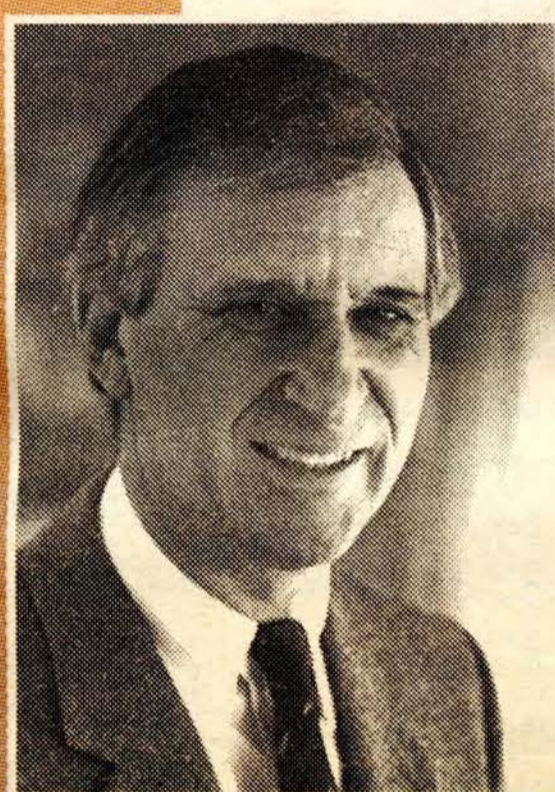


HUMBER A Close Look at Humber College

TODAY

WINTER 1996

In honour of College president



Robert A.
Gordon

The quadrangle of historic buildings forming part of Humber College's Lakeshore Campus has been named the Robert A. Gordon Learning Centre in honour of the College's president.

The Centre is separated from existing facilities at the Kipling Avenue and Lakeshore Boulevard West campus by a picturesque apple orchard.

The new name was announced by Ben L. Sennik, chair of Humber College's Board of Governors.

"Dr. Gordon's determined tenacity and persistence sustained the restoration project from beginning to its present outcome. Throughout, his sense of purpose was clear and resolute," Mr. Sennik said. "We believe this is truly a fitting tribute to his perseverance, insight and vision."

The heritage buildings, affectionately known as 'cottages', formed part of the former Lakeshore Psychiatric Hospital, which closed in 1979. They were acquired by the College in 1988 and three of them, preserved and refurbished at an approximate cost of \$7 million, re-opened last March as the new home of several College programs. The remaining seven cottages will be restored as funds permit.

Dr. Gordon has been president of Humber College since 1982.

The
Robert A.
Gordon
Learning
Centre

The Humber University Centre

builds new partnerships

The Humber College University Centre is a concept announced by President Robert Gordon during the May, 1994 reorganization of the College. The notion of college-university partnerships is not a new one for Humber as the College has had arrangements with universities such as York, Central Michigan, the Ontario Institute for Studies in Education (OISE), and Brock over the past ten years.

The Humber University Centre is a concept that builds on these past relationships and formulates a strategic planning process for building future collaborations.

President Gordon's vision is to work with a number of interested universities, with a focus on, but not exclusively, with universities in south western Ontario. Wilfred Laurier University, the University of Guelph, the University of Waterloo,

in Ontario, as well as McGill in Montreal, St. Mary's in Halifax, the University of Manitoba, British Columbia's Open Learning Agency and Central Michigan University and Penn State have expressed varying degrees of interest in the project and in exploring ways to work with Humber.

An appealing aspect of Dr.

Gordon's proposal is that the vision include a physical presence on the newly renovated Lakeshore Campus at Humber.

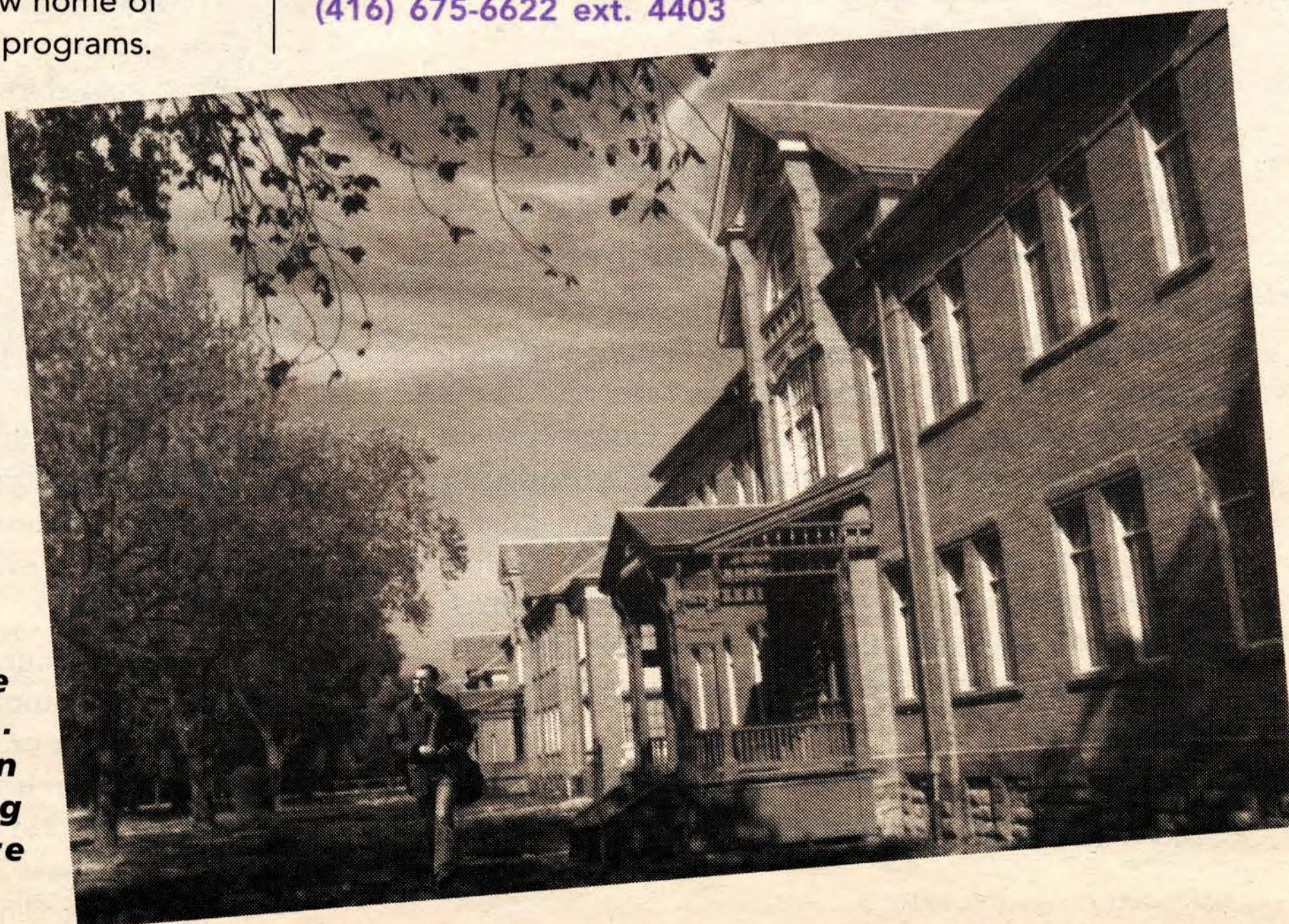
The goal is to position Humber to work with selected universities to provide a more comprehensive array of services, to support the development of a more seamless and integrated education system in Ontario and to increase access and smooth the transition for Humber students, graduates and the community-at-large.

By offering university partners space at the Lakeshore and by proposing that the facilities be wired for remote access and distance delivery of programs and courses, Dr. Gordon hopes to foster beneficial interaction with the university sector.

The Humber University Centre is a concept which, though it has been part of Humber's plan for over a year, is still very much in development. Many have contributed to its growth so far, especially a supportive team led by Michael Harper, principal of Lakeshore and dean of Planning and Evaluation. Due to their efforts and input, the Humber University Centre has begun to take shape.

Contact: Sheila Susini at
(416) 675-6622 ext. 4403

"The goal is to position Humber to work with selected universities to provide a more comprehensive array of services".



Humber set to offer MBA with Laurier

The traditional lines of separation between colleges and universities are blurring as educational institutions search for better ways to offer the programs discerning students need to manage new technologies and information systems.

Humber is currently working with Wilfred Laurier University in Waterloo to offer its MBA program, on a part-time basis, at the Robert A. Gordon Learning Centre, Lakeshore Campus, with a planned start of November, 1996.

"Laurier has previously developed a successful MBA program for the Sarnia area and their people are interested in working with us to set up an MBA program for the Toronto market. We are discussing their needs over the next three years to determine what it might be possible for them to offer at the Learning Centre," explains Richard Hook, vice-president, Instruction. "Laurier is known for its flexibility and that makes them a perfect university partner for us.

Humber currently offers several post-graduate business programs and together with Laurier is looking into opportunities for Humber graduates of programs to receive advanced standing in Laurier's MBA program.

"These represent exciting new opportunities for Humber, Laurier and our students," says Dr. Hook.

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Humber
College



SOCCER TEAM WINS

Humber's men's soccer team won the Canadian Colleges Athletic Association title on November 11, defeating Calgary's Mount Royal College 2-0 in the final in Medicine Hat, Alberta.



CREATIVE WRITING COURSE A JOURNALISM FIRST

Starting this fall, Humber's journalism program will feature a creative writing pathway in addition to the traditional print and broadcast options.

"There was some opposition to this course from faculty when the idea of introducing it was first discussed," says Nancy Burt, co-ordinator of the Journalism program. "It was felt that fiction writing has no place in a journalism program. But 90% of the students we surveyed said they would welcome a course in creative writing and, in the end, we felt learning creative writing in a structured way will complement the feature writing component of the program.

"As far as I know," she adds, "Humber is the only college offering creative writing, not just for journalism students but for anyone. We will be working closely with the Humber School for Writers to set up this course. It's a unique and exciting opportunity for our students."

As part of the creative writing stream for journalism students in their fifth and sixth semesters will be a book editing course.

"We think this course will be of great benefit to our students," says Ms Burt. "Many publishers are looking for editors on a contract basis and we hope this specialized training will help our graduates secure these opportunities."

Women in Auto Sales on road to success

In 1994, General Motors discovered that 52% of their cars were sold directly to women and 80% of their sales were influenced by women. Yet, women represent less than 1% of the sales force.

To help remedy the situation, Humber, in cooperation with Canadore College, Stepping Stone Productions, and local area auto dealers, is currently presenting a course specifically designed to train women for careers in auto sales.

The course consists of four weeks of intensive in-class training followed by a four week auto dealership job placement.

The first group of students graduated from the in-class portion of the program in early December. A second course began in mid-January.

Contact: Barbara Brewster at (416) 675-6622 ext. 4139

Coffin museum

an amazing undertaking

You probably know that Humber offers Ontario's only English-language program in Funeral Service Education, but did you know the College is also home to a unique collection of funeral paraphernalia?

Affectionately known as the Coffin Museum, the collection of mortuary and burial implements is the pride of funeral services instructor Paul Faris, who has amassed an amazing selection of coffins, caskets, embalming instruments and fluids, as well as other assorted funeral-related gear.

Before we begin our tour, however, Mr. Faris wants to set you straight on coffin versus casket terminology.

"A coffin," he explains, "is a European-style burial box with a distinctive shape that is wider at the shoulders or elbows and then tapers at the feet. A casket is the heavier, rectangular-shaped box with handles on the side that we use in North America."

The tour begins, appropriately enough, with a selection of coffins and caskets from around the world. Two of them, from Japan and Italy, are in the lab where funeral service students learn embalming.

The Japanese model is light, with cloth pleating inside and like many in the collection, features a small window with a lift-up door so one can view the deceased's face. The Italian coffin is of fine mahogany, with ornate carvings on the side. Two from Russia are covered in a pleated fabric, the one from Santo Domingo has a pyramid-shaped lid. They come in all sizes, colours, woods and styles. From the Philippines, Brazil, Portugal, Ireland, England, Nicaragua, Fiji, Mexico - each one a testament to a holiday or

visit to the homeland gone terribly wrong.

"These caskets were used to return someone to Canada," Mr. Faris explains. "The families wanted to choose another casket when they got home, so the foreign coffins and caskets were donated to us."

A burial log coffin from China is carved out of a tree and the unit weighs 600 pounds. Also, there's a gray casket from Mexico which was donated by a widow whose husband died while on holiday. Lovingly taped to the inside is a photo of the man and his wife.

In a room nearby, Mr. Faris keeps the "prize possessions".

There's almost too much to take in. Instrument kits, embalming bottles and fluids, cosmetic kits, a casket made-to-order in 1915 will full lace interior and crushed purple velvet exterior and never used, heavy draperies, funeral wreaths, a complete set of pallbearer and undertaker badges, old-fashioned casket lights, a sorrowful letter written by a grieving husband describing how he had buried his wife beside her first husband, an undertaker's license, a photo of a 1933 embalming class, a funeral home's printing plates, portable crucifixes, and more.

"And, now, this is interesting," Mr. Faris continues. "It's a portable cooling table and portable biers for a casket to rest on. In the old days, the undertaker would go to the deceased's home and do the embalming in the bedroom on the cooling table and then set up the coffin or casket in the living room where a wake and funeral might be held."

In their original boxes are what appear to be a man's white dress shirt, black jacket, and dusty woman's dress. Actually, Mr. Faris points out, it's a cardboard shirt and a pretend jacket and dress the undertaker could supply in case the deceased didn't have anything suitable to wear to his or her own funeral.

The collection is fascinating, but unfortunately not open to the public, or even College staff.

"A component of the Funeral Service Education Program is a history of the profession and this collection is meant to be used for teaching and learning purposes," says Don Foster, program coordinator. "Unfortu-

nately, we just don't have the room or the resources to catalogue, store and display the material properly. If we had more room, we could make much better use of it for teaching purposes."

