

# H U M B E R C O L L E G E

# COMMENT

WINTER 1991

## Survey Profiles First Year Students

by Madeleine Matte

The results of a comprehensive survey of first year CAAT students enrolled in Ontario's central region colleges reveals a number of interesting facts.

The survey, an ACAATO initiative, was commissioned to profile first year college students enrolled in full-time post-secondary programs and was conducted by a task force consisting of members from each of the participating colleges (Centennial, George Brown, Georgian, Humber, Seneca and Sheridan). The group collected data about demographic characteristics of the student population; student preparation; special needs; colleges and their communities; and reasons for choice of college and program.

Chaired by Ron Chopowick, director of Academic Services for ACAATO, the group set out to provide information in support of curriculum development, student services, recruitment and the economies of collective action.

Humber's representative on the task force was Ann Dean, Development.

Highlights of the executive



summary include the following information:

- 17% are 25 years of age or more. However, average age is 22
- 35% achieved O.S.S. Diploma with 6 O.A.C.'s or better
- 69% are born in Canada
- 88% speak English at home
- 80% are single, with no dependents
- 58% live with parents or relatives
- 26% have had to move to attend college
- 80% are at the college they selected first
- 59% work part-time
- 87% consider the completion of their college program to be very important
- 39% were in high school prior to entering the current program of study; 34% were employed; 4% were at university; and 5% at another college and/or in another program

- 56% plan to work full-time after graduation; 14% will apply to university; 7% plan to continue in other programs; 6% want to set up their own business.

The survey also asked students what they knew about community colleges before deciding to apply. In order of importance, they were well informed about job potential, reputation of the program they were applying for and the reputation of the college they were applying to.

With respect to how students received information about the college of their choice, only two items stood out as being significant. These were information sent by the college and information given in school. Magazines, government offices and posted materials were seldom selected.

The survey also indicates clearly that students apply to

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## Foreign Delegates Welcome at Humber

by Madeleine Matte

The fall semester has been an especially busy one for staff in the International Projects Office at the College. They've been hosting visiting individuals, groups and delegations from the Philippines, Hungary, Indonesia, Thailand, India, Czechoslovakia, and China.

The list of dignitaries includes, among others, Sister Josefina Nepomuceno, president, Holy Angel University, (Philippines); Dr. Andros, Benedek, National Institute of Vocational Education (Hungary); Dr. Jenő Bernath, Ministry of Labour (Hungary); Dr. Shashi Kant Shrivastava, Ministry of Human Resources Development (India); Mr. Shri Awale, apprenticeship advisor and technical director, Ministry of Human Resources Development (India); Dr. P. J. George, Indian Society for Technical Education (India); Zdeněk Dostal, deputy minister, Ministry of Labour and Social Affairs (Czechoslovakia); Dr. Blanka Ambrusová, coordina-

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# FOCUS ON.....

## Futures

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The Futures Program is a youth employment program open to individuals between the ages of 16 and 25 years who have been out of school and/or work for at least three months.

The program, currently operating out of the Queensway Campus, is funded by the Ministry of Education and has two components: Pre-Employment Preparation and Work Experience.

The Pre-Employment Preparation component of the program is conducted on campus and includes classes in communications, keyboarding, computers, mathematics, life and employment skills. The focus of the curriculum is on life-long learning and the goal of the teachers and counselors is to empower the students by giving them the personal resources to meet their educational, professional and personal goals.

When students complete the preparation program, they usually proceed to the work experience portion which is designed to provide on-the-job training. Futures attempts to provide placements that match career aspirations and enhance employability. Throughout the placement, training is carefully monitored to ensure that the

desired practical and transferable skills are acquired.

Ideally, by the end of the Futures contract the student is fully trained, has become indispensable to the employer and is hired full-time.

The participation time allowed for the program is limited to a maximum of 16 weeks in each component.

Staff Complement:

5 Full-time

3 Part-time



## CYW Reunion A Success

The Child and Youth Worker Program at the Lakeshore Campus is celebrating its 20th Anniversary. To commemorate this event, a reunion dinner/dance for alumni was held in the fall at the Hilton International Hotel.

The president of the CYW Alumni and organizer of the event, Anne Brobyn, is not only a graduate of the program but is also a full-time faculty member in the program at the College.

The event was attended by graduates and former faculty from as far back as 1975, coming from as far away as Timmins, Ontario. Many of the grads are still in the field, holding prominent positions as directors and supervisors in their agencies. Friendships were rekindled and plans to develop

the CYW Alumni Reunion into an annual event are being considered.

Alumnists play an important role in Humber's continued effort to promote quality education. They sit on Advisory Boards, supervise students in placement, contribute as guest speakers and represent the College both in the community and in the profession. □

## Teachers Discuss Teaching

"It was the best Pro Dev experience I've had in twenty years at the College!" said one teacher from the Technology Division. "It was just a terrific high!" said another in Human Studies. "It was a special time for me that will pay dividends for the rest of my time at Humber!" said a third.

