it's like to have worries, frustrations and concerns about your work? Has anyone in your life helped you uncover an aspect, ability or talent that until then had lain dormant and unrecognized? Has anyone inspired you to shift the direction of your life in a constructive way? Here is your chance to make the difference in a student's life.

Humber College students want to talk to you about your experiences in the workplace. They are looking for your professional guidance to excel in their chosen career. You can enrich a student's educational experience by sharing your knowledge and expertise as a mentor.

Humber's Alumni Association is proud to introduce the

Mentor Program. This worthy program is a part of the Alumni's Millennium Projects and promises to deliver a truly invaluable experience to its participants.

Mentoring is a powerful and popular way for people to learn a variety of personal and professional skills. Mentoring has become an effective method for professionals to help students with orientation, career advancement, problem solving, coaching, and support. In addition, mentors can assist students in dealing with the challenges associated with successful, productive, meaningful work-life.

The Mentor Program offers alumni an opportunity to foster the development of a potential colleague, while allowing them

to remain a part of the Humber College community.

The Mentor Program is an opportunity for you to help students and Humber College by providing a service that only you can provide. The time commitment is minimal, but the benefit to the student is enormous.

The Alumni Association plans to launch the Mentor Program in the fall of 2000. We will be recruiting mentors from our alumni, faculty, Board of Governors and community partners.

As a potential mentor, your ideas and contributions to the development of this program are of paramount importance to the Alumni Association. Let us know if you or your employer would be interested in participating in this exciting program.

A "Product" To Believe In

When you believe in a product the way the HRT Alliance believes in their alumni, then you provide opportunities for them to showcase their skills, experience and attitude in ways that will benefit both of you. For the HRT Alliance, their alumni are the cornerstone of their programming.

A number of the full-time staff in the HRT Alliance are graduates of Humber College, such as Paul Suda, Orville Getz, Dean Wylie, and Susan Goodman, while another fifteen work as part-time faculty, serve as advisors for the traineeship program, oversee labs, and teach continuing education courses. "These people have all graduated, perhaps gone on to further their education, worked, and then come back to apply their life experiences as Humber grads," explains Wylie. "Our philosophy is to provide the best training opportunities in the industry, and we hire only those who can continue that philosophy."

The HRT Alliance continually seeks the assistance of alumni who have made the difference in the working world and/or had a positive impact while at the college. They look for those who maintained a connection to the college while pursuing their work experience, and offered their services when they could. "For the alumni, who know and understand the program, opening their doors to students adds to their own experience," Wylie explains.

For the students in HRT programs, this means increased networking opportunities and a continuity that is rarely found in other areas. Every student in the HRT completes a traineeship, so when the college works with alumni, it improves their chances of finding employment while in college and after graduation. Besides, as Wylie says, there is something wonderful about hearing the message of "I've been there, and I know

what you've gone through, this is how it is, trust me", from someone who has shared your experience.

This year, Wylie is excited about the possibility of combining the Industry Awards Dinner with the Students Awards night. He wants to say to them, "These are exceptional students.

These are exceptional employers." (he claps his hands together) "Why don't you get together and make it happen?"

Putting something back into the college, and having so much put back into your place of employment. That is a philosophy we can all share.



Counselling Never Stops

It may surprise most graduates to know that the Counselling Department is available to them for as long as they need it. Camille Hannays-King, a counsellor at Humber College, says that most of the graduates/alumni who contact her have "obtained their diploma, worked for a while, and are now at the 'what next?' stage." They know that they would like to receive some guidance and information, but they are rarely even sure of the questions to ask. "They often have taken a course here, a course there, but they're not organized in a sequential way," Hannays-King adds. Graduates who have been out in the workforce for a while may find they are missing an essential skill in their career field, or taking a course because their employer perceives it as necessary. Or, they feel that they have invested time in their current occupation and may be uncertain about going back to school, whether that is for a single course or an entire program.

At Humber College, the Counselling Department is very aware of the needs of the alumni group, and offers many of the same services they do to their current students, but with a focus that suits the experienced worker. Counsellors sit down with

the graduates and help them to explore career options and assess ways in which their present skills can be transferred to another field. Barriers are identified, goals are set, and action plans are developed.

While career problems may bring an alumnus into the counselling area, it is sometimes the personal problems that are interfering with the decision-making process. "You can't separate one from the other," says Hannays-King. And, a fresh perspective may be all that they need. "On your own," she adds, "you ask the same questions all the time, and it becomes a vicious circle. Counselling helps you to expand the options, helps you see a bit differently." Many services in the

Counselling Department focus on personal issues and growth, such as how to learn new coping skills, developing self-understanding or self-confidence, managing stress, improving family relations, dealing with grief or loss, depression and anxiety. Crisis counselling is always available for those who need it.



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email: alumni@admin.humberc.on.ca

Europe beckons

March break ... reading week ... whatever you call it, it is usually a time of renewal. For Michael McFadden, Tony Bevan, and Rick Simone of Humber's School of Hospitality, Recreation and Tourism, it was not only renewal but reinforcement and achievement as they travelled to Scotland and the Isle of Jersey to develop and strengthen linkages with employers and educators there. Humber College already has a strong relationship with both Motherwell College in Scotland (two Culinary Arts students are currently on an exchange program there) and in Jersey, where 12 culinary graduates will travel in May to take up six-month contract positions in high-end properties.

Building on this foundation, the culinary arts team included New Lanark (a heritage village currently being rebuilt), Mall Maison (rated the world's best hotel for under 100 pounds/night), Highlands College in Scotland, and the Dublin Institute of Technology on their itinerary.

"There is currently a chronic shortage of chefs across Europe," says Bevan. "We want to show them that Canadian students are well-trained and can work in any kitchen in Europe."

On this visit, discussions at Highlands College centered around a joint culinary/chef program, and participation in their Year 2000 festivities. They have requested that Humber College return with a contingent of students and faculty to help celebrate 'Good Food Week', profiling Canadian cuisine and the curriculum of Canadian chef training.

The Dublin Institute of Technology, which grants both degrees and diplomas, is on the verge of launching a degree program in Applied Culinary Arts, a program that has been recognized and approved by the World Hospitality Association of Paris. They welcomed Humber's interest and were extremely forthcoming about the pitfalls and logistics of building such a program.

Further discussion might follow on the possibility of both participating in their degree program and developing work term exchanges between the two educational institutions.

Contact: Tony Bevan at (416) 675-6622 ext. 4474

A sister in spirit

Once in a while, among all the awards and certificates and competitions won by students and graduates of Humber College, one stands worthy of special mention. It isn't necessarily a bigger competition, a more financially rewarding prize, or an international tribute – sometimes, just being nominated is enough.

For Linda Pereira, a second year student in Humber's Music (vocal) program, being chosen as an alternate for the 'Sisters in Jazz' was one such time. To put this in perspective, an understanding about both Pereira and the competition is essential.

The International Association of Jazz Educators (IAJE) is an international organization which has enormous influence on and support for jazz educators. Three years ago, Humber, the only Canadian member, was asked to send three of their music ensembles to perform at the IAJE convention in Boston. At their 1999 conference held in Anaheim, California, however, there was a unique twist.

Besides the four to five day 'jazz fest' which combines music clinics with performances by both professional and student groups, organizers decided to choose an all-female jazz band to play at the conference. As a way to support women in music, both female vocalists and musicians were encouraged to send in their audition tapes for consideration. Female jazz musicians are still few in numbers, but the competition for the vocal spots attracted hundreds. For every spot in the band, including vocals, a first choice and an alternate were chosen. Linda Pereira was the sole vocal alternate.