Contact: Paul Faris at (416) 675-6622 ext. 4056



Paul Faris in Humber's coffin museum surrounded by old tools of the trade.

College launches STUDENT CRIME STOPPERS PROGRAM

In late November, Humber College officially launched the Student Crime Stoppers Program.

Students, along with honoured guests and dignitaries, including Chief of Police David Boothby and Humber President Robert Gordon, participated in the kick-off event held at the North Campus.

The Program, modeled after the community program and structured around a working alliance between the police, school officials and students, is designed to raise awareness levels about crime activity on campus. It encourages students and staff with information about criminal activities to call 222-TIPS. Callers are not asked to reveal their identity, nor are they required to testify in court. All information received is immediately made available to the College president and to the director of Physical Resources-Services who then decide about how best to handle the matter.

"It's definitely a sign of the times we live in that the Crime Stoppers Program has become an 'essential service'," says Gary Jeynes, director of Physical Resources-Services at the College. "We're pleased about being able to offer it here because we're genuinely committed to ensuring the safety of our staff and students. We're especially pleased that the Program has received such wide support from all levels of the College structure."

Humber is the first College in North America to introduce the Student Crime Stoppers Program.

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

New lab and new courses at the Digital Imaging Training Centre

In January 1996, the award-winning Digital Imaging Training Centre at Humber's North Campus expanded to include an additional state-of-the-art computer lab. This lab is equipped with the absolute latest and best in equipment and software, including 21 Apple Power Macintosh 8500/120s with 64 megabytes of RAM, 2 gigabyte hard drive and 17" Trinitron monitors.

The present facility is booked to capacity, open seven days a week from 7:30 a.m. to midnight. "State-of-the-art training is in high demand," says Carmine De Santo, head technician of the Centre, "and we will now have the most up-to-date facility in Canada."

The addition also enables the College to expand its continuing education courses and launch a new certificate program, 3D and Convergence Technology, for those interested in 3D modelling for illustration, design, multimedia, interface design, animation and virtual reality. The course is offered in addition to the three Digital Imaging Certificate programs currently provided for graphic designers, photographers and audio/video specialists.

Contact: Carolyn Booth at (416) 675-6622 ext. 2259

The Humber College Mission

At Humber College, we strive for an open, respectful and welcoming educational environment which is responsive to the needs of our students, our staff, our community and our nation. Our College proudly reflects the richness and diversity of the Canadian community: the many cultures, the economic backgrounds, the differing age groups, the many ideas that have solidified our democracy. We aim for high standards of teaching and learning and we are dedicated to anticipating the changes in our society and to responding to those changes in practical but innovative ways.

TO FULFILL THESE GOALS, WE ARE COMMITTED TO:

Learner Success

by providing programs and

services appropriate to the needs and ambitions of our students.

Partnerships

by collaborating with business, industry and other educational institutions to ensure curriculum continuity and currency and to encourage and ease the transition for our students into the working world.

Lifelong Learning

by offering a vast range of part-time and continuing education programming, integrated with our full-time programming and by advancing, fostering and supporting a learning culture.

Professional Development

by creating learning opportunities for teachers and staff to

ensure currently and to provide occasions for renewal.

Unique Programs

by launching unique programs, including the largest number of one-year post-graduate programs of any institution in Canada.

General Education

by maintaining a rich general component in our curricula in order to foster and enhance critical thinking, communication skills, and cultural and social understanding in our students.

Customized Training

by providing learning tailored to the competitive and evolving needs of organizations.

Flexible Delivery

by employing a variety of

delivery systems, including advanced information technologies, aimed at maximizing access and learning and at accommodating differing learning styles.

Internationally Recognized Programs

by launching programs of international calibre and by developing cooperative international activities which foster human resource development for students, staff and international partners.

Our Values

by respecting individual differences, by encouraging risk-taking, by supporting participative decision-making and by confidently showing the way in post-secondary education.

New pharmacy assistant programs a

prescription for success

Here's a synergistic combination: a knowledgeable pharmacist, a self-directed pharmacy assistant and a distance education program from Humber College. Together, they can achieve better customer relations, improved morale, and an increased sense of professionalism in the community pharmacy.

"We've put together this special program, the Community Pharmacy Assistant Self-Study Training Program, in a flexible format so pharmacy assistants without any formal training, currently working in a community pharmacy, can use the resources of their workplace to upgrade their knowledge. The pharmacist acts as a performance monitor for student progress and provides guidance related to the specific needs of his pharmacy. The

"The College provides a clear and directed course of study which can save the pharmacist hours of training time."

College provides a clear and directed course of study which can save the pharmacist hours of training time," says Ken Harrison, chair of Humber's Allied and Community Health programs.

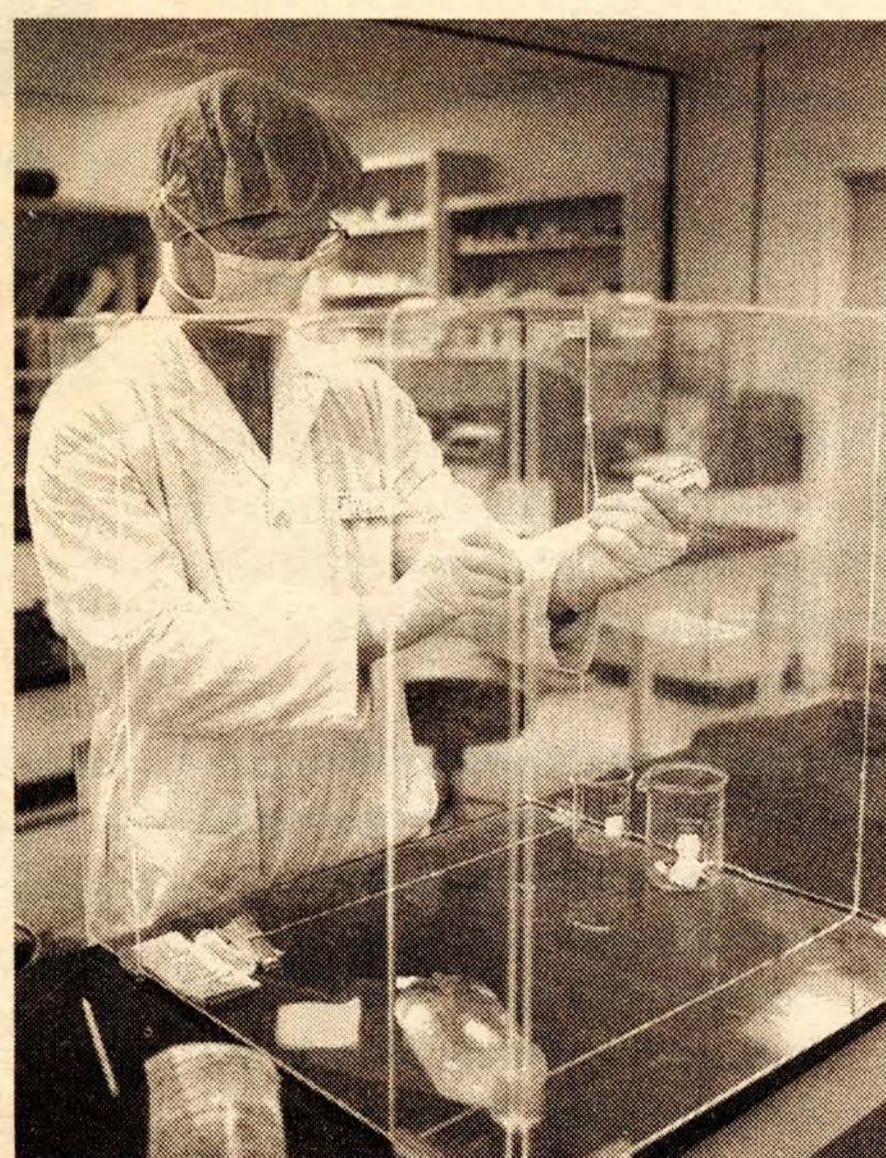
A pharmacy assistant can apply to take the seven-module program, leading to a Certificate of Completion conferred by Humber College.

For each module the student receives a resource/work manual that contains text, assignments and information for the supervising pharmacist.

Topics covered include, an orientation to pharmacy, the basics of pharmacy practice, pharmacy procedures, and others.

Mr. Harrison emphasizes that this program is not equivalent to the one-year Pharmacy Assistant program, also offered at Humber.

"It does, however, provide an alternative delivery mode for students and may serve as a useful model for the development of additional programs," he says.



For graduates of the Pharmacy Assistant program, Humber has developed two courses that could open the door to a career in the billion dollar pharmaceutical industry: Orientation to the Pharmaceutical Industry and a three-week work placement in a pharmaceutical company.

"I suspect that this will be a future growth area for us," says Mr. Harrison. "These courses give graduates a new field in which to work and an opportunity to market themselves to potential employers."

Contact: Ken Harrison at (416) 675-6622 ext. 4452



Michael Hatton, Chair Media Studies, hosted a group from India who spent three weeks at Humber attending classes.

Humber student receives OGR AWARD OF EXCELLENCE

Loyal Beggs from Humber College was one of nine students recognized by the International Order of the Golden Rule (OGR) for excellence in the pursuit of studies in mortuary science.

Mr. Beggs, a 1995 graduate of Humber's Funeral Service Education program, was the only Canadian to receive a citation in recognition of his achievements.

In order to be considered for an Award of Excellence, students in their final semester of studies in mortuary science were nominated by their respective schools, colleges or universities.

The International Order of the Golden Rule is a prestigious organization of funeral directors.

The OGR Award of Excellence is given annually.

Contact: Paul Faris at (416) 675-6622 ext. 4056

All that jazz

Looking to liven up those long winter nights? A series of jazz performances organized by the School of Music will be held at the Lakeshore Campus. Small Band Night will be Wednesday, February 7 and later that month, on February 28, vocal jazz combos and Memo Acevedo's Latin Combo will perform. To welcome spring, Acoustic Jazz Night will be held March 20 and on Wednesday, April 17, Spring Showcase will feature Al Kay's Big Band, Trish Colter's Vocal Jazz Combo, Pat LaBarbera's Jazz Combo and Dave Stillwell's Rhythm and Blues Combo.

For further information call 675-0216.

Photography grad wins \$5,000 award

A graduate of Humber's Creative Photography program has won the Niagara Institute of Photography's first annual competition, earning \$5,000 and the title Proteg e of the Year.

Robin Stubbert, who began her studies in graphics but switched to photography, submitted 10 black and white photographs taken during her student career. She is now launching her career as a professional photographer.

Board of Governors

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

Barbara Brewster

Mark S. Dockstator

Avis Glaze

Janice Godfrey

Robert A. Gordon

John A. Gribben

Helen Ko

Mark Krakowski

Michael Lishnak

E. Gay Mitchell

Paul Pieper

Ratna B. Ray

Catherine H. Rhineland

Margaret Risk

Ben L.Sennik

Rhea Toomer

College Officers

ROBERT A. GORDON
President

KRIS GATAVECKAS
Vice-President
Business Development

ROY F. GIROUX
Vice-President
Educational & Faculty Services

RICHARD HOOK
Vice-President
Instruction

ROD RORK
Vice-President
Administration

DORIS TALLON
Executive Assistant to the President

MARTHA CASSON
College Registrar

Faculty member honored by police board

A Humber College faculty member has been honored by the Regional Municipality of Peel Police Services Board for helping to set up Operation Lookout, a community-based anti-drinking and driving program.

Tom Tumilty, a member of Humber's electronics faculty, was presented with a civilian citation and thanked for his work by the Brampton chapter of Against Drunk Driving.

ELVIS CONVENTION a filmmaker's delight

Elvis himself wasn't at Collingwood last summer but hordes of his impersonators were. And there to document the bell-bottomed, bejeweled jumpsuits, black sideburns and sunglasses was a documentary film team composed mainly of graduates of Humber's filmmaking program.

The team was organized and led by Michael Glassbourg, who teaches script writing and directing at Humber, after William Cann, one of his former students, suggested the project might be worthwhile.

Of the 26 team members, 20 were former students, faculty, present students or Humber technicians.

"We were up at 7.30 a.m., shooting by nine and never finished before 1 a.m.," says Mr. Glassbourg of the grueling schedule.

Mr. Glassbourg believed in the venture so deeply he negotiated exclusive film rights with the event's organizers.

Negotiations are underway with various television networks to air the film.

Students with disabilities need just a little help for big success

About six percent of Humber College students have some kind of disability that makes learning an even greater challenge. But, they aren't on their own; help is available to increase their chances for success.

In August, the name of the Special Needs Office was changed to Services for Students with Disabilities (SSD), in part, says Joy Trenholm, coordinator of counseling and SSD, to more accurately reflect its mandate.

"We want to help students understand what we're about."

The SSD can provide special equipment like a voice synthesizer for blind students, counseling to help students develop effective learning strategies or even an aide to go along to class and take notes.

Mary Jo Morris, a learning disabilities consultant, says many students with learning disabilities have struggled on their own through high school. Just by being accepted into college, they have already achieved a major accomplishment.

"We get students coming here who don't know what they're good at. We teach them to exploit their strengths and to get around their weaknesses."

Students must seek out help on their own; no one is forced to ask the SSD for help, although a concerned teacher who determines

that a student is having difficulty might have a quiet word with the student and suggest that a visit to the SSD office might be a good idea.

Students with learning disabilities are often of average intelligence, or higher, says Nita Farmer, a psychologist and administrator of the SSD.

"A student with a learning disability isn't a slow learner; he or she may have a significant

discrepancy in his or her skills," she says.

Meanwhile, some students with disabilities don't just pass - they excel.

At a Humber awards ceremony in November, Linda Cole and Peter Sgambelluri, who are both registered with SSD, were honoured for demonstrating exceptional perseverance in making progress towards vocational goals, while Andrew Evans received the Learning Disabilities Association of Etobicoke Award for his outstanding efforts in a mainstream program.