Based on the format of the very successful Great Teaching Seminar, The Humber Symposium, is the brain-child of Dr. Roy Giroux, vice-president, Education and Faculty Services. "If you take care of your people," Roy said, "they will take care of the institution."

Last spring, a committee of about ten faculty, all of them former participants in Great Teaching seminars and all of them volunteers, started meeting regularly to plan what was to be a unique experience for

their Humber colleagues. Never before had faculty representing all divisions and all campuses been brought together in a forum where they, themselves, were the only experts. Never before had faculty been invited to focus discussion just on issues of teaching. And, never before had they been given so much time to do it.

In early November, about 40 faculty members, all with a minimum of five years' experience at Humber, checked into the Hockley Valley Resort. The golf course was closed for the season. There was, of course, no skiing yet. The pool, sauna and hot tub were all closed for repair. A party next door was so loud it almost drowned out conference organizer, Starr Olsen, as she tried to give the opening remarks. The next morning many participants awoke to find no hot water in their rooms.

Yet, everyone said they had a terrific time. Some said they were surprised to get an idea from another division they could use in their own teaching. Some said they appreciated how they were respected by colleagues in other divisions.

The group was joined for an informal lunch by Roy Giroux, Richard Hook (vice-president, Instruction) and College President, Robert Gordon. Part of the symposium format is an evening follow-up meeting where chief administrators plan to listen and to hear the most important teaching issues arising out of the three days at Hockley. □

# PROFILE

## Miriam Mittermaier

by Madeleine Matte

*"She's intelligent and articulate. Does a wonderful job, quietly and without fanfare. Whatever you do, don't allow her to be modest when you interview her."*

Joe Kertes

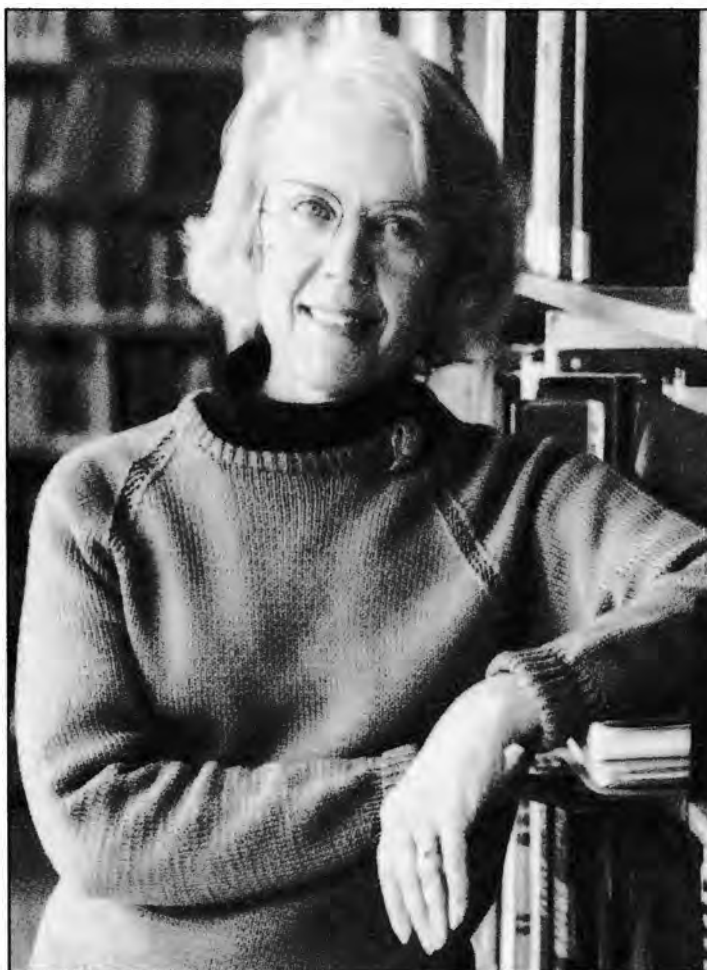
On the face of it, Miriam Mittermaier (faculty, Lakeshore and North) is devoted almost exclusively to education. It's a passion she indulges both as a teacher and as a student committed to life-long learning.

In the five years she's been at Humber, Miriam has taught English in a variety of venues. Currently, she teaches academic prep at the Lakeshore Campus and English to apprentices at the North.

"I like helping people articulate their thoughts - put things into words," she says. "I love being able to facilitate the breakthrough process and, for me, the ultimate reward in teaching is seeing the light go on for students."

Before coming to the College, Miriam was a teaching assistant in Germanic Languages and Literature at the University of Toronto. A victim of major financial cutbacks at the University, she set about exploring available opportunities at the college level.

Born in San Diego, California, Miriam came to Canada twenty-five years ago. "I'm a naturalized Canadian who



happened to be born in the wrong place," she says. "I feel most at home here. This country is much more tolerant and much more deeply rooted in tradition than the States and that has great appeal for me."