"We are very proud of her," says Trish Colter, vocal coordinator of Humber's Music program. "Linda is a superb student – intelligent, hardworking, and talented." Colter goes on to say that Linda comes by her musical talent naturally. Apparently, her father resumed his study of the saxophone at Humber a couple of years ago. After working a 'regular job' for most of his life, he decided to pursue his lifelong love of music and is now touring as a professional musician. While at Humber, he often spoke with faculty about the daughter who wanted to follow in his footsteps. "He'd ask me what she needed to concentrate on for her audition," remembers Colter.

As for Pereira, she had this to say: "It's hard when your dad's a musician. You feel you have something to live up to. But this award

gave me a feeling that I could do that."

She explains that the letter from the IAJE was a complete surprise. "When you see an envelope with a thin piece of paper inside, you just assume that it's going to be bad news. But when I opened it, I thought – omigod...they've named me as an alternate!"

Linda Pereira counts the time she spent in the recording studio as a valuable learning experience. Choosing music such as *Tokyo Blues* and *You Must Believe in Springtime*, working with other Humber musicians trying to find a format that worked were all exciting and challenging at the same time. And the experience of being named one of the finest student jazz vocalists of the year? "Awesome."

Contact: Trish Colter at (416) 675-6622 ext. 3406



Humber Music student, Linda Pereira

Budding entrepreneur grateful for skills learned at Humber

Ambitious and talented with a global plan to give all wine lovers their cheese on a glass platter, Rena Ellinas, International Marketing program student and budding entrepreneur, is planning to take the skills she's learning from the one-year post-graduate program and apply them to developing her Gourmet Cheese Platter business.

The idea for Gourmet Cheese Platters, an artistic process of flattening a wine bottle to create a platter, originated in Australia where Ellinas saw the product in a small town market.

Recognizing the potential for the product in North America, she trained in Australia and then transported the product technology to Canada. Back at home, Ellinas needed to increase her business expertise to help realize her dream of entrepreneurial success.

Enter Humber College.

Since last August, Ellinas has been receiving instruction and guidance from teachers in the International Marketing program. Along with creating a dynamic marketing strategy, the program has helped to establish a strong support system for her new business. Ellinas states, "I've received so much support and advice from teachers and fellow students. The program has trained me to focus on a target market and taught me how to approach the international marketplace."

Reception of the Gourmet Cheese Platter has been positive so far, especially from real estate agents, the LCBO in British Columbia, wine distributors, and the many contacts made at the

Toronto Wine and Cheese Show.

Platters were recently donated to the Etobicoke Arts Council for a charity auction. The proceeds of the auction will support local projects. Participating at these events and the Toronto Specialty Trade Show for Distributors is where Ellinas is focusing her energies in efforts to network, gain exposure, and increase sales for her small business.

"It's encouraging to see students put knowledge gained from the program to practical and profitable use," says Bruce Shapiro, teacher and program coordinator of both the International Marketing and Marketing Management post-graduate programs.

Gourmet Cheese Platters are currently available in Sherway Gardens, wineries along the Niagara wine route, brew your own wine stores, and in retail stores in the GTA.

As for the international market, Ellinas plans to target New York's Finger Lake wine region by the end of 1999. After the U.S., her next target is Europe, specifically the wine lovers of France. "Initially, I was uncertain as to how to conduct business in the international market. After courses in international trade, distribution, finance, and through research for class projects, I'm now aware of the channels to pursue and people and organizations to contact for help. Knowing which government organizations to call has saved me time and energy."

Contact: Bruce Shapiro at (416) 675-6622 ext. 3207

The program has helped to establish a strong support system for her new business

Meeting needs of emergency telecommunications industry

Designed in consultation with the Ontario Ministry of Health-Emergency Health Services Branch, the 16-week Emergency Telecommunications Program, offered by Humber's School of Health Sciences, provides student with the specialized knowledge and skills needed to work in the public safety/emergency services field.

After studying emergency systems management, crisis/stress management, documentation skills, orientation in pre-hospital care, and field observation, graduates will be qualified as emergency telecommunicators, dispatchers, or call facilitators.

Applicants must have an Ontario Secondary School Diploma at or above general level, or equivalent, or mature student status.

Contact: Doug Leonard at (416) 675-6622 ext. 4302

Year-long program meets needs of billion-dollar industry

Humber's School of Business is offering a new, one-year, post-graduate program in the growing field of Direct Marketing. The program, geared especially to university and college graduates, begins in September.

Students will develop the knowledge, skills and attitudes needed to work as coordinators, researchers, project personnel, managers, and supervisors.

Instructors, experts in the field of direct marketing, will teach students how to develop direct marketing, communication, and promotional plans; conduct and analyze research; manage direct marketing databases; plan and execute print, broadcast, and telemarketing strategies; use direct marketing techniques; apply accounting and financial planning to direct marketing campaigns; and make contact with direct marketing employers.

An eight-week placement in the industry is included as part of the program.

Contact: Michael Hatton at (416) 675-6622 ext. 4510

The arm had to go

For almost ten years, the CanadArm has been a fixture outside the L wing of Humber College's North Campus. It was a source of pride for the College and was included on most visitor tours.

A desperate need on the part of space station Mir resulted in the sale of the CanadArm to NASA, who will use it to complete external repairs on the structure.



CanadArm at Humber's North Campus

Crime Pays – in a good way

Watching the panel of dignitaries being piped into the hall, one realizes that the Third Annual Chief of Police Dinner is an occasion of importance. This is an organization infused with tradition and pride, yet as the evening progressed, it was clear that innovation and technology are causing far-reaching changes.

This year's event was sponsored by Toronto and Regional Crime Stoppers, the largest branch of the organization in the world, and was chaired by Gary Jeynes, Humber's director of Security and Physical Resources.



Gary Jeynes and Chief of Police David Boothby

Crime Stoppers was central to the theme of the evening's activities, as this is their primary fundraiser for the year. Money from this event is used to aid organizations such as Earls Court Child & Family Services, Victim Services, Pro Action 'Cops Helping Kids', and 'Choppers for Coppers'.

The evening featured displays of the various units of police work and a musical interlude supplied by a three-piece jazz ensemble courtesy of Humber College.

Dinner, however, was the highlight. Mayor Mel Lastman lead the speakers with a rousing approval for Chief Boothby and Crime Stoppers. "Crime Stoppers works because of the wonderful cooperation between the public, the police, and the media. Chief Boothby is a fierce advocate of community-based policing. We owe him a debt of gratitude."

Gary Jeynes outlined the Crime Stoppers story in his speech and indicated that, today, there are more than 39 Crime Stoppers programs in Ontario.

Since its inception, the Toronto and Regional Crime Stoppers operation has been responsible for over 19,000 charges being laid, the arrest of more than 6900 suspects, recovery of stolen

Crime Stoppers works because of the wonderful cooperation between the public, the police, and the media

property worth more than \$19 million, the seizure of more than \$55 million in illegal drugs, and the pay out of in excess of \$450,000 in rewards.

Chief Boothby disregarded his own dinner and strolled the hall to shake hands with all 800 attendees.

Crime Stoppers plays a significant role in the safety of Humber College, too. Derek Maharaj of Humber's Student Residence, says that vandalism "has decreased substantially since Crime Stoppers came on campus". He disregards the cash reward as a motivation for students. "Money is not the issue," he says. "Students want to see something done, and this is a way to do it anonymously."

Contact: Gary Jeynes at (416) 675-6622 ext. 4417

Revitalization of Centre results in more services for students

Humber grads who haven't already found a job through their co-op placement or part-time positions will find the help and welcoming atmosphere they need at the College's Career Centre.