But the greatest round of applause went to Neena Saloiya, who was escorted across the stage to receive the Stan Larke Award for displaying a positive attitude while going to great lengths to complete a radio broadcasting program.

Ms. Saloiya is blind.

Contact: oy Trenholm at (416) 675-6622 ext. 4060

"Some students with disabilities don't just pass - they excel."

Malaysian students here for two years

Thirty-six students from Malaysia, an emerging nation in the Asian Pacific region, are at Humber for two years to study CAD/CAM and CNC (computer aided design/computer aided manufacturing and computer numerical control) programs.

"The Malaysian government, which is sponsoring these students, took a comprehensive look at international markets to determine what areas they should concentrate on for the future and then chose to send this group to Humber," explains Ken Simon, chair of mechanical design programs.

Because of the distance between home and school, the Malaysian government can't afford to bring the students home for the 1996 summer break and neither can it afford to have the students sitting idle in Toronto. So Humber has arranged for the students to continue taking their courses through the summer.

Also studying at Humber last fall were 20 educational officers from Malaysia's Ministry of Human Resources. Ten studied the concepts of competency based education and the other 10 studied instructional material design and development.

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

Trading training for technology

Mike Birmingham had a money problem. As coordinator of Electrical Control Systems programs at Humber, he wanted his technical students to be able to learn on the latest technology, but he recognized that the money just wasn't there for new equipment.

The money still isn't there, but he's got the new equipment. How did he get it? He offered partnerships with the manufacturers of the equipment he wanted.

"I went round to manufacturers of programmable logic controllers (PLCs) - that's the computer-like device that controls equipment systems - and explained that Humber wants to keep current in terms of technology," explains the enterprising Mr. Birmingham. "We want our students to be familiar with the newest technology so they'll feel right at home in the workplace."

"But we made it very clear we were not looking for a hand-out and we asked what we could do for the company in return. And, what we could do, we learned, was to help with training."

Mr. Birmingham reached an agreement with Aromat, a Japanese-owned company that makes the PLCs he wanted. Each PLC costs about \$300. Approximately \$2000 worth of equipment is now being put to good use at Humber.

Richard Denley, Aromat's assistant manager of Technical Marketing, says his company's business philosophy, imported from Japan, involves giving something back to society or working with the local education system.

"Better students lead to better business and we all benefit," he says, adding that the company employs two Humber graduates and is committed to working with Humber to establish a long-term training program to upgrade its workforce and to offer students a real-world facility for projects and other learning experiences.

Mr. Birmingham, meanwhile, is talking to other companies to see if there's more interest in similar arrangements.

Contact: Mike Birmingham at (416) 675-6622 ext. 4189



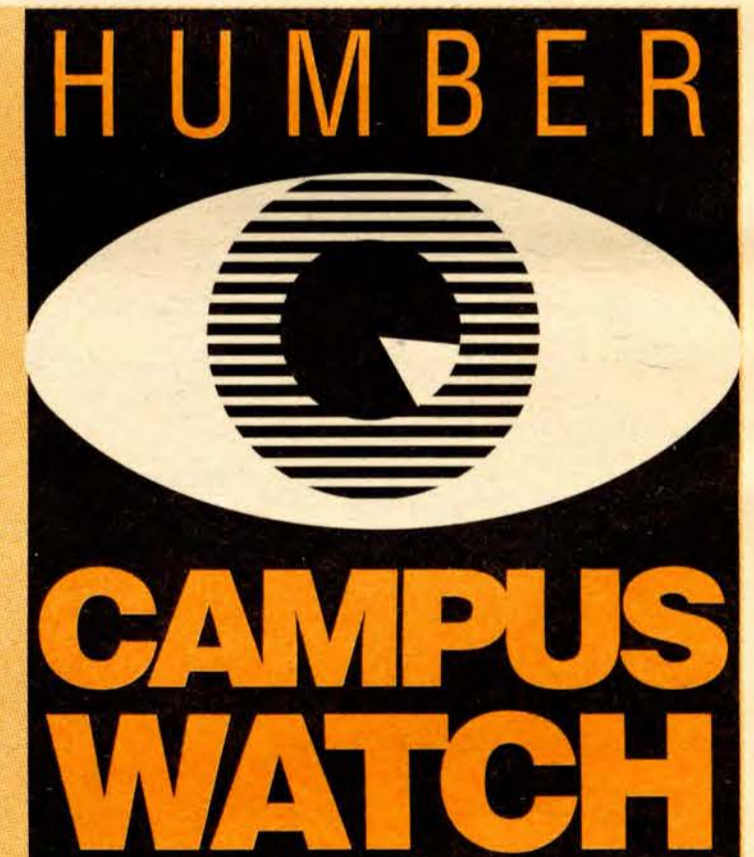
Working to ensure a safer environment

With safety being an increasingly serious issue in communities large and small, Humber College has made significant improvements to its safety and security program.

Called **Campus Watch**, Humber has created a "who are you going to call?!" campaign to highlight all the features of its safety portfolio. A brochure has been issued by the Public Safety Office at the College detailing all the services.

Campus Watch is the umbrella title for a number of options available to both students and staff at all campus locations. These include the 'Safety Escort Program', the 'Work Alone Program', and the Crime Stoppers program.

The Escort Program provides two escorts to any staff or student requesting a walk to the parking lot or to the bus stop after regular office hours. The same program is available at the College Residence.



"The program builds momentum as the school year progresses and those who use it think it's great," says Erin Hamilton, director of the Residence.

Various safety programs have been in place at Humber for at least three years.

"We like to think that we're very progressive and innovative," says Gary Jeynes, director of Physical Resources-Services.

According to Mr. Jeynes, in a recent survey of night school students, a high percentage - about 80%, in fact - felt safe on campus.

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

Introducing...

The Humber Festival of the Arts

Humber College is pleased to announce its inaugural season of The Humber Festival of the Arts scheduled for summer '96.

The Festival will take place on the beautiful grounds of the College's Lakeshore Campus and will feature a variety of exciting events designed to make the arts readily accessible to the community.

Highlights will include a jazz workshop for senior high school students; a video session on "How to Make Your First Movie"; a "How to Make a Music Video or Dance

Film" workshop; story times for children; acting workshops for children, teens, adults and seniors, and much more.

A planning committee has been working for months to ensure the Festival's success and, by offering an eclectic and entertaining mix of programs, to attract as many members of the community as possible.

In addition to being of benefit to the community, Humber's first Festival of the Arts will also give the College an opportunity to showcase the fine, creative talents of its staff and faculty as well as world-renowned guest artists and

master teachers.

"Details are just now being finalized," says Pat Ferbyack, associate principal, School of the Performing Arts at the Lakeshore Campus.

"But, it promises to be an exceptional program -

one with something for everyone."

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



Lakeshore, Long Branch form partnership

Lakeshore Campus and the Lakeshore Students' Administrative Council (SAC) have formed a partnership with the Long Branch Business Improvement Association to strengthen the bonds between the Humber community and Lakeshore businesses.

"This partnership is designed to develop activities that will benefit the Humber community as well as the area residents and



businesses," said Michael Harper, principal of Lakeshore. "Hopefully, in the future, additional initiatives involving the community may prove to be beneficial for the campus in terms of community relations and the development of learning-centred opportunities for students," he added.

Ensuring global access to job markets

The future of job searching at Humber College will require students to become drivers on the information highway as career opportunities and information will be available for a very low cost through the INTERNET at the College by 1997.

Using the INTERNET to find a job will mean global access to all job markets, quicker job searches and resume scanning for students.

Resume scanning will make it easier for employers to consider all possible candidates for a job. Employers want the hiring process to move more quickly and they want efficiency and innovation from employees. The INTERNET can make all these demands possible.

Currently, the two most frequently used on-line career services are the bulletin board system (BBS) and major commercial on-line services such as CompuServe and America Online. Humber College will offer both services to its students, as well as full access to the INTERNET.

The BBS provides job listings from personnel firms, local employers, as well as from local government and professional organizations. These can be accessed using any personal computer.

Commercial on-line services offer a larger selection of job listings, career information to research future employers, and networking potential to find locations and employment opportunities in specific companies.

Another direction taken by larger firms to advertise jobs is to create a home page on the INTERNET. This contains any details needed about the business and the methods used to apply for a job.

With the new system of job application, a resume is dropped off at an office to be scanned and then sent to a computer equipped with optical character recognition (OCR) software. Here it is translated into computer language. The computer "reads" each resume, and by identifying key words, can sort them into different files.

"There will be a whole new way of writing a resume," said Karen Fast, Co-Op/Career Service Centre officer at Humber. "It will concentrate on specific skills and competencies a lot more."

Contact: Karen Fast at (416) 675-5030

C.I.C.E. program

first in the province

The only one of its kind in Ontario, the Community Integration Through Cooperative Education (C.I.C.E.) program offered at Humber's North Campus gives students with developmental disabilities the opportunity to attend college and to experience the diversity of college life.

"My class is one of the few in the College with full attendance at 3:25 p.m. on Friday."

providing classes in areas of social, academic and life skills development, high school counsellors highly recommend it to students with developmental disabilities.

"Based on requests from faculty and concerned parents, Humber started C.I.C.E. eight years ago," says Mary Lynn Rothwell, integration facilitator and acting professor. "In 1994, we received 48 applications for 16 available places."

The program gives its students options in life and allows them to feel respect within the community. Working towards a shift in attitudes, C.I.C.E. students now enjoy placements at J.J. Muggs, Home Depot and Red Lobster. Students also work in Humber's staff lounge, photo lab, day care centre and human resource department. This practical experience builds self-confidence and self-esteem.

"School is cool," says Mike Ellerher, a second year student. "I'm doing a placement with White Rose Nurseries and I'm taking courses in pest diseases, plant identification, and site construction."

"The goal of the program is to have no program at all," says Ms. Rothwell. "We would like to see 100% integration within the College because C.I.C.E. students add to class dynamics."

"Humber has gone out of its way to support the program," she adds. "And my class is one of the few in the College with full attendance at 3:25 p.m. on Friday."

Contact: Mary Lynn Rothwell at (416) 675-6622 ext. 4336

Centre benefits employers and employees

The Centre for Employee Benefits at Humber is generally regarded as one of Canada's leading pension and benefits educators.

Established in 1969, the Centre offers a variety of certificate programs geared to helping organizations handle their benefit and pension plans in the best way possible.

A Certificate of Proficiency in Employee Benefits is offered as curriculum, as is a Pension Plan Administration Certificate. These programs are specifically crafted for those working as human resource consultants, pension and benefit administrators, business

owner-managers, policy analysts, and as communication specialists.

According to Ted Patterson, director of the Centre, "At the time that the Centre was set up, nothing was available in the country to train employees in pensions and benefits, and, to the best of my knowledge, Humber's Centre is unique in the College system."

Having survived as a self-supporting entity for the last 26 years, the Centre has had no provincial funding. All revenue is generated by the programs offered.

Clients who have participated in the Centre's programs include, among others, Canada Post Corporation, General Motors of Canada, Air Canada, American Express and Northern Telecom.

Contact: Ted Patterson at (416) 675-6622, ext. 4307

Eyeglasses collected

Humber faculty and staff have collected 110 pairs of eyeglasses for distribution to third world countries in Africa and the Caribbean.

"People at Humber have shown some interest in the plight of third world people although the College is facing problems of its own," said Joe Grogan, of Management Studies, who organized the collection.

Humber slam dunks basketball award

Humber College was the unanimous choice to win Basketball Canada's highest award for service to national team programs.

"Humber College's support of Canada's national teams has been enduring and unconditional and every member of Basketball Canada owes you and your institution a debt of gratitude," Basketball Canada President Tony Wakeham wrote to Humber President Robert A. Gordon. "Humber College was the unanimous choice of the membership for Basketball Canada's President's Award for 1995."

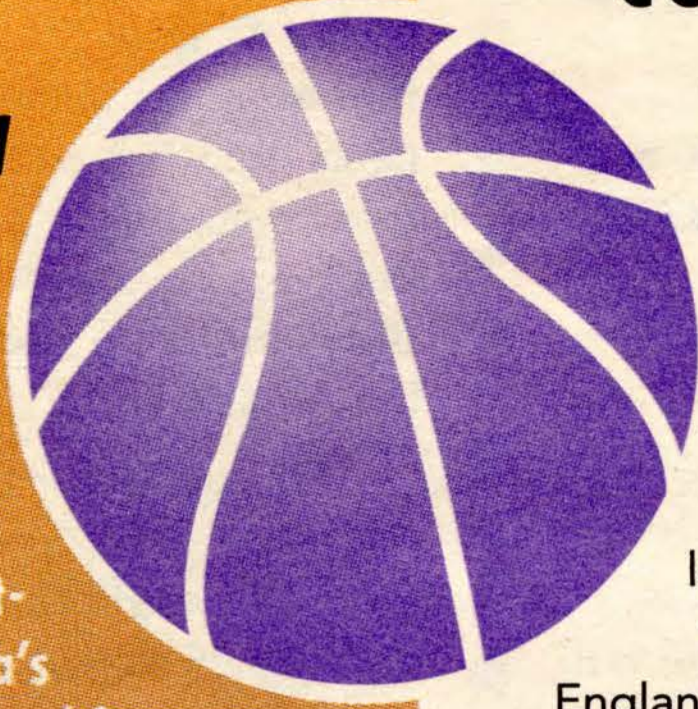
The award will be presented at a meeting of Basketball Canada's board of directors to be held in late January or early February before a Toronto Raptors' home game at the SkyDome.

And the award goes to ...

Humber film and radio students took home several TVO Telefest Awards in October.