Undergraduate work in English at the University of Redlands led to graduate studies at Cornell, where she was awarded a Woodrow Wilson Fellowship and where she earned a Master's degree in English and a Doctorate in Comparative Literature. While at Cornell, she not only scored 99% in a couple of courses but was also given another fellowship, this one from the German Government, which allowed her to spend a year at the University of Munich studying German. The year in Eu-

rope also instilled a love for travel - something she and her family like to do as often as possible. Rural England is a favourite destination.

After marriage and the birth of her children (a son now 18 and a daughter 16), Miriam stayed home for eight years because she "wanted to." She did, however, take graduate courses at the U. of T. for intrinsic interest and taught at German school on Saturday mornings.

About life at Humber, Miriam says, "There's scope for a rich and varied career here. I'm learning all the time in my job and getting to know the students is a real privilege."

Having said that, however, Miriam is quick to point out that she isn't looking at the

College's educational environment through rose-tinted glasses. "There's a need to lower administrative walls as they affect faculty and students," she says. "And, there's a need also to address the existing levels of literacy because students aren't here long enough to take advantage of what's available."

As for the future? "I'm thrilled to be part of the college system. It's been a window on a whole new world for me," she says. "There's opportunity here for one-on-one work with students and what we're doing with them is a lot more directly relevant to their lives," she continues. "I hope to be here for the rest of my working life." □

## Student Profiles

Continued from page 1

the college of their choice for the following reasons:

- job potential (28%)
- program reputation (23%)
- college reputation (10%)
- proximity to home (10%)
- advice from parents, friends and teachers, in that order, (15%)
- information provided (6%)
- other (9%)

According to the report summary, "While 80% of respondents were attending the college of first choice, the responses of those who wanted to be somewhere else are illuminating. Of these, 15% indicated their first choice as Ryerson and 11% indicated Seneca. The University of Toronto, Humber College and York University were tied at roughly 8% each." □

# Campus Escort Program Being Tested

by Madeleine Matte

An "escort service" has been established at Humber but it's not the kind that promises clients the perfect date for Saturday night.

"The purpose of the Campus Escort Program," says Gary Jeynes, Humber's superintendent of Inside Services, "is to provide a higher degree of comfort and security to those students, staff and visitors who are uncomfortable about walking to their cars at night."

Staffed by community services representatives—students hired and trained for the purpose—the program is being tested at the North Campus until the end of May.



"The community service reps work in teams of two, ideally, a male and female or two females," says Gary.

The procedure for accessing the program is easy to follow. Those requesting the service meet at the front entrance, complete the Escort Program Request Form and turn it over to the attendant at the desk. A community services rep duo then meets the person making the request, presents identification and walks the person directly to the specified parking lot location.

Afterward, the reps advise the front desk and return to regular duties. These include inside security patrols and surface clean-ups prior to the

start of night classes. The Campus Escort Program operates from 5 p.m. to 11:00 p.m. Requests that come in after 11 are handled by the College security staff.

An assessment of the program will take place when the test period is completed. □

## MCU Allocates Funds for Women's Safety

Approximately \$46,000, of a Ministry of Colleges and Universities grant was allocated to deal with women's safety at the College. While the grant will assist in addressing the most urgent areas of concern, it is expected that similar funds will be made available next year to complete all campus deficiencies relating to women's safety.

A number of projects were proposed following recent detailed inspections of all campus locations by a security audit team. Included are the following:

- Install emergency telephones at all campuses that, when activated, ring automatically at the North Campus security station, attended 24 hours a day.
- Arrange for additional interior and exterior signage at each campus to relay infor-

mation about operating hours, directions, how to get help, etc.

- Make modifications to the existing landscape leading to and from buildings and parking lots.
- Install directional mirrors in corridors at each campus.
- Provide funds for the S.A.V.E. (Students Against Violent Events) operational project. □

## Foreign Delegates

*Continued from page 1*

tor, Distant Education and Open University, Ministry of Education (Czechoslovakia); Dr. Zdenek Charouzek, vice-president, John Amos Comenius Academy (Czechoslovakia); Dr. Vaclav Kourim, personnel policy analyst, Ministry of Industry (Czechoslovakia); Wang Wenzhan, deputy director of vocational education, State Education Commission (China); and Hou Dingyong, deputy chief, Projects Foreign Investment and Loan Office, State Education Commission (China).

In addition, a delegation of 45 Thai educators and students spent a day at Humber in October and 18 Indonesian Fellows (13 health care professionals and five librarians) are being hosted by the Health Sciences Division and the Learning Resource Centre until December 8th. □



# HUMBER PEOPLE

The 1991 United Way Committee wishes to thank everyone for their support during this year's campaign. Together, Humber staff and faculty raised over \$22,000.00 for the United Way. Campaign activities included craft, rummage, trash and treasure sales, canvassing, nature walks, hugging trees, carving pumpkins, flying kites, barbecuing, bowling, solving murder mysteries, collecting coins, raffle draws, Busking singing, dressing up for Halloween, dressing down for work, cash and payroll donations, selling pie & coffee, dressing up Tootsie Pops, walking with Ninja Turtles in downtown Toronto, a chance to win a weekend at the Inn On The Edge (donated by a Humber College residence student), draw for a free parking space at Humber, a personal pool party, and a silent auction.

