

COMMENT

MAY 1987 CHARTER ISSUE

Living With Cutbacks

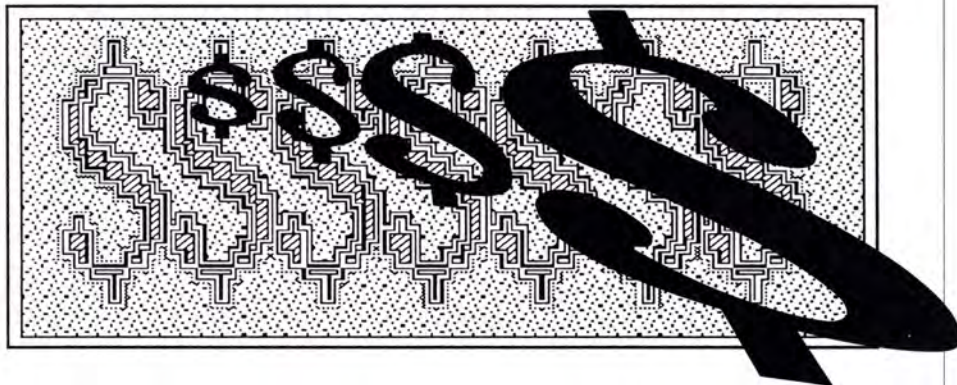
By V. Cousins and M. Matte

Reduced provincial grants to Humber as well as cutbacks in federal funding have created a major challenge for College administrators as they attempt to maintain current high standards yet live within new constraints.

The Ministry of Colleges and Universities, which funds two-thirds of Humber's budget, has given a 4% increase over last year across the community college system. However, if enrolment has increased less than 4% or has declined, a college may receive less than the 4% increase in funds for 1987-88. Although Humber College has had a long history of healthy enrolment, we have experienced small declines since 1985. Therefore, Humber was granted a 3.8% increase in provincial funding for '87-88.

For the past several years, the College also received significant funding (approximately \$8 million last year) from the federal government for the purchase of "training seats" in skill areas such as computer programming, steam fitting and welding. This funding has decreased 7.9% for next year as a result of changes in federal policy which now support the direct funding of industries for the purpose of conducting their own specific training programs.

Humber's administrators are understandably concerned. "The government seems to be supporting the development of specific skills which are not portable. When a College provides training, it is more encompassing and comprehensive. The student has a better range of skills and, therefore, more oppor-



tunities for employment," says John Saso, Humber's Vice President, Finance.

Balancing the budget is particularly difficult because College expenditures have increased. The two main College expenses are salaries and the purchase of capital equipment. Increases in all salaries and benefits and workload improvements for faculty impact heavily upon nearly 80% of Humber's budget.

In addition, much of the equipment in the College is now 20 years old and replacement costs have soared. New equipment has become so expensive that the College is looking for "purchase-donation" situations. This happens when a supplier offers to donate part of the cost of the equipment to the College. "There is no doubt that people at Humber will feel the effect of fewer capital purchases," says Richard Hook, Vice-President, Instruction.

Fortunately, however, there are some bright spots in this scenario.

"Humber is financially healthy. We are not in a potential deficit situation like some of our sister colleges," says Saso.

"We've done our best to look after people," says Roy Giroux, Vice-President, Education and Faculty Services. "We consulted early on in the process and we've tried to give information sessions so that people will know what to expect."

A number of position reductions (mostly related to federally-funded programs) will be necessary in order to achieve a balanced budget. However, the College avoided many potential lay-offs by introducing an early retirement incentive program and by allowing natural attrition of over 5% per year to achieve the required reductions.

Humber's faculty union is responding to the situation with caution. Says Union Vice-President, David Spencer, "We are obviously concerned. We see our role as one which protects anyone affected. We want proof that the situation is in fact what our administrators tell us it is." He adds, "Our advice to employees is to be aware and to keep up with their professional requirements. This makes transfers easier, if they must take place."

Saso indicated that although the College has 19 openings in the administrative area, only seven of these positions were filled. "We tried to adjust the workload where there was too great a strain on those employees left to share the extra work," he adds.

Humber President, Robert Gordon, feels that
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President's Message

I am happy to welcome this first issue of Humber COMMENT – our monthly newsletter for staff and faculty. It is true that we have entered an era of cost-cutting in the community college system and along with this is a tendency to stop all innovation. But we cannot allow our momentum as educators to grind to a halt.

I see COMMENT as a much-needed vehicle for sharing information, reporting events and celebrating achievements. In this way, our newsletter will reflect the pulse of our College which, I am pleased to report, is still very healthy.

In our attempt to ensure that COMMENT was designed to meet your needs, we conducted a readership survey last November to establish what you wanted in a newsletter.

Of the 1275 questionnaires sent to faculty and staff, 176 or 13% responded. Of these, only 7% suggested that we should drop the idea. Many of you applauded the concept and offered suggestions for making the publication a success. We were delighted with the time and effort many of you took to give us such thoughtful responses.

From the 16 topics suggested for content, four were chosen most frequently. These were (in order of preference): future developments and trends in education; new program development news; general education news; and short news items about Humber personnel.

I hope that you will enjoy reading COMMENT in the months to come and that you will respond to the Editor with your ideas and reactions to the publication as it grows and develops. We want this newsletter to become a positive initiative for Humber College and one that will serve our community well. **HC**

Living with cutbacks

from page 1

something has to be done to change government policy. "We can only do so much belt-tightening and cutting back."

"We have to lobby the government for a larger share of education funding for the college system. The universities have done a good job of this and so can we."

Gordon also feels that every student at Humber counts in terms of helping the College survive. "A lot is being done already, but we must continue working to improve our student attrition rates. Staff and teachers, in particular, can help by making students want to return to class," he adds.

Long-term prospects are bright if we make the commitment to live with change. "Above all, we must maintain our reputation," says Hook. "We

Joe Kertes is Program Coordinator of the General Studies and General Arts & Science program at the Lakeshore Campus and an active member of the President's Advisory Council. But wait...there's more.

He's also an about-to-be-published writer; one whose comic novel about teenage angst was short-listed in the prestigious Seal First Novel Award Competition in 1986. What's more, he's prepared to share some of this success with the College.

"Humber has done wonders for my writing in terms of economy and clarity," he said.

Kertes was born in Budapest, Hungary in 1951 and when his family decided on the move to Canada five years later, he, in turn, "decided to tag along." Educated in Toronto, his academic career is impressive: a Bachelor of Arts degree in English from York University, an M.A. from the University of Toronto, a year at Gutenberg University in Germany as instructor in American and Canadian literature, and finally back to York to begin doctoral studies.

"There wasn't much available in Canada the year I found myself looking for a teaching position. But I applied at Humber because I'd heard good things about the place. I was lucky and was hired on a sessional contract. I'm still here...and I still consider that I'm lucky," he said.

Before coming to Humber, Kertes taught part-time at York. But after three years he "got tired of Ph.D students" and found that the gulf between teacher and pupil was getting too wide. His views on teaching and the differences between college and university students are definite and emphatic.

"I like teaching a lot. I'm glad to be able to encourage students to think at levels they've never thought at before and I'm grateful for the opportunity to help them discover their own intelligence. I feel good about being able to answer the challenging questions which are asked at college and which

have built our name on doing certain things very well. It's essential that we get out of things we don't

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*is financially healthy. We are not
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do well. We must continue to support our strong programs and to develop new and innovative ones."

PROFILE



aren't being asked anymore at university," he continued.

A dedicated craftsman, intent on keeping current, Kertes considers the time he spent teaching English to an upgrading class one of his greatest achievements as a teacher. And, in terms of keeping current, he managed to get himself hired on as a film crew member for the CBC production, *Wildfire: The Legend of Tom Loughboat*, "in order to be able to give the students in my film studies elective classes a keener appreciation of the film-making process".

Furthermore, he thinks that every administrator should teach. "You lose sight of what education is all about unless you teach. Administrators should keep in mind that their role is to serve the population and, at Humber, this means the students."

Kertes lives in North York with his wife and two young daughters. In addition to his teaching and administrative duties, he tries to devote four hours a day to his writing ("writing isn't lonely if you do it for only four hours at a stretch"), has been instrumental in organizing theatrical productions at the Lakeshore Campus, and coordinated the Literary Reading series this past year.

Currently at work on his second novel, a sequel to the first, he writes from 10:30 p.m. until 2:30 a.m. - "when the house is quiet and all mine". He firmly believes that in order to realize goals and fulfill dreams "you have to make time for the things that are important" and doesn't have much patience with dilettantes.

In conversation, Kertes refers often to luck and its role in his life. It must, however, be noted that luck is ineffective in a vacuum and that talent, determination and drive are necessary adjuncts to any successful accomplishment.

Joe Kertes, to date, has accomplished much...but he's on the verge of accomplishing even more. **HC**

According to Saso, the College must develop a new consciousness.

"We've got to improve and maintain quality without increasing costs and we've got to look for better opportunities to generate revenue."

"This is definitely a time for the College to pull together..." says Giroux. "Let's not forget that, since they began in the sixties, community colleges in Ontario have provided a tremendous human resource in their graduates. It's a good time to be innovative and to find new ways of doing the things we do even better."

In conclusion, it's only fitting that the last word go to John Saso, the man ultimately responsible for balancing the Humber budget. "There will be many challenges ahead. But, that's O.K. In the past, we've always dealt with change effectively and efficiently." **HC**

COMMITTEE REPORTS

POC President's Operations Committee

At Humber, POC exists primarily to discuss long-term decision-making strategy and planning in relation to administrative matters and policy direction. It serves also as a final discussion group relating to recommendations from PAC and other College committees before matters are presented to the Board for deliberation. POC, therefore, consists of the senior administrators at the College and, because every dean is a member, it has a preponderance of academic administrative input.

This year, matters of utmost concern centered around budget preparation and allocation and the Master Academic Framework. Considerable time was also spent looking at future facilities and the attempts which are being made to consolidate our efforts into three major installations: the North, Lakeshore, and the City of York.

This may be easier said than done. But, we are attempting to carry out a number of intricate manoeuvres which will affect the manner in which the College uses Keelestone, Queensway, Osler, and the York-Eglinton Centre.

Naturally, we need to ensure that any decisions we make are financially viable and successfully position and prepare the College for the twenty-first century. For these reasons, and because so much of what we do in these areas is irreversible, the decision-making process must be a careful and conscientious one.

In the meantime, improvements to our buildings (Building M for faculty and the new Student Service Centre) will ensure that we have the facilities to successfully compete with other colleges and provide an appropriate environment for our students and staff.

PAC President's Advisory Council

PAC has been in existence at Humber College for four years and is the collective voice of the College in that it is an assembly of faculty, support staff, students, and administrators who advise the President on planning, academic policy and resource allocation.

In the calendar year of 1986/87, PAC established a number of key issues which affect the quality of education and the quality of life at Humber College. The PAC charter, clean air, smoking, administrative evaluation of faculty, and the upward evaluation and professional development of academic administrators have been key issues on PAC's agenda.

A committee chaired by J. Kertes did groundbreaking work in spelling out the democratic representation of all College constituencies and the responsibilities of each member. The Charter is currently being circulated for feedback before it is sent to the Board of Governors for formal ratification. The Charter more than fulfills the ministerial guidelines for Academic Council. Upon approval from the College community, PAC will be known as Academic Council according to the Charter.

It is worth noting that under the new Charter, the majority of PAC members will be drawn from faculty, and that any member of the College community may submit an agenda item to the Chair of PAC for consideration.

Wayne Debly tabled an exhaustive report on the quality of air at Humber and on suggestions for improvement. Some of these suggestions have already been implemented.

The committees involved with faculty and academic administrative evaluations are working on their tasks and will offer their reports to PAC.

AOC The Academic Operations Committee

The Academic Operations Committee convenes twice each month to address issues of critical importance to the management of the College's academic sector.

A large part of the committee's time has recently been given to policy and procedures for admissions, orientation and selection, academic quality, streamlining academic operations, the consistent application of the collective agreement, budgeting, capital allocation, new program introduction and academic planning.

Professional Development leaves for 1987/88 have been awarded to:

- P. Muller, Planning Department
- R. Higgins, Technology Division
- S. Woolf, Technology Division
- P. Sims, Human Studies Division
- J. Picard, Human Studies Division
- P. Wright, Business Division
- H. Trefelt, Applied and Creative Arts Division
- R. Collier, Applied and Creative Arts Division
- M. Owen, Applied and Creative Arts Division

In each case, these sabbaticals will contribute to program quality and currency.

The problem of out-of-date lab equipment has been the subject of a good deal of discussion. In February 1987, over \$200,000 in capital equipment was allocated to the academic divisions including 24 computer stations which will benefit Technology, Applied and Creative Arts, and Business Division students. An additional \$700,000 will be allocated in the current fiscal year.

CIDC College Instructional Development Committee

During the past year the College Instructional Development Committee has introduced the Instructional Development Awards program. Seventeen faculty projects have been awarded \$500 each in grants for curriculum innovations. Further details concerning the projects will be available in the next issue of COMMENT.

Additionally, the committee has investigated the College resources available for instructional development. With Eleanor Fiorino, Instructional Development Associate, the committee is developing an organizational model to integrate the available elements into a comprehensive faculty support system. Based on this work, the committee expects to bring forward their recommendations in late Spring.

The members of CIDC are also seeking articles on Instructional Development suitable for COMMENT. If you have prepared, or are interested in preparing, such an article please contact Eleanor Fiorino.

HC

BOARD REPORT

The following is a brief synopsis of the full Board of Governors meeting held at the North Campus, March 16, 1987.

Program Committee Ratifications:

- the Board approved a one-year post-diploma program in Human Resources Management
- the name "Legal Assistant Program" was changed to "Law Clerk"
- the program proposal to incorporate the two-semester General Business Program was approved.

Property Committee Ratifications:

- the lowest tender price of \$59,000, as submitted by Milne and Nichols Limited, was awarded the Construction Management Contract - Student Services Centre.

Finance Committee Ratifications:

- the Board approved the Supplementary Revenue Budget in the amount of \$109,955 and distribution of expenditures for the period ending January 31, 1987.
- the Board approved the structure for daily and weekly rates for the Osler residence as follows:

	Daily	Weekly
Humber College		
Student Rate	\$18.00	\$ 80.00
Non Students	\$27.00	\$110.00

Other Business:

Board member, Marilyn White, expressed concern about the proposed closure of the Centre for Labour Studies.

HC

HUMBER PEOPLE

Ed Ganja, P.Eng., who teaches Mathematics in the Technology Division has put together a new book, *Introduction to Mathematics I With Practical Problems*. First semester Technology students used the book last fall and students currently repeating Math I are also using it.

Ganja has found that the book is highly effective in providing students with a solid foundation in basic algebraic concepts and the manipulations of algebraic expressions and equations.

Students who have had the opportunity to use Ganja's book have found it to be much clearer and more informative than their previous Washington Mathematics Text. It is also less expensive!

Ganja plans to revise the book to include additional equations involving Design Load and Thermodynamic Functions so that it can also be used by the Environmental Systems group.

Jane Russ, P.C. of Continuing Education, was elected Chairperson of the Women's Educational Council, Lakeshore Campus.

Kathryn Barber, Director of Continuing Education, was elected Secretary to the National Council on Community Service and Continuing Education.

Canadian Machinery and Metalworking magazine named **Joe Pusztai** "Man of the Year", for his contribution to the advancement of Canadian technology. Pusztai was instrumental in the creation of a "Flexible Manufacturing Cell" at Humber.

Linda Dowds, make-up artist and Fashion Arts instructor, has been working on a number of films and television shows produced in Toronto. Her work has included the popular series *Night Heat*; the acclaimed mini-series *Amerika*; *Toronto Rocks*; and both the Genie and Juno award shows. Her most recent effort has been with the CBC mini-series *Chasing Rainbows* which is scheduled to air in 1988.

Barbara McLeod, former host of *The Barbara McLeod Show*, CBC's daytime interview show, teaches Fashion Arts students. She is currently co-hosting *Investment Canada* with Everett Banning of the Global Television Network. The show airs on the Financial News Network (FNN).

The fashion jewellery company, Miranda Bijoux, has retained **Linda Reader**, P.C. of Fashion Arts, to coordinate their booth design for the *Third Annual Festival of Fashion*. This is the largest trade show of its kind in Canada.

Judy Humphries, Director of Placement, and **Craig Barrett**, Chairman of Counselling, are co-chairing a conference titled, *Sharing and Shaping the Future of Student Development*. This event will run May 20 - 22 at the Glendon College campus of York University. College counsellors and place-

ment personnel from across the province will have the opportunity to meet and examine issues that include student success at college and the connection between education and careers.