Film student **Empyreal Palmer** placed first for her short drama *Coming of Age*. In radio, **Marty McKinney** and **Gavin Mifflin** placed first in the non-documentary (long) category with *Fool's Gold*; **Tanya Zaritzky** and **David Worthington** placed second with their entry, *Crashin' In*. **Daniel Delbianco** and **David Worthington** placed third in the long documentary group with *No Fixed Address*.

TVO Telefest showcases and promotes outstanding Ontario students of film, television and radio through a province-wide competition.



Humber culinary professor competes in Ireland

A Humber culinary professor was part of the 14-man team of Canadian master chefs that competed in a prestigious international culinary event in Ireland this past summer.

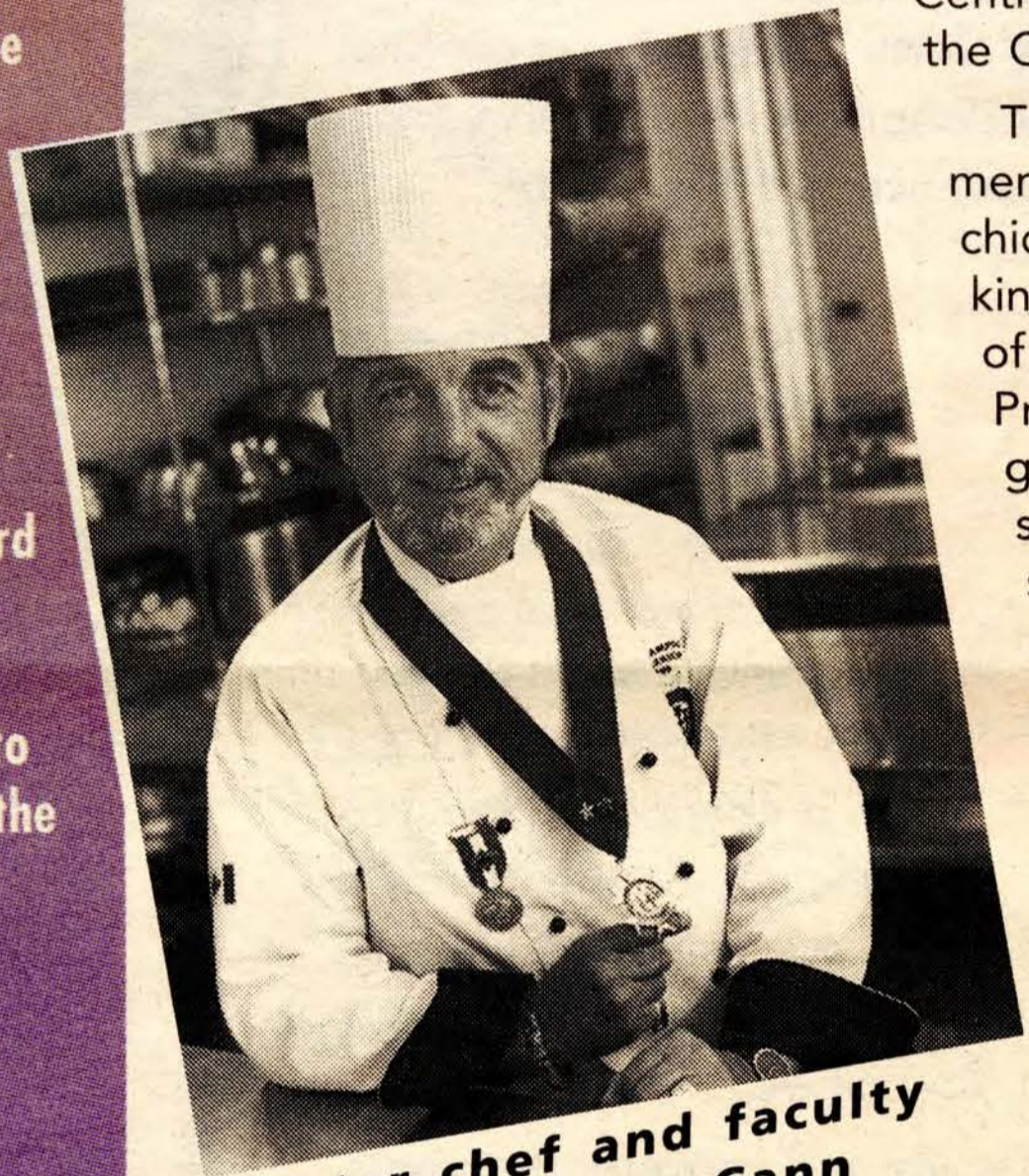
"The Canadian team was the only team to receive a standing ovation when the meal was finished and we were also the only group to create an eight-course menu," says Bob McCann, who, since 1983, has taught all levels of culinary arts in Humber's School for Hospitality.

Teams from Canada, the United States, Ireland and England - the French team didn't show - competed at the World Banqueting Competition.

Competing teams were required to prepare a banquet for 100 paying guests from a list of ingredients they received at 8:00 a.m. on the day of the event. All ingredients had to be incorporated into the menu, which the chefs had one hour to compose.

"Teamwork was everything," Mr. McCann says, "and time was the enemy."

In addition to Bob McCann, the Canadian team included Joe Calabro (Pasticcera Italian Ltd., Ottawa), Stephan J. Evett (Fanshawe College), Rudolph Fishbacher (Stage West Hotel), Tomasino Isogai (Markham Suites Hotel), Zdrauko Kalabric (York Downs Golf and Country Club), Richard Lafleche (Stage West Hotel), Horacio Lamanna (Chateau Laurier, Ottawa), John McSweeney (Mon Reve, Bellemaison), Pericles Perry Karpathiou (Mon Reve Restaurant), Bevan Terry (Rogues Restaurant), Mario Thomas (Crowne Plaza, Toronto) and Shawn G. Whalen (Dolce International Conference Centres). Edouard Colonerus led the Canadian team.



Master chef and faculty member, Bob McCann

The Canadian team's winning menu featured galantine of chicken, duck and milleens (a kind of Irish turnip), paupierre of monkfish marinated in Noilly Pratt and presented in a roast-garlic infused lobster broth, spiced lemon and Guinness sorbet, whiskey mustard and peppercorn roasted medallion of venison, and poached pear and passion cream.

For Mr. McCann, the win was especially sweet. He was born in Belfast, Northern Ireland and received his professional training there and in the Irish Republic before embarking on an international career that took him to cruise ships, fine hotels, and eventually, to Humber.

Contact: Bob McCann at (416) 675-6622 ext. 4479

Committee steers School in right direction

A year ago, Humber College President, Robert Gordon, announced plans to have each of Humber's schools and academic divisions establish Sectoral Steering Committees to be made up of business leaders with the ability to monitor the pulse of where industry is going.

Bearing this in mind, the School of Hospitality, Recreation & Tourism held its first Sectoral Steering Committee meeting to establish guidelines for providing strategic mentorship and visionary advice to the School. The 15 members discussed future skill sets and emerging trends and how this will impact on the workforce of the future.

"There's a need in schools today to place a greater emphasis on leadership and entrepreneurship,"

Barry Jones, general manager of Paramount Canada's Wonderland

"Even basic workers will be called upon to make decisions and because we're all expected to do more with

less, we have to be more efficient and effective in our training methods."

"The key benefit of having access to the expertise and advice of a business and industry based steering committee," says John Walker, director of Humber's School of Hospitality, Recreation & Tourism, "is that the Committee validates our strategic visions. They force us to take a hard look at where we're going and help us evalu-

In defence of general education

In the past decade, the importance of a general arts education has been overlooked in favour of specialized, technical programs in the college system. Also, a contributing factor has been the need to cut costs in lean times. As a result, general arts courses have usually been the first to go.

Humber, however, is one of the few colleges to recognize that general arts courses must remain a significant part of the curriculum. Without them students lack the important knowledge they need to carry them through life and are short-changed in terms of the level of success they can achieve.

According to Pamela Hanft, dean of the Liberal Arts and Sciences Division, "The need for a greater basic education, where generic skills such as writing and critical thinking are taught, is important. These

courses give students an insight into global issues, and the ability to have a broader vision is essential in today's marketplace."

Strongly supported by College administration, the general education program has flourished at Humber. According to Humber President Robert Gordon, student success in later life hinges on the acquisition of a liberal arts education.

"The difference," he says, "is that people who have broader general education also, for the most part, have the ability to reason, think and problem-solve. Technology does not run the world; people run technology, which is simply an enabling tool. The difference lies in the creative use by the people. Success goes to those who can process information most effectively and creatively."

Contact: Pamela Hanft at (416) 675-6622, ext. 4570

Military medical personnel at Humber

Military personnel who used to have to travel from Canadian Forces Base Borden, just north of Barrie, to Alberta and Nova Scotia to take advantage of certain types of medical training are now coming to Humber.

Under a new partnership, CFB Borden medical personnel are receiving ambulance training and working hospital rotations in a program set up for them by Ken Harrison, chair of Humber's Allied and Community Health programs.

"Canadian Forces Base Borden has a wonderful, state-of-the-art training facility, but needed a real-world site for practical, hands-on experience in the clinical setting," explains Mr. Harrison. "We were able to organize a medical and surgical ward rotation at local hospitals lasting two weeks each as well as an ambulance placement for four weeks."

"The personnel trained through our Humber partnership could very well end up serving in a Canadian forces operation abroad," says Lieutenant-Colonel Scott Cameron, Commandant of the Canadian Forces Medical Service School. "Wherever there are Canadian military personnel, there are medical assistants. We go wherever the government mandates and that could be Bosnia or Haiti."

Contact: Ken Harrison at (416) 675-6622 ext. 4452

ate whether we're headed in the right direction. In the long term, this kind of self-examination will benefit students most - and, after all, that's what it's all about."

Committee members include:

Bill Bennett,
Managing Director, Langdon Hall Hotel

Christopher Cahill,
Executive Vice-President, Canadian Pacific

Colin S. Chedore,
President, Canadian Ski Council

Jospeh Colletti,
General Manager, Kuehne & Nagel Travel Inc.

Susan Dowler,
President, Ontario Tourism Educational Council

Errol Francis,
President, Canadian Holidays

G. Doris Haist,
Commissioner of Community Services, City of Vaughan

John Higgins,
Executive Chef, King Edward Hotel

Barry Jones,
General Manager, Paramount Canada's Wonderland

Himo Mansour,
President, Canadian Travel Abroad

Bill Pallett,
Senior Vice-President, Human Resources, Delta Hotels & Resorts

Ken Pearce,
Executive Chef, The O'Keefe Centre

John Pye,
Regional Vice-President, Royal York Hotel

Maurice Tarlo,
Blue Own Multimedia Publishing

Claire Tucker-Reid,
Commissioner, Borough of East York.

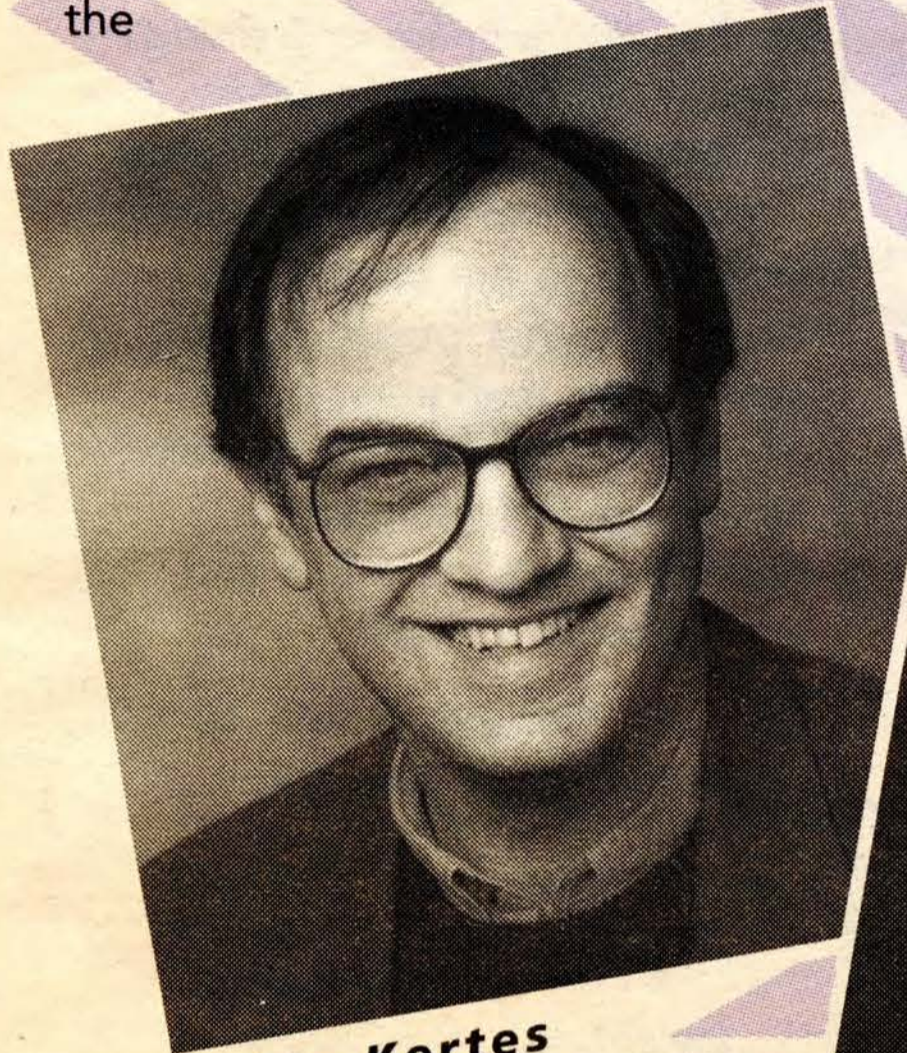
Contact: John Walker at (416) 675-6622 ext. 4550

Humber's literary giants

Humber boasts an impressive list of published authors who also share their talents and expertise with the students who take their classes.