Committee members include **Val Despina**, and **Andrew Davidson**, (Keele Dale); **Joanne Burns** and **Pauline Gould-Corney**, (Lakeshore); **Nancy Velluso**, **Christine Fraser**, **Graeme Harvey**, **Marja Colyer**, **Marie Roman**, **Ruth Cowan**, **Nicki Sarracini**, **Ellie Salamon**, **Barb McIntyre** and **Carole Weldon**, (North).

International visitors to the North Campus library included: **Dr. P. J. George**, Indian Society for Technical Education; **Prof. Sitarama Rao**, Technical Teachers' Training

Institute Madras; **Prof. P.V. Bhandary**, Government of the State of Karnataka; and **Mr. V. Mahalingam**, Government of the State of Tamil Nadu.

**Andrew Brown** and **Klaus Mayer** have been re-appointed as program coordinators in the Technology Division.

**Arie Nadler**, Technology Division, has become a member of the Steering Committee of The Science and Technology in Education Alliance (STEA).

**Tom Olien**, Technology Division, is the Humber representative to the Board of Directors of the Institute for Space and Terrestrial Science (ISTS). ISTS focuses on space related areas of industry, research and education.

**Tom Brown**, faculty member, Applied and Creative Arts Division, delivered an address remembering the war dead at the annual Remembrance Day Service held in the concourse at the North Campus. The brief ceremony concluded with a minute's silence to honour those Canadians who lost their lives in the two world wars.

**Roger Flock**, faculty member, Music Department, recently hosted a workshop organized by The Ontario Chapter of the Percussive Arts Society and Humber. Featured was the international Latin star, Alex Acuna, who gave two workshop sessions. The one-day event closed with a concert by the Memo Acevedo Quartet, made up of Humber faculty and alumni.

**Arie Nadler**, marketing coordinator for the Technology Division, participated at the annual Science Teacher's Association of Ontario conference held in late October in Hamil-

ton. Arie hosted the Humber College booth and spoke to delegates at the conference about the Humber College/The Humberview School partnership.

**Anne Bender** has been appointed chair of the Ontario Nursing Human Resources Data Centre Advisory Committee. Her term of membership is three years.

Seventeen health care professionals from Indonesia arrived at the College in October for a ten week program to upgrade their skills. Some of the group are studying in the Health Sciences Division while the others are working in the library area.

**Jack Cunningham**, formerly a training consultant with the Ontario Skills Development Office at Humber Towers, is now project coordinator and teacher for a five-month Canadian Job Strategy Program, Information Systems Operator at the Lakeshore Campus. Jack also designed five of the courses for this new program under the direction of **Michael Hatton**, chair of the Lakeshore Business Division.

**Lily Boruchowicz** has been hired by the Technology Division to assist Arie Nadler and Tom Olien with marketing projects and to work in the main office. Lily is a graduate of the Humber College Public Relations Certificate Program.

**Elizabeth Cunha** has been hired to replace **Barb Brewster** at the Woodbine Centre Campus for a year. She will be one of the Centre's program coordinators.

**Michael Ramdharry** will be replacing **Sally Young** as

evening supervisor at the Woodbine Centre Campus.

Congratulations to **Ken Morgan** (director) and the staff in the Centre for Transportation Safety on the occasion of the Tenth Anniversary of the Motorcycle Training Program. In its ten years of operation, the Centre has trained more than 16,000 riders making it the largest training program of its kind in North America. □

## Task Force Ready With Recommendations

The Task Force on Remediation, chaired by Pamela Hanft, dean of Human Studies, will be ready to present its recommendations early in the new year.

With a mandate to identify where Math and English will be five years from now, the task force was formed in spring by Richard Hook and Roy Giroux, the vice-presidents most concerned with academic programming.

At that time, the group had preliminary discussions and recommended a number of short term initiatives such as the establishment of a Math lab at the Lakeshore Campus and an increase in the staffing of the lab at the North. In addition, several pilot projects to assist E.S.L. students were also begun.

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# VIEW POINT

by Judy Barton  
Counsellor,  
Humber College Futures

Recently I was teaching a Communications class. The lesson that day was on homonyms and the meaning of "herd" came up. We discussed groups of cows and elephants and then made a list of other groups: packs of dogs, prides of lions, swarms of bees, armies of ants, flocks of birds, gaggles of geese, schools of fish. The students then fired questions at me about other names for groups of animals.

What about monkeys? Pigs? Camels? Cats? Fathers? I stopped at fathers. What do fathers travel in? The student explained that he meant priests, but the idea of the male parent stayed with me. I found the question interesting.

People can and do travel in groups, whether it be family units, ethnic communities, professional, religious, or political circles, teenage gangs, or army battalions. I realize that sociologically we have been defined as social beings and so find protection, power and a sense of belonging when we are so involved. But there are many complicating factors which seem not to be present when animals are reacting instinctively to their environment.

Take snakes, for instance. Many snakes, as far as I know, travel alone, live a relatively

isolated life and are not judged negatively for it. When a human individual is in this position, however, it is usually thought that her/his behaviour is somehow socially inappropriate.