The Keele campus is busy and booming with a number of new and innovative projects. **Peter Bechard** has begun to offer a self-directed drafting course. The peer-tutoring program (math) managed by **Brian Doyle** is working out very well for peer and tutor alike with both sets of participants increasing self-esteem, confidence and math skills...A level 1 program started by **Loretta McLennan** gives small groups a basic literacy program which includes keyboarding, math, and life skills...**Rocco Losole** is offering students a course in speaking skills. Students get the opportunity through this course to speak in public through simulations of "cold-calling" for jobs, job interviews and conflict role-playing...**Jake Yeramim's** U.S.S.R. trip is set to go for May with 26 Humber people scheduled to travel...**Kate Dorbyk** is planning a lunch-time pronunciation class for interested students that will include readings from newspapers and poems.

Andrew Davidson, Keele, was the faculty recipient of the 1987 Student Life Appreciation Award. Davidson was one of six faculty members nominated but his nomination was submitted with a long list of endorsements. He instructs students seeking to upgrade their English skills but his colleagues agree that he goes "above and beyond the call of duty" to support and encourage his students. He is also very involved in extracurricular activities and, overall, he makes a tremendous and ongoing contribution to the quality of student life.

According to **Gus King**, Dean of Technology, "Engineering Week '87 (100 Years of Canadian Engineering), a week long display at Yorkdale Shopping Centre, was an unqualified success. The Humber display contained mainly robotics and com-

puter equipment and was the best attended display in the show.

The Easter Seal Society was the beneficiary of the Humber/Superthon Gala Dinner which took place in the Humber Room on March 27. **Liz Ashton**, Acting Dean of Hospitality, wishes to acknowledge the following for their participation in the event: **Frank Formella**, **Hans Casteels**, **Mike McFadden**, **Helmut Wegenschimmel**, **Diego Sdao**, **Rico Donadio**, **Klaus Theyer**, **Gilbert Hoffman**, **Edmund Mincione**, and **Tony Thomas**. **HC**

CALENDAR OF EVENTS



The Sailing Centre Open House

will be held **Saturday, May 2, from 10:00 a.m. - 4:00 p.m.**, at **Humber Bay West Waterfront Park**. Visitors will have an opportunity to tour the facilities and enjoy a free boat ride.

Innovative Practices Showcase '87,

sponsored by the College Instructional Development Committee and the Professional Development Centre is presenting a series of 50 workshop sessions on **May 13th and 14th**. Keynote sessions will focus on "Overcoming Conceptual Obstacles" and "Marketing: A Strategy for Institutional Renewal".

Sharing and Shaping the Future of Student Development Conference '87,

organized by a committee from Placement, Counselling and Student Affairs and designed to promote bonding of students, staff and faculty to the College will be held **May 20 - 22, Glendon Campus/York University**. Topics such as "The Future of Education" and "Careers and Strategies for Ensuring Student Success" will be addressed and various workshops will be conducted. **HC**

COMMENT

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Humber
College

COMMENT

SEPTEMBER 1987

Presidential Perspectives

By M. Matte

The President was getting ready for a trip to Turkey. There were people lined up in the outer office waiting to see him. As a result, the interview was rushed and not nearly as detailed as it might have been. But, Squee Gordon can pack more into a twenty minute interview than most can in an hour.

We launched immediately into a discussion of the reasons for the most recent set of reorganizations.

"Traditionally, at Humber, we've focussed most of our attention on our internal structure and on serving the needs of secondary school graduates. In recent months, however, we've been working towards a structure that will enable us to react better to an external focus. The key ingredient, therefore, of the reorganization is an attempt to develop arrangements which will enhance our relationships with government, business, and industry," he said.

Although all appointments in the reorganization were made from current Humber staff, Gordon admits that, as in any vital establishment, there is keen competition for administrative positions, and that some hopes can not always be met.

"We're making every effort to meet the College's long-range goals while making sure that we fill and satisfy immediate individual needs as circumstances dictate," he said. "And, most especially, we're trying to be sensitive to the effects that change will have on people's lives because there will always be an element of personal disruption in any shuffle; we recognize that constant change can be debilitating. In some cases, we've tried to accommodate personal expectations by encouraging enrichment rather than promotion. But it's impossible, in an organization the size of Humber, to serve everyone's professional needs at the same time."

Gordon expects that the recent reorganization



will be the last in a series of major ones and that, from here on in, changes will be part of a "tinkering and fine-tuning" process.

In discussions centered around future directions Gordon is emphatic about areas that have, in his estimation, become priorities.

The need to consolidate the various college functions into three productive, efficient, and workable campuses is of prime importance. The North Campus is expected to remain the administrative centre of the College. However, developments at Lakeshore and continuing negotiations concerning a comprehensive York Campus occupy much of his time.

He recognizes, too, the need to modify, refine, and update the College curriculum and program structure to ensure relevancy and quality and points out that programs are not eternal and that alterations will have to be made as the needs of society change.

"The fact that we continue to offer a general education component as part of our academic mandate is a plus in our favour because education encompasses more than job-specific training - particularly over the long term," he explained.

Equally important are the efforts being made, on a continuing basis, to ensure that Humber is seen to be financially sound.

Gordon expects to be at Humber for some time yet. In addition to local impact in education, he feels that Humber can continue to have a valuable influence nationally and internationally. Admitting to a keen interest in public policy, and that he has not ruled out some form of public life, he quickly adds that he would be interested only in a position giving him an opportunity to have some influence on social economic policy.

He feels good about the proposed expanded membership to the Board and the constitution of

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Truly Innovative

Innovative Practices Showcase

By William J. Thomson

Innovative Practices Showcase '87, last May's two-day internal pro-dev activity, was a satisfying but frustrating experience for me. There were two reasons for my frustration: the program afforded participants the opportunity to hear two keynote speakers and to attend 52 concurrent seminars of which I was able to attend only five. There were at least ten more I was interested in.

My other frustration centered around the length of the seminars. In two of them, I felt we were just getting warmed up when it was time to move on to another.

Both keynote sessions were excellent but not because they were about innovations. In the first, *Overcoming Conceptual Obstacles*, British educator Dr. Barry Onslow (currently teaching at the University of Western Ontario) argued that errors were often made deliberately by students believing they were following rules they had been taught. These student misconceptions, which are often deeply imbedded, arise because students are operating from incomplete or erroneous concepts. "Pay more attention to their errors," Onslow advised. "It is important to know why they are making mistakes if we are going to be able to help them."

I
It seemed appropriate that a couple of days of pro-dev should begin with an excellent demonstration of good teaching.

He made a pitch for the old socratic method as a better way of teaching concepts. "Set up a situation involving cognitive conflict when teaching a new concept," he suggested, "and using the socratic method, explore this conflict as a means of clarifying the concept." Onslow was energetic, cheerful, and sometimes cheeky. It seemed appropriate that a couple of days of pro-dev should begin with an excellent demonstration of good teaching.

The second keynote session was given by Dr. Ernest Leach, vice-president for academic affairs at Triton College in Illinois. Again, there was nothing essentially new in his subject matter, but he did give us a first-rate short overview of marketing principles as applied to academic institutions. His hand-outs permitted us to participate actively by listing our specific priorities around

"I've been at Humber for fifteen years and, while some may consider that a long time, I'm still able to discover the challenge in my professional life."

In September, **Eleanor Fiorino** ('Ellie') resumes her role as full-time faculty member in the Basic Nursing Program (Health Sciences Division) after serving a part-time secondment as Instructional Development Associate.

Throughout the secondment, Fiorino worked on numerous projects, taking an active part in discussions around curriculum and instructional development, launching the grant system for faculty-initiated projects, and organizing the second annual Innovative Practices Showcase. A busy and full agenda.

But Fiorino, who describes herself as "quiet and low-key", is not solely occupied with activities at Humber. Her life has several dimensions. For instance, she's actively involved with Arts Etobicoke as a member of the Board of Directors. In addition, she recently worked with a committee of nursing professionals to set standards for nurse educators on behalf of a provincial interest group of which she is a founding member.

And, cultural traditions also play an important part in her life. Fiorino is proud of her Slovak heritage. As President of the Slovak-Canadian Women's Association, her chief responsibilities include fund-raising and the organization of events designed to bring together various factions of the Metro Slovak community.

Furthermore, she and her husband, a consultant in organizational and human resources development, were part of a discussion group which recently dealt with issues concerning the new Slovak

marketing. One of Leach's remarks I found especially interesting: "If student word-of-mouth is one of your most important marketing tools, then the quality of student life at Humber becomes an important marketing consideration." This concept involves everyone at the college in the marketing process.

As I indicated earlier, there were many sessions I would like to have been involved in as a participant. The five I chose, however, were very worthwhile. I'll discuss three which I think are of general interest.

Bob Connors' session on the *Canadian Job Strategy Program* cleared away a lot of my confusion on the topic which, I discovered, is a complex one. I was especially grateful for Connors' frankness in dealing with the politics and economics of the program.

The session on *Retention: A Status Report* was more upfront on this issue than any I've attended over the years. A group of presenters, which included Martha Casson, Sheila Susini, Cathy Mezei, and

PROFILE



Byzantine Cathedral in Unionville and both are now preparing a report for the Bishops' Synod on the role of the laity within the Church.

Fiorino studied nursing at St. Joseph's Hospital in Toronto and after graduation went on to the University of Toronto, where she earned a Bachelor of Science in Nursing. A Master of Education in Curriculum Process from the Ontario Institute for Studies in Education followed.

"The decision to go ahead with graduate studies provided me with the impetus to pursue those activities related to curriculum planning and development - an area I'm especially interested in," she said.

She is quick to credit her specific interest in curriculum and higher education to the many good experiences she's had in the classroom and clinical settings. She maintains that "there are many workable approaches to the instructional process" and adds that "one just needs to relax and develop one's flexibility."

A resident of Etobicoke, Fiorino is as committed to family life with her husband and nine-year old daughter as she is to her professional and cultural development. According to Fiorino, "My family is a great source of support. They encourage my efforts and know how to listen objectively. They keep me centered."

So what does a woman who confesses to reading mostly work-related material do for fun? Well, Fiorino, an avid baseball fan, says that "the Blue Jays are fun."

"In fact," she explains, "I enjoy what I do simply because, in the final analysis, there's always something new to be learned." **HC**

Richard Hook gave an excellent account on the nature and extent of our current attrition problems. My only regret is that Peter Dietsche was not a part of the team. Attrition is a delicate subject. Talking about it openly is a bit like washing dirty laundry in public. But we must continue the dialogue if we are seriously interested in tackling the situation.

Finally, John Saso's *Principled Negotiations* presentation was well attended, well taught, and well received. He ran out of time, though, just when question period and the real "fun" was about to begin. Saso's presentation was enlivened with anecdotes from his negotiation experience (he was a member of the management team that gave us SWFs and is a member of that team for the current round of negotiations).

Except for the two keynote speakers, all of the seminars were led by Humber people. In my estimation, it was the richest and most varied professional development program ever for Humber, by Humber.

Good Show!! **HC**



Help Build a Graduate

Orientation '87

By Ian Smith

September, the month that marks the traditional return to school. Think back to those exciting days when the expectations of a new year at school caused such mixed emotions; the excitement of a new beginning coupled with apprehension and doubts. These were painful thoughts. And, if you were like most, you tried to suppress them. Much of the time you were successful, but often, painful thoughts have a way of surfacing each time an obstacle is hurled in your path.

Guess what! Some things never change.

This month, nearly 5,000 new students will come through our doors. During the past few months they have been forming impressions of what life at Humber will be like and what they expect to achieve. If last year's students are any indication, more than 80% of them are coming in the belief that we will help them with the career-related training they need to achieve success in their chosen professions. Their measure of success will be simple.

This is where a well-developed orientation process can help. An effective orientation program is simply a series of coordinated events designed to promote student success. This year, Humber's orientation efforts have grown to encompass our communication to students beginning with their initial application to the college and include Summer preview, English and Math placement assessments, divisional and departmental orientation sessions, and the orientation fair.

Our theme, GRADUATE UNDER CONSTRUCTION, was proposed by the Student Life Department and is a light-hearted attempt to integrate the concept of individual growth with the very obvious construction taking place at the North Campus. While the construction provides us with a theme, it will also, for many, be an additional source of aggravation and will add to the confusion usually associated with semester start-up.

It's up to each and every one of us to help minimize the anxieties that are bound to surface. By doing so, we can all actively contribute to student success.

Here are a few tips for you to consider:

- Be familiar with the services that are available at Humber to help students and be familiar, too, with where service areas are located.
- Be approachable. Wear the I HELP BUILD GRADUATES button and take the time to ask at least one student if you can be of assistance
- Imagine exchanging places with a student. What would you consider helpful?

Let's all play a part in helping to "build a Humber Graduate".

HC

HUMBER PEOPLE

Carol Boettcher joined the staff at Humber as the director of personnel relations in May, 1987. Prior to her appointment, she was the director of personnel at Sunnybrook Hospital. She replaced **David Guptill** who accepted a position with the City of York.

John Hooiveld has been appointed superintendent of outside services. This new position combines the areas of grounds maintenance, parking, and transportation services.

Pam Hanft has been made acting dean of the Human Studies Division.

John Williamson, a lawyer specializing in labour and industrial law, has joined the Humber staff. He will work under the direction of the Vice-President, Administration, **John Saso**.

The College Instructional Development Committee recognized the efforts of **Eleanor Fiorino** with a special presentation. Fiorino was cited for her outstanding commitment and contribution to instructional development.

Dr. Eric Avery, the principal of Tile Hill College of Further Education in Coventry, England visited Humber in late May. Hill spent a productive day exploring the academic divisions and service areas at the College.

Barrie Saxton and **Ron Stansfield** have co-authored a book titled *Understanding Criminal Offences*. Published by Carsell Legal Publications, their book will be used in educational and governmental institutions across Canada where criminal legislation is being studied.

Carla Tersigni has joined the Continuing Education Department at the North Campus as project coordinator. Carla moved North from the York-Eglinton Centre.

A number of changes have taken place within the Office of the Registrar over the summer. **Bill Pitman** has become director or registration and records for all Humber campuses. **Louise Uba**, the previous director of records accepted a new position as a training consultant with Ontario Skills Development. **Betty Tam Cheung** became the new assistant director of records while **Marilyn Bee** assumed a new position as assistant director of registrations...

At Lakeshore, **Deborah Hebert** has become the assistant director of admissions.

At the North, **Joanne Burgin** has assumed the position of administrative manager.

Sandra Dicesce was appointed manager of employment equity and will work in the Personnel Relations Centre. This new position was created in response to the increasing importance of human rights and employment equity issues.

Liz Ganong, formerly of student services at

Keeleisdale has replaced Sandra Dicresce as associate director of student affairs.

Penny Anderson recently left her position as student affairs development officer to become the manager of student life at Centennial College, Progress Campus.

Larry Mitchell, a graduate of Humber's culinary management program, was the 1987 recipient of the Toronto Airport Hilton International Pastry Scholarship. Mitchell received the honour as a result of his "commitment and dedication to the exacting and fragile art of pastry."

Major changes have occurred in the Comptroller's Office over the summer. **Harry Kilty** assumed the position of director of budget administration. **Gordon Smith** moved into the role of director of financial and resource services for Lakeshore, Queensway and Keeleisdale. **John Sutton** was made director of financial operations.

Bob Davidson has taken an early retirement and as a result, Associate Dean, **Bill Holmes** has returned to the Lakeshore Campus...

Stewart Hall has been made the dean of academic preparatory programs for Lakeshore, Keeleisdale and YEC operating out of Keeleisdale. Hall's mandate will include the management of non post-secondary programs as well as the development of new programs with the community.

Liz Ashton has been appointed dean of Hotel, Tourism and Leisure Management replacing Stewart Hall.

Mike Lancelotte has become senior adult training officer, located at Queensway. His focus will be the aggressive development of purchase programs, serving the Humber Region Skills Directorate, and developing activities that will offset declines.

John Liphardt has moved to Lakeshore as dean, Lakeshore Campus.

Jack Buckley has replaced John Liphardt as dean of the Humber School of Business.

In late May, the Women's Educational Council announced its annual award winners. **Joan Jones** (YEC), **Dr. Norma De Castro** (Health Sciences), **Carol Birch** (Marketing), **Ann Kelly** (Business) and **Dr. Robert Gordon** received commendation for their efforts to advance capable women throughout the College. The Women's Educational Council is headed by **Doris Tallon** and has been active in promoting the cause of women in the College community.

Peter Perko, manager of advertising and design, announced recently that Humber College won two Trillium Awards at the ACAATO Public Affairs Committee Conference. The competition is held annually for marketing and communications staff in Ontario's 22 community colleges. Humber received the top Award of Excellence in the Full-Time Calendars category and an Award of Merit for the Career Report at the annual conference which was held this year in Belleville, Ontario.

In Mid-August, Humber's Ontario Skills Development Office was officially opened by Dr. Jim Henderson, MPP Humber riding, representing Gregory Sorbara, Minister of Colleges and Universities for the Province of Ontario. Looking after the

organization of the event for the college was **Darwin Caron**, supervisor of Ontario Skills. Humber's OSD offices are located in the Humber Towers complex. **HC**



A Loosening of Purse Strings

By M. Matte

In May, Gregory Sorbara, Minister of Colleges and Universities for the Province of Ontario, announced a major capital spending program. One hundred million dollars was made available to post-secondary institutions for new building and renovation projects. Of this amount, \$66 million was designated for distribution to universities and \$34 million to community colleges. The funds were distributed in early Spring on a formula basis and spent according to the institutions' own priorities.