Recognized in Canada as leading fiction writers on the immigrant experience, the multicultural flavour they offer Canadian readers has wide appeal. Representing a cross-section of cultures, these writers are featured in articles in national newspapers and their works are highly acclaimed by tough book critics.

Joe Kertes, who teaches communications and heads the



Joe Kertes

College's Marketing Department and the Humber School for Writers, is the author of *Winter Tulips* which won the coveted Stephen Leacock Award for Humour.

Winter Tulips is a coming-of-age story set in the Toronto of the 1970s and tells of the loves and adventures of a young Jewish man.

Mr. Kertes's latest book, *The Gift*, is a children's novella about a young immigrant boy attempting to fit into the North American culture.

Born in Hungary to Jewish parents, Mr. Kertes is well-acquainted with the life of someone assimilating

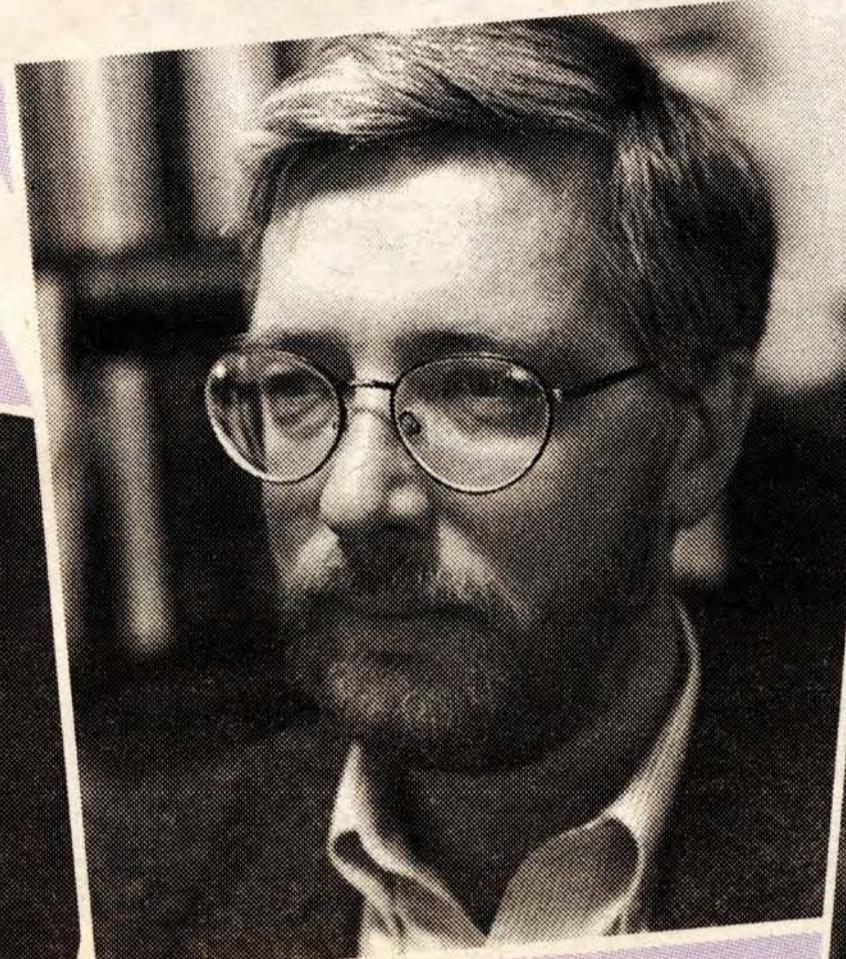


Cecil Foster

into Canadian society and his books reflect this experience.

Another writer Humber can call its own is **Cecil Foster**, faculty member in the journalism program. Mr. Foster has published two successful novels about the immigrant experience: *No Man in the House* and *Sleep on Beloved* - each of which deals with the idea of 'home' and identify and belonging.

"I am a black writer who deals with minority issues," he explains.



Antanas Seleika

Last year, he published an essay, 'The Greatest Celebration', which describes the history and significance of Caribana in Toronto and is currently working on a non-fiction piece about what it means to be black in Canada.

Antanas Seleika, of Lithuanian descent, has been a communications instructor at Humber since 1979. He published his first novel, *Dinner at the End of the World*, in 1994 and has just recently completed his second, *Buying on Time*, about suburban life in the 1950s.

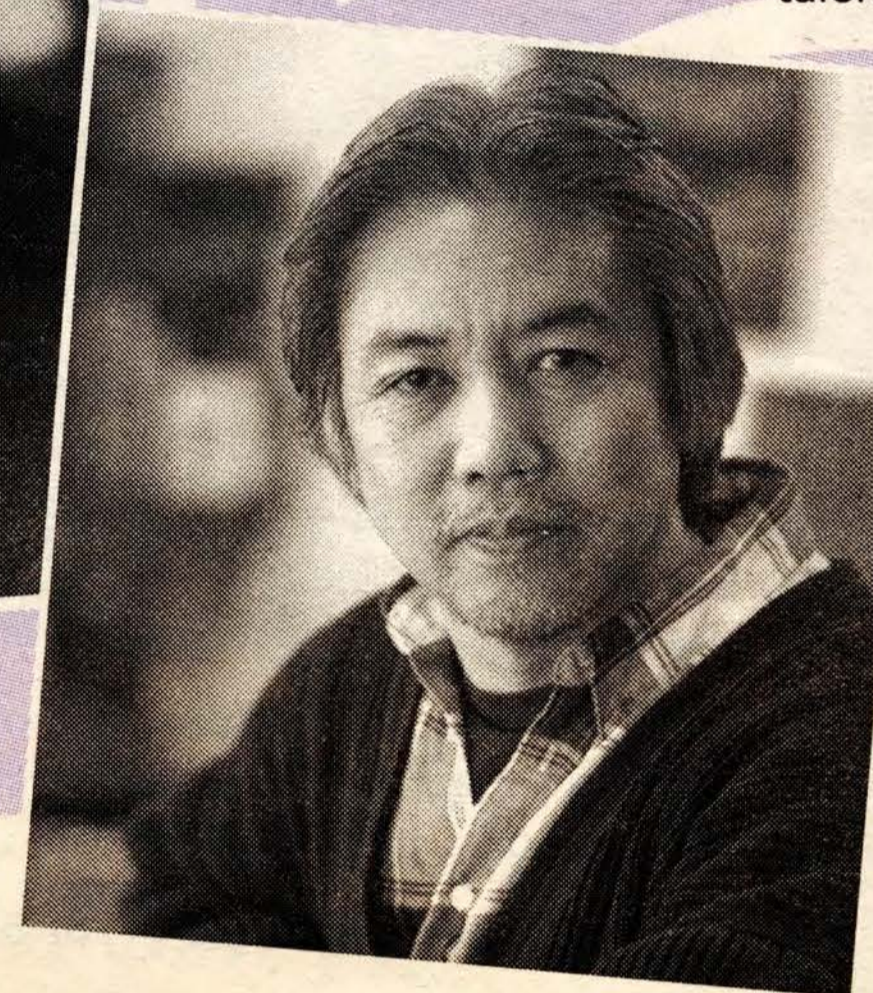
Mr. Seleika who also manages to write for

some of Canada's top publications including *The Globe and Mail*, *Saturday Night*, *Reader's Digest* and *Cottage Life*, is featured in the all-Canadian *Nine Best Short Stories* collection, and is a regular guest on CBC radio's "The Arts Tonight".

Last, but certainly not least, Humber is also proud to have **Wayson Choy** on faculty. Mr. Choy, who teaches communications and literature, has just published *The Jade Peony* which grew out of a short story he wrote in 1977. The novel has received outstanding and highly favourable reviews across Canada and is into its third printing.

Sought after for his writing talent, Mr. Choy still holds his teaching career closest to his heart. After some 25 years in the profession, he asserts that "teaching is my first love by far."

Contact:
Public Relations
Office at
(416) 675-5095



Wayson Choy

Copywriting students take the law into their own hands

Copywriting students at Humber tackle a number of major campaign assignments throughout the year. In the past, such exercises have been based on case histories taken from text books. This year, however, the students have literally taken the law into their own hands.

In October, the Canadian Bar Association was invited to Humber to brief the students on the problems facing the legal profession, and to ask them to help in preparing a corporate communications campaign to help lawyers achieve a more positive image.

At present, lawyers are facing a very hostile public and an even more hostile press. Recent studies by the Bar Association show that a majority of those surveyed believe that lawyers are rich, overpaid and downright greedy. About half those surveyed believe that lawyers are self-centered and don't act in their clients' best interests. The image is one of extreme negativism, even though most of those surveyed have never used legal services. In addition, current battles over legal aid and the whoop-dee-do of the Simpson trial are compounding the descent into the bad image abyss.

This year's students were asked to come up with innovative ideas to help reverse this trend and to help establish a more positive image. The Bar Association wants to show the favourable side of the legal profession and explain that the U.S. and Canadian law systems are quite different. In essence, they would like to shed the mantle of "the ambulance chaser" and return to the warmth of Perry Mason.

The 30 students in this year's course were divided into four agency groups. Each was structured in the same way as major agencies with an elected president, creative department, media planning and account management.

Each developed a complete multi-media campaign including ideas for direct marketing, videos, booklets and all forms of ancillary advertising.

When all four campaigns are ready, the student agency groups will present their ideas directly to the Canadian Bar Association. It will then be up to the Association to pick a winner, or more probably, to select several ideas for their future communications.

Although presentations will be made to the Ontario Chapter, it is expected that the publicity will be picked up and used across Canada, making the campaign a national one.

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

Nursing course a video conferencing first

Twenty-two northern Ontario nurses went back to school the high-tech way, in the familiar surroundings of a Timmins and District Hospital classroom, while their instructor was 700 kilometers (442 miles) away in Toronto.

"Although at Humber College we deliver a lot of courses off-campus, this was a first for us," says Gwen Villamere, chair of

Continuing Education Services for the Health Sciences Division. "We believe this is the first time Humber has offered a program using this kind of technology."

The advanced level course in coronary care was taught by Pam McKintuck, who delivered her lectures in a

CBCI Telecom classroom in Markham. Her students received the lecture in real time in Timmins, and the program was taped so those students who could not attend because of the

demands of shiftwork could pick up the material later. The teaching was interactive; students were able to ask questions or request further clarification.

The course, which began in October, ran for three hours once or twice a week and ended in December.

In explaining why Humber College was chosen to deliver the program, nursing staff at Timmins and District Hospital paid the College a great compliment, Ms. Villamere said. "They told us that Humber has the gold standard and they wanted only the very best for their staff."

Contact: Gwen Villamere at (416) 675-6622 ext. 4327

"They wanted only the very best for their staff."

Doubleday Canada enters into author development with Humber School for Writers

Doubleday Canada Limited, one of the country's leading publishers, has joined forces with the Humber School for Writers, one of Canada's most distinguished creative writing programs, to provide prospective authors with a direct link to a major Canadian publishing house.

Discovery, the new alliance between a publisher and a learning institution, affords unique encouragement and opportunity for emerging literary voices. While the program does not guarantee the authors selected a publishing contract, this direct conduit to the editor-in-chief's office carries considerable weight given the authority of the faculty members and assures selected manuscripts serious attention by Doubleday's publishing board.

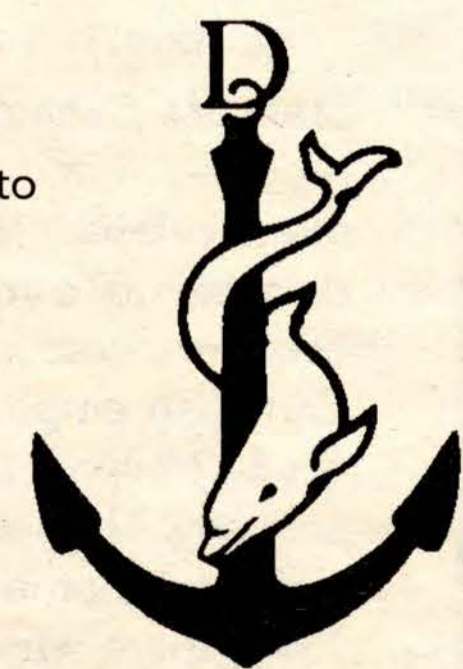
In announcing the *Discovery* program, Doubleday's editor-in-chief, John Pearce noted, "The reputation of the Humber School for Writers is at an all-time high. We're excited about the new program and its potential

rewards for both Humber students and Doubleday Canada. We have no doubt the program will lead to the successful publication of many new works of fiction."

Here's how *Discovery* works. At the conclusion of each summer workshop and each correspondence program session, the very best manuscripts, as determined by the School and the faculty, will be sent directly to Doubleday for serious consideration. If the promising manuscript needs polishing, it will be returned for revision to the student and the teaching author and the revised manuscript will be re-assessed for possible publication.

The decision of Doubleday is, of course, final. But, if an offer is made, it will be for world rights and will provide access to Doubleday's affiliates in the United States, Britain and Australia.

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



Doubleday

THEATRE HUMBER

announces
their line up
of upcoming
performances.

FEBRUARY 14 - 18 The Threepenny Opera

by Bertold Brecht at
St. Michael's Theatre,
121 St. Joseph's Street,
Toronto.

APRIL 17 - 21 A Midsummer Night's Dream

by William Shakespeare at
the Theatre Passe Muraille,
16 Ryerson Ave., Toronto.

For further information
please call the Theatre
Dept. at 675-6622, ext.
3414.

School caters fundraising event for National Ballet of Canada

Humber's School of Hospitality catered a fundraising event for the National Ballet of Canada in the Great Banking Hall at The Toronto Historical Board in downtown Toronto.

The occasion marked the unveiling of *Waltz of the Flowers*, an artwork donated by David Arathoon, graduate of the 1978 Fine Arts program at the College.

The piece commemorates the new 1995 production of *The Nutcracker Suite*. Proofs of the art piece were available for purchase at the event.