There are varying degrees of subversion of this social code as well: if a newcomer to Canada, just to state one possibility, isolates her/himself from the already established ethnic community in Canada in order to attempt a more complete integration for her/himself, there is the risk of becoming alienated from all factions. This is a consideration for people anxious to improve their knowledge of Canada and their access to Canadian opportunities.

Conversely, it seems to me that if people belong to many divergent "groups" they run the risk of losing their own self-definition.

I am not denying the human need for social contact, nor am I longing for the simplicity of the social structure of the animal kingdom. I do, however, think that the varying levels of human interaction and the consequences of any subversion from the acceptable levels are areas which merit contemplation and consideration. □



## Contract Update

A vote on the memorandum of settlement reached by the bargaining teams involved in the recent support staff negotiations was held on November 14.

At Humber, according to Don Stevens, support staff union president, 198 members (52%) voted to accept the one-year contract. System-wide, 71% voted in favour of acceptance.

Included in the package was a settlement of \$0.48 per hour across the grid (representing an average 3% wage increase) as well as benefit enhancements and strengthened job security provisions.

In addition to improved vacation benefits, provisions for same-sex spouse coverage, and changes to bereavement leave to include stepchildren and spouses' grandparents, the settlement also increases the allowance for dental, life insurance, hearing care and eye protection.

During negotiations, the parties demonstrated a commitment to enhanced job security in the form of an Employment Stability Fund (ESF). This fund will establish a process to discuss employment stability strategies such as retraining, early retirement, secondment, employee career counselling, job sharing and professional development.

The issue of contracting out was also dealt with and it was agreed that, for the duration of the agreement, there would be

no layoffs as a direct result of contracting out.

In academic negotiations, accord was reached on a number of issues including parental leave, leave of absence for family-related reasons and union local payments for time release.

However, in an effort to help parties reach further agreement, fact finding is being initiated. Dr. William Marcotte, who was the independent chair of the Task Force on Wages & Benefits, was invited by the union to fill the role. □

## Task Force Recommend- ation

*Continued from page 5*

In an effort to deal with its long term objective of addressing the problems of Humber's underprepared students, the task force held open forums at the College's Keele, Lakeshore and North Campus locations. The group also encouraged individual submissions and proposals.

"Committee members have now met with most divisional operations groups," says Pamela. "We've had a lot of thoughtful input and are considering every suggestion carefully. I'm hoping we can get the report in before the holiday break but, failing that, certainly in early January."

Task Force membership includes Bill Cunning, Barbara Danbrook, Diane Hall, Pat Meek, Pamela Mitchell, Barbara Ritchie, Antanas Sileika, John Walker and Kit Wilson-Pote. □

# Humber + U of T

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## A Winning Partnership

by Madeleine Matte

The Faculty of Education at the University of Toronto (FEUT), in response to the Ontario Government's decision to renew its emphasis on technological training in the secondary school system, recently approached Humber to discuss and plan the integration of a "broad-based technological review" course in FEUT's program.

As a result, Humber and the FEUT ushered in an articulation plan, the initial stages of which included a pilot class of 15 post-secondary school teachers (FEUT students) who came to Humber in September.

Another group is expected in January.

The challenge for Humber in developing the articulation package was to respond to FEUT's request for a 21 hour course in a number of topics. A plan which attempts to integrate seven topics and five staff in one course was prepared and accepted.

According to Mike Sava, associate dean of Humber's Technology Division, the program is going very well. "Classes are being taught by Andrew Brown, Jiri Havelka and Ian Dedina with future

classes scheduled for instruction by Ravi Manrao and Bernie Wosnick. Students appear to be interested in and supportive of our efforts," he says. "And, that's encouraging." □

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## Gov't Fund for Special Needs

As part of the government's Anti-Recession Program allocation, Humber recently received a grant of \$327,500, specifically to address the Special Needs requirements of the College.

According to Ken Cohen, Humber's director of Physical Resources, a number of projects, funded by the grant, are currently being completed. They include:

- New access corridor and conversion of the elevator cab at the North Campus.
- Modifications to handrails and ramps.
- Conversion of washroom basins and hand dryers.
- Automatic door openers and hold-open devices.
- Revisions to the room number signage for the visually impaired.
- Bathtub lifting devices for the residence.
- Emergency flashing lights for the hearing impaired.
- New sidewalk from the residence to Humber College Blvd.



- Modifications to the visitors' parking lot for increased medical parking and Wheeltrans access. □

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## Humber Co-hosts Conference for Part-Time Teachers

More people attended this year's Part-Time Teachers' Conference than ever before in the conference's 14-year history.

The Part-Time Teachers' Conference is an annual event organized by the College Committee for Human Resource Development (Central Region). This year's conference, co-hosted by Durham College, was held at Humber in early November.

Continuing Education teachers, part-time day teach-

ers, sessional teachers, and even some full-time teachers (390 in all) came from George Brown, Centennial, Seneca, the Michener Institute, Sheridan, Georgian, Sir Sanford Fleming, Mohawk and Humber. All of them gave up their Saturday for this rare opportunity to meet with their colleagues and share their experiences.