Of the monies allotted to community colleges, Centennial received \$9.5 million; St. Clair in Windsor received \$2 million; Sault College received \$1 million; Cambrian and Algonquin were given \$3.95 and \$6 million respectively; and Humber's share was \$5 million.

Dr. James Henderson, MD, MPP for Humber and Parliamentary Assistant to Mr. Sorbara made the announcement at the College on behalf of the Minister.

Humber will receive the money over the next three years to construct a Technology Trades Building at the North Campus.

"The new building will enable the College to consolidate the delivery of its technical trades programs," Mr. Sorbara said. "For years much of this training has been provided in leased premises. Moving these programs to the main campus will give students greater access to College services," he added. **HC**

VIEWPOINT

By Cathy Casey

In May, 1986, I started a one year secondment to the City of York as Equal Opportunity Coordinator, a position I held until my return to the college in May, 1987. My work at the municipality was interesting and fulfilling, and I would like to tell you about what I was doing and how I benefitted from my year away from home.

Making the transition from a full-time faculty member in Human Studies to an employee in York's personnel department was a challenge. I learned how to transfer existing skills into new areas and I learned, too, that I had skills which I didn't even realize I possessed.

My areas of responsibility at the city were to plan and assist in implementing an Equal Opportunity program and to act as an advisor in equity principles to staff, senior management, and Council.

My activities at York were varied: I reviewed and monitored all employment policies and practices to ensure equal access to positions within the city and also conducted an audit of city employees to identify representation within the workforce. I produced policy statements on Equal Opportunity and Workplace Harassment and presented a comprehensive report on the E.O. Status within the corporation. The recommendations of this report were approved by Council. In addition, I chaired a committee made up of departmental and union representatives and instituted an awareness program with the employees.

The opportunity Humber has given me by offering this secondment has been an extremely valuable one for me. I have learned a lot, and my view of how we live and work has widened. I have returned to the college with a new appreciation of the work environment, and I am confident that my students will be the direct beneficiaries. **HC**

Humber Trivia:

What's the significance of the number

21?

Look for the answer in the next issue of COMMENT.

COMMITTEE REPORTS

AOC The Academic Operations Committee

The Academic Operations Committee met in May, and again with the Chairmen in August, to define and discuss the priorities that should be addressed in the 1987/88 academic year. Some of their efforts will focus on four key areas that are expected to contribute to the effectiveness of Humber College in the 1990's.

1. Information:

Humber's decision making process has been opened substantially during the past five years and this has broadened College commitment to major decisions. Information and communications flow, however, must be enhanced in order to improve decision making at all levels of the organization. In this respect, academic information systems are being improved. The piloting, reassessment, streamlining, and implementation of EIS is critical. Also, the addition of an academic management computer network is intended to reduce and expedite the paper flow and increase information dissemination over the next two years.

2. Academic Management Development:

In a more participative environment the tough decisions related to enrolment decline, program development and the distribution of scarce resources become more complex. The recruitment and development of academic management and the coordination of a number of professional development activities will be an important 1987/88 priority.

3. Resource Allocation:

The dynamic flexibility that helped Humber staff build this college cannot be lost. But new development within status quo budgets requires the reassignment of space, capital, operating and human resources. Academic budgeting, capital priority setting, equipment acquisition, and resource allocation will be major tasks of the Academic Operations Committee throughout the fall semester.

Marketing:

Declining enrolment, a more competitive environment, the growth of private trade schools and the new federal and provincial training programs demand that every member of the academic sector participate in the marketing of Humber College. This institution annually spends over one million dollars on marketing and the effectiveness of that activity is evident in our student attraction from other college areas and the many awards received for our publications. A.O.C. will focus on strategies that will reach prospective high school students and enhance student satisfaction at Humber in ways

that do not represent a significant additional cost to the institution.

The minutes of A.O.C. meetings are posted. If any member of the College has suggestions or concerns that should be addressed by A.O.C. please contact any of the College deans or the registrar.

CIDC College Instructional Development Committee

The opportunity for faculty, librarians, and counsellors to access a minigrant process will continue during the 1987 - 88 academic year. Applications are to be made through the Professional Development Department. Money has been set aside for a maximum of fifteen projects to be awarded until March 1st, 1988.

The criteria for grant applications are as follows:

- The project must deal with a teaching, learning and/or evaluation issue and must be realistic in scope.
- The project should stand a reasonable chance of being completed, of being evaluated, and of being accessible and useful to others.
- The project should reflect an undertaking that is not normally part of a faculty member's responsibility and must be exclusive of the required pedagogical assignments of the probationary period.
- The proposal should be written in clear, concise language.
- The applicant must indicate a willingness to share the results of the project with the College community by way of a mutually agreeable format.

The following individuals were successful applicants to the Instructional Development Committee during the 1986-87 academic year:

Samir Sabat, Technology

An investigation of dbase III applications in the fields of architecture and engineering for Humber programs.

Bill Cuning, Technology

A study of first semester Technology students in mathematics I and the effectiveness of the present mathematics remedial program.

Don Johnson, Applied and Creative Arts

The development of a personal student audio-cassette library to facilitate listening to sound and proper concept in learning to play the trumpet.

Wayne Lem, Technology

A study of the performance of Grade 13 students with advanced standing in the chemical programs.

All committee reports are submitted by committee chairpersons or their designates.

Aldo Papini, Technology

The development of a mathematics supplement for curriculum up-dating.

Carol Ray, Applied and Creative Arts

The development of an audio-visual curriculum resource for the Nature Interpreters Program.

Nina Butska, Human Studies

The development of a student manual to enable mastering and transferring parts of speech concepts to writing.

Lindsay Boyd, Applied and Creative Arts

The development of integrated materials and resources for the rhythm section program.

Irene Oswald, Health Sciences

The development of a systematic approach for assessing student development in the affective domain in the clinical practice component of the Nursing and Nursing Assistant programs.

Donald Holmes, Human Studies

A study of test-taking behavior of General Arts and Science Program students.

Andrew Buzas, Hospitality, Tourism and Leisure Management

The development of an audio-visual curriculum resource on various manufacturing processes utilized in the beverage industry.

Chun Shin, Business

A curriculum survey in order to identify emerging technology for business curricula.

Maryann Jefferies, Health Sciences

The development of a resource manual for students to improve their classroom presentations.

Rick Faseruk, Business

The development of a Cobol debugging project for student practice.

Ruth Ellen Greenwood, Human Studies

The development of a concise student resource to enable learning about appropriate salutations.

Harvey Freedman, Business

The development of a hands-on approach to teaching computerized accounting, thereby updating the curriculum.

Eric Nadler, Technology

A study of team-teaching in the College setting.

PAC President's Advisory Council

The two-day President's Advisory Council (PAC) meeting reviewed the council's accomplishments of the past year, discussed its future directions, and reviewed the PAC charter prior to presentation to the Board of Governors.

During the 1986/87 calendar year, PAC monitored the progress of the work of the General Education Task Force, the Faculty Evaluation Committee, the Academic Administrative Evaluation Committee, the Smoking Policy Committee, followed the Master Academic Framework Review, and contributed to the Pitman Report. PAC also requested several follow-up reports on the implementation of the Environment Report's recommendations.

Continued on page 6.

PAC Report *Continued from page 5.*


PAC members were pleased with the progress of all committee work. Members of the Humber community can look forward to a much healthier environment as carbon dioxide levels have been reduced and humidity levels have been increased. Air quality will continue to be monitored.

PAC also contributed to the Great Debate as well as to the establishment of the Humber Innovators and Innovator of the Year Awards. PAC members represented Humber at the Association of the Canadian Colleges (ACCC) Conference in Hamilton in June.

The PAC charter was a major focus this past year. The charter is important as it carefully spells out the mandate of PAC, the responsibilities of its members and officers as well as the democratic representation of all constituencies of Humber College in all geographical locations. This includes faculty, support staff, administration, and students.

PAC will become Academic Council in September '87 on the Board's approval. Particular attention was paid by the charter committee to consider and incorporate, where possible, all recommendations made by the members-at-large of Humber College.

As Academic Council, PAC plans to consider follow-up activities of standing committees and will address collegial concerns around governance strategies, literacy, remediation, program rationalization, and planning issues.

The first order of business in the Fall will be to elect 16 new representatives to fill vacant positions. The one-time-only Independent Election Committee will be chaired by the vice-chair of PAC and will comprise of 1 faculty union rep, 1 support staff union rep, 1 Administrative Staff Association member, plus two PACreps. All subsequent elections to Academic Council will be run by the Elections Committee and will maintain its current composition. 


Presidential Perspectives

Continued from page 1

PAC claiming that the College will be richer as a result of the additional input and dialogue. He's content, also, with the mission statement currently in place and doesn't anticipate revisions for a number of years.

With respect to Humber's membership in the League for Innovation in the Community College, he feels that the benefits have been gainful & positive. "We've expanded our human contact network and can draw upon the experience and advice of other League members," he said. "It's important to note that, in the process, we haven't sold our soul to the Americans by becoming the only Canadian member," he adds.

So there it is. There are problems of course, but on the whole, our prospects are decidedly positive and our directions clear: the further development of the three campus concept, a working through of the new governmental arrangements, and a tough, realistic look at our curriculum.

Welcome back. It should be an interesting year. 

BOARD REPORT


The following is a brief synopsis of the minutes of the Board meeting held at the North Campus on June 29th.

Property Committee:

The Board adopted the updated Master Plan document which establishes the lines along which the development of the North Campus should proceed. This includes:

- the present use of campus buildings
- building materials and construction
- site development
- mechanical and electrical services
- user survey
- new identified projects
- the implication of new projects on campus development
- guidelines for implementation

Program Committee:

- Approval was received for the Quality Engineering Technician program. This is a two-year, four-semester, post-secondary program.
- The program review status report indicated that out of 110 programs, 49 have been reviewed to date.
- Approval was granted for an increase in enrolment in the Early Childhood Education Program from 80 to 120 students.
- The Board also approved an increase in the enrolment of the Pharmacy Assistant Program to 20 students. Both increases are effective February, 1988. 

COMMENT

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Humber
 **College**

CALENDAR OF EVENTS

The 1987/88 ACADEMIC YEAR will run from September 7 - May 4.

EFFECTIVE IMMEDIATELY the Humber bus service will be expanded to include the towns of Meadowvale, Georgetown, Woodbridge, and Orangeville. A routes and schedules information brochure can be picked up at various locations throughout the College.

SEPTEMBER 1: A NON-SMOKING POLICY becomes effective. Smoking will be prohibited, except in designated areas, at all campuses. Managers will be responsible for enforcing the policy within their respective departments/divisions. Cigarettes will not be advertised, displayed, or sold at any Humber Campus.

ORIENTATION SESSION for the **Humber School of Business**

SEPTEMBER 2: ORIENTATION SESSION for **General Arts and Science** and the **Health Sciences Division**.

SEPTEMBER 3: ORIENTATION SESSION for the **Technology and Hospitality, Tourism and Leisure Management Divisions**.

SEPTEMBER 4: ORIENTATION SESSION for the **Applied and Creative Arts Division**.


SEPTEMBER 9: A PART-TIME TEACHERS' PROFESSIONAL DEVELOPMENT EVENING will be held in the 7th Semester, North Campus. All part-time teachers are invited to attend.

SEPTEMBER 14: STAFF FITNESS CLASSES will begin this week with women's low impact aerobics on Tuesdays and Thursdays 12:10 - 12:50. For further information on other noon-hour classes call the athletics department.

SEPTEMBER 23: FACULTY SEMINAR SERIES II: ISSUES ON EDUCATION, will focus on issues of relevance to community college educators. This session will be held from September 23 - Dec. 2, 4:30 - 6:00 p.m. on alternate Wednesdays.

SEPTEMBER 24: A PART-TIME TEACHER'S CONFERENCE is scheduled. Location to be announced.

OCTOBER 1: "MANAGING FOR SUCCESS", a conference for deans, associate deans and chairpeople is being held in cooperation with George Brown and Seneca on October 1st and 2nd at the Glen Erin Inn in Mississauga.

OCTOBER 5: Check your mailboxes for the October issue of COMMENT. 

COMMENT

OCTOBER 1987

A Citizen In The Global Village

By Virginia Alderman

The Humber College community has become a far-reaching one with the continuing development of international projects. Since 1983, these off-shore ventures have provided Humber's staff members with an invaluable opportunity to work in developing areas of the world.

Drawing on resources and facilities that are available at Humber, instructors and staff can go abroad and train distant students in their native lands. While there is an obvious benefit for the host country, there is an equal reward for Humber's immediate community. By responding to the needs of developing nations, the College is able to forge long-term links with partner institutions overseas. These links allow for ongoing staff and student exchanges.

According to Mike Harper, Dean of Planning and Academic Systems, these projects provide the college with an excellent staff development tool. The potential for both professional and personal growth is tremendous for those individuals who volunteer for the projects.

In China, Humber has been active in developing business courses for the Sichuan Management Centre in Chengdu. John Liphardt has been chair of the China desk since its inception in 1983. Liphardt has worked on projects which included curriculum development, staff orientation, and the selection of interpreters. The project has matured to the point that Chinese students can now study topics such as marketing and human resources development.



Liphardt echoes Harper's sentiment that the professional development potential is considerable and he is enthusiastic about continuing endeavours.

In the Caribbean, Technology instructors have offered trades training in areas including plumbing, electrical services, construction, and small engine repairs. These intense courses span three-month periods and provide Caribbean students with an opportunity to learn needed skills.

Humber has also participated in administrative courses for Caribbean school principals which includes the assessment of vocational and technical training needs, and instructor training. The Caribbean projects cover much ground and address a variety of educational needs.

In addition to China and the Caribbean, the Col-

lege maintains desks for Southeast Asia, Africa, South America, and the Middle East. These endeavours have also made it possible for instructors from other lands to come to Humber for upgrading or professional development. Students have been able to participate in exchanges to countries like Kenya, adding a unique dimension to the student population at colleges in both countries.

The College continues to host international visitors who wish to observe the Ontario post-secondary system. In the past year, Humber has received visitors, whose interest spanned operations, planning and student services, from places like Sweden (college presidents) and Singapore.

As a member of the Association of Canadian Community Colleges (A.C.C.C.), Humber supports the mission of the association to encourage an expanded capacity for management and planning in

International students from the island of St. Vincent in the Caribbean are currently enrolled in Humber programs. This marks 20 years of friendship with the island since Bill Davis declared it Humber's twin in 1967.

From left to right: Chester Connell, Kim De Freitas, Kelton Ollivierre.

Continued on page 5

INSIDE COMMENT

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Employment Equity

The Final Frontier

Academic House Breaking

Orienting Educators

By Kathleen Rowlands

Over the last four years, Humber College has committed a considerable amount of money and interest into the orientation of freshmen students. Few people outside the academic divisions may know that we also have been conducting orientation sessions for "freshmen" faculty - for over seventeen years!

This year's week-long Faculty Orientation at Trent University was the result of many months of planning. Bill Magill, a consultant with Pro Dev, and co-ordinator of the retreat, explained that every activity during the Orientation is evaluated and appraised for the following year. It's a fact of human nature, though, that what one group finds useful the next group places low on the list of priorities.

The group at Trent this summer was relatively small. Most of this year's participants had worked at Humber for a year (starting just after last year's retreat), and thus were familiar with Humber's facilities and services. In addition, their work history prior to their present positions is as varied as the courses they teach.

Liz Sime, co-ordinator of the Health Care Aide program, comes from the Staff Development

*It's a far cry
from a room of 20-year olds to
thirty very capable staff
members.*

Department at Extencicare. Although she had taught part-time for several years at Humber, she felt that the Orientation served several purposes. It allowed her to meet faculty from other departments and divisions and form close bonds with those in her "team" during the week.

Full-time since April, Liz found the sessions deal-

"I've had several jobs at Humber and I've enjoyed them all. I love the students best of all and I consider it a pleasure to greet them every morning...even on those mornings when I'm feeling out-of-sorts. After all, it doesn't hurt anyone to smile."

Joe Miceli's chief characteristic is his warm, friendly smile. He practices what he preaches too, and is genuinely puzzled by gruff, surly, condescending behavior - especially when it's directed at students.

Miceli came to Humber in 1969 as a maintenance worker at the North Campus. A year later, he became a bus driver. "Humber had only one bus at that time and three of us took shifts driving it," he said. "I was happiest with the shift that involved driving the children to and from the Humber Developmental Centre."

His job as driver kept him busy for a number of years, but when the pace started to get "too hectic" he applied to become parking attendant at the Lakeshore Campus and has been there ever since.

"I love it at the Lakeshore, but I do occasionally miss the North. I have a lot of friends there and I don't get to see them as often as I'd like to," he explained.