Contact: John Mason at (416) 675-6622, ext. 5041

THE JAZZ SINGER

Trish Colter, head of the vocal department in the Music Program, performed at the Orillia Jazz Festival this past October. Trish has toured extensively in Canada, the U.S. and Europe, performing with such jazz greats as Guido Basso and Pat LaBarbera. She has been at Humber since 1987.



Nursing students can get early start on degree

Third-year students in Humber College's diploma nursing program can now begin work on a Bachelor of Science (Nursing) degree before they graduate.

"In today's health care system, the registered nurse has to be more independent in terms of decision making," explains Rose Cunha, chair of the second and third years Basic Nursing program. "A degree will give diploma nurses more breadth and depth of knowledge on which to base judgments and decisions in the clinical setting."

In Ontario, nursing students must complete either a three-year registered nursing diploma program at a community college or a four-year degree program through a university in order to enter the nursing profession.

Obtaining a degree after a diploma usually takes two or three years of full-time study. Under this new initiative with Ryerson Polytechnic University, a Humber student who begins taking Saturday courses while in the fifth semester can complete three of the 10 courses required before graduating.

"This is good modeling for our students," says Ms. Cunha. "Throughout their careers, nurses are required to take additional courses to keep current. Because other students in the Ryerson class are post RN-BScN candidates, our students have an opportunity to see themselves in a new role and benefit from the previous learning and experiences of another peer group."

Ryerson employs Cheryl Palmer and Mary Elliott, two of Humber's full-time nursing professors, to teach these courses on site at the College.

This is also an excellent example of a college and university working together to achieve a training goal," adds Ms. Cunha. "You're going to see much more of this in the future."

Contact: Rose Cunha at (416) 675-6622 ext. 4653

"Under this new initiative with Ryerson Polytechnic University, a Humber student can complete three of the 10 courses required before graduating."

Input '95 helps EFAP practitioners create a healthier and happier workplace

Picture this all too-familiar scenario: a co-worker is absent from work...it means more stress for you with the added workload. Another calls in sick. You know the employee isn't ill, but a child is sick and home from school. Added to that is the further downsizing and restructuring going on in the organization which is creating poor morale among your colleagues. Some are, in fact, showing signs of cracking under the strain of doing more with less.

In 1992, Statistics Canada reported that stress-related disorders due to overwork cost Canadian employers \$12 billion annually. They also reported that in 1993, there were 9.3 days lost per full-time worker through illness or for personal

reasons. Furthermore, a 1992 Conference Board of Canada survey of 400 Canadian organizations showed that absenteeism increased by 30% during the previous three years, with most of that increase attributed to personal reasons. It was also

estimated that in 1994, more than 80 million work days were lost to absenteeism in Canada.

One way organizations have been helping employees is to incorporate an EFAP (Employee & Family Assistance Program) into their employees' benefit plans. In their early years, EFAPs were relatively uncomplicated assessment and referral programs that dealt primarily with alcohol abuse problems. Today they have a "broad brush" approach that spans an array of programs.

A typical EFAP may offer family counselling, 1-800 telephone lines for service, legal counselling on how to budget, stress management seminars, advice on how to find emergency childcare or eldercare options in the community, and numerous other services.

Humber College's Business & Industry Services has been supporting the professional development needs with the EFAP field for the past 22 years. It develops and manages a national conference every two years in Ottawa which is a forum for Canadian EFAP practitioners, giving them the opportunity to learn from the best practices of others across the country. Sessions are facilitated by industry people who are well



Learn how to

surf the 'net at Humber

If one of your new year resolutions was to learn how to surf the 'net, Humber has just the workshop to get you started.

The Step-by-Step Tour of the World Wide Web begins with an introduction to INTERNET and all its components, like e-mail, bulletin boards and chat lines. It continues with specific details on how to set up and access the 'net, followed by a guided tour of recommended sites using Netscape and the World Wide Web.

Question and answer opportunities, combined with hands-on practical sessions, round out the experience.

After completing the four hour workshop, students will

be able to use the INTERNET as a research tool to find information from around the world and will have a better understanding of the capabilities of the Information superhighway.

"We believe this intro course will meet people's needs by helping them learn what they need to know to get started," says Carolyn Booth, coordinator of the Digital Imaging Training Centre, where the workshop will be held. "We're also looking at expanding into a three-session workshop so our clients can explore further possibilities, such as the marketing implications of using the 'net, as well as writing and designing a home page." Cost is \$75 and enrolment is limited.

Contact: Carolyn Booth at (416) 675-6622 ext. 2259



Washrooms pay their own way

Sixteen of the 59 lavatories at the North Campus have gone into the advertising business and are earning money to pay for their own upkeep. Each now sports strategically

placed advertisements

which are expected to bring in \$10,000 to \$18,000 a year.

"The income from the ads is being used to refurbish and maintain the washrooms," explains John Mason, director of the College's Ancillary Services and Customer Relations. He negotiated the arrangement last summer with New Ad Concept, the advertising agency responsible for installing the ads.

The billboard network, as it's called, has been successfully implemented in restaurants, bars and nightclubs; Humber is the first college in Ontario to sign up.

From an advertiser's point of view, the billboard network allows the advertiser to reach a highly specific target audience.

"We can match the ads by demographics and psychographics to a very specific group by age, gender, interests and income," explains Michael Reha, vice-president of New Ad Concept. "And, this type of promotion works very well because people really do read the ads."

The ads are changed every four to six weeks.

Contact: John Mason at (416) 675-6622 ext. 5041

known in their respective fields.

This past November, the 11th biennial INPUT Symposium was held in Ottawa, where over 500 people attended from every province and territory in Canada. One of the great features of this event was the opportunity for attendees to create their own customized learning agendas from a choice of over 60 sessions. These sessions dealt with a variety of timely issues like the increasing

incidence of violence in the workplace, problems associated with blended families, dual role strain in working women, dealing with workplace conflict, and how to help surviving employees after a downsizing. Other "hot" topics included problem and compulsive gambling and the dynamics of addiction.

Contact: Maggie Swithenbank at (416) 675-6622, ex. 4447

Exchange with Scotland - a recipe for success

Students enrolled in the second year of the Culinary Management program will have an opportunity to expand their horizons when they become involved in a joint project between Humber and Motherwell College in Scotland.

Initially, ten students and four faculty members will visit the Scottish college during Humber's annual Reading Week in March. At this time, the group will participate in a series of promotional events with a focus on Contemporary Canadian Cuisine. Their purpose will be to promote the Culinary Management program overseas, to get exposure to a different culture and educational system, and to introduce Canadian cuisine and products to the Scots.

Students from Motherwell College will pay a similar week-

long visit to Humber in October 1996.

The long-term goal of the project is the establishment of a reciprocal exchange of students from each institution.

"It's a wonderful opportunity," says John Walker, director of Humber's School of Hospitality, Recreation & Tourism. "The culinary industry is truly international in scope and we're pleased to be able to give our students the option of studying abroad."

Participants will be selected based on an interview and culinary skills evaluation and on their commitment to becoming part of a team to raise funds for the enterprise. They will pay normal full-time tuition fees to their home institutions and be housed at their own expense.

Contact: John Walker at (416) 675-6622 ext. 4550

Walk to raise funds for kids' camp

The second annual Ooch-A-Thon to raise funds for Camp Oochigeas, a summer camp for children with cancer, will be held Wednesday, April 10. Humber staff, students and faculty will walk, jog or run a five-kilometre route around the Arboretum at the North Campus. Last year's event raised \$14,000. Organizers hope to do even better this year.

Taking Students Off Linguistic Respirator

The Writing Centre, located at Humber's North Campus, has taken many Humber students off the linguistic respirator.

First, students' weaknesses are identified. This is accomplished by having them write passages for evaluation. Instructors can also refer students directly to the Centre. Once weaknesses are identified, an appropriate study program is put into effect. Students can concentrate on what needs to be improved while a staff member is available should questions arise.

Unlike other centres in Canada and the United States, appointments and time constraints are non-existent. Students can take as much time as they need between 10:00 a.m. and 5:00 p.m.

In terms of common weaknesses, students usually have difficulties in surface

grammar such as run-ons and fragments. "It's a question of not writing enough and of not being used to putting their ideas on paper," says Margaret Barton, director of the Writing Centre.

ESL students are usually weak in writing and vocabulary areas and, as a result, they have problems expressing themselves.

According to Ms. Barton, our culture favours a straightforward writing style. But, in the students' original cultures, it may be considered rude to write in this manner and this often confuses them.

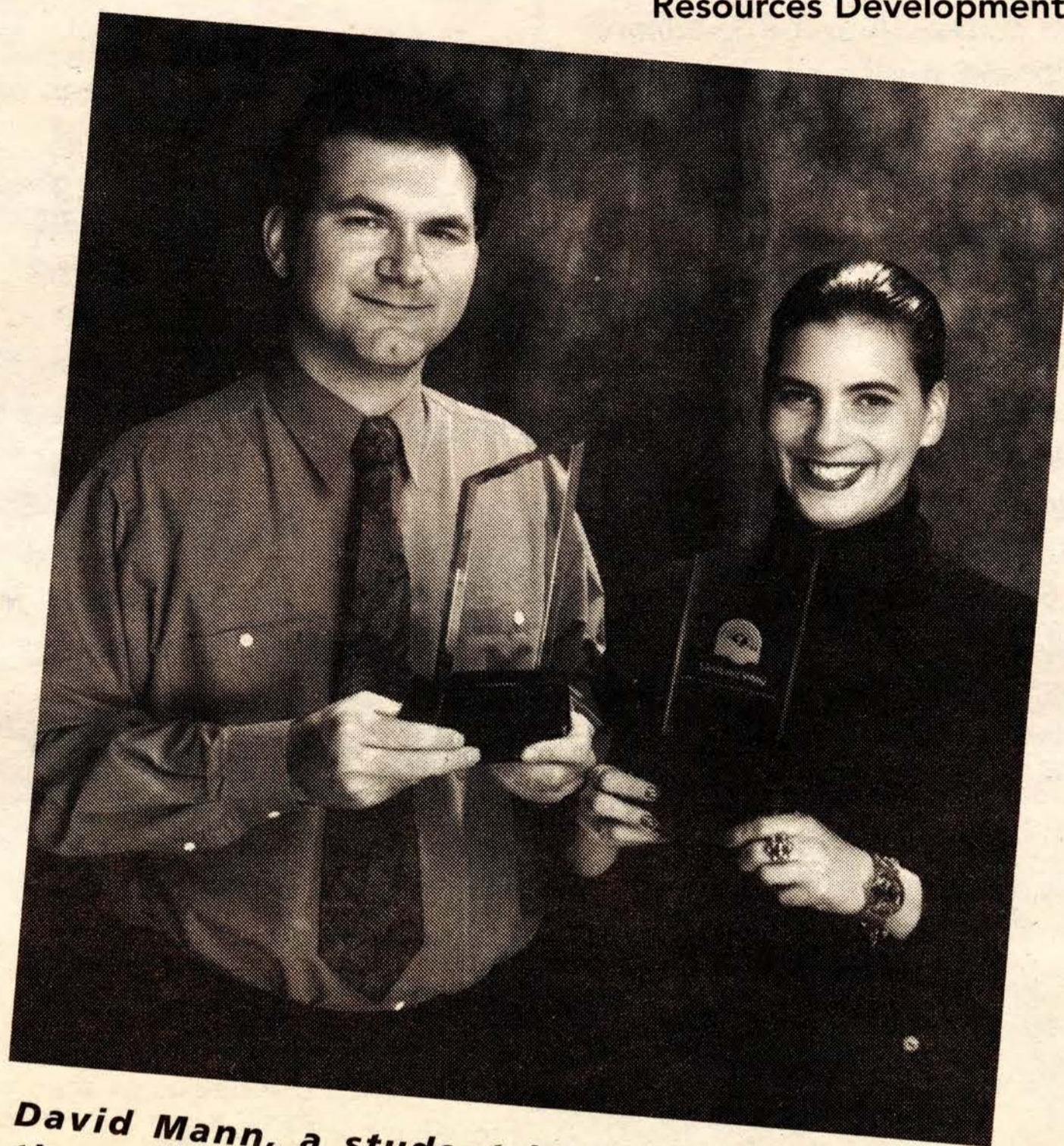
Good written and verbal communication skills are key assets in the workforce. With the Writing Centre's help, students can overcome many of the communication skill problems they face. But, it's a 50-50 partnership.

Contact: Margaret Barton at (416) 675-6622 ext. 4582

\$50,000 grant for math group

Four representatives of the Ontario Colleges Mathematics Association, including Humber professor Arie Nadler, received a \$50,000 grant from the federal government to develop basic mathematics skills assessment software. Mr. Nadler is responsible for development of the project.

The presentation took place in October at the constituency office of Maurizio Bevilacqua, MP for York North and parliamentary secretary to the Minister of Human Resources Development.



David Mann, a student in the Public Relations program was awarded The United Way Canvasser of the Year. His colleague, Shana Shoub, also enrolled in the program, accepted the Post-Secondary United Way Campaign of the Year Award for the class.

School for Writers

features distinguished faculty

Maybe it's a childhood memory of a long ago summer's day, an intimate glimpse into a fictional life, or an overwhelming urge to entertain and inform.

Whatever it is, some people just have to write about it and that's a good thing, says Paul Quarrington, a faculty member of the Humber School for Writers, and author of *Whale Music* (the novel and the screenplay) and, most recently, *Civilization*.

"Just about everyone has something in them that deserves to be written and my role is to help bring that about. I don't see myself as an editor or teacher; I see myself as a coach shouting encouragement from the sidelines," he says.

Mr. Quarrington's colleagues on the faculty of the 1996 correspondence program include Bonnie Burnard (*Women of Influence, Casino*), Catherine Bush (*Minus Time, Radar Angels*), Timothy Findley (*The Wars, The Piano Man's Daughter*), D.M. Thomas (*The White Hotel, Eating Pavlova*) and Eric Wright (*A Fine Italian Hand, A Question of Murder*).