Limited by previous cutbacks, the Centre has now been revitalized by a new Ministry of Education and Training initiative that enables it to offer more services to students.

Grads can now get an information kit that includes a resume and covering letter on disc, a career options magazine, information about WorkLink (a job finding service on the Internet) and a list of all the Human Resources Development Canada centres that provide services such as faxing, phones,

and Internet access.

The Career Centre maintains a registry of graduate students, and matches them with jobs as they become available. "Most of the time, though, it's the employer who calls us, as opposed to us having to go out and source jobs," says Karen Fast, Career Centre coordinator.

This year has seen a significant increase in the number of jobs

available for graduates. "I haven't seen this many jobs in ten or 12 years," says Fast.

She credits the political climate, the generation of jobs, the renewed confidence in the economy, and new job creation programs for this new growth.

There are, however, job shortages in some areas and for

those staff members contact employers asking for current listings.

People who work in the Centre bring rich backgrounds in graduate education studies, work experience, and the Futures program which was established to help young people find employment.

Fast estimates that approximately 25% of graduates find jobs through the Career Centre directly, and 50% indirectly, through resume assistance, mock interview practice, or self-marketing advice.

For Fast, the most satisfying part of her job is turning discouraged students into students who are motivated to succeed. And the best part is when she hears back from the students who got the jobs they'd applied for.

Contact: Karen Fast at (416) 675-6622 ext. 5030

I haven't seen this many jobs in ten or 12 years

School partners with Directors Guild

When the Directors Guild of Canada went looking for an academic partner to deliver courses to its members in the film industry, they found a match in Humber College.

Representing every level of film production from assistant directors to location managers, the Guild wanted to provide standardized training for its new members as well as upgrading skills to those current members who supply services to national and international film companies shooting in Canada.

The Guild approached a number of educational institutions and finally decided on Humber College. "The partnership is a win-win situation for both the Guild and the College," says Michael Glassbourg, program coordinator of the College's Film and TV Production program. "The Directors Guild wanted courses delivered in a professional manner at a time when Humber was seeking active partnerships with industry. This union brings the strength of both together."

Carol McBride, a teacher at York University with experience in production, directing, and writing, was hired by the Guild to select the curriculum for the courses beginning in September. Humber and the Guild will decide on the teachers and professionals needed to instruct the courses. To be covered are such areas as health and safety, union rules, and scheduling.

Glassbourg regards this collaboration as a significant opportunity for Humber College students. While these exclusive courses are currently offered only to the select audience of highly-skilled industry-ready individuals, Humber students will find it easier to become members of the Guild and to enrol in the courses.

Contact: Michael Glassbourg at (416) 675-6622 ext. 4489

Aiming for a perfect balance

About three years ago, Michael Helm, a faculty member in Liberal Arts & Sciences at Humber, was shopping around for a publisher for his first novel.

He had the good fortune to run into Michael Redhill, an editor at Coach House Press, and found that they shared many of the same dreams and aspirations.

Redhill, who is also an editor for Brick magazine and a novelist in his own right, mentioned that "it would be great to make a living doing what you really want to do" – and that the most lucrative way of doing that as a writer was to complete and sell a screenplay. And the rest, as they say, is history.

The two met regularly. "We'd get together, and if we accomplished enough in an hour, we'd reward ourselves with two hours of pool," laughs Helm. "We spent a lot of money on pool."

Surprisingly, despite disparate styles, they "complemented each other's weaknesses". Helm feels that Redhill brought a true collaborative effort to the project, due in large part to his background as an editor and playwright. As well, he was particularly skilled with the relationships between characters and following the character arcs on a macro level.

When asked what he himself brought to the project, Helm, in true self-deprecating style, remarked "absolutely nothing", but followed it up with the feeling that it is his sense of dialogue, a style that "is quirky and makes a departure from strict realism".

With the first draft done, the business of screenwriting kicked into gear. They immediately had to learn the language of contracts, find a producer and

director, and funding.

The business side is Helm's least favourite aspect of screenwriting. "My tendency is to duck and cover," he says. "Just give me my pen and you guys go at it."

However, with Redhill's contacts (he's also a script reader for Alliance Atlantis), they quickly signed on with a producer. The director took more time. They wanted a Canadian director, someone who had the sensibility for their script, was intelligent, efficient, and experienced. After reviewing a number of films, particularly those from the Canadian Film Centre, they approached Scott Smith, director of *Rollercoaster* (due out in fall 1999) and *Sshhh*, and also a screenwriter. With his input they were able to secure

They immediately had to learn the language of contracts, find a producer and director, and funding

development funding from Telefilm Canada and a reading at the Canadian Film Centre.

"Scott is a great partner," says Helm.

"You need a guy you can trust, whose abilities you can trust, and with whom you can get along."

During his recent four-month leave of absence from the College, Helm divided his time between work on his next novel and re-writes on the screenplay. When asked whether he prefers writing novels or screenplays, he is clear on one point. "I can write dialogue for screenplays anywhere, but with a novel, I have to build a whole church, put in the pews....," he laughs.

As for returning to the classroom, Helm believes that the perfect life would be a regular mix of teaching and writing. "You can't leave me for too many weeks on my own, writing, or I go nuts."

Contact: Michael Helm at (416) 675-6622 ext. 4261

The Butterfly Institute

"In response to the growing concern of poverty; to the growing distance between people and the opportunities to pursue their hopes and dreams; to the growing need to create healthy, caring communities"

The Butterfly Institute was established at the Lakeshore Campus, Humber College. The Institute is headed by Art Lockhart and Nancy Sendell of the College's Centre for Justice Studies.

Symbolically named, the Institute is dedicated to helping people change their lives, break free from the things that hide their talents and abilities, and help their ideas take flight.

It will be a place where marginalized and disadvantaged people who have an ambition but no means to make it a reality can meet with a variety of skilled and professional people who are willing not only to share their experience, but also to give meaningful advice.

The inspiration for The Butterfly Institute is directly related to another one of Lockhart's projects, The Gatehouse. The Gatehouse, established in 1900 as part of the former Lakeshore Psychiatric Hospital, is now part of Humber's Lakeshore Campus and has been restored by volunteer skilled trades people.

In 1998, The Gatehouse Child Advocacy Centre became the only place in Toronto where children, or adults acting on behalf of children, or anyone wishing to speak about childhood suffering, could find comfort.

Martin Kruze, who committed suicide after coming forward to report the Maple Leaf Gardens sexual abuse scandal, shared Lockhart's dream of creating a safe place where children could have a voice. His wife, Jane Dunsmore, designed a butterfly pin, with sales profits going to help victims of child abuse.

The details of the Institute's relationship to Humber is in the works, but there are many programs of study at the College that would benefit from the experience of working at the Institute.

As a community college, Humber's relationship with outside business and industry, as well as with professional organizations, is a vital part of education. "This brings the community into the College and the College into the community," says Lockhart.

Contact: Art Lockhart at (416) 675-6622 ext. 3354

The Institute is dedicated to helping people change their lives

Alert the media!

The Humber College School of Media Studies believes that it's important for their students to have their work showcased around the world.

With this in mind, several student publications were entered in this year's Columbia Scholastic Press Association Competition. The event is sponsored by the Columbia University Graduate School of Journalism.

Out of 13,000 entries from across the United States, Canada, and the United Kingdom, Humber came away a winner with every piece entered.

Humber EtCetera, the student newspaper, won three certificates of merit in the personality profile category, the entertainment review category, and the spot news photo category. The paper also scored a third prize in the design category.

Convergence, a publication written by Journalism students, designed by Electronic Publishing program students, and photographed by students in Creative Photography, won a certificate of merit in the humour category.