Miceli was rewarded for his service at Humber

PROFILE



last year at the President's Breakfast when he received the Support Staff Distinguished Service Award. He claims that he'll be eligible for his "20-year pin" in 1989, the same year he expects to retire.

"I've had a full life of working and, in a couple of years, I'll be ready for a little rest and relaxation. Maybe I'll do some travelling or I might do something part-time for a couple of hours a day to keep busy," he said. "It's a little too early to be making definite plans."

Miceli is an active sports fan and community worker. He and his wife attend baseball and

hockey games to cheer on the Jays and the Maple Leafs and he bowls regularly with his church league. In addition, he's a third degree knight with the Knights of Columbus Humber Valley Council. Through his affiliation with the K of C, he's been involved with working at charity functions and fund raising events.

Born in Toronto, Miceli attended St. Francis of Assisi School and Central Technical School in the City. He lives in Etobicoke with his wife of many years, has three children (two daughters and a son) and four grandchildren. Before coming to Humber, Miceli was a home-delivery driver for a major brewery in Toronto. **HC**

ing with College issues and ethics to be helpful in understanding "the big picture" at Humber College.

Keith Barrett, an accounting instructor in the School of Business, agreed with Liz. His background in industry and his training in adult education prepared him well for the academic side of Humber. Norm Williams' presentation, however, on college structure, gave him a clearer idea of his "fit" in the organization.

Even faculty who have been staff members for a number of years find the retreat offers something for them. When Remo Brassolotto came to the Futures program as co-ordinator of P.E.P., he had already been in administration for almost ten years. The sessions on micro-teaching, though, helped confirm his approach to teaching and served as a link between the new and more experienced teachers.

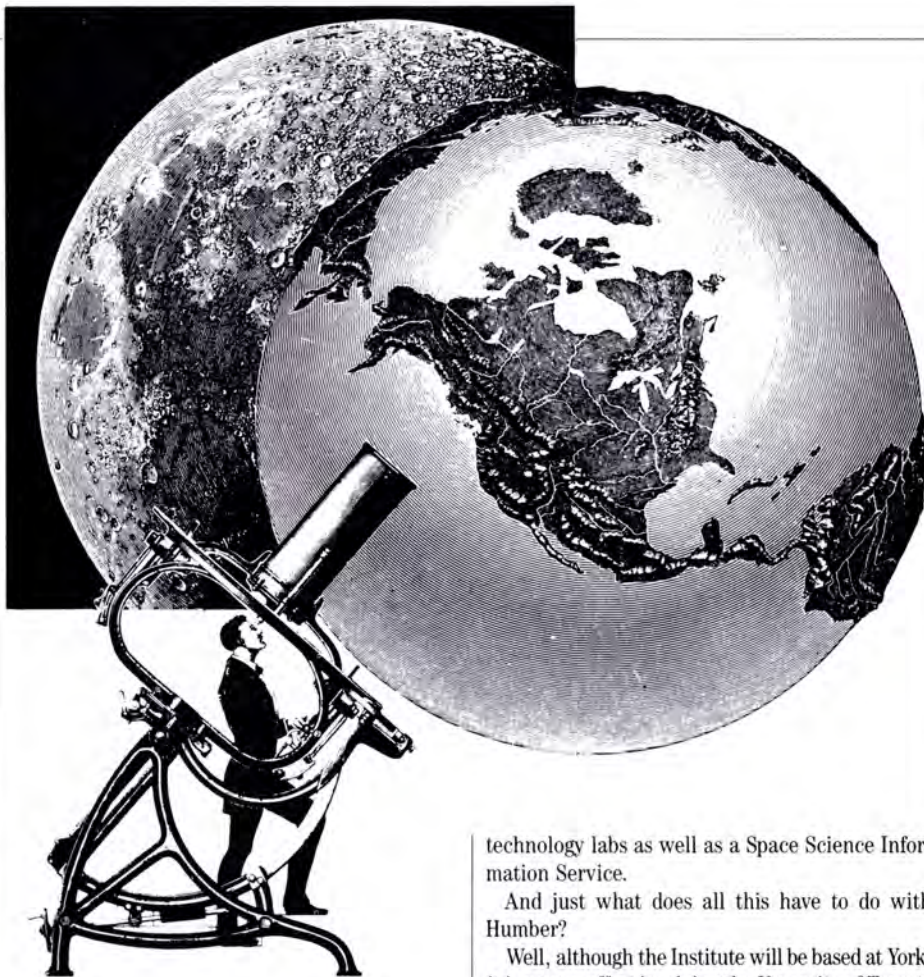
Micro-teaching was popular with most participants. A major reason for this, some felt, was the wealth of experience among many of those present. Watching alternative teaching styles, appraising lessons, and questioning the presenters aided in the learning of new skills and the honing of present ones. In order to alleviate any stress at being appraised by their peers, team building sessions were held earlier in the week.

Participants were not the sole "victims" of peer

evaluation. Laurie Turner, one of the facilitators for the last two years, felt that she was as much a learner as a leader. Since every session was evaluated, she knew that her own style and approach was being carefully watched. As Laurie said, "It's a far cry from a room of 20-year olds to thirty very capable staff members". Not surprisingly, Laurie's enthusiasm and interest in this event was reflected in the many positive comments heard afterwards.

If there are any changes recommended for ensuing retreats, it's that the participants would like to see more assessment of their skills and abilities before the agenda is set. To their credit, the Pro Dev Department attempts to do this, but few advance evaluations are returned, only a handful attend early briefings, and faculty are often registered at the last minute. With the enormous diversity in experience, strengths, and weaknesses of the new faculty, this is a difficult task to accomplish but one that could more closely meet their needs. Perhaps the assessment process also needs some assessment.

In any case, Bill Magill is of the firm belief that the faculty are ultimately responsible for the development of their peers. If this year's event was any indication, the Faculty Orientation retreat is a vital part of our search for teaching excellence at Humber College. **HC**



Entering the Final Frontier

By Madeleine Matte

When Dr. J. Fraser Mustard, chair of the Premier's Council, recently announced that York University's submission for an Institute for Space and Terrestrial Science (ISTS) was chosen as one of seven Ontario centres of excellence, York's sense of elation was shared by Humber.

The Institute will serve as a research centre and training ground focussing on initiatives in the highly specialized field of space science and technology. It will consist of seven labs: Human Performance in Space, Space Geodynamics, Space Astrophysics, Solar Terrestrial Physics, Atmospheric Physics, Earth Observations, and Space Technology. These will be supported by four

technology labs as well as a Space Science Information Service.

And just what does all this have to do with Humber?

Well, although the Institute will be based at York, it is a team effort involving the University of Toronto Institute of Aerospace Studies, the University of Western Ontario, The University of Waterloo, some 16 industries - and Humber College.

According to Gus King, executive dean, technology and industrial training, Humber's submission to the Premier's Council for the establishment of a Technology Transfer Centre did not meet with all of the Council's guidelines.

Most of the project money at the Council's disposal was allocated to universities for research purposes. York will receive \$35 million over the next five years for the ISTS venture.

Sufficiently impressed with Humber's submission for the Transfer Centre, the Council suggested liaison between the College and York. Consequently, several meetings attended by key Humber and York personnel took place, resulting in Humber's involvement.

"Humber's role in the ISTS project will be peripheral to begin with," said King. "The Institute will be hiring our students and using our shops and facilities in the development of prototypes," he added.

King, however, is still optimistic about the establishment of the Transfer Centre at Humber and hopes for some modification of the Council's stringent submission guidelines. "Plans for the Technology Transfer Centre are not dead by a long shot," he said. "In the meantime, we're excited about our role in the York project and we're looking forward to assisting & cooperating as actively as we can."

HUMBER PEOPLE

Gus King has been named executive dean of technology and industrial training. In this capacity, he will report to Vice-President, Instruction, **Richard Hook**. King and Hook, along with the President, will focus on decisions around policy planning, external contact and reorganization.

Anne Bender was recently appointed dean of the Health Sciences Division. Bender replaces **Jack Buckley** who now heads Humber's School of Business.

The Applied and Creative Arts Division has announced the appointment of two new chairmen. Welcome to **Stephen Bodsworth** and **Michael Baldwin**.

Kay Malins, secretary in the School of Business, retired in August after 14 years of service with the College.

We've also had to say 'farewell' to **Diane Scanlon** of the Financial Services Department. After some 17 years with Humber, Diane is launching a new career as a financial planner.

In case you missed it, the following staff members were presented with Support Staff Distinguished Service Awards at this year's President's Breakfast. Congratulations, again, to **Sue Bartlett** (Music Department), **Emmanuel Brunetta** (Physical Resources), **Tom Conlon** (Security), **Alice Coone** (Financial Services), **Doreen Joseph** (Learning Resource Centre), **Christine Little** (Marketing Services), **Richard McFadden** (Receiving), **Susan McNulty** (Technology Division), **Pat Methley** (Payroll), **Anna Rogers** (Maintenance), and **Howard Payne** (Technology).

Director of Food Services, **John Mason**, was presented with the first Award Extraordinaire for service "above and beyond". The presentation was made by **Dr. Robert A. Gordon**, College President, and **Joseph Sorbara**, Chairman of the Board of Governors.

Starr Olsen, most recently of the Professional Development Department, is pursuing further course work towards her doctorate at the University of Texas in Austin.

After spending a year as acting chair of Allied and Community Health in the Health Sciences Division, **Ruth McLean** has resumed her chairmanship in the Professional Development Department.

Greg McQueen has returned from a 14-month stint at North Texas State University where he was working on his doctorate. McQueen is associate dean in the Health Sciences Division. Welcome back, Greg.

Bill Magill and **Kathy Mezei** will retain their roles as part-time consultants in Pro-Dev. The other part of the time, they'll be teaching in their respective divisions.

Continued on page 6

HC

Employment Equity – It's Everybody's Business

By Sandra DiCresce

Since joining the Personnel Relations Centre as Manager of Employment Equity, I have been repeatedly asked, "What exactly is this new position of yours?" I hope this series of articles on Equal Opportunity, Pay Equity, and Women in the Workforce will help explain this new initiative.

First of all, employment equity is becoming a familiar term in the Ontario business community. The need to offer equal opportunity in the workplace is now recognized as a management priority by employers across the Province.

The term "Employment Equity" was coined by Judge Rosalie Abella in her 1984 report to the Royal Commission on Equality in Employment.

"Employment equity is a strategy designed to obliterate the present and residual effects of discrimination and to open equitably the competition for employment opportunities to those arbitrarily excluded. It requires a special blend of what is necessary, what is fair, and what is workable".

The report covered a range of measures to improve the employment status of certain designated groups, primarily women, Canada's native people, immigrants and visible minorities, and the disabled. The Abella Commission suggested this new term be adapted in Canada to offset the resistance triggered by the term "affirmative action" but concluded that the emphasis, regardless, was to be "employment practices designed to eliminate discriminatory barriers and to provide in a meaningful way – equitable opportunity in employment".

Today at Humber, and in the college system, our management must deal with ever changing government regulations, increased competition, decline in our student markets, rapid technological development and a changing workforce. In response, we either adapt, or we risk stagnation. Progressive, dynamic strategies for change are necessary if we are to keep pace. Our workforce has undergone a major transformation in recent years, with the rapid influx of women representing a sizeable pool of talent, education and skills. This group is an enormous resource to an employer but at the same time there is evidence to indicate women are underutilized and undervalued in the workplace.



Undeniably, the College affirmative action efforts are committed to the future of women at Humber. Since 1972, Doris Tallon has persistently and quietly dedicated time, energy, and resources to ensuring a comprehensive program designed to inform, develop, and support both staff and students. In complement to this, the essential next step is an employment equity strategy. This will analyze our entire workforce in terms of where the men and women work in the college, their occupations, career progression, and salaries. It will also look at the systems which determine how we are recruited, managed, trained, and rewarded.

From this type of statistical analysis, the College can determine if and where there may be bias in the "system" and observe the gap between men's and women's wages. Any imbalance or clustering in the representation of men and women, by oc-

cupation and at all organizational levels, will be examined closely.

As you can well imagine, this workforce analysis and the ensuing "equity plan" cannot be accomplished without your assistance. Input from faculty, staff, unions, and visible management support at all campuses will be sought. Your understanding of our corporate environment is crucial to guiding us through this process.

*Our workforce
has undergone a major
transformation in recent years,
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Only by looking at Humber as a whole – our climate, the way we deal with change, and how we make decisions – can we develop a more objective human resource management system, which is beneficial for everyone. We will then know that the system is fair!

HC

VIEWPOINT

By Mary Benedetti

Continuing one's education is a doubly laudable endeavour, when we recognize not only the educational benefits that accrue, but also, the demands of re-scheduling work and family responsibilities to accommodate the new program of study and related course work.

One would think that for those already employed in an educational environment, returning to school would be a somewhat easier process than for others. Indeed, it is true that at Humber, employees are given the advantages of payroll deductible tuitions, staff rates for certain courses, and the ready availability of learning resources. Nevertheless, the central issues in the singularly important choice to re-organize one's life in order to return to school remains the same for Humber and non-Humber employees alike.

In making this choice, adult learners assess their immediate personal and professional needs, problems, feelings, hopes and expectations, and rationalize the related adjustments and sacrifices.

Adult learners may not be fully aware of the array of benefits they may experience as a result of their decision to re-enter the classroom. A full catalogue of benefits must include the increased personal satisfaction received from working on projects and assignments, the camaraderie and collegiality of working with other students and with instructors, and, of course, the increased subject knowledge and increased advancement potential. Harvesting these benefits will require a definable amount of work; however, what is much less frequently acknowledged is the degree of personal risk that a competent adult faces in exposing him or herself to the role of a student.

Sensitive to all of the benefits and the challenges of continuing education, Humber has over the past several years, encouraged its staff by offering a variety of opportunities for continuing their education: degree programs at the bachelor's and master's levels, educational sabbaticals, as well as access to regularly scheduled part-time courses.

We, like our community counterparts, have chosen to incorporate the philosophy of lifetime learning into the workplace, knowing that the rewards will be there for the entire community.

Humber employees have responded enthusiastically.

Continuing Education and the College applaud all those who have chosen to return to the classroom.

HC

COMMITTEE REPORTS

PAC

President's Advisory Council

This semester, PAC will begin to address some of the items identified by members and representatives at the June PAC retreat.

Joe Kertes & Margaret Hart will report to the membership on the Board of Governor's response to the charter which was stream-lined to include BOG's suggestions at the June 29th Board meeting. The Board is expected to approve the revised charter, thereby confirming PAC as Academic Council.

Leo Smits, vice-chair of PAC, and chair of the elections committee will report on the membership of this committee and the election procedure and dates to fill sixteen seats on PAC.

Enrolment, planning, and building updates will be presented by President Gordon, Vice-Presidents John Saso and Richard Hook and the Registrar, Martha Casson. Vice-President Giroux will speak to the proposed Test-Centre. Richard Hook will also give a progress report on the work of his committee on the upward evaluation of academic administrators.

PAC highlights will offer the details of these pertinent issues to the members of the college community. It promises to be an exciting year on PAC.

A & AS

Administrative & Academic Services

Cooperative planning between the academic and service areas of the College resulted in a successful Orientation Program welcoming students to Humber for the Fall semester.

Effective orientation to the College is vital and the first step toward quality programming leading to student success. Acknowledgement is given to all faculty and staff who contributed to semester start-up and, in particular, to the members of the Orientation Committee who deserve recognition for their leadership. Members of the committee were Ian Smith (Chair), Virginia Alderman, Rick Bendera, Crystal Bradley, Leah Brown, Dave Darker, Bob Davidson, Bill Holmes, Ken Harrison, Val Hewson, Glen Mazer, Barry Saxton, and Sheila Susini.

Another integral component of the stimulating environment on campus is professional development for faculty and staff. At Humber, this takes many forms. The Professional Development Department can provide information on all aspects of H.R.D. programming, and welcomes enquiries and suggestions for programs and services. A list of pro-dev activities for the month of October can be found in the Calendar of Events section of COMMENT. **HC**

BOARD REPORT

The 273rd meeting of the Board of Governors was held at the North Campus in mid-September.

The open session agenda items included reports from the President, the Chairman, the Property Committee, and the Finance Committee.

Members of the Board also discussed the College Annual Report, the PAC Charter, and the '87 - '88 schedule.

The Program Committee dealt with four items at their meeting: a discussion of the industrial training strategy, lead by Richard Hook and Gus King; a look at the academic plan for the new technology wing and the phase out of Queensway A and B, featuring Gus King and Marina Heidman; a new program proposal for an Institutional Cooking Program presented by Carl Eriksen, Frank Formella, Rick Embree, and Peter Graham; and a discussion around draft Program Committee agendas for Fall meetings chaired by Taylor Parnaby. **HC**

All committee reports are submitted by committee chairpersons or their designates.

The Global Village *Continued from page 1*

a client country and to assist in the transfer of technology to developing areas. It is generally accepted that all of these projects are self-financing.