"The program offers aspiring writers a unique opportunity to work one-on-one with some of the greatest English-language writers working today," says Joe Kertes, the School's director.

The Humber School for Writers offers an intense one-week workshop held during the second week of August each year at the College's North Campus and a 30-week certificate correspondence program which begins each January.

"Everyone's writing can be improved," Mr. Quarrington notes, "and we can teach writers how to become their own best editors. I start off by offering general comments on the work in progress, then look at the theme and structure. Finally, it comes down to what I call 'worrying the words' - Is this the right word? Is this truly the effect you want to create? The program gives us the time to work with students to get them to the point where they don't need someone like me."

Several graduates of the School have had their work accepted for publication, Mr. Kertes says. Success stories include Donna McFarlane's novel, *Division of Surgery*, which was short-listed for the Governor-General's Award; Sandra Gulland's three-novel contract from HarperCollins; and Diana Atkinson's novel, *Highways and Dancehalls*, which was published by Knopf Canada.

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

Global Village is getting smaller

A young Malaysian student receiving her post secondary education in Canada and the States, recently won an award for outstanding academic achievement in mechanical technology donated by the North American branch of a British professional organization. This special award, The Tom Greenhough Scholarship Award, presented through Humber's School of Manufacturing Technology and Design, was awarded to Roslizah Ali Binti Abidin by Jim McConnach and Tom Rowlands of the Institution of Electrical Engineers at Humber's Awards Night ceremonies.

Ms. Abidin is one of a group of students sponsored by MARA, the Malaysian government agency responsible for training and development.

Ms Abidin met the criteria set by Humber College and the Malaysian government and was selected to participate in a Manufacturing Engineering Technology program. The 26 students in the program, including only three women, attended six semesters back-to-back to complete their studies in two years.

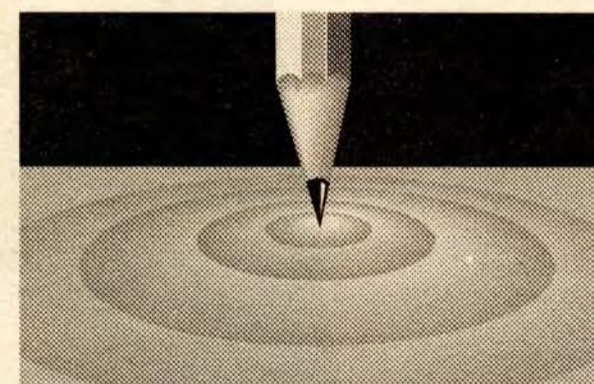
Ms Abidin graduated from Humber College with honours at the technologist level. While at Humber, she also represented the College at the 1994 Ontario Skills Olympics in Hamilton where she received a bronze medal for her efforts in the CAD competition. It was the highest level ever reached by a Humber student from the Mechanical cluster in the competition.

Ed Espin, program coordinator in Humber's School of Manufacturing Technology and Design, was one of Ms. Abidin's instructors and nominated her for the Tom Greenhough Scholarship Award. The award is given to "an outstanding student in the graduating year of Mechanical Technology (Manufacturing) who plans to go on to University with the intention of becoming a professional Manufacturing Engineer."

The Tom Greenhough Scholarship Award was created in 1991 to honour a man who began his career sweeping floors in a cotton mill as a boy of twelve and rose to become President of a large international corporation. Mr. Greenhough, now 86, emigrated to Canada after the Second World War. In 1958 he was accorded a rare honour for someone without an engineering degree: the standing of a Professional Engineer of Ontario.

Using the scholarship she was awarded, Ms Abidin is currently attending Penn State University where she will complete a B.Sc. in Manufacturing Engineering.

THE HUMBER SCHOOL FOR WRITERS



90% get motorcycle licence on first try

Of the 2,043 students who learned how to ride a motorcycle at Humber in 1995, 89 per cent passed their licensing test on the first try. Although most of the motorcycle students were men, the number of women who took the course was up slightly to 22 per cent; most of the students were in their 20s.

Wendy Ewington, co-ordinator of the Motorcycle Training program, says plans for 1996 include introducing a Class M2 exit course, an off-road course and custom courses for individuals or companies.



Three advisors of academic computing were chosen for a 1995 Innovation of the Year Award sponsored by the League for Innovation in the Community College.

Kevin Adams, Greg Johnson and Adrian Venuti created You Can Get Here from There - Technological Support Network: CPTs Distribution and Delivery Project based on a need to examine alternate technologies to distribute and deliver the College Board computerized placement tests. Two computer-based communication models were developed to facilitate distance distribution of test software, support and remote test delivery.

The League for Innovation in the Community College is an American-based organization; Humber President Robert A. Gordon is a board member.

Open Learning Centre lets students work at own pace

Since August, 1995, Humber's Open Learning Centre (OLC) has offered students an opportunity to use a wide range of resources to learn at their own pace. The Centre is especially useful for students who, because of the demands of work or family, cannot attend regularly scheduled classes. About 200 full and part-time students use the Centre every day.

"For me, it's an advantage because a normal schedule would have taken time away from my children. Here, I can come in on Saturdays and it fits my needs," says Tara Bednarski, a first-year business administration student.

The Centre, which features writing, math and computer labs, is open from 8 a.m. to 9 p.m. weekdays and on Saturdays from 9 a.m. to 1 p.m., and is located at the College's North Campus.

But, while the Centre may work out well for some students, it's probably not for everyone.

"The OLC is not for students who are unenthusiastic or tend to procrastinate," suggests Fahira Eston, who teaches micro-economics and computer applications. "But for those with clearly defined goals, who are self-disciplined and have good time management skills, it offers a first-rate alternative to a formal, structured classroom environment."

Although students are expected to take responsibility for their own learning, teachers and tutors are available for assistance and direction and it is possible for a student to start a course at the OLC at any time and set their own pace, within limits.

The Centre came about, explains John Liphardt, dean of Information Technology and

Accounting, as a partnership between the School of Information Technology and Accounting, Liberal Arts & Sciences and Educational

Faculty Services.

"We wanted to offer independent learning courses in a structured, supported fashion and it made sense to join this kind of activity together to use our existing resources," Mr. Liphardt says.

"The Open Learning Centre is central to the needs of the industry," adds Louise Bardswich, chair, School of Information Technology. "People working today are expected to commit themselves to lifelong learning and the Centre gives them the facilities they need to pursue non-traditional learning: anytime, any place, any pace."

Contact: Louise Bardswich at (416) 675-6622 ext. 4385

"While the Centre may work out well for some students, it's probably not for everyone."



Culinary grad's future looks golden

A Humber graduate has won a gold medal and a generous scholarship at a vocational skills competition held in Kansas City, Missouri.

Bill Tucker, 24, a 1995 graduate of the College's two-year Apprenticeship Chef Program, defeated 35 Americans in the culinary arts division of the 1995 VICA (Vocational Industrial Clubs of America) USA Championship. He was the only Canadian to compete in the post-secondary category.

"He got off to a really solid start and I knew he was going to do very well," commented Klaus Theyer, a School of Hospitality professor who acted as Mr. Tucker's advisor in Kansas City. "By lunch time, it had become apparent to everyone that Bill would finish in the top three."

Mr. Tucker was surprised and delighted by his first-place standing. "I was hoping to do well, but I didn't think I would do as well as I did. It was a big competition."

Each competitor was required to prepare and present hot and cold foods using prescribed ingredients. Judges were also looking at how well the young chefs managed their time and work stations.

Besides the gold medal, Mr. Tucker brought home an \$18,000

South Etobicoke Cultural Plan

Recently the 'South Etobicoke Cultural Plan' was organized to revitalize the Lakeshore community and its adjoining villages: Mimico, New Toronto, Long Branch, and Alderwood. Hypothetically proposed for the year 2006, it will be a new community called 'The Villages-Lakeshore' boasting a culturally rich environment and celebrating its own homegrown talent pool of artists and designers.

It was decided that the Lakeshore Cultural Committee, a branch of Arts Etobicoke, would be responsible for the organization and implementation of the South Etobicoke Cultural Plan (SECP).

As Humber has always been an important part of the Lakeshore community (with the Lakeshore Campus now on the former Psychiatric Hospital Site) and of the City of Etobicoke, it seemed fitting that Gerald Smith, long-time faculty member, be the chairperson of SECP. Mr. Smith teaches in the School of Business, is coordinator of the Arts Administration (Post-Diploma Certificate) program at the College, is an Etobicoke-Lakeshore resident, and is president of the Lakeshore Arts Committee.

Currently nearing the end of a two-year planning stage, which included a needs-assessment survey, a published work outlining the SECP is due in early '96.

Some of the key areas in need of development, as agreed upon by various committees, are community design, heritage, facilities, and economic development. Mr. Smith hopes for a completely revamped Lakeshore Boul-

levard West. "This is what the dream is about; the vision of the Lakeshore community ten years from now," he says. "The question is, of course, how to make it happen."

The idea, according to Mr. Smith, is to create a Lakeshore with a "strong cultural sector, like a Niagara-On-The-Lake, or a Stratford, for example."

Traditionally, there has always been a strong concentration of visual artists living in the Lakeshore area, he points out. "The image of the Lakeshore community is that it's a blue-collar neighbourhood, which, in fact, is a fallacy. People are not aware of the beautiful million dollar homes along the lake, for example"

The new Lakeshore Village Artists Co-op apartments and The Rocket Fuel Cafe featuring an art gallery, are just two examples of how the Lakeshore community is on its way to becoming a trendy Toronto neighbourhood.

"The Lakeshore has always had a very strong community base. A high percentage of the people are long-term residents. They have a fierce sense of pride, strongly rooted activist groups, and a large artists' population," says Mr. Smith.

Humber, as a key player in all aspects of Lakeshore life, will cooperate with such Lakeshore cultural activities as the popular annual Lakeshore Festival. Now that the Theatre and Music programs have both moved to Humber Lakeshore, there is an even larger concentration of actors, musicians, and artists living, working, or going to school in the area.

Contact: Gerald Smith, (416) 675-6622 ext. 4558

scholarship which he can use to continue his studies at one of four prestigious American culinary institutes. His win also makes him eligible to compete at an international VICA competition to be held in Switzerland.

"The teachers at Humber are excellent. Everyone believes George Brown College is the culinary institute in Ontario, but not enough is said about the caliber of Humber's programs," Mr. Tucker told reporters.

Currently employed as a sous chef at the Boulevard Club Mr. Tucker hopes there's more Humber in his future. He'd like to return one day as a teacher.

Contact: Klaus Theyer at (416) 675-6622 ext. 4503

Wayson Choy's novel, The Jade Peony, has just been short-listed for the Smithbooks Books in Canada First Novel Award. The award honours the very finest novel written in Canada by a first-time novelist.

Placement Opportunity in Land of the Rising Sun

Seventeen Humber students will be adding an international flavor to their resumes through a field placement at an exclusive ski resort in Japan.

"This is an exceptional opportunity for our students to acquire international experience that can give them a considerable edge as they begin their careers," says Rosemarie Grivich, coordinator of the Hotel and Restaurant Management program. This is the sixth year the Japan experience has been available to students.

The students, from Culinary, Ski Resort Operations and Hotel and Restaurant Management programs, left December 18 and will return to Canada at the end of April.

Twenty-two applied to go to Japan and, as part of the selection process, were interviewed by a representative of Kawaba Resort, located about two hours from Tokyo. Those chosen were notified in Septem-

ber and immediately began a comprehensive, eight-week immersion program to study Japanese culture, business expectations, etiquette and language.

"Students must meet certain requirements to be eligible for the experience," explains Ms. Grivich. "They have to be full-time students, have a 70 per cent or better average, have completed a communications course and must submit an essay on an aspect of Japanese life. We also want them to be very clear about their goals and what they can bring to their prospective Japanese employers. During the personal interview, each must demonstrate that he or she will thrive in a foreign environment a long way from home for an extended period of time."

The Japanese experience has worked out just fine for Alfonzina Lucia, 25, who has been chosen to go three times.

"The first time, I was injured in a basketball game and had to come home for surgery," she says. "So, I applied to go again the next year and now, 1996 is my third time. I love it!"

When she returns to Canada, Ms. Lucia hopes to work for a ski resort in Western Canada.

For the trip to Tokyo, air fare is paid by Kawaba Ski Resort and room and board is deducted from pay cheques.

"Students return with their lives enriched," says Ms. Grivich. And, there's no doubt that the cultural component is as valuable as the work experience."

Contact:
Rosemarie Grivich
at (416) 675-6622
ext. 4105

The French Connection

"While I was on sabbatical in France in 1994," says Ms. Turner, who is program coordinator of Humber's Business Administration program, "I contacted a number of technological institutions, which is as close as they get to our community colleges, to see if a reciprocal exchange program would be possible. There was a great deal of interest in working out an exchange in business programs."

An agreement was reached between Humber and the Institut Universitaire de Technologie B Lyon, University Claude Bernard of Lyon, France. The first exchange students, two third-year students, began classes at Humber in September.

"We came to improve our English. We feel it will be easier to get a job when we finish our studies because we will have studied in another country," says Marine Mongereau. "We heard about the program at our French school and decided to apply."

Ms. Mongereau came to Canada five years ago as a high school student for a three-month visit. The other student from Lyon, Sacharanin Son, has family in Montreal and says Canada's bilingualism appealed to her.

"We like the programs here because they are more flexible than at our French school. We can choose which courses we want to take."

"We like the programs here because they are more flexible than at our French school."

Interestingly, another aspect of classroom life they enjoy is working side-by-side with mature students.

"We like being with older people in the classroom. They bring experience to the classes. In France, no one over 25 years can attend our courses. Older students are taught separately," explains Ms. Mongereau.

The two women say their families were pleased that they were able to live in residence.

"Our parents know we are safe and, so, don't worry much. Besides, we like living with other students."