Canadian Business Abroad, another Journalism program-produced magazine centered on international business, took second place in the writing category.

The Columbia Scholastic Press Association has been in business for 75 years and now enjoys a membership of over 2100 members.

"It's thrilling to win for the second year in a row," says Media Studies Chair, Nancy Burt. "We're pitted against college newspapers and magazines in both the U.S. and the U.K. To come out on top against all that competition is amazing."

Perhaps most important of all, success in events like this signals to potential students and employers that the programs in the School of Media Studies are technically challenging and give graduates a leg up on their competition.

Says Terri Arnott, faculty, Journalism program, "When new students see our publications winning international awards, they see something to strive for. They want to try and better those who have come before them."

As they say, success begets success.

Contact: Nancy Burt at (416) 675-6622 ext. 4658

Hospitality student wins gold

Hospitality Management student, Mark Przyslupski, recently won a gold medal at the 10th Ontario Technological Skills Competition in Kitchener.

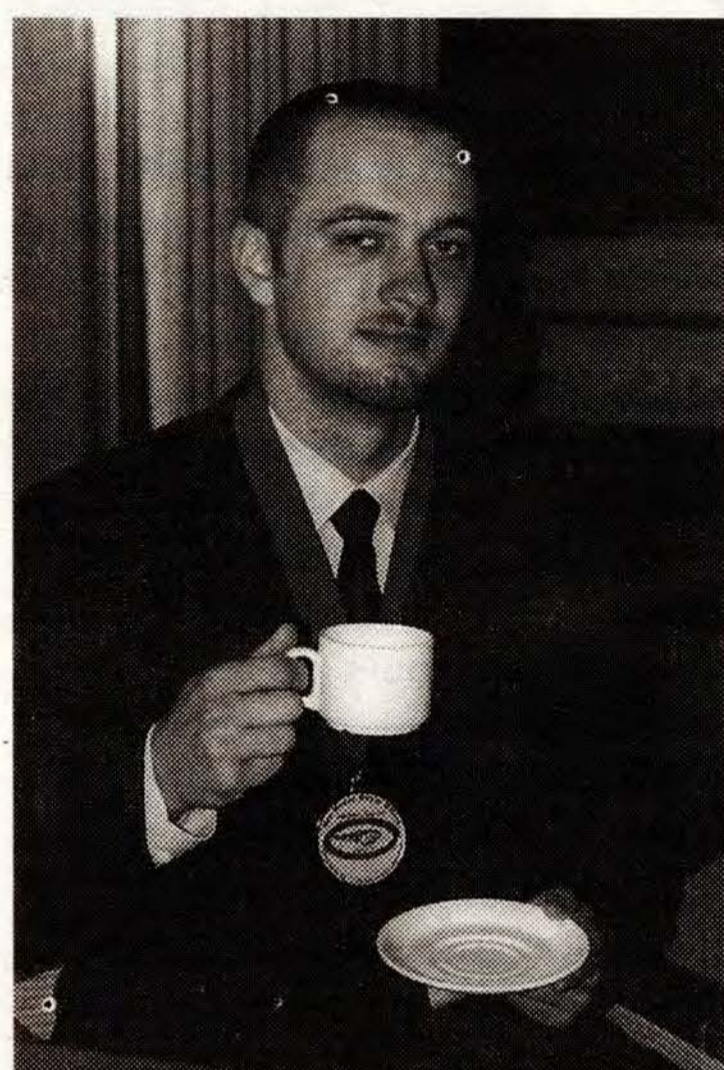
Competing in the Restaurant Service category at the post-secondary level, Przyslupski was asked to perform various skills in front of a group of judges. These included the intricacies of napkin folding, cold appetizer preparation, table for two set-up and service, carving and flambe techniques, wine service, and exit of guests.

Students were judged according to speed, technique, presentation, and sanitation.

The Skills Canada Competitions are sponsored by the Human Resources Development Council and take place at the provincial, national, and international levels. For amateurs/students only, the competitions were established to explore the latest skills offered by the newest generation.

In Spring 2000, Team Humber plans to compete in Rio de

Janiero, Brazil, at the World Championships. The team will be led by Paul Iskander, dining room technician for the College's Humber Room, who prepared Przyslupski for the Ontario competition this year. "The Brazil event is going to be big," says Iskander. "There is tremendous



Mark Przyslupski

prestige for both the students and the College."

The students are appreciative of the support they get. "Paul shared his expertise with me," says Przyslupski. "He's got a great background in restaurant service, particularly in fine dining." Also of help to Przyslupski was chief technician for the School of Hospitality, Recreation, and Tourism, Jeurgan Lindner.

"It was a great feeling of satisfaction," says Przyslupski of his gold medal win. Having already worked in fine dining for some years, he is now perfecting his presentation skills. "I like to try to add some flair to the presentation," he admits. "These days fine dining is all about presentation."

When asked where he sees himself in five years, Przyslupski replies, "I certainly see myself in the hospitality industry, most definitely in a front-of-house capacity."

Contact: Paul Iskander at (416) 675-6622 ext. 5022

'Snap'ing up awards

Students in the Creative Photography program at Humber snapped up most of the awards at a recent competition held by the Professional Photographers' Association of Ontario.

Of the 52 ribbons given, Humber students walked away with 32 – a combination of Awards of Merit, Awards of Excellence, and the prized Fuji Outstanding Image Award.

"We cleaned up," exclaimed Neil Fox the Photography program faculty member who was instrumental in the organizing of this competition for Humber's students.

This competition is unique in that, although there is a student category, the students are judged to professional standards and their student status is not declared to the judges until after the awards presentation.

The students themselves choose their category out of the four main areas: commercial/industrial, portrait/wedding, general, or electronic imaging (digital).

For the third year in a row, one

The students are judged to professional standards and their student status is not declared to the judges until after the awards presentation

of Humber's students – Igor Yu – won the prestigious PPO/Fuji Outstanding Image Award. The award comes with \$1000 worth of Fuji products, a welcome prize for any aspiring professional photographer. Yu's commercial shot was also designated Best of Show in that category.

Matt Johansson's shot was named Best of Show in the portrait/wedding category, while 30 other images were recognized for their excellence.

Contact: Neil Fox at (416) 675-6622 ext. 4659

Taking courses from the comfort of home

They were once called correspondence programs. But, even back then, Humber's four-member Distance Learning team was developing courses for people who would otherwise not be able to participate in post-secondary education.

Now, Louise Uba, a member of the team and manager of Humber's on-line programming, is helping to create a variety of web-based courses. In fact, a new program in Technical Writing will be available in the fall, 2000.

Visiting the web site shows what Humber has to offer for home-comfort learning. Examples of some of the on-line courses

currently being offered include mixed media, business writing, career connections, economic history, and police studies. Also available is a School of Hospitality, Recreation & Tourism post-diploma program with courses in human resources and management.

Last year, Humber joined Contact South, a province-wide virtual college where students can interact with the teacher and with other students.

The Distance Learning team believes that this form of education will grow. "Momentum is slow to build," admits Uba. "It takes time for students to come on board. But, as people generally become more computer literate, on-line learning will increase."

Contact: Louise Uba at (416) 675-6622 ext. 4752

Preparing students for careers in health and safety

The School of Manufacturing Technology and Design has established a new post-graduate certificate program in Occupational Health and Safety.

The three-semester program prepares students to identify, analyze, eliminate and control workplace hazards. Students gain skills in accident and incident investigations, as well as safety and environmental auditing and, when they graduate, are prepared to develop and manage environmental health and safety programs in a proactive manner.

Applicants are expected to have a community college diploma, a university degree, or mature student status with experience in the health and safety field. Functional literacy and numeracy skills at the post-secondary level and basic skills in computer and software application are also essential for success in the program.