By responding to the needs of developing nations, the College is able to forge long-term links with partner institutions overseas.

The staff and students at Humber have an opportunity to benefit greatly from participation in these international projects. Instructors are exposed to very different and often very challenging teaching experiences in their visits to other countries. What they bring back to their Humber classrooms, however, is a greatly enriched teaching experience.



Students and instructors who choose to become involved in international exchanges take part in dynamic projects which are not only professionally stimulating but which are also touching on a human level.

By participating in international education, the

College commits itself to an active endeavour to support developing populations. The effort made by college staff to keep these projects active is returned many times over to members of the immediate Humber community who are rewarded by these experiences. **HC**

Humber Trivia:

ANSWER: This year Humber is celebrating its

21ST Anniversary

Details on celebration plans will be announced shortly.

Humber People *Continued from page 3*

The Culinary Management Program, under the direction of **Frank Formella**, has donated 20 cakes and 50 loaves of bread to be sold at the Ontario Ministry of Skills Development booth at the annual United Way fundraising campaign bake sale.

Three therapists, working towards certification with the Canadian Athletic Therapists Association, have been hired by the Athletics Department. They are **Rob Peters**, **Marcia Franklin**, and **Ley Wanstall**.


Debbie Bajoras-Ross, of the Athletics Department, has reached her three-year fundraising goal. The College has purchased an Orthotron, a strengthening device for injured knees. The unit will be housed in the Sports Injuries Clinic.

Pat Hedly, a Health Sciences teacher, interned for two weeks this past June at a private physiotherapy clinic where she practiced laser therapy techniques.

Blair Carter, chairman of E.C.E. Programs in Health Sciences, received a certificate of appreciation for his contribution as a guest resource person at the Atlantic Regional Conference for the Canadian Association for Young Children.

Sandy Leadbeater, a teacher in Health Sciences, has been appointed to the Metro Toronto District Health Council. Her background in nursing, community health, and sociology will be an asset as the Council addresses health promotion strategies.

Margot Ryan, a program coordinator in Health Sciences, took two computer courses this summer... Lotus 1, 2, 3 and Word Perfect. Both courses provided a broad knowledge basis in the use of spread sheets and word processing. With Health Sciences embarked as a pilot for E.I.S., Margot will be ahead of the game.

The freshman orientation in Health Sciences was the best ever with over 90% attendance. Many people contributed to this event. **Ken Harrison**, a teacher in Health Sciences, coordinated the divisional activity. 

CALENDAR OF EVENTS

The Humber Room is now open and will be serving lunch Monday through Friday from 11:30 a.m. - 1:00 p.m. and dinner Wednesday through Friday from 5:30 - 7:30 p.m. The minimum charge for lunch is \$6.00 and for dinner, \$10.00.

OCTOBER 6: WRITING FOR RESULTS will be presented by the Conference and Seminar Services Department.

OCTOBER 7: Students in the Culinary Management Program will be providing a 6 x 4½ foot cake baked in the form of a map of Canada to the Arthritis Society in honour of their 40th anniversary. The ceremony will take place at the Toronto Western Hospital, 11:00 a.m.

GETTING ORGANIZED AND MANAGING YOUR TIME will be presented by the Conference and Seminar Services Department.

FACULTY SEMINAR SERIES II continues with "INTRO TO NEURO-LINGUISTIC PROGRAMMING" at the North Campus, 4:30 - 6:00 p.m.

OCTOBER 8: MAKING EFFECTIVE PRESENTATIONS will be presented by the Conference and Seminar Services Department.

OCTOBER 14: The REEBOK-OCAA AEROBATHON will be held from 2:00 - 6:00 p.m. Applications can be picked up in the Athletics Office.

An informal SOUTHERN CRUISE n' LEARN INFORMATION EVENING will be held at the Sailing Centre, 7:30 - 9:00 p.m.

OCTOBER 14: Retail Floriculture students will take part in the BLOOMING AFFAIR FASHION SHOW in Kitchener/Waterloo. The Octoberfest committee will present two awards to the students for their participation.

OCTOBER 16: An ORIENTATION WEEKEND for part-time faculty will take place at the Kempenfelt Centre in Barrie, Ontario.

OCTOBER 21: FACULTY SEMINAR SERIES II continues with "IN THE BEGINNING, THERE IS DACUM" at the North Campus, 4:30 - 6:00 p.m.

HOW TO PREPARE A JOB DESCRIPTION will be presented by the Conference and Seminar Services Department.

OCTOBER 24: 10th ANNIVERSARY COMMUNITY COLLEGE PART-TIME TEACHERS' CONFERENCE, Sheridan College, Oakville.




OCTOBER 26: Humber Theatre students will be going on the road with two one-act plays - INTERVIEW and THE 15 MINUTE HAMLET as well as a collection of contemporary and classical scenes dealing with parent/child relationships. The group will tour schools in Metro, York, and Peel.

OCTOBER 27: RESPONDING TO THE NEEDS OF THE DEMANDING PUBLIC will be presented by the Conference and Seminar Services Department.



OCTOBER 29: An informal SOUTHERN CRUISE n' LEARN INFORMATION EVENING will be held at the Sailing Centre, 7:30 - 9:00 p.m.

NOVEMBER 2: Check your mailboxes for the November issue of COMMENT. 

COMMENT

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Humber
 **College**

COMMENT

NOVEMBER 1987

A Time To Build

By Kathleen Rowlands

Response to change is an important facet of any institution's organization.

It is interesting - and commendable - to note that Humber College reacts in a positive (and often proactive!) manner to the changes that assail us at any given time. The abundance of architectural growth we hope to effect over the next few years attests strongly to this desire to "go with the flow".

Rumours have been flying for months about deals made, foundations laid, and proposals weighed. When all the dust has settled, however, the only "for sure" statement is that little is known for sure.

There are many projects in the planning stages. Within weeks of this article many details will be finalized, but right now the plans are still in the "dream stage", and fulfillment rests on money, good weather, and no carpenter strikes.

Many of you are privy to these plans and so are welcome to turn to another article. For the other 95%, let me introduce you to some of the ways we will "grow again".

LAKESHORE/GOODYEAR: In the September issue of Comment, Dr. Gordon disclosed his idea of the tri-campus concept. The plans for the future of the Lakeshore Campus are central to this idea, although they are suffering from their share of criticism. Let me put it another way.

Take a lovely campus by-the-lake. Add a dash of negativity (no air-conditioning, outdated facilities), stir in a renovated plant recently on the market (Goodyear), and fold in plans that meld a campus with stores and services akin to a "Harbourfront-of-the-West" (there's already a Harbourfront by-the-lake). Then sweeten the deal so much that the staff and students can't wait to taste it. That is



The new Student Centre under construction

essentially what could happen to Lakeshore. Of course, if you add salt instead of sugar we'll merely sell a piece of our Lakeshore property and use the proceeds to add icing to what is already in place.

In more traditional terms, the future of our Lakeshore campus rests on the viability of moving to the Goodyear facility as opposed to staying in the present spot and upgrading the premises. In any case, there would be an exchange of programs from the North to the Lakeshore. This might include music, theatre, and perhaps several other related programs. As well, we are still involved with the proposed lakefront marina facilities.

John Liphardt, dean of Lakeshore, has some concerns about the move to a facility which will mix academics with shopaholics. "I want all the players to know that, when the cards were laid on the table, the senior administrators made a difficult

but wise decision - one that benefitted the community, Humber, and Metro Toronto".

THE STUDENT CENTRE: Ken Cohen, director of physical resources, admits there are still some minor problems to overcome before the floor is set in this building.

One area is trouble-free, however. Dr. Roy Giroux's concept of a structure to help develop the "total student" is soon to be a reality. In February, 1988, the doors will officially open on the Student Centre. It will incorporate many of the services of the College, plus the SAC offices, lounge areas, testing centres, and a myriad of other facilities. As a centerpiece for the College, it will serve as a welcoming, efficient starting point for our customers while helping to promote our focus of Humber as a "people college". Its geographical location alone should serve to strengthen faculty/student interaction as well as student interaction across divisions.

This facility will be funded totally by the College. Plans have been scaled down somewhat from the original estimate of 2.5 million to the present 1.8 million (our version of "no-frills", as it were), but the original intent to build a place where the process of becoming a student, and growing as a

Continued on page 3

INSIDE COMMENT

The Test Centre

Make A Difference

"Faculty holidays are long. So, I took a course this summer and will again next year. In this profession, I really believe that taking courses is an essential luxury."

Interviewing **Kate Dorbyk** is an arduous task. The phone rings frequently and students interrupt regularly. And, it just so happens, that Dorbyk chooses to deal with the calls and the interruptions as they come in – because she believes that student concerns come first.

Kate Dorbyk is acting coordinator of upgrading programs at the Keele Dale Campus, a position she came to after six years in administration at the North. She decided on the switch to faculty to give herself the "opportunity to grow, to keep developing, and to keep changing". She also wanted to avail herself of the range of opportunity that's available and open to faculty.

For Dorbyk, the path from "there to here" has been a long and sometimes bumpy one. Born in Hampshire, England, she left school at 16 because she wanted "to break loose and to see the world" and for the next five years she did just that. After a series of jobs including work in a hospital in the Welsh mountains, managing a bookstore in Hampshire, radio and television sales in Wimbledon, and clerking in a lingerie department in a London store, she moved to San Francisco where she lived for five months before returning to England. Between jobs, her travels took her on an assortment of excursions throughout Great Britain, Europe, Turkey, and the Caribbean.

At 20, she decided that it was time to take stock, get a perspective on where life was heading, and "to settle down". She enrolled in a hospital nursing program in Kensington but her foray into medicine lasted but a year.

"At that time in England, nurses-in-training weren't allowed to show any emotion. We were expected to be detached from our patients on a personal level. I found it difficult to watch people suffer and die and then to go on blithely with my own life. And frankly, after the experience of living what had largely been an unstructured lifestyle, the regimentation was hard to cope with." Nevertheless, Dorbyk readily acknowledges the positive aspect of the experience. For instance, she nurtured a keen interest in working with senior citizens and came to recognize that nurses as a professional group, and as individuals, must develop strong support systems.

Good fortune, quite literally, came Dorbyk's way at a time when she was most confused about the direction of her life. Shortly after the nursing stint, she was left a substantial sum of money by a relative. The only stipulation to the bequest was that the funds be used in pursuit of formal education.

PROFILE



So, Dorbyk emigrated to Canada, finished the senior years of high school at Branksome Hall in a record ten months, and enrolled in Victoria College at the University of Toronto. She graduated with a Bachelor of Science Degree in Zoology and has since completed a make-up year (on a part-time basis) at York University to qualify for graduate school courses. She expects to complete her Master's Degree in English Literature this summer.

"I've come out of this with a new respect for part-time students and the hard work and dedication that's involved in

graduate studies. Some weeks, we had to read a thousand pages of prose. Of course, it's easier if you love the course material and English Literature is clearly my first passion. Books expand my world and help me define and shape my own perceptions of reality," she said.

In addition to graduate work this past summer, Dorbyk also took a course through York's Faculty of Education in teaching techniques related to reading and writing. Intrigued by recent changes and developments in educational theory, she hopes to pursue her interest in this area with further course work next year.

Although Dorbyk admits to feeling some concern about the visibility and profile of Humber's York Campuses, she's reluctant to support the single York campus concept wholeheartedly.

"A unified campus would streamline much of the duplication, and in that regard, would help employees and faculty work more efficiently. I'm not convinced, however, that the removal of several campus locations is the best thing for the students," she said. And, right now, a genuine concern for students is one of her priorities.

Specifically, she'd like to see a change in the perception that most people have of upgrading. "We deal, on a daily basis, with people who have not succeeded in the traditional system and, for some, coming to Humber is a last-ditch attempt to salvage what remains of any interest they might have in the learning process. I have a great deal of admiration for my students...we see miracles here every day and I've come to the realization that I always want to teach, in one way or another."

Dorbyk would like to see the upgrading program expanded to serve 500 students. She'd also like to see night courses offered at Keele Dale in computer software applications, communications, and upgrading. And, she'd like to write a book some day. Above all, she's emphatic about her need to be in a profession "where there's movement and creative energy".

A resident of Etobicoke, where she lives with her eight-year-old daughter, Anna, Dorbyk taught at Seneca and Centennial before coming to Humber.

High Marks For The Test Centre

By Stephanie Fox

Where do Humber students go for help when they find themselves floundering in a communications or math class? If they're lucky, they will head straight for either the Language or Math Development Centre, where they will receive immediate assistance on a one-to-one basis from one of Humber's full-time teaching masters.

When asked about the role of the Development Centres with respect to our students, Dr. Roy Giroux, vice-president educational and faculty services, had this to say: "Fundamental to our students' success are their english and math skills. Assessing these skills is crucial because we can't add value to our students' education until we know what level of skill they have; then we can point them in the right direction."

According to Giroux, the Drumheller study concluded that people who don't use their english and math skills for only six months will lose up to 80% of their knowledge in these areas. This is startling when one considers that approximately 45% of our students have been out of school for two years prior to enrolling on a full-time basis.

People who don't use their english and math skills for only six months will lose up to 80% of their knowledge in these areas.

Sheila Susini heads up the Development Centres and, as coordinator, she is responsible for the pre-testing process of first-year students. Susini was pleased with the turnout this summer; about 80% of all first-year G.A.S. and Hospitality students were pre-tested prior to the first week of class. This ensures a smooth start-up in September, along with accurate class lists. Unfortunately, students who postpone pre-testing get a late start in the school

year. Teachers must have the results of the pre-tests before they can place students in appropriate levels of math or English.

Users of the Language Development Centre tend to have varied needs. For many students, English is not their mother tongue and therefore, they require a great deal of individualized direction. These students usually come to the Centre on a regular basis. Still others may only drop in once or twice a semester, often when they require immediate help with an essay which is due. Files are kept on all students who use the Language Development Centre to accurately monitor problem areas. Jane Oughtred, a Humber counsellor and specialist in learning disabilities, helps to identify students who have learning problems and designs special programs to meet the needs of these students.


Ron Geard, a faculty member in Human Studies, teaches in the Math Development Centre. According to Geard, many students who dropped math in



high school simply don't have the necessary skills to succeed in the math courses which are mandatory in most business, hospitality and technology programs. And once students begin to struggle with basic math, they tend to have problems in related-subject areas such as marketing.

The majority of Math Centre users wait until they receive a strong signal that they are in trouble before seeking help. Often this occurs too late in the semester for Math Centre teachers to really make a difference. Many students will resist committing to regular assistance because of heavy timetables and so the problem is compounded. However, all students who drop in are given assistance.

Representatives from the Business, Technology and Human Studies Divisions have recently voiced the need for a comprehensive Test Centre to be located at the North Campus. This Centre would, in fact, act as a clearinghouse for testing and would be immensely helpful to all three divisions in the overall coordination of testing and streaming our students more efficiently and effectively.

Despite the detailed information which is mailed out to new students pertaining to the centres, and world-of-mouth enlightenment by both teachers and peers, many students who could be helped may still be struggling in math and communications courses. If you know someone like this, a gentle nudge in the right direction may turn a frustrating class into a successful experience. 

VIEWPOINT

By Wayson Choy, Human Studies Division.

In 1967, when both Humber College and I were young, there was a dramatic passion in those who shared the dream of building from the ground up, some sort of utopia of learning. There was an appetite for experience, for radical debate (and much sophomoric gestures); there was a sense of possibility and easy hope; a noble yearning for a better society; an earnest, unabashed joy for being part of a new and auspicious community. Was it Paradise then? Is it Paradise now lost? Well, as part of that community, you might like to answer that. Frankly, I don't know.

Almost fifty now, I'm embarrassed to admit a part of me still remains haunted by those dreams of the sixties. Oh, I'm not humble enough to be ashamed, just embarrassed. Why? Well, it seems to me the problems that appeared so easy to resolve in those days, today still remain unresolved. I even understand now that I was part of the problem. Frankly, I'm still part of the problem. And to this day I still haven't any solutions for you, whatever you think the "problem" may be.

For example, if you ask me what would be the best textbook for the English course, where once I would snap my fingers and answer you, I would now run away from you as if you were mad. If you demand from my twenty-plus years of teaching, what is the best blackboard technique, I would happily tell you of my growing allergy to chalk dust. Should you insist on learning the best way of getting to know your students, I would shrug my shoulders and worry about you.

Looking back to 1967, it seems to me the passion for experience, for simply *doing* the possible, made the questions of textbook, techniques, and students, improbable questions. Only a few years older than many of our students, quite a few of us shared a common madness: print was not as important as experience. We were Shakespearian in our follies and in our minor tragedies, rarely divine and often ludicrous. But we were collectively alive, collectively passionate: we were equally the whole energy of our being.

As the first campus community, we were small enough to assume we had control over the universe. Bigness had not yet frustrated our foolish illusion of power. Problems were resolved by actually crossing the hallway and shaking the hand of a colleague. Or cornering a student or instructor over a cup of coffee. Failing any sensible solution, some of us would erupt onto the front section of the Globe and Mail - and be applauded.