Students who complete the exchange will receive a joint certificate from both schools as recognition that they completed a portion of their program in a foreign language.

Contact: Laurie Turner at (416) 675-6622 ext. 4391

Post-grad Hospitality students earn credits via INTERNET

Courses through the INTERNET will begin this Fall for post-graduate students of the Humber College Hospitality program.

Developed by Maurice Tarlo, president of Blue Owl Multimedia Publishing Inc., together with John Walker, director of Hospitality, Recreation and Tourism at the College, the program provides an open learning environment, able to suit the needs of individual students.

Instruction by industry mentors, tutors, and leaders will prepare students for the current requirements of their field and will strengthen the relationship between Humber and employers in the recreation, tourism and hospitality industries.

"The community college of the future is a college without walls and with a flexible application to learning," says John Walker. "The changes in demographics, the workplace, and in society, together with the rapid improvements in information technology, demand a new approach to learning."

The new economic environment emphasizes low-cost, convenient delivery of services. It is often less expensive to deliver a course through distance learning across thousands of miles than to deliver it through the more costly traditional approach. This program keeps Humber abreast of global trends in information and learning.

Humber is currently the only College prepared to offer this opportunity and hopes to expand the service to other programs in the not-too-distant future.

Contact: John Walker at (416) 675-6622 ext. 4550

Theatre grads HEADED FOR FAME

Playing with plasticine pigs may not seem like acting, but the five year olds who wouldn't miss *PJ Katie's Farm* on YTV know a good show when they see one.

So do the twenty-somethings who tune in to *Liberty Street*, the popular prime-time drama that airs weekly on CBC.

Both shows feature up and coming actors, **Jennifer Racicot** and **Dean Ifill**, who just happen to be graduates of Humber's three-year Theatre Arts program. The former classmates completed their studies in 1993 and headed straight for employment in their chosen profession.

"Our final theatre production was *The Caucasian Chalk Circle* and I invited some producers to see the play," says Mr. Ifill. "A week and a half later, I was cast as Wade in *Liberty Street*."

That's pretty good going, not just for an actor, but for any student graduating from any

program to get work in his or her own field so

quickly."

So, how did Ms. Racicot, who also appeared in *The Caucasian Chalk Circle*, land her job on YTV?

"I think the defining moment was when I turned my mittens into puppets during the audition," she laughs. She got the audition, she says, because an agent from the Noble Talent Agency saw her work in the play and asked to represent her.

Both actors agree that Humber prepared them well for entry into a difficult and demanding career.

"It was a really great program, filled with hands-on experiences. We did everything, including mock auditions, so when we went for real auditions, we knew what to expect. The atmosphere was wonderful. We were like a family," Ms. Racicot says.

Mr. Ifill, who began his acting career in high school with the role of Bronco in *Degrassi High*, recently came close to accepting a role on the American production, *Central Park West*, but in the end, chose to stay with *Liberty Street*.

Because *Liberty Street* films only six months of the year, Mr. Ifill has opened an actors' workshop to keep himself busy when his series is on hiatus. He says that although his career was well underway with his *Degrassi* role, he felt it would benefit him to take three years out of a developing career to study acting. "I did a lot of research and found that all the theatre teachers at Humber are highly regarded working professionals and that's part of the reason I chose to go there," he explains.

Both Ms. Racicot's and Mr. Ifill's comments on the value of their Humber years are gratifying to Mark Schoenberg, director of the Humber program.

"Acting is a difficult and unforgiving profession," he says. "So, we want to make sure that we have provided our students with a strong foundation for the road that lies ahead. It's our job to make them competitive."

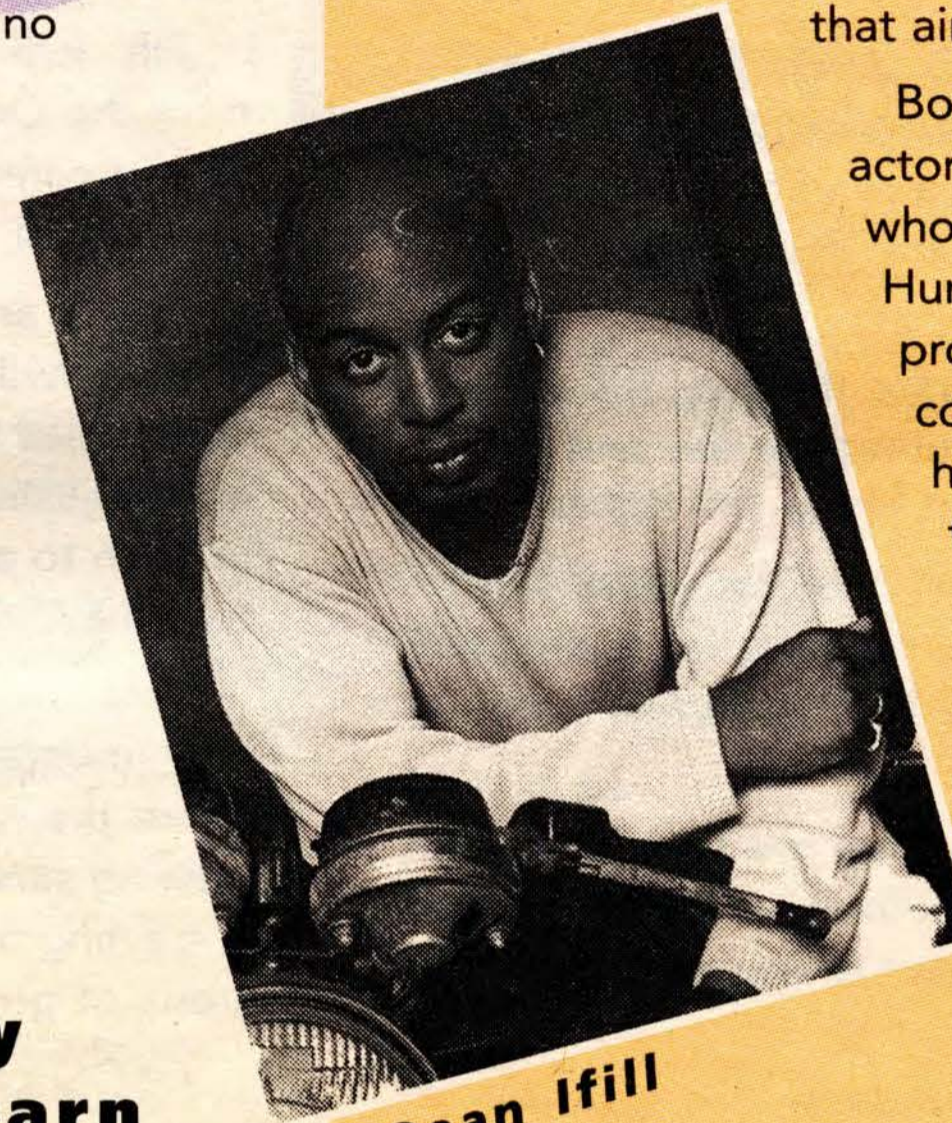
"The courses we teach focus on voice, movement and acting techniques. Essentially, we teach young actors how to make a real world out of an artificial one. We teach them how to be real and natural in a totally artificial environment."

Like on a little farm or on a fictitious street.

Contact: Mark Schoenberg at (416) 251-7005



Jennifer Racicot



Dean Ifill

"I think the defining moment was when I turned my mittens into puppets during the audition."

Law course an INTERNET first

Humber went on-line in September with what is believed to be the first college course in Ontario to be available entirely on the INTERNET.

Seven students-four from Humber and three from the private sector-signed up in September for a Landlord and Tenant Law course taught by Professor Kent McClure. The flexibility of the INTERNET delivery method permits new students to be enrolled in the course on a continuing intake basis.

John Riccio, chair of the School of Business, describes the course as, "representing a new wave of delivering education. It's open to anybody, anywhere and it's part of a diploma program."

One person who is excelling in the course is Amy Vanin, who is in her second year of Humber's two-year Legal Assistant program. Although the course is a requirement for her program, she is clearly pleased with the INTERNET delivery method.

"I would definitely take more courses this way, if I could," she says. "It leaves more free time during the day and I like the flexibility of being able to work at home."

Students must have access to a personal computer and a telephone modem. A disk containing software for dialing into the College is loaned to the students for the duration of the course.

Mr. McClure says students who sign up are fascinated with the flexibility of the technology. In addition, they discover that there are lots of interaction opportunities with their professor and fellow students.

According to Mr. McClure, "Students can also save the time and expense of travelling to a classroom. Their fellow students can be anywhere-from across the hall to across the province- and the College can save money, too. It can offer more courses without having to provide additional classroom space."

The course covers the rights and obligations of landlords and tenants under Ontario law.

Contact: Kent McClure at (416) 676-6622 ext. 4372

College set to reposition recreation program

Headed by a recently-established task force, plans are underway to redesign and reposition Humber's existing two-year Recreation Leadership program.

"Recreation Leadership was inaugurated as a post-secondary program at the College some 20 years ago and it's still a popular choice for students hoping to establish careers in that field," says John Walker, director of the School of Hospitality, Recreation & Tourism. "But the industry is in transition. Shifting demographics, scarcer resources, changing expectations, increased competition, and the need for well-trained staff are just some of the challenges it faces. As educators, we have to keep pace and help the industry address these changes. One of the ways we can do this is to graduate students who will go on to make up a well-educated

and trained workforce."

In preparation for the work ahead, a recently concluded environmental scan focused on trends and issues by examining industry perceptions regarding a number of key areas. These include, among others: privatization, violence in sports, outreach, partnerships, recreation as a social service, the melding of tourism and recreation, the value of recreation as it relates to health, and services for youth, older youth and seniors.

The task force, comprised of six representatives from industry and four from Humber, is responsible for the identification of required knowledge, skills and attitudes; the design of an internship training guide; the validation of learning outcomes; the identification of alternate delivery methods, the use of applicable technology, and the identification of appropriate learning systems and methods.

The task force expects to have its plan in place by June and the 'new, improved' program will be introduced gradually beginning with the September 1996 student enrolment.

Contact: John Walker at (416) 675-6622 ext. 4550

ONTARIO SKILLS DEVELOPMENT OFFICE



"What's ISO 9000?" The vice-president had a puzzled look as the consultant from Humber College's Ontario Skills Development Office (OSDO) proceeded to explain the workings of the international quality standard. Although his company was small, it had several large corporations as customers and the V.P. immediately became interested in learn-

ing more about something that could become a requirement for keeping those customers. He learned that a lot of new thinking and retraining of staff would be required if he was to bring his firm up to the quality standard which several of his customers now considered important.

His goal was achieved with assistance from the Ontario Skills Development Office, after a commitment of time, training and investment.

This is an example of the type of assistance provided to small and medium size companies by OSDO. A joint venture of the Ontario Training and Adjustment Board and Humber College, OSDO was established in 1986 to assist organizations with the skills upgrading they need to remain viable competitors.

These organizations face numerous barriers when it comes to implementing the skills upgrading they need. They may not be clear about the competencies of their staff, may not know the scope of training services that are available, and may lack in-house expertise in training and development. It is also possible that they find the arena of government assistance programs confusing.

OSDO can help employers overcome many of these barriers. A company wishing to learn about assistance for training in their organization can arrange a personal visit from an OSDO consultant.

Where a firm is looking for training courses, OSDO can refer a variety of programs from which the company can make a selection.

When a company begins training programs, OSDO can inform them about how best to evaluate the effort and how to ensure the new skills will be useful in the workplace.

Training is not the only area in which OSDO consultants provide assistance. Invariably when discussing training, questions arise about job descriptions, performance appraisals, health and safety, employment standards, policies and procedures, and quality standards. Assistance is provided, to varying degrees, in these areas as well.

There are government programs that can contribute funds to

help defray costs. However these programs, including the Ontario Skills Fund and the Ontario Training Trust Fund, are very specific about the types of training they will support and the manner in which application is made for assistance. An OSDO consultant can explain the workings and requirements of these and other assistance programs, as well.

Contact: Irene Nazar, (416) 675-5087

"Organizations face numerous barriers when it comes to implementing the skills upgrading they need."



Childrens entertainer Markus performs at the Humber Arboretum's "Evening with the Artists" fundraising event.

BERNARDO reporters speak to students

Three reporters who covered the trial of Paul Bernardo came to Humber in October to describe how the experience affected their personal and professional lives.

CBC-TV reporter Ron Izawa, 680 radio news reporter Al Zimmer and CFRB radio reporter Elly Sadinsky shared their thoughts with journalism students in the Media and Society course.

The reporters' visit was organized by journalism teacher Mel Tsuji.

Humber trains chefs in Muskoka kitchen

Humber's tradition of delivering training programs where they're needed continues with an innovative culinary program that goes where some of the finest chefs are - Muskoka.

The Pre-Apprentice Cook program is taught at Bracebridge and Muskoka Lakes Secondary School and is well into its second year.

"Part of our philosophy is to break the cocoon of education by taking the program to the students, when possible, rather than always expecting the students to come to us," explains John Walker, director of Humber's School of Hospitality, Recreation & Tourism.

"We believe this program features the kind of innovation and creativity future training programs will require," Mr. Walker adds. "It gives young chefs the training they need to secure employment and it's all done within their home community."

The two-year program is funded by the Bracebridge Canada Employment Centre and is offered in conjunction with the Muskoka Chefs Association. The instructors, says Mr. Walker, are all chefs at prestigious local establishments, including Deerhurst Resort and Grandview Inn. Examinations are prepared and validated at Humber.

Admission into the program follows a rigorous screening process, which includes a personal interview and skills test.

Contact: John Walker at (416) 675-6622 ext. 4550

John Higgins, executive chef at Toronto's landmark King Edward Hotel, will be accompanying the Humber team of student chefs to Scotland in March. Mr. Higgins is a member of the President's Sectoral Committee for Hospitality, Recreation and Tourism.