"It demonstrates their dedication and commitment," said Humber's conference coordinator, Chris Coleman. "It's sometimes difficult for part-time teachers to feel appreciated and supported by their institutions. Yet they contribute a content currency that is vital to the colleges. They reach students we would not otherwise reach. They act as our ambassadors out there in business and industry. And, sometimes, they are even the employers of our graduates."

Throughout the day, four Humber student ambassadors helped participants find their way around and made them feel welcome. The balloons and flowers decorating the reception area, plus the delicious buffet lunch provided by Humber Food Services added an almost party-like atmosphere.

President Gordon welcomed the group, emphasizing the value Humber places on the professional development of its staff. Management psychologist, Buddy Burge, himself a part-time teacher, started the day off on the right tone with an informative keynote address on learning styles. His presentation had those in the lecture theatre laughing for hours.

This year's conference was a good step toward giving part-time teachers the recognition and support they deserve. □

# SPEAK EASY

*Does Ontario's school system provide students with the basic skills for success at the post-secondary level?*

Ministry guidelines for English as a Second Language aim to provide second language students with "communicative competence." As a result, a high school grad of ESL English will probably be unable to pass regular communications classes and general education courses. The high schools do do their best, but ESL students are simply not ready for many of our courses.



Antanas Sileika  
Faculty, Human Studies  
North Campus

Generally speaking, it does. Otherwise, we would not have so many successful graduates of colleges and universities. However, English language skills seem to be a weakness for many students. I think that an encouraging home environ-

ment is equally important in determining whether a student will be successful.



Carolyn Beatty  
Faculty, Lakeshore Campus

The system appears to provide the students with a list of facts (mathematics and literacy) but then we expect them to apply those facts to new concepts such as electronics systems. That is where the student typically experiences the difficulty. Yes, the system provides the basic skills but not adequate application "smarts."



Kenn Baker  
Chair, Technology Division

# MARK Your Calendar

## January 10

Official Opening:  
Re-Employment Centre  
5415 Dundas Street West  
Suite 300/301  
Etobicoke  
For Info: **233-1884**

## January 11

"Teaching Saturdays"  
Seminar for part-time &  
sessional teachers  
Organized by Pro-Dev & C.E.  
North Campus  
For Info: **675-5040**

## January 29

Big Band Concert  
Featuring Ron Collier's Big  
Band  
with special guest  
North Campus Theatre  
For Info: **675-3111 ext. 4427**

## February 6-9

**The Zoo Story** (E. Albee) &  
**Krapp's Last Tape** (Beckett)  
Theatre Humber Production  
Queensway Studio  
829 The Queensway  
For Info: **251-7005**

## February 20-23

**Top Girls** (Churchill)  
Theatre Humber Production  
Lakeshore Theatre  
3199 Lakeshore Blvd. West  
For Info: **251-7005**

## February 26

Vocal Night  
Featuring the Vocal Jazz  
Combo Choir  
and guest soloists  
North Campus Theatre  
For Info: **675-3111 ext. 4427**



# Happy Holidays

The staff in  
Marketing Services  
and Public Relations  
wishes you and yours  
a Holiday filled with  
moments to treasure  
and a joyous,  
prosperous  
New Year.

# COMMENT

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# COMMENT

SUMMER 1991

## Strategies for Student Success

by Kathleen Rowlands

**T**ake thirty seconds to memorize this list:  
Chevrolet, orange, fish, Plymouth, Dodge, apple, banana, dog, cat, Chrysler.

Now, without looking, try to remember as many as you can.

How did you do? 6 out of 10? 8? 10? What did you use to help you remember? Word games: the Chevrolet was orange with a fish as a hood ornament....? Pairing: Chevrolet, Plymouth, Dodge, Chrysler?

In other words, you used a strategy to help you remember. Learning new material comes easily and naturally to most people, but weak learners need to be taught these approaches to learning. A student with learning difficulties may have tried to memorize the list by rote: Chevrolet, orange, Chevrolet, orange, Chevrolet, orange, fish....and so on, never thinking to use a strategy to make the process easier. When you apply that difficulty to regular classes at college (Communications, general education, any of the vocational courses) this problem increases tenfold. That's where Jim Knight comes in.



Jim has been teaching Communications at the Lakeshore Campus for five years. In his first year at Humber, employed as a sessional teacher, he was trained in the Learning Strategies Intervention Model by Dee LaFrance (nee Gollan) who was on secondment to Humber College from the Ottawa School Board. Jim then employed the model in a Communications class for ten students from various programs who had been identified as weak in their regular Communications course. As a result of the enormous success of this pilot project, he received the College Innovator of the Year Award - in his first year. Through the use of this new method of learning, the students were encouraged to stay in their course

and all made significant improvements in their skill levels. Their enthusiasm for this process was perhaps exemplified by a letter they wrote to senior administrators, insisting that Jim be hired on a permanent basis. He was.