Classes, which begin in September, are available in a number of delivery formats including day, evening and seminars.

Contact: Ken Simon at (416) 675-6622 ext. 4567

Site keeps getting bigger and better

It seems that Humber College is on the leading edge as far as community colleges and the use of the World Wide Web as an information tool is concerned.

Just two years ago, a bold decision was made by College administration to embrace the Internet and WWW as an integral part of doing business. In May 1997, the site contained 600 pages of information with about 2400 links. Today, the College's site has over 11,000 pages of information and well over 100,000 links.

Humber's site is visited by close to 100,000 users each month during the academic year. These visitors view close to a quarter-of-a-million pages. And, these are serious visitors. Statistics gathered from the site tell us that the average visit lasts over 11 minutes. In fact, it is estimated that well over 1,000,000 visitors will view Humber's site in the next year.

Humber's site has been described as a virtual encyclopedia describing every aspect of life within the College. Unique to Humber are full and part-time calendars that are fully linked to course descriptions, the graduate report, Key Performance Indicator numbers, and the university transfer guide.

"This allows potential Humber students to easily gauge what programs they may wish to take," explains Ken Morgan, manager of Humber's site. "What's more, high school guidance counsellors are turning to college web sites for information more frequently and Humber receives favourable reviews of their site in terms of ease of use and completeness of information."

But, Humber's site serves a greater purpose. For the first time, the Registrar's Office made extensive use of the site to provide information for the fall semester's new and returning students. This significantly reduced printing and mailing costs and, at the same time, allowed students to access the most up-to-date information available.

This fall, students will be able to look up their grades on a password-protected part of the site, change their address information, and view class timetables.

The College's web site also provides important marketing and technical information. Through the use of specialized software, the College can track interest in particular courses and programs, identify visitors from foreign countries as well as amass a wide range of data about what browsers, operating systems and screen resolutions visitors use. This information is passed on to the College's webmasters who use it to determine design and technical specifications for ongoing site development.

Humber's web site is not and never will be complete. "It's a work-in-progress that needs constant development and maintenance," says Morgan. "In fact, that's one of the things that makes Humber's site unique."

Browse Humber's site at www.humberc.on.ca

Contact: Ken Morgan at (416) 675-6622 ext. 4809

It is estimated that well over 1,000,000 visitors will view Humber's site in the next year

Tuition: An increase in understanding

Several years ago, it became apparent that the funding mechanism for colleges and universities would continue to erode on a consistent basis and that other methods of revenue generation would have to be developed.

In 1989-90, the grant per funding unit was set at \$5,234. In 1998-99, the grant per unit fell to \$3,129, a decrease of almost \$2100 – or over 38% in less than ten years. However, the tuition fees continued to rise very slowly each year and were unilaterally determined by the Ministry of Education and Training. When the government, therefore, decided to allow institutions to set their own tuition increases (up to 10% in any calendar year), it became one of the most controversial – and beneficial – educational decisions of the decade.

In this financial climate, it is fairly obvious why a fee increase would prove controversial. The benefits, however, are not so obvious and perhaps more far-reaching than originally planned.

Humber College has always prided itself on its conservative approach to fees. It has one of the lowest information technology

fees in the system, its residence fees did not increase at all in 1998-99, and neither did the non-tuition fees. And, while it was possible to increase fees by up to ten percent, the College held the increase to nine.

When the tuition fee increase was implemented, the Ministry mandated how the increase was to be spent. Seventy percent would have to be allocated to capital: quality improvement of the learning environment.

"Rome wasn't built in a day," explains Rod Rork, Humber's vice-president, Administration. "We need to consistently invest in our programs in order to remain technologically advanced and interesting to our potential and current students. We couldn't do that without the fee increase."

Perhaps, however, the most important mandate was that a full thirty percent would have to be targeted to financial assistance. The government realized the debt load incurred by the students would have to be offset by returning a significant portion of the fees back to the students through financial aid. For Humber, this meant that bursaries (emergency loans) and student employment on campus (Work Study) would benefit to the tune, this year, of over \$1.5 million. Next year, this is expected to exceed \$2 million.

Bursaries are often the lifeline for students in financial need.

Whether they are currently on OSAP or simply running out of money halfway through the year, bursaries provide needy students with emergency, non-repayable funds (usually up to \$500.). Students must show financial need and satisfactory academic progress to qualify for assistance.

The Work Study program

traditionally hires over 600 students in various departments throughout the College. For instance, in the Student Recruitment department, students are crucial to the success of the Campus Tour program, and invaluable in leading new students through the orientation process and the overwhelming mystery of the first few days of school. In areas such as Student Life and Computer Labs, the quality of service would greatly diminish without the ready availability of on-campus students – students who are more than eager to give their time and expertise to helping others.

In 1999-2000, Judy Harvey, dean of Student Services, hopes to see the program increase in both the number of students employed and the number of hours they work. "My wish list? To see us spend \$1.2 million on student employment on campus, and to add another \$300,000 to student bursaries," she says. "That would give us almost \$1 million to spend on emergency relief for students."

At the present rate of increase, it is clear that the amount of financial aid will increase exponentially. In 1997, it stood at \$241,180. In 1998-99, it was \$1.5 million, and next year will add \$600,000 to that amount.

Will there be a time when there won't be any tuition increases? Not likely, according to Rork. "In fact, I see the possibility of OSAP eventually being removed and the colleges handling their own financial aid."

The tuition fee increase may initially be hard to swallow, but the ability to greatly enhance the learning environment of the students, and the percentage allocated to financial aid, are benefits that anyone can live with.