Now I can tell you about how some of us, both students and faculty, tore the pages out of certain textbooks. (just as others, with much more to risk, burned their draft cards.) Some of us sent our students out of the airless buildings into the fresh shock of wild grass and wood. We shouted and

Continued on page 5

A Time To Build *Continued from page 1*

student, could be a pleasant, worthwhile experience, has remained strong.

THE TECHNOLOGY CENTRE: An entire brochure has been printed that better outlines the details of this endeavour. Here's a brief run-down, however, for update purposes. The ground will be broken shortly for the two phases that comprise the Technology Centre, due to open in 1989.

One facility will house the "high-tech" programs and equipment, while the other will be for those with a different technical slant (e.g. construction cluster as opposed to mechanical cluster). Funded partly by a governmental grant of \$5 million, both facilities will, among other things, serve as new homes for Queensway A and B, while also endeavouring to meet the future training needs of industry.

RESIDENCE: Formal approval is still pending but designs for a new residence at our North Campus are certainly in the final stages.

Slightly larger than our Osler residence, it is proposed to be a home-away-from-home for both male and female students. The operative questions, of course, are: co-ed or segregated? one tower or two? or no towers? or towers but (yes, I'll say it) common areas?

Sale of the Osler residence will offset costs for building this new residence, estimated at approximately 8 million dollars.

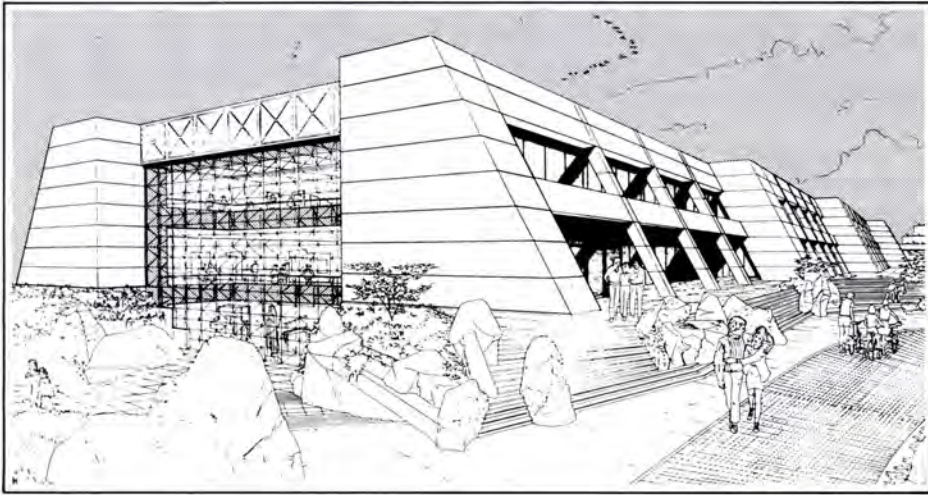
**Rumours have
been flying for months about deals
made, foundations laid, and
proposals weighed.**

LIBRARY/FRONT ENTRANCE: Many of the architecturally (and psychologically) significant areas of the College will be located in different areas within the next few years. The present entrance won't be able to meet the demands for a primary focal point of the future.

So... a new entrance has been designed that will place it in the approximate area of 'J' section. And the library? Directly overhead. A multi-floored structure, it will rise imposingly above the front doors to the College's North campus. Again, this structure is contingent upon sales/negotiations and is well into the future.

POOL: Any way you look at it, a pool is one of those things you give up when you start watching dollarsunless someone else is willing to pay for it!

Etobicoke Parks & Recreation has expressed an interest in constructing an aquatic facility in the north end of Etobicoke and may be considering our



Architectural rendering of the proposed new Technology Building

North Campus as a location. Providing operating costs are not astronomical (and we all know that's a dream in itself), Humber will seriously consider this proposal for 1989-90 as well.

YORK: And finally, sale of land from other areas would hopefully pay for the final phase of our tri-campus concept - York. A campus of approximately 1,000 sq. feet, it would be located in the Black Creek/Eglinton Avenue area and combine programs presently at Keele and the York-Eglinton Centre.

Dr. Gordon's plan is to eradicate the nine expensive, inconvenient and, in some cases, just plain homely campuses into three consolidated facilities that are improved, efficient and exciting.

Briefly summed up, the present proposals amount to over \$26 million dollars' worth of architecture. In a market that is fast declining, decid-

ing whether to spend the money or not is like wondering if you should pull your finger out of the

The present
proposals amount to over \$26
million dollars' worth of
architecture.

dike. It is better to address the problems before they come tumbling down upon us, even if that means a little financial discomfort in the short run.

HC

One Way To Make A Difference

By Ian Smith

"The world's last liveable metropolis" — that is how the New Yorker magazine recently referred to Toronto. There really is no doubt about it — Hogtown has finally gained an enviable place among the great cities of the world. This perception rarely crosses our minds on a day-to-day ba-

sis, but after a visit to another city we are ripe for comparisons.

Have you every stopped to consider just what it is that makes Toronto what it is? Is it the ethnic mix, the world-class dining and shopping, the seat of commerce, the diverse educational opportunities, or maybe it's the general feeling of prosperity that the mix of all these things creates when taken together. Whatever the recipe is, it is unique. Undoubtedly, there are also many less obvious factors that influence the quality of life for all of us.

For instance, the 168 local agencies that provide social support to one in three members of our community improve the quality of life in very individual and personal ways.

These agencies receive much of the financial support necessary to carry out their work through a single fundraising drive — The United Way.

I know that you will want to join the growing number of Humber employees who contributed to last year's United Way by contributing when a canvasser calls on you.

Remember — continued community prosperity benefits all of us. You can make a difference. HC

HUMBER PEOPLE

Candis Brownell, secretary in the North Campus Library retired in October after 10 years of service with the College.

The Conference and Seminar Services Department welcomes **Catherine Drea** as project coordinator and **Jennifer Kooren** as secretary.

The Humber Career Development Department was highlighted on the Haines Report, Global Television in late October. The focus was issues dealing with adult career change. **Cheryl Taylor**, program coordinator for Ontario Basic Skills, Lakeshore Campus, reports that staff and faculty enjoyed the filming experience.

Frank Formella of the Hospitality, Tourism and Leisure Management Division has designed a new two-year, four-semester program to prepare cooks for jobs in such places as health care and educational institutions, industrial plants, and catering firms. The program, believed to be the first of its kind, may be offered next year.

Ed Sielmanowicz has joined the Continuing Education Department as a financial/statistical clerk.

Tenagne Lemma, vice-dean, Kotebe College of Teacher Education in Ethiopia, recently visited Humber for three weeks. Tenagne gathered information about various departments, divisions, and service areas at the College.

Igor Sokur, the founder of Humber's Hospitality Program and senior coordinator has retired after 18 years with the college. Sokur and his wife have moved to their summer guest home in Southampton.

FIT FOUR LIFE a fitness awareness program involving sports, nutrition workshops, stress management seminars, and health lectures has been developed by **Doug Fox** and **Debbie Bajoras-Ross** of the Athletics Department. Points can be accumulated for participation in various activities and prizes will be awarded. Registration is being accepted in the sports medicine and fitness centre.

Jack Cunningham, a life-skills and career planning teacher in the Ontario Basic Skills Program at Keele and now project manager for the Auto-Skills Computer Based Reading Program being evaluated at Keele, has produced and directed the feature film "PEEP" currently being shown on First Choice Pay TV.

Paul Read has been appointed director of the Music Program and **Eddie Sossin** as program coordinator.

Peter Joyce of the Applied and Creative Arts Division has obtained a \$59,000. Wintario Grant for the Arboretum. Congratulations Peter!

Humber was selected by the International Flow-

Continued on page 6

COMMITTEE REPORTS

AOC

The Academic Operations Committee

Most of the College administrators in and involved with academic divisions met at Trent University at the same time as the "new faculty" orientation. While we appreciated the opportunity to get to know each other better and to limber up playing baseball, the focus of the academic/admin retreat was to identify some key areas upon which Humber must focus during the next several years.

At the end of two days discussion and debate we reached consensus on the five proposed "focus areas" that should be stressed in Humber's planning process:

1. Recruitment and Marketing:

Beyond promotion, highly reputable programs with unique benefits at appropriate prices and located at the most appropriate sites are critical to Humber's future.

2. Effective Resource Allocation and Rationalization:

After twenty years of history, Humber does have programs that are losing their relevance. Comprehensive evaluation, effective re-development, new program introduction and the abandonment of outdated programs are essential to the renewal of our relevance to business, industry, and society. Now that college funding does not keep pace with our increased costs of operation, the college has no option but to abandon activities which are not demonstratively important to the College's prime mandate.

3. Human Resource Development:

In any service industry, the maintenance of competence and morale and currency is critical to success; an education is a classic example.

4. Quality of Programs and Services and Retention:

There is no doubt that student support services and quality instruction are a part of student retention and must be treated as an institutional priority.

5. Develop Lifelong Learning Markets:

Whether Client Services, Industry Training,

Conferences and Seminars, evening courses or specialists centres such as HealthLine and Employee Benefits, Continuous Learning represents a growing and competitive market for Humber College. During the coming decade Humber must build on its strengths and allocate its resources to develop "lifelong learning".


These "focus areas" have been discussed with the President's Advisory Council and now, more broadly, through COMMENT. If anyone has specific suggestions or concerns, these should be forwarded to Michael Harper as a basis for the 1988/89 Master Academic Framework.

PAC

President's Advisory Council

At its September 28th meeting, the Board of Governors ratified the PAC Charter with the proviso that all college constituencies which will have representation on Academic Council will follow the election procedures established by the independent election committee, namely: Leo Smits, vice chair, Academic Council; reps from the faculty union executive, the support staff union executive, A.S.A.; and two members-at-large of Academic Council. Further the Board instructed Margaret Hart, chair, Academic Council and Joe Kertes, chair of the Charter Committee, that amendments to the Charter (which by its own terms is subject to annual review) must be presented to the Board. The Board also commended the members of the Charter Committee: Joe Kertes, Janis Miller, Don Foster, Jean Smyth and Margaret Hart for their detailed work on this exhaustive document.

The terms of the Charter included the change-over of PAC to Academic Council. Under the terms of the ratified Charter, there are 16 seats on Council which must now be filled. Leo Smits, and the election committee, will communicate shortly with all members of the College community with the details of the elections to fill the empty Council seats.

President Gordon and the early members of PAC are to be commended for the foresight and planning which helped build a vital, Academic Council which now serves as an example to other colleges. 

BOARD REPORT

Highlights of the Board meetings held in September include:

- it was resolved that the Board now adopt the "Smoking in the Workplace" policy as drawn up in June. It was recommended that the policy be reviewed in two months and discipline, if necessary, be determined at that time.
- it was resolved that representatives of the College enter into discussions with representatives of the Etobicoke General Hospital with a view to establishing HealthLine as a Humber College sponsored program.
- it was resolved that the early retirement incentive be approved for the following: Bob Davidson, Jack Eilbeck, Jack Flynn, Loretta Ganong, Kay Malins, Don Maclean, Hazel McLaughlin, John Merryweather, Campbell Sidders, Igor Sokur, Donald Stemp, Helen Swann, Alan Turner, Bill Wells, Eugene Zienkiewicz.
- it was resolved that the full Board approve the revised plan granting Metro approximately .25 acres of land on the easement abutting the west side of the approved site for the Home for the Aged, to be used for the construction of a parking lot for the Home for the Aged.
- it was moved that the Board approve the awarding of the architectural contract to design and construct a Technology building at the North Campus to Page and Steel, subject to a number of conditions.
- it was moved that the Board approve the acquisition, by lease, of computer hardware to support the operation of the Educational Information System (E.I.S.).
- it was moved that the full Board approve that the draft of the 1987 Annual Report to the Minister be forwarded to the Ministry of Colleges & Universities. 

All committee reports are submitted by committee chairpersons or their designates.


Viewpoint *Continued from page 3*
marched against wars. Protested injustices. Carried banners. Debated late into the night. Waved slogans. And on a ceremonial occasion when one of the students proudly raised high a hand-written banner that read "fuck bussiness" — President Gordon Wragg whispered to one of the Members of Parliament — "Well, at least one of the words is spelt correctly." And the band played on.

And, I suppose, a few of us are still haunted by

the tunes that played so sweetly then. The melodies were intense, filled with expectation and surprise; we sang as best we could, faculty and students and support staff, to lyrics that no one could agree upon. Not even today. Flat or pure, sour or sublime, we nevertheless sang those first, fresh notes.

Today, much of the singing has stopped. Instead, we *work* together; I'm told, "we interface". And fits of passion still strike us now and then. But not

any passion that seems as exciting, or as innocently sustained, as those first few years.

No, it wasn't paradise by a long shot. But it was unique — a place where we secretly promised each other that we — and the college — would one day grow up. And so we have. Oh, but I wish you could've been there when we were young, young whatever our age in years, because the idea of Humber was so very young. I swear to you — you would've loved it. Passionately. 

CALENDAR OF EVENTS

NOVEMBER 2: WOMEN'S VOLLEYBALL: Humber Lady Hawks v.s. Seneca, 7:00 p.m., North Campus Gym.

NOVEMBER 3: AWARDS NIGHT at the North Campus. Health Sciences, Technology, and Human Studies.

NOVEMBER 4: AWARDS NIGHT at the North Campus. Applied and Creative Arts and Hospitality, Tourism and Leisure Management.

The LITERARY READING SERIES with Timothy Findley, Lakeshore Campus, 2:00 p.m.

MEN'S BASKETBALL: Humber v.s. Conestoga, 7:00 p.m., the North Campus Gym.

WOMEN'S VOLLEYBALL: Humber Lady Hawks v.s. Conestoga, 5:00 p.m., the North Campus Gym.

FACULTY SEMINAR SERIES continues with THE TEACHER AS GATEKEEPER in room E318 & 319, 4:30 - 6:00 p.m. Adrian Adamson of the Human Studies Division will conduct the seminar.

NOVEMBER 5: For College Managers: EMPLOYMENT LAW COURSE continues in Room E440, 2:00 - 4:00 p.m. The course has been developed and will be conducted by John Williamson, the College lawyer.

MARKETING SEMINAR for program coordinators, 7th Semester. Michael Harper, Ian Smith and Richard Hook are the seminar leaders. For further information contact the Pro Dev Office.

NOVEMBER 10: AWARDS NIGHT at the Lakeshore Campus. School of Business (North and Lakeshore), Technology (Queensway), Human Services (formerly ACA) and Hospitality, Tourism and Leisure Management (Lakeshore).

NOVEMBER 11: LITERARY READING SERIES with Irving Layton, Lakeshore Campus Library, 2:00 p.m.

MEN'S BASKETBALL: Humber v.s. Mohawk, 8:00 p.m., the North Campus Gym.

WOMEN'S BASKETBALL: Humber Lady Hawks v.s. Georgian, 6:00 p.m., the North Campus Gym.

NOVEMBER 13: MEN'S HOCKEY: Humber v.s. Sir Sanford Fleming Peterborough, 7:30 p.m., Westwood Arena.

NOVEMBER 14: MEN'S HOCKEY: Humber v.s. Ryerson, 8:00 p.m., Westwood Arena.

NOVEMBER 16: PARENT/CHILD HEALTH '87, a two-day conference presented by the Conference and Seminar Services Department will be held at the Holiday Inn, downtown, Toronto.

NOVEMBER 18: LEADERSHIP STYLES IN THE CLASSROOM will be presented by Pro Dev, 4:30 - 6:00 p.m. Seminar leader is Martin Pieke of the Business Division.

MEN'S VOLLEYBALL: Humber v.s. Centennial, 8:00 p.m., North Campus Gym.

WOMEN'S VOLLEYBALL: Humber Lady Hawks v.s. Centennial, 6:00 p.m., North Campus Gym.

IMPLEMENTING EFFECTIVE PERFORMANCE APPRAISAL SYSTEMS, a two-day conference offered by the Conference and Seminar Services Department.

NOVEMBER 19: For College Managers: EMPLOYMENT LAW COURSE continues in Room E440, 2:00 - 4:00 p.m.

NOVEMBER 21: MEN'S HOCKEY: Humber v.s. Algonquin, 7:30 p.m., North Campus Gym.

NOVEMBER 25: INFLUENCING ORGANIZATIONAL EFFECTIVENESS, a two-day conference offered by the Conference and Seminar Services Department.

NOVEMBER 28: MEN'S HOCKEY: Humber v.s. Sir Sanford Fleming, 7:30 p.m., Westwood Arena.

NOVEMBER 30: RESPONDING TO THE NEEDS OF A DEMANDING PUBLIC will be presented by the Conference and Seminar Services Department.

DECEMBER 2: MEN'S BASKETBALL: Humber v.s. Fanshawe, 8:00 p.m., North Campus Gym.