Jim is one of only three people in Ontario to have been trained in the Strategies Intervention Model by the research team at the University of Kansas Institute for Research in Learning Disabilities. This model, validated by defensible research, is based on a premise outlined by Deshler & Lenz, that "the educational experiences should emphasize teaching students the process of learning as much as teaching them...content information."

*Continued on page 4*

# Busy Summer Planned in Residence

by Aina Saulite

As the rest of the North Campus gears down for the less-hectic summer months, across the parking lot the Residence staff is busily preparing to welcome hundreds of people for camps and conferences. With a mandate to be fully self-supporting financially, a lot of energy and time has been devoted to marketing the Residence facility to outside groups & individuals who might be looking for accommodation in the coming months. Despite the poor economic times and the budgetary restraints faced this past fiscal year, efforts have been successful.

The story begins with the first target group — Humber students. Information was sent also to every other college and university in Canada and the response to living in “summer residence” has been more than expected. Over 100 students who are taking courses, working at jobs in Toronto, or completing placements have taken occupancy for the summer.

The National Women’s Olympic Basketball team started the summer season off early, arriving in late April before the academic year had even ended. They lived amongst Humber students who were busily finishing exams and packing. With a tryout camp followed by an intensive three week drill camp in the Humber gyms, 20 women and 6 coaches started their training and competitive season off at their new site.

In addition, residence staff also played host to 10 university women’s basketball coaches from across Canada and saw a two-day tryout camp for the men’s hoops national team. The junior men’s team and the “developmental” women’s teams are now also

booked to practice and lodge at Humber College.

Not only athletes are checking in over the summer. The heads of applied arts from across the province, some armed forces personnel from the Department of National Defence, and delegates to some other campus activities have booked rooms for their overnight stays. A group of 120 Young Progressive Conservatives and a couple of high school groups will be in Toronto for a visit and will stay for a couple of nights.

Another summer highlight is having won the bid to host the “Student’s Commission”. This conference, co-sponsored by the federal and provincial governments and the Optimist Club of Canada will see 295 grade 10 and 11 students from each federal riding in Canada congregate to discuss issues such as the environment, education, drugs and alcohol, and the justice system, as it relates to the youth of today.

In June and July, Humber will be hosting the competitors of the Canadian Archery Federation. Their annual “shoot” takes place in Caledon, and some 125 athletes will be housed at the College later in July. Humber will also become the new site of the Canadian Figure Skating team. Using the residence, some Humber facilities and Westwood Arena, the senior and junior national teams will be here for a period of 10 days.

Summer Focus has a new twist this year: three overnight sessions for new students will be held so that they can preview on-campus life. This is the time when new students come to campus for communications and math assessment and campus information sessions. Over 100 students (and their parents) are expected to try this new overnight experience.

The “oldest” client group this summer consists of over 100 high school students from Quebec who are coming to Humber for intensive English language learning. This group has been staying in the residences (Osler and now North) for a number of years. Another annual group is a hockey “camp”, again in conjunction with the facilities at Westwood Arena, where youngsters hone their on-ice skills. Some 70 to 80 boys will be in throughout late July and early August.

The residence food service will be open throughout the summer serving various guests as well as the College community. Staff members are welcome to try the residence cafeteria for a change of pace. In fact, staff members can call the Residence and arrange for a tour of the facilities. Throughout the summer, the Residence will also be making preparations for the arrival, in the fall semester, of 720 new students.

Needless to say, it’s going to be a busy summer! **HC**

## MCU Announces Extra Funding

by Madeleine Matte

Nine post-secondary institutions in the Metro Toronto area will receive a total \$22,679,700 in extra funding as part of the government’s \$94 million anti-recession program, Colleges and Universities Minister Richard Allen announced recently.

The funding will help post-secondary institutions initiate short-term labour intensive projects aimed at alleviating some of the hardships of the current recession.

Combined with the \$189.4 million in increased operating grants announced earlier, funding to Ontario post-secondary institutions will be \$283.4 million more than last year.

“Our colleges and universities play a significant role in the economic well-being of many communities,” said Dr. Allen. “The funding will make a big difference in the lives of many of Ontario’s workers and the communities they live in, while providing long-term benefits to our post-secondary system.”

At Humber, \$982,500 is being allocated to help the College make its facilities more accessible to the disabled and to improve the physical plant. **HC**

# Racism Focus of Lakeshore Forum

by Carol Lloyd

Raising thought, emotion and feelings around the issue of racism, the day long forum, Building Community, held in late February at the Lakeshore Campus drew an audience of more than 600.

As explained by Art Lockhart, School of Social and Community Services, the forum was a healthy demonstration of a simple method to solve the problems that often arise in complex human relationships. The same "human condition" advancing process can be applied to overcoming sexism and other imbalances of power.

The forum was initiated by a discussion between a group of students and faculty members at the Lakeshore Campus. Together the two groups conceptualized a plan that would invite the participation of others.

"Although there is minimal racial conflict at Lakeshore, the idea behind Building Community was to be proactive, to prevent the problem from becoming unmanageable," said Art. "Rather than passively ignoring it, we established a way to deal with racism in a positive and healthy way, by celebrating our uniqueness."