Coming soon to a gallery nearby

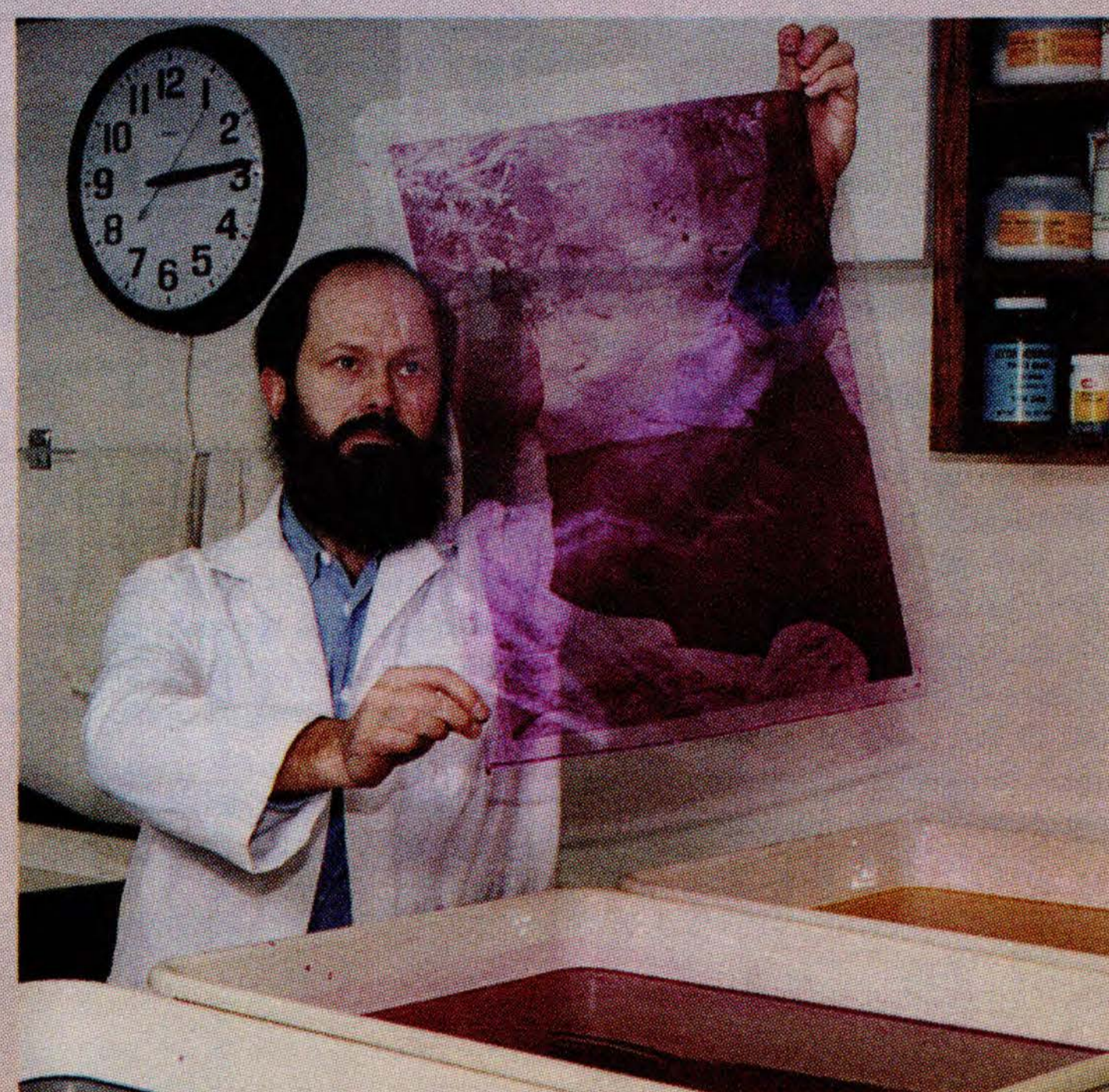
Neil Fox, an instructor in Humber's Creative Photography program, is one of a handful of people left in the world who specialize in the Dye Transfer technique of photo printing. In fact, he's the only Canadian craftsman using the process.

His unique skill and talent will be recognized at an exhibit of his prints at the Gallery Arcturus in downtown Toronto beginning on September 9 and running for five weeks. The show will feature works from the three years he and his family spent in the Middle East in the early '80s.

Dye Transfer prints are considered to be the finest quality of all colour reproduction. The process is laborious, requires several days of work for each print, and is permanent.

The prints will be mounted on museum quality mattes made especially for Dye Transfer prints. Each will be titled and signed.

Contact: Neil Fox at (416) 675-6622 ext. 4659



Neil Fox

Degrees of music

Open University in British Columbia has been in the business of education for more than 20 years. Their mandate is to offer degrees and use transfer credit assessment to facilitate degree completion.

For five years, they have offered a Bachelor of Music degree (Jazz Studies) to graduates of Capilano College's music program. This year, following diligent planning and negotiations, Humber will also be offering this degree completion opportunity to graduates of the College's three-year Music program.

It was a rigorous exercise, but one that Pat Ferbyack, principal, Lakeshore Campus, and Brian Lillos, coordinator of the Music program, were confident would end in success. All course outlines, faculty education and experience and their relationship to the courses taught, and the general education courses were submitted for consideration. Ferbyack admits that while the degree is attractive, they were very careful with the concessions to be made. "Brian and I were adamant about preserving the integrity of the Music program," she says.

The end result is that students in Humber's Music program will have to graduate with credits from both the performance and writing/composition profiles. This means that more students will need to return for a fourth year of the program to accomplish this. However, since the degree completion component (which follows graduation from the Humber program) requires only two additional on-line non-music courses through the Open University, staying at home to complete the fourth year will result in lower academic fees and removes the necessity of moving.

Contact: Pat Ferbyack at (416) 675-6622 ext. 3332



We need to consistently invest in our programs in order to remain technologically advanced and interesting to our potential and current students. We couldn't do that without the fee increase

Paradise Found

It all began in university when Ben Labovitch, faculty member in Liberal Arts & Sciences, Lakeshore Campus, was part of a tutorial group that was charged with developing an English course that would be taught the way they believed Marshall McLuhan might do it if he were so inclined. The group's exploration of a 'classroom without walls' concept led to Labovitch's lifelong belief that teaching is enhanced when the real world is incorporated as much as possible into the curriculum.

Hence, the birth of The Arts and the Twentieth Century Imagination. Labovitch, winner of both the Distinguished Faculty Award and the Innovator of the Year Award for the general education course, decided how much he could incorporate arts events into the first year English experience. "It's quite exciting, actually," he says. "College is less tied to the canon than university, so each semester of the course can be a bit different."

In recent years, The Arts and the Twentieth Century Imagination has become a combination of theatre, ballet, readings, and essays. Labovitch usually begins the planning by choosing a film that is likely to be nominated for an

Academy Award. This year, using the 'true nature of love' as a theme, *Shakespeare in Love* was the obvious pick. He then contacted Theatrebooks in Toronto to obtain a copy of the original screenplay for study and analysis. The students studied the screenplay, saw the film, came back to discuss their favourite moments and the requisite dialogue, and finally wrote an essay on the subject.

Labovitch didn't stop at just a film, however. This past semester's class also analyzed Shakespeare's *Taming of the Shrew* – an unnerving look at the true nature of love – then took in a performance by the National Ballet, brainstormed backstage with the ballerinas about their favourite moments, and then, again, were charged with writing an essay.

Because they discuss the text extensively before they see the performance, Labovitch feels that the students garner far more from the experience. "One male Law & Security Administration program student had never seen a ballet before. He said that he didn't realize how much you could develop character through movement."

With the entire entertainment world as a library of choices, it is

College is less tied to the canon than university, so each semester of the course can be a bit different

easy to see why Labovitch continues to teach this fascinating course. "I'm on a journey, too," he explains. "Last year, we studied *Saving Private Ryan*, exploring the theme of 'longing for paradise', then saw the ballet *Manon*. Both deal with the struggle for identity in a world where you are hard-pressed to find where you belong and how you can find yourself again."

"Next year? Probably the ballet *Eugene Onegin*. The movie will depend on the showings at the Toronto Film Festival this summer."

When asked to comment on his own favourite moment teaching the course, Labovitch laughs in delight. "It was 1982. Don McKellar was here, discussing *Highway 61* with the students. When he began to explain the water imagery throughout the movie, I could see the students coming to the realization that it's not just English teachers who talk like that."