WOMEN'S VOLLEYBALL: Humber Lady Hawks v.s. George Brown, 6:00 p.m., North Campus Gym.

DECEMBER 4: MEN'S HOCKEY: Humber v.s. Sir Sanford Fleming, 7:30 p.m., Westwood Arena.

ONTARIO EDUCATION RESEARCH COUNCIL 29th annual conference will be held at the Royal York Hotel, Toronto.

DECEMBER 5: MEN'S HOCKEY: Humber v.s. Sheridan, 7:30 p.m., Westwood arena.

DECEMBER 8: WRITING FOR RESULTS, a seminar offered by the Conference and Seminar Services Department.


DECEMBER 9: MEN'S BASKETBALL: Humber v.s. George Brown, 7:00 p.m., North Campus Gym.

GETTING ORGANIZED AND MANAGING YOUR TIME a seminar offered by the Conference and Seminar Services Department.

DECEMBER 10: DEPARTMENTAL MANAGEMENT CLINIC IN EDUCATION a two-day seminar offered by the Conference and Seminar Services Department.

MAKING EFFECTIVE PRESENTATIONS offered by the Conference and Seminar Services Department.

DECEMBER 12: MEN'S BASKETBALL: Humber v.s. Sheridan, 6:30 p.m., North Campus Gym.

DECEMBER 14: Check your mailboxes for the December/January issue of COMMENT. 



Humber People *Continued from page 4*

er Bulb Centre to represent Canada in the international school competition. 5000 bulbs have been presented to Humber by Mrs. Art Eggleton. Under the direction of **Stephen Bodsworth**, **David Kirkpatrick** and **John King** of the Applied and Creative Arts Division, landscape students planted the bulbs in High Park. Photographs will be taken next spring and sent to Amsterdam for judging. The World Flower Bulb Award will be presented to the winning country in the summer of 1988.


CTV show "Live It Up" has asked instructor **Vas Klymenko** for permission to film his students' package designs.

A project coordinated by **Vinnie Mitchell** and **Jane Oughtred**, of Counselling Services provided jobs for 10 students, five of whom were disabled. They also produced a physical demand analysis for a total of 117 programs. Recommendations made by the students will be considered and acted upon during 1987-88. A comprehensive filing system of information on disabilities and services was created and can be accessed in Counselling Services.

Joanne Burns, formerly of The Career Service Centre, has accepted a position with Employer Services Ontario Skills Development as their departmental receptionist.

Mike Keough and **Tom Christopher** have arranged an exchange for this school year. Mike will be counselling at the North Campus and Tom will be teaching at Lakeshore in the Social Service Worker Program.

"Introduction to Structured Cobol and Program Design" by **Don Cassel** will be published in January, 1988 by Prentice Hall.

Joe Benge and **Joe Aversa** have been appointed communications coordinators. Joe Benge will be located at Lakeshore Campus and Joe Aversa at the North. 

COMMENT

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

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

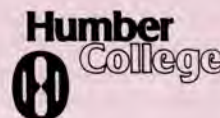
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COMMENT

DECEMBER 1987 - JANUARY 1988

Putting The Puzzle Together

By Bill Thompson

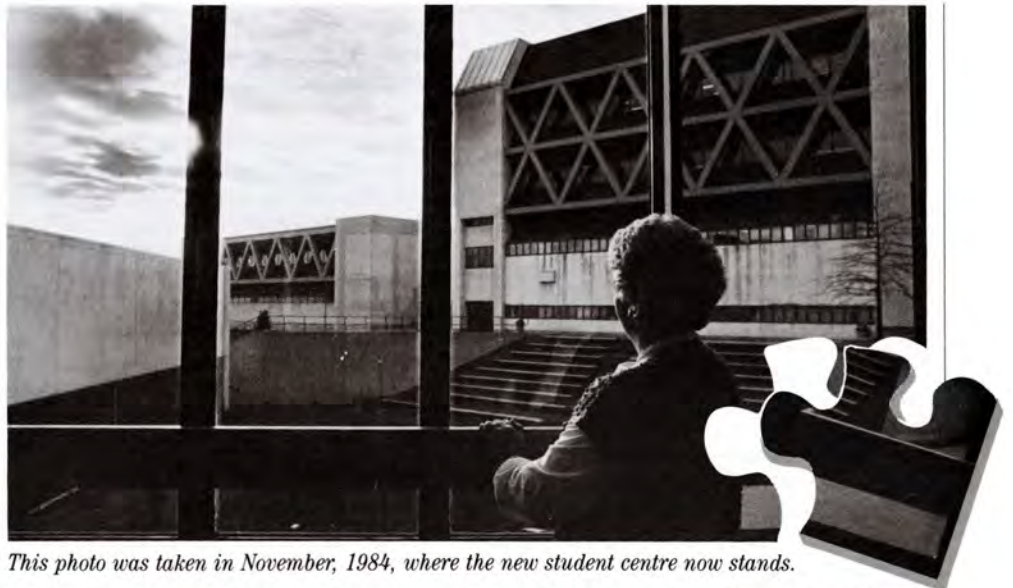
Comment is not noted for its light-hearted treatment of College affairs, and the subject of college governance seems grimmer than most. However, have a little patience and persevere. There are some interesting bits and pieces about how colleges are organized and governed that are worth considering again.

If you were planning a provincial college system in the mid-sixties, like Bill Davis and his Ministry of Education experts, what model would you be inclined to follow? That of the primary and secondary schools where curriculum and expenditures are closely controlled by Department of Education regulations, or the looser system regulating the universities which are used to going their own individual ways.

From the beginning there was no doubt that we were going to get a carefully controlled system. It is closely controlled by the Ministry despite our booming economy, the change in government, and hangovers from the strike. This explains to a considerable degree why college administrators and members of boards of governors so rarely criticize, in public, government policies. When discretionary funds are available it's prudent to be discreet.

The Original Intent

On May 21, 1965 an enthusiastic Bill Davis announced to the Ontario Legislature the government's intention of establishing a system in Ontario of Colleges of Applied Arts and Technology. In the context of the baby boom, rapidly changing technology, and an identified need for a better educat-



This photo was taken in November, 1984, where the new student centre now stands.

ed workforce, his department was already off and running in the planning of colleges which would nestle functionally between the recently expanded secondary school and university systems. He had checked out the U.S. experience and what he came up with, in a remarkably short time (two years later the colleges were teaching their first students), was a system of 22 colleges covering the Ontario landscape and offering, it seemed, something for everyone. They were to be non-transfer colleges, providing vocationally-oriented education. They were not mere trade schools, however, and a general education component was built in from the start. As Davis concluded his speech, his hopes were great: "I have no intention of permitting any group of young people to be forgotten and deprived, or of any

group of adults needing training to be neglected. The new era is golden with promise..."

The Legislative Framework

Four provincial acts provide an all embracing legal framework for the colleges: The Ministry of Colleges and Universities Act, the Corporations Act of Ontario, The Colleges Collective Bargaining Act, 1975, and The Crown Agency Act. Each college is a corporation able to acquire and spend money; hire and fire employees, own and sell property, mount and dismount courses and programs, etc., but all activities are closely controlled by a multitude of regulations contained in or spawned by the above legislative framework.

It's known as the industrial model of college organization - it's very like a large commercial corporation with a head office in Toronto and 22 wholly owned subsidiaries scattered throughout the Province. Internally, the organization of the colleges also is modeled on industrial corporations. Each has a C.E.E., the president, who is, ex-officio, a member of the college Board of Governors (all 12 of the appointed agent members must be approved by the Council of Regents, a ministry which like a commercial corporation's board of directors sets policy for the college).

Depending on the size of the college there is one or more vice-presidents, several divisional produc-

Continued on page 5

INSIDE COMMENT

Employment Equity

President's Message

New Faces

Christmas Fantasies

The President's Holiday Message


I would like to take this opportunity to wish you a most happy Christmas and also to express the hope that next year will prove to be a most rewarding year for all of you. I would also like to make a few observations regarding the general framework in which we live and work.

I believe that Humber College is an excellent institution and has been made that way by the competence, dedication, loyalty, and energy of its many staff members. At the same time, we are very fortunate to be living in a country which is blessed with more than its share of natural abundance. Yet we have come to expect certain things which are taken for granted without recognizing the cost of the hard work required to sustain them. The recent crash of the stock market did not happen by accident. Nothing is given in this world without some price. Humber has realized this in the past and has allowed us to position ourselves most favourably in the CAAT system and to achieve recognition for quality and innovation.

I would ask you to consider that all things are relative as we enter a particularly interesting, not to say, difficult period in our history. You are well aware of declining enrolment potential, fiscal restraint, economic down-turn and other indicators which will make it difficult for us to cope as easily as we might have in the past.

Yet, because we have such fine staff and because we are adaptive, we will find ways to solve current problems and, indeed, to create new opportunities. There may be some belt-tightening but it is really all that bad in the context of other parts of the world and even other parts of Ontario?

I would ask that you bear with us as we meet the future with the same enthusiasm and success that we have always had. I would urge you to resist complaining about perceived grievances which in the larger scheme of things, aren't that important. I would also urge you to resist criticizing colleagues who seem to be getting the better of some deal or action which doesn't seem too equitable and/or logical to you.

In the final analysis, Humber is only as strong as the sum of its parts and new directions and decisions can only be taken in the long term interests of the College. We have much to be thankful for. I hope that you agree. *Robert A. Gordon* 

"Primarily, Humber College is an institute of learning. It's also a one-hundred-million dollar a year business. There are not many businesses of that magnitude which don't have some form of internal legal capacity. My responsibility is to keep the College's exposure to legal liability to minimum."

His office is small, dimly-lit, and suggests professional discretion. There are three framed documents on the wall behind his desk: a degree from the Faculty of Law at Queen's University; certification indicating membership in The Law Society of Upper Canada; and a legal proclamation entitling the bearer to appear as a Barrister before The Supreme Court of Ontario. It's exactly the kind of environment you'd expect to find a young lawyer in.

John Williamson was hired as full-time legal counsel for Humber College in the Spring and although his constituency encompasses the entire College, his office is located at the North Campus.

The young, professional image (grey flannels and blue blazer) belies a refreshing, unabashed candor. For instance, Williamson freely admits that he chose the Faculty of Law at Queen's because of its upwardly mobile reputation.

"I came to Queen's after an undergraduate career at Trent University where student protests and sit-ins were not uncommon. Queen's was a change because, by and large, the student revolution passed it by," he said.

Williamson came to Humber by way of Wardair and private practice in downtown Toronto where he specialized in employment law and civil litigation.

Why the change? "Because I wanted more power - in the broadest sense. I love the scholarship of law and working for Humber was going to provide me with a more general practice," he answered. "For me, intellectual stimulus is important. But, so is the environment I work in. In the short time I've been here, I've come to recognize that, as a microcosm of society-at-large, Humber is humanistic in its approach to dealing with people," he added.

"I like the diversity of the place, too, and there's also the fact that I can put my mind to legal matters here without having to concern myself with billing issues."

He claims that he works best under pressure and Williamson is currently involved in multi-million dollar real estate negotiations centered around the Lakeshore properties, the Technology Transfer Centre, and several land banking opportunities.

PROFILE



"I've had no involvement in provincial faculty and support staff negotiations. And, I'm not here to make operational decisions for managers. Rather, I'm here to act as a resource to the Board of Governors and the senior management of the College. It's my responsibility to facilitate College objectives and to make sure that there are no legal hold-ups or exposure in process," he said.

Humber's entrepreneurial approach to getting things done was given further credence with the hiring of a College lawyer. Williamson, in fact, is the first legal counsel hired to work full-time and on-site in

an Ontario community college. Other colleges are now considering hiring internal counsel and are approaching Humber for its views.

"I expect that my appointment was largely a 'cost effective' measure, aimed at saving the College significant sums of money in legal fees and intended to enable it to pursue a variety of activities which, in the past, had to be handled by outside counsel," he said. "And, that's just good business practice," he added.

Humber's lawyer may be new to Humber but he's not new to the college system: he taught law at Seneca for six years through their Continuing Education Department. The skills he developed in the classrooms of our sister college serve him well here. In addition to his many corporate legal responsibilities, Williamson teaches a law course to graduating journalism students as well as to senior management through the Professional Development Department.

"I like to teach," he said. "I've learned a lot about Humber by teaching at Humber. I'm especially impressed with the level of concern shown to students here."

He insists that establishing credibility is an important priority and admits that his "boyish" looks are an occasional liability. Although personal access to his services is limited, Williamson says that he's here "to be helpful" and acknowledges that, in spite of the fact that he sees his function in legal not administrative terms, he has much to learn.

Born in Montreal, Williamson, 31, lives in West Hill with his wife, Ellen, (a real estate lawyer with Bramalea Corporation) and three-month-old son, Erik. When he isn't busy with legal issues pertaining to Humber, Williamson plays squash and busies himself with home renovations. He's an avid sailor, too.

At Humber, Williamson reports directly to John Saso, vice-president, administration, and is responsible to the Board of Governors and the President.





Christmas Fantasies

Question: If Santa were to grant you the ultimate fantasy...what would that be for you?

Answer: Santa and I both have the same problem. We're fat! Were he able to grant my ultimate fantasy — to be thin — I'm sure he would have first taken care of himself.

To summarize: Those gorgeous after Christmas sales
New clothes! They'll fit me to a tee!
I fantasize, until I see
That everything's reduced but me!
Peg Eiler, ACA

Answer: I'm afraid I can only think of materialistic things (working in a shopping center does that to one!). I'd immediately buy a brand new black Corvette with tinted windows, an unlimited supply of gasoline and Molly Maid for the rest of my life.

Erin Hamilton, Director Woodbine Centre

Answer: My ultimate fantasy is immortality: with early retirement and a full pension!

But, if that's not possible, I'd settle for my own island-Manhattan!

Dwayne Stewart, Human Studies

Answer: Santa would send me to Barbados with a good supply of spending money. My hotel would be over-booked and I would have to share a room with George Michael. Oh poor me! The beach would be over-crowded. It's tough tripping over people like Tom Jones, Rod Stewart, Engelbert, and Philip Michael Thomas!

Barb Turban, Technology

Answer: A classroom of students who always show up for class, always listen, always know what I'm saying and always pass their tests.

Steve Gromacki, School of Business **HC**

VIEWPOINT

By Peter Perko, Marketing Services

Graphic Artists. We're part of a race of communication professionals who generally find themselves set in fine print and relegated to the masthead of a magazine, or the back page of an annual report (or newsletter). I therefore find the prospect of actually initiating printed matter quite thrilling.

I'll begin by saying that I'm proud of this institution for making me a Humber administrator. Now, before you go away dumbfounded by my apparent lack of humility—let me explain. I'm a product of this educational system (although not this college). After working in industry for a few years I've returned to the system to work at promoting it. When they hired me, the system, and Humber in particular, gave a subjective stamp of approval to its own product. What could be better for the college than to have an employee who is the product of the system promote the system's products? It doesn't stop there.

Remember, I said that I was a Humber administrator. Most administrators in the college, and I suspect other colleges, have university degrees.

When I was a teenager, university intimidated me because it was a place where you write essays and I wanted to draw pictures. I still find it slightly intimidating to walk into a room of people with letters after their names, but I know I'm in that room because the college believes I have the tools to do the job.

Maybe it's a little like Lee Iococca driving a K-car to work. Maybe not. At any rate, there do seem to be quite a number of Masters of Education around these days. This sometimes makes me wonder about my decision not to further my own education. It's no secret that the pursuit of higher education is greatly encouraged in this institution. In the last issue of this newsletter the subject for our Profile column described the taking of courses as "an essential luxury". In the issue before that, the author of the Viewpoint column addressed both the challenges and benefits of the adult learner's return to school, applauding all those who have chosen to return to the classroom. We can't dispute the truth of this perspective. After all, besides being an institutional philosophy, continuing education is a large and lucrative division in this College. I just find that I have to reconcile my own current pathways with those prevalent in the College.

Regardless of what the future holds for me, I do hope that the system will find more and more of its own graduates qualified to hold positions of responsibility. Sure, we like to hire our students and graduates for summer jobs, work-study programs, entry-level jobs and the like. But, I have a suspicion that if a college graduate is going to be extremely successful, he/she is going to do it outside of the College in the "real world". Our saving grace, perhaps, is that the college system in Ontario is still young,

which means that most of our alumni have not reached the career maturity necessary to achieve higher status jobs. As community college grads get older and wiser, and our programs become both more refined and broader in scope, my situation may not be all that unique.

In the meantime I'll go back to promoting a brand of education that I know and believe in. And I'll always "draw pictures". Who knows, maybe people will think I'm not too bad a writer either. Just the same, I think I'll have my wife look this over. Maybe she can clean it up a bit, you know make it flow better. After all, SHE goes to the U of T. **HC**

Employment Equity: It's Everyone's Business

Part 2

By Sandra Dicresce

It is fashionable these days to refer to the "working woman" as if this were a recent phenomenon. But, what's new about women working? Women have always worked. The difference today is that women are increasingly part of the PAID labor force, moving from unpaid work in the home.