Contact: Ben Labovitch at (416) 675-6622 ext. 3283

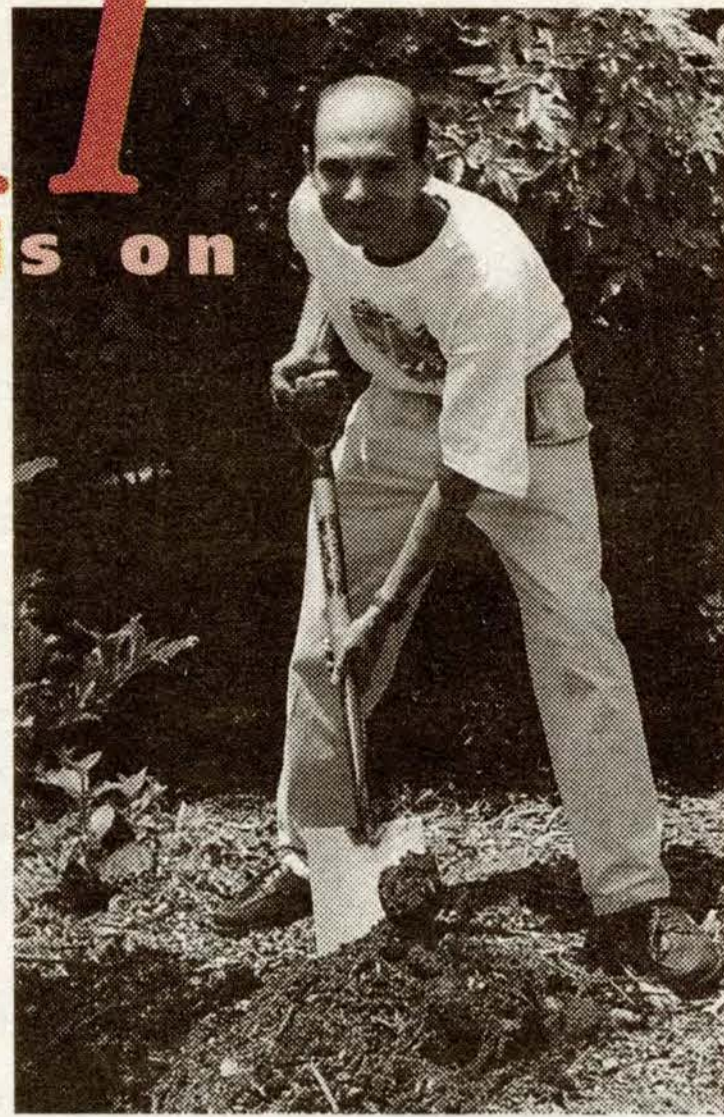
The HEAT

HEAT, the Humber Environmental Action Team, is a communications and educational organization with a two-fold purpose: creating more awareness about environmental issues on campus, and organizing activities and projects that will achieve this goal.

Sponsored and largely funded by the Students' Association Council (SAC), HEAT is managed by students and a faculty advisor.

To generate more awareness around campus on environmental issues, the club produces a range of communications and promotional materials. These include a newsletter, *Enviro News*, distributed campus-wide and available online; a *Club Directory*, listing activities and club members; a brochure to highlight projects and achievements; an annual review; and a detailed site on the internet at www.the-edge.humberc.on.ca/~heat.

The group has achieved much of its success by building close relationships with the Humber Arboretum, the School for the Built Environment, and the Facilities Management department at the College, as well as establishing links with other environmental groups such as



Larry Saldanha participates in tree planting ceremony in the Humber Arboretum

EarthDay Canada, the Action to Restore a Clean Humber, and the Toronto and Regional Conservation Authority.

With the strength and support of its members in the College, HEAT has formed a college-wide environmental committee. This group includes representatives from HEAT, SAC, the faculty, and various departments and schools at Humber.

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All in the family

When you think of a mother in her first year of the Social Service Worker program and her daughter in the second year of Theatre Arts, at the same college, on the same campus, the last thing that comes to mind is 'that's cool'. But that's exactly what Alison Hunter and her mother, Donna, feel about sharing the Humber experience together.

A year ago, Alison was just finishing her first year at Humber. After discovering her passion for theatre in high school, she had a brief stint at York University which proved an uncomfortable fit. She ended up at Humber where she flourished. "It's very practical and all the teachers are friends with us," she explains. "They tell us how to improve instead of telling us what's bad."

Donna had been a secretary for a long time when a stressful period of transition following her separation from Alison's father and the impending death of her mother caused her to rethink her goals. "Crisis really changes you as a person," she says.

For years, friends had been remarking on her caring personality and her work with seniors, unwed mothers, and the Girl Guides. Courses in psychology and sociology reminded her how much she enjoyed learning new things and understanding people. Then Donna read about the Social Service Worker program in Humber's calendar and decided to enrol.

Life in school with her daughter? "We really only see each other every couple of days or so and then, it's usually just 'hi' and a hug."

This summer, Alison headed off to Vancouver, one of the hot spots for movie shoots, to look for work as an actor. As for what she will do when she graduates, Alison is very pragmatic. "It's all about the work ethic. I'm dedicating my life to it."

Donna still has two years to go, but she's compiling a list of credits to support her in her future job search. She took classes at Ryerson this summer in personal fitness training, and was enrolled in the week-long writing course at the Humber School for Writers. She teaches fitness to seniors and underprivileged adults, and writes stories in her 'spare time'.

"She spends hours upstairs on the computer," says Alison. "And, she got a great report card."

It's clear that this mother and daughter share a genuine interest and liking for each other, both on-campus and off.

Photography students make CONTACT

Humber's School of Media Studies forged a strong presence with the industry for its photography students and photography programs by featuring the works of students at the 3rd Annual International Toronto Photography Festival, CONTACT '99. The student show was held at the Art Gallery of Ontario's Richmond Street Gallery in May.

Jim Chambers, coordinator of the College's Creative Photography program, said the show gave

students the opportunity to have their work seen by perspective employers. Invitations to the show were issued to professional photographers, art directors, and other industry-related professionals.

Other CONTACT '99 events sponsored by Humber and the AGO included a lecture by Duane Michaels, an international fine arts photographer from New York, a discussion with well-known Canadian fashion photographers, and a Creative Photography Program staff show.

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Sun shines on Solar Stage venture

About five years ago, Mark Schoenberg, program coordinator and artistic director of Theatre Humber, made the fortuitous decision to hire Ed Vukovic as a teacher of Shakespearean Text. Vukovic taught at Humber for a number of years while maintaining his busy career as a director and actor. In 1998, however, he left the College to accept a position as artistic director of Solar Stage.

Shortly thereafter, Vukovic suggested that Theatre Humber might want to consider producing a show as part of the regular Solar Stage season. This would provide Humber's Theatre Performance students with an introduction to a professional venue and exposure to different audiences and experiences than those they would encounter at the College. It would also benefit Technical Theatre students, as Vukovic promised to employ two students

from the program every two months for work experience at the Solar Stage site.

Since Solar Stage specializes in one-act plays, Schoenberg chose Chekov's *A Marriage Proposal* for their first venture. While not the sort of piece generally chosen by Solar Stage, it was hugely successful and well received judging by the comments made in the guest book. "Solar Stage is keen to have us back," he says.

Adding an additional show to the Theatre Humber season was a stretch for everyone. The students involved had to design, crew, run and perform the Solar Stage show twice a day for ten days, then rush back to Humber where rehearsals and set production were on for the two Shakespeare plays that were scheduled to begin at Theatre Humber three weeks later.

And the students? "They loved it and had a great time," explains

Schoenberg. "As a matter of fact, the student who worked as production manager/technical director was hired by Solar Stage in the same capacity for next season's shows. That would not have happened if this opportunity had not presented itself."

Next year, Schoenberg hopes to insert some Canadian content into the venture with four ten-minute shows per week. "On principle, it's always a terrific idea to form alliances between education and the profession. Students always benefit, but the professionals do as well. It opens up the possibility of doing something completely different, and gives them access to actors and technicians at a level they don't usually see."

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Post-graduate programs set Humber apart

Practical experience. Industry connections. Exciting internships. These are just some of the benefits realized by university or college graduates enrolled in the College's post-graduate programs.

Humber has Canada's largest number of post-graduate programs including 33 full-time, seven part-time, one on the Internet, and an additional five that are being added this fall.

"Humber is one of the pioneers of post-graduate college programs," says Grase Kim, manager, Student Recruitment. "It's an area we emphasize."

Why the emphasis? Because university students are now completing three or four year degree programs only to find that they need specific skills with a practical edge to get the jobs they are looking for. "More and more people are looking to blend a university degree with college experience," says Kim. "In fact, last year, one third of Humber's

applicants were from the university community."