In 1901, women made up only 19% of workers, but there has been a steady increase in the number of women entering the work force. In the last 20 years this trickle has become a flood, and presently one out of every two women is working, making up 52% of the total work force in Canada. Moreover, there has been a significant change in the characteristics of these working women. In the early 1900s women in paid employment were, for the most part, young and single. They worked until marriage and family responsibilities took them out of the workplace into the home.

Today single women of all ages (unmarried, widowed, separated, divorced) work to support themselves and their families and make up 40% of working women. It is married women, however, who account for the upsurge in female participation in the labor force.

They work for a variety of reasons. One is to help maintain the real income of the family in a period of steadily rising prices. Remember 1967 when a pound of butter cost 60¢? Today it is \$2.85.

Another reason might be social pressure and market persuasion to purchase the goods considered necessities for the '80s lifestyle — VCRs, designer jeans, etc.

Added to this, higher educational attainment has led to higher expectations for income, job satisfaction, career possibilities, and the independence that these can provide.

The two overwhelming factors that characterize female employment today are: - the clustering of 80% of all women workers in 5 of 300 occupational groups (service, clerical, sales, nursing and teaching); and the inferior wages received for their efforts. For every occupation, in every age group, full time or part time, at every level and in every region of Canada, men receive higher incomes.

In 1911 the average wage of employed women was 55% of the average male wage. In 1981, the average annual income of women was 61% of men's full year earnings.

What is distressing is why these inequities have persisted in spite of legislated affirmative action programs and not inconsequential pressure by women to promote more equality in employment.

The imaginative slogan "you've come a long way, baby" by an income measure, was, and is, simply wrong.

The imaginative slogan "you've come a long way, baby" by any income measure, was, and is, simply wrong.

Over time, and across all characteristics - age, education, occupation, and seniority - working women still have a long way to go. **HC**

HUMBER PEOPLE

Adrian Adamson of the Human Studies Division is partly responsible for the rescue of **Daniel Derebi**, an Ethiopian refugee. For approximately two and a half years Adrian and his father, Anthony, have been working together to bring Daniel to Canada. Daniel is now residing with the Adamsons and is studying English at Humber's York Eglinton Centre.

A new memorial fund has been created in honour of **Jan Hemzacek**, a business teacher who passed away last July. The memorial fund is being organized by **Bud Watson, Chun Shin, Gord Kerr** and **Mirella Cirfi** of the School of Business in conjunction with Jan's widow, Christine. The bursary will be used to help business students in need of financial assistance.

International visitors to Humber this Fall included: from the State Education Commission of China - **Mr. Bangping Li**, director, Department of Planning and Finance; **Mr. Jinshan Jiao**, president, *Continued on page 6*

New Faces At The Top

By Madeleine Matte

The Honourable **Alvin Curling** is Ontario's Minister of Skills Development and has special responsibility for promoting literacy in Ontario.

As Minister of Skills Development, Mr. Curling is responsible for implementation of Ontario's Training Strategy, the Province's comprehensive training plan. It was introduced to foster a training culture as a positive response to technological change, and to imbue in employees and employers a view of skills training as a natural part of their working lives. Mr. Curling is also responsible for FUTURES, a program to help disadvantaged youth enter the labour force; Transitions, a program for the older worker; and for the apprenticeship program.

Mr. Curling was first elected to public office in May, 1985 when he was the first Liberal candidate elected to represent the riding of Scarborough North. He was subsequently re-elected in September, 1987 with the highest plurality of any candidate in Metropolitan Toronto.

Prior to immigration to Canada, Alvin Curling had an extensive career in the management of housing and land settlement in Jamaica. An educational administrator since 1972, he was Director of Student Services at Seneca College of Applied Arts and Technology prior to entering political life. He is a graduate of Seneca College's Municipal Administration Program.



The Honourable Alvin Curling



The Honourable Lyn McLeod

Ontario's new Minister of Colleges and Universities, the Honourable **Lyn McLeod**, brings an extensive and distinguished background in education at every level to her new position.

The Minister received her BA from the University of Manitoba in 1963 with English and French

Literature as majors and her Honours Degree in psychology from Lakehead University in 1984.

At that time, she received the Dean's medal as the highest ranking graduating student in the Honours Bachelor of Arts program. She also received the Chancellor's medal for the highest ranking part-time student.

In 1986, Mrs. McLeod received her MA in psychology from Lakehead University.

She was appointed to the Board of Governors of Lakehead in 1986 and, until her election as the MPP for Fort William, worked with troubled youth in the psychology department at McKellar Hospital in Thunder Bay.

She was a member of the Thunder Bay Board of Education for 17 years culminating in 1985. During this period, she was Chairman of the Board for seven one-year terms.

While a member of the Board, the Minister was the recipient of the Lamp of Learning Award from the Ontario Secondary School Teachers' Federation, an award recognizing outstanding contributions by a lay person to secondary education.

She also received the Jubilee Award from the Ontario Public School Teachers' Federation for her distinguished contributions to elementary education.

Mrs. McLeod was born in 1942. Her husband, Dr. Neil McLeod, is family practitioner at the Fort William Clinic and Chief of Staff at McKellar Hospital.

They have four daughters: Dana, 22, and Robin, 20, are both students at Queen's University in Kingston. Dara, 16, and Kristen, 14, are attending high school in Thunder Bay. **HC**

COMMITTEE REPORTS

AC

Academic Council

On October 15th, the Academic Council held its first official meeting after the Board of Governor's ratification. Vice-President of Administration, John Saso, reported to the meeting that he has had many inquiries from other colleges regarding Humber's Academic Council Charter and that he has given it to Sheridan College where it was well received.

Vice-President Saso received council approval for his plan to hire a security guard to deal with smoking and other infractions at the North Campus.

Vice-President, Instruction, Richard Hook presented the current student appeals procedure, and his exhaustive plan to review this process after consultation with members of the college community.

Vice-President, Educational and Faculty Services, Roy Giroux acquainted council members with last year's selection process for Humber Innovators and Innovator of the Year. To widen the representative base for this and for other committees, Academic Council called for nominations from the general membership of the College community.

Michael Harper, dean, planning and academic systems, reported that the steering committee for

operational review will include faculty and support staff representation.

The steps involved in programme review were presented by Jim McConkey, and Leo Smits reported on the election procedures.

The November meeting of Academic Council will have its full complement of elected members called for by the new charter, and will discuss faculty evaluations and September 88 plans among other items.

League for Innovation

The League for Innovation in the Community College (of which Humber is the only Canadian member) in collaboration with the University of Texas at Austin, has received a \$1.7 million dollar grant for a major new program to prepare community college leaders. The grant from the W. K. Kellogg Foundation of Battle Creek, Michigan, is aimed at improving educational programs and services by strengthening the leadership skills of community college administrators.

During the five-year program, ten potential leaders will be selected annually to become Kellogg Fellows. Five will be from League member institutions and five from other community colleges.

The program will be coordinated by Terry O'Banion, Executive Director of the League for Innovation and John Roueche, Professor and Director of the Community College Leadership Program at the University of Texas at Austin.

CALL FOR PRESENTATIONS

The 1988 National League for Innovation Conference, co-hosted by Humber College and Monroe Community College, will be held in Toronto, October 23-26, 1988.

"Computing Across the College Spectrum" marks the fifth in a series of conferences based on the theme "The Community College and the Computer".

PRESENTATIONS ARE REQUESTED in the interest areas listed below and all submissions must be received by JANUARY 15. Please forward all proposals to Dr. Roy F. Giroux at the North Campus.

- Shaping the future
- Funding the future
- Teaching and learning strategies
- Building and retrofitting for technology
- Assuring student success
- Changing roles for student development professionals

• Developing community economic partnerships
Program proposals will be evaluated on the basis of creativity, timeliness, and clarity of focus. Research-based, practical, and demonstration-type presentations are welcome.

HC

All committee reports are submitted by committee chairpersons or their designates.

The Puzzle *Continued from page 1*

tion managers called deans, and a plethora of assistant production managers called, at Humber, associate deans or chairpersons. It has the usual corporate departments: personnel, marketing, sales, accounting, building and maintenance, etc. Many of our employees have come from business and industry and fit into our familiar routine instinctively and easily.

As with commercial corporations pertinent information (most importantly, the details of expenditures) is closely and confidentially held, and union/management relationships are typically adversarial, although not nearly as sophisticated as those existing between, say, General Motors and the Canadian Auto Workers.

With the current work-load formula, teachers' various activities are treated as if they are as measurable as those of auto workers. With system-wide bargaining, the worst situations in the Province drive the negotiation process. At a time when flexibility is needed to meet rapidly changing social conditions, the system is in a rigid contractual straight-jacket. Sweden manages more practical cooperation between management and labour on a national basis. But then we're new at this stuff and still learning.

Walter Pitman in his report on college governance (required reading for everybody working at a CAAT) recommended local college union-management bar-

gaining. This issue is complicated. But, would the Humber faculty members have gone on strike if we had been able to bargain locally on all issues? No one knows, of course, but my guess is that we would not have. If we could have made a deal then, it could have served as the basis for a more collegial relationship than seems possible now.

*We haven't quite
fulfilled Bill Davis' golden
promise.*

The addition, four elected non-voting members to the Board of Governors representing Humber students, support staff, faculty, and administration could, in some cases, affect the governance of the colleges. What the additions to the Board will provide is additional input to the Board. Many teachers are actively debating who might be their representative knowing the potential importance of the position. Will the redesigned PAC - now an Academic Council - imbue the college with a more cooperative spirit, a greater sense of shared purpose? Again, it's hard to say. Its mandate is full of words and

phrases like "advises", "suggests directions", "makes recommendations", "shall consider", etc. Obviously, it's viewed with some caution and not considered a final authoritative voice in College decision-making. However, with effective leadership and the willingness of good faculty members to get involved, it can contribute effectively to the quality of life and learning at the College.

How good, then, is the governance of the College? There are perennial problems we still do not deal with very well: our information systems, in many ways, are disgracefully inadequate as we enter our 21st year of existence; our front-end processes are still not adequate; we often take too long to achieve simple changes; the communication and community problems resulting from our size and complexity have not been adequately addressed; despite considerable effort, we still do not have an adequate handle on program quality; program rationalization is a painful matter that cannot continue to be put aside; and so on.

However, in spite of this list, Humber is a relatively good place to work and a relatively good place to learn. There is a lot of goodwill on both sides of the management/faculty divide in spite of the fact that the divide exists. There is a great deal of honest teaching and learning going on here. We haven't quite fulfilled Bill Davis' golden promise. But, in a messy world, what is more important is that we haven't lost sight of it.

HC

Humber People *Continued from page 4*

Lyoyang Vocational College, Luoyang, Hunan Province; **Mr. Xinghua Guo**, vice-president, Shanghai Industrial and Commercial Management College; **Mr. Wei Huang**, vice-president, Jiangnan College; **Mr. Zhenya Lian**, vice-president, Jinan College; **Mrs. Cunling Gong**, vice-president Hefei Associated College, Hefei, Anhui Province; **Mr. Yiqun Zhang**, staff of Planning and Finance Bureau, State Economic Commission. From Al Quds Open University, Amman Jordan - **Souha Abu-Hamdan**, executive secretary to the president.

Debbie Bajoras-Ross and **Doug Fox**, organizers of the Reebok Ontario Colleges Athletic Association Aerobathon held here recently, report the event was a success. About 70 participants helped raise over \$1500 for Humber's Athletic Department.

Lloyd Bittle of the School of Business was recently honoured by the True Blue Masonic Lodge with an appointment to the Grand Lodge of Ontario as the Grand Sword Bearer. Lloyd was also presented with his regalia.

Brenda Wall, **Winnie Ng** and **Nora Janitis** have resigned from their positions with the Continuing Education Division. Brenda and Winnie have accepted positions with the Metro Toronto Labour Council's Skills Training Centre, while Nora has found a position related to her background in social work.

Debbie Bajoras-Ross of the Athletics Department has been chosen to work with athletes in the up-coming 1988 Olympics in Calgary. Debbie's goal is to be selected for the Canadian Medical Team.

Stan Larke, instructor, and his Radio Broadcasting students are preparing for their fifth annual Christmas event for the Mentally Retarded of Toronto. Funds collected from various activities including dances and the sale of raffle tickets will be used to purchase gift and food items. Last year enough money was collected to buy Christmas and birthday gifts for some 78 recipients of this very worthwhile cause.

David Spencer has left his position in the Radio Broadcasting program and accepted a position with the University of Western Ontario.

Jim Bialek, intramurals coordinator, was recently presented with a certificate for his performance during the Inter Campus Racquet Championship Tournament.

Ronald Nelson, a teaching master in the Bio-science Department of the Health Sciences Division, has been awarded an Atkinson College Major Programme Scholarship in the amount of \$500.00. This is an annual award given by Atkinson College of York University to honour its most meritorious students and receiving one of these scholarships is considered an exceptional achievement. Ron is presently attending Atkinson College in its Bachelor of Science Program and is majoring in Biology.

Mary Benedetti announces that Ontario's first Condominium Management and Administration Certificate Program will commence in January '88. The program is co-sponsored by the Association of Condominium Managers of Ontario and Humber's Department of Continuing Education.

A series of courses for industry are being held at the Queensway Campus. **Mike Sava** reports that Electronics for Auto Mechanics has proved to be a most successful course.

The following have been elected to membership in the Academic Council: **Bill Cuning** (Technology), **Jim Peddie** (A.C.A.), **Jean Jablonski** (Human Studies), **Paul Hughes** (Lakeshore), **Jim Brady** (LRC/IMC), **Sarah Arliss** (CL/CR Division), **Brian Doyle** of the Queensway Campus has been acclaimed as the campus representative to replace **Jean Smyth** who has left the college. **Debbie Lamch** has been acclaimed as representative for the Physical Resources Department.

Gino Difebo of the Technology Division was recently presented with an achievement award from the Ontario Skills Trade School for his participation in the advanced refrigeration course.

Barney and **Mary Cruikshank**, members of Humber's part-time faculty for the past twelve years are to be congratulated on their fine work with the Social Dance Program. Students in the program have been working in the bronze, silver and gold medal levels. Recently, Joe and Grace Natale, students for the past seven years, won first prize in the Rhumba/Cha Cha category at the Ninth Annual International Amateur Competition.

Liz Ganong of the Athletics Department recently attended a conference on creative management in higher education and the national conference on student services in New Orleans.

Angela McCormack and **Cathy Mitro**, coordinators of the Children's Christmas party and their fine team of volunteers have worked behind the scenes contributing time and effort to ensure a successful, fun-filled event.

Frank Formella, chairman of the Hospitality, Tourism and Leisure Management Program has resigned from his position and will be teaching full-time next semester. **HC**

COMMENT

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

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Humber
College

CALENDAR OF EVENTS

The FUTURES PROGRAM will be hosting an OPEN HOUSE early in the new year at their new location - 1543 The Queensway. The exact date will be announced shortly. For further information, call 253-6761.

DECEMBER 15: INSTRUCTIONAL DESIGN FOR NEW DESIGNERS, a three-day seminar will be presented by Langevin Learning Services. For further information, contact Kathy Mezei, Professional Development.

REALLY ROSIE, a musical for children and adults will be presented at the Poor Alex Theatre, downtown, Toronto. For further information concerning curtain time, tickets etc. please call ext. 5054.

DECEMBER 17: INTRAMURAL AWARDS NIGHT, recognizing champions and participation award winners from intramural sports for the Fall semester, will be held in the Seventh Semester.

DECEMBER 18: CHRISTMAS CONCERT, the Humber College Concert Band and Choir will perform seasonal favorites, The North Campus Theatre, 12:35 p.m.

DECEMBER 24: MERRY CHRISTMAS! College closes for the holiday season, 12:00 noon.

JANUARY 4: WELCOME BACK!

JANUARY 8: Humber B & C Badminton Tournament, North Campus Gymnasium

JANUARY 9: Humber B & C Badminton Tournament, North Campus Gymnasium

JANUARY 10: Humber B & C Badminton Tournament, North Campus Gymnasium

JANUARY 25: FUNDAMENTALS OF FINANCE, a two-day conference presented by the Conference and Seminar Services Department will be held at the Delta Meadowvale Inn, Mississauga.

JANUARY 27: A LATIN BAND CONCERT featuring one of Canada's leading latin percussionists, Memo Acevedo, The North Campus Theatre, 7:30 p.m.

JANUARY 28: PROFESSIONAL SELLING TECHNIQUES, a two-day conference presented by the Conference and Seminar Services Department will be held at the Delta Meadowvale Inn, Mississauga.

FEBRUARY 1: Check your mailboxes for the FEBRUARY ISSUE OF COMMENT. **HC**

PLEASE NOTE: This is a combined December/January issue of COMMENT. The next issue will be distributed on Monday, February 1, 1988. All copy (Humber people, calendar of events, committee reports, etc.) for the February issue must be submitted by Friday, December 18, 1987.