This growing need for professional, practical programs is clearly reflected in Humber's post-graduate program application numbers. Last fall, 2400 students applied, an increase of 2 percent over the year before. For instance, for the Public Relations

placements available, and because industry professionals teach our courses," explains Kim. "The range of programs we offer also makes Humber unique."

To many students, the internship is the selling point. Students see placements as realistic opportunities to gain full-time employment in their chosen fields. Students in the post-graduate Radio Broadcasting program, for example, often secure contract or part-time employment in their internships and then move into full-time employment after graduation.

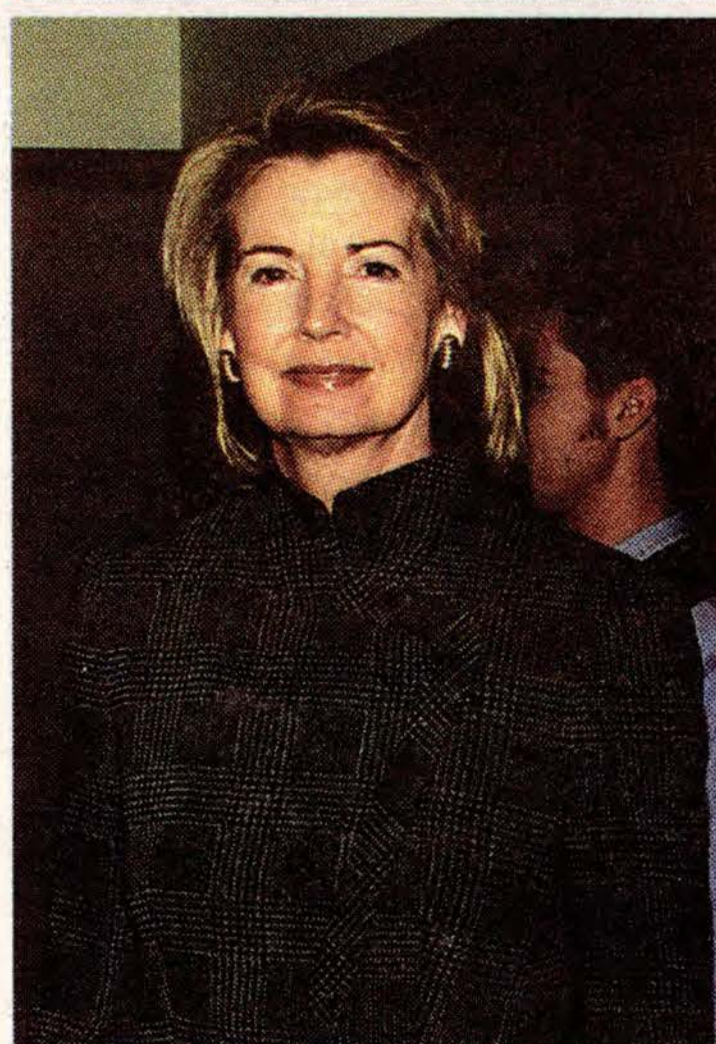
So, how do university students find out about these programs? That's the job of the Student Recruitment Services department. Kim says that their recruitment strategy is to better-educate people about programs and the College. This includes encouraging applicants ask a lot of questions and to take campus tours before the first week of classes.

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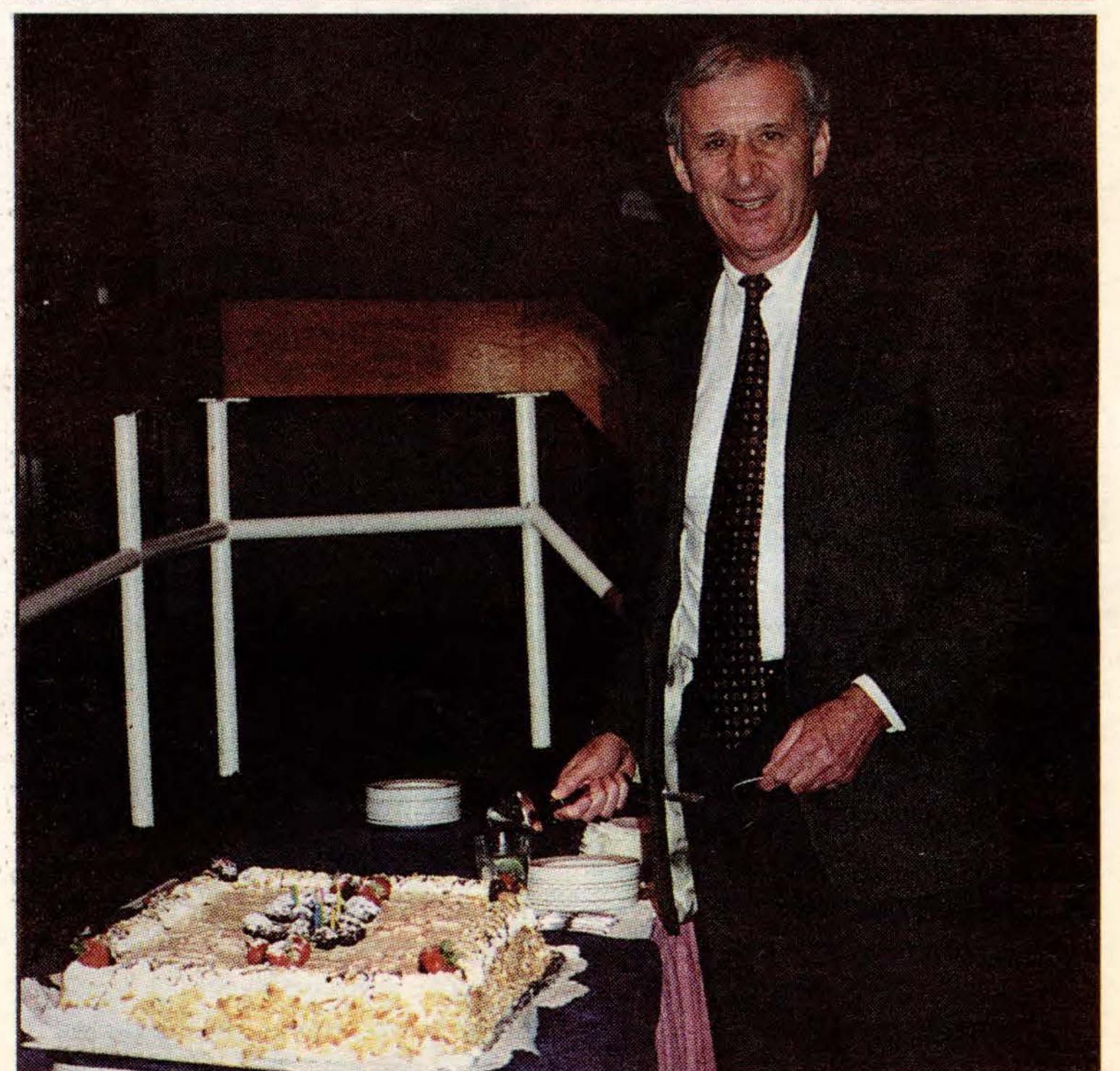
More and more people are looking to blend a university degree with college experience

Certificate program, one of the most popular post-graduate programs at the College, applicant numbers rose from 356 to 398. Only 90 seats are available.

Why are Humber's programs so popular? "We differ from other colleges because of our connections to industry, because of the



The Honourable Hilary M. Weston, Lieutenant Governor of Ontario, addressed staff and student as part of a speakers' series organized by the School of Business.



Humber President, Robert 'Squee' Gordon, celebrates his 60th birthday at an event attended by College staff and faculty.