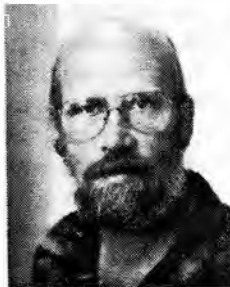
After a keynote address by Patricia Daenzer, president of the Canadian Alliance of Black Educators and board member of the Urban Alliance For Race Relations, and the performance of "No Problems Here," a comedy by the *Company of Sirens*, forum participants broke into small groups to reflect and share personal experiences of racism. Coming together once again, the full group was given an opportunity for feedback.

The information gathered on this day was compiled into a report, and an action plan for future sessions was developed. Both Seneca and Centennial Colleges have invited Art to speak about the process of Building Community and Pat Daenzer will incorporate the format into her work in Finland. **HC**

## Speak Easy

*Has Ontario's New Democratic Party met your expectations now that they're in power?*

Has the NDP met my expectations? No. Nor have they failed...yet. I realize that they have inherited some fiscal problems. However, that excuse will only play so far. I expect help for our education system - they should make it a priority.



**Steve Harrington**  
faculty, Human Studies,  
North Campus

Bob Rae's intentions were dwarfed by two main factors: the massive deficit inherited from the Liberal government and the large cut of transfer payments from the Feds. Until the federal government is willing to look at a tripartitism approach and a national consensus for development of economic policy, Rae has an almost impossible task.



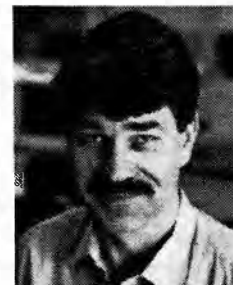
**Barb Brewster**  
program coordinator,  
Woodbine Centre

In spite of being inexperienced in governing, the NDP has survived, so far, surprisingly well. The recession is certainly not helping Bob Rae, who is facing a tough job: the corporations are threatening to move to the states while the employees are expecting miracles.



**Alfred Shin**  
program coordinator,  
Technology Division, North Campus

Due to the current recession, the NDP has a convenient excuse in not being able to fulfill all their pre-election promises. Despite the recent problems with several of the ministers, flexibility is the key. If one gets bogged down in bureaucracy, then the result is loss of control. The tail wags the dog, so to speak. Bob Rae is trying his best under the circumstances. So, let's be fair and give him and the NDP a chance.



**Dieter Huebner**  
C.A.L.L. advisor, North Campus

I'm pleased by the NDP's promise to look at political issues through the eyes of everyday working people and by Bob Rae's honest attempt to prove that integrity and politics are not mutually exclusive terms. After all, if Bob can renew the public's faith in elected officials, he'll have accomplished something pretty significant.



**Jim Knight**  
faculty, Human Studies, Lakeshore  
Campus

**HC**

# Strategies for Student Success

*Continued from page 1*

With that in mind, several strategies have been developed. At Humber, strategies for Writing (Sentence Writing and Paragraph Writing) and for Reading (Paraphrasing, Interpreting Visual Aids, and Multipass) are used. All are taught in a structured, documented sequence that involves the eight steps briefly described as follows:

## **Pretest and Obtain a Commitment to Learn.**

The student is tested and informed of the score plus the advantages of learning the new strategy. The student is then asked whether s/he wishes to learn the new strategy and a goal is set.

## **Describe the Strategy.**

The strategy is explained in detail, in a mode that is understandable to the student (all three channels of learning are used – written, oral, visual). Students set their own goals for completion of each step. At this point, a mnemonic is introduced to enhance learning of the strategy. For example, in the paraphrasing strategy, the mnemonic is **R.A.P.: Read a paragraph**. Ask yourself what the main idea and the details are and Put it in your own words. It is interesting to note that this method of instruction is structured to the extent that no more than three sentences are said by the teacher without eliciting a response from the student. "You have to overcome the learned helplessness of these students. They think they're losers. In this strategy, they get controlled positive feedback every day," Jim explains.

## **Modelling.**

Jean Schumaker at the University of Kansas Institute believes that modelling is at the heart of all strategies for instruction. After the strategy has been described, modelling is used to show the student, in a visual manner, exactly how the strategy works. The teacher virtually talks his/her way through the entire thinking process of the strategy.

## **Verbal Rehearsal.**

This is a rapid-fire rehearsal of the mnemonic and its use. It helps the student memorize so that the strategy becomes second-nature.

## **Controlled Practice.**

This strategy is applied to easy material that the student can handle, usually at the Grade 4 or 5 level. As mastery of the strategy occurs, the student works on increasingly difficult material.

## **Grade Appropriate Practice.**

The strategy is then used at a level that is appropriate to age and education

## **Post-test and Commitment to Generalize.**

A post-test, with grade-level material, is used to "celebrate" what the students have learned. They are taught how they can use this strategy in their other courses and in their everyday lives. Students then set goals that outline their commitment to learn how to generalize this strategy by applying it to other courses and by bringing in samples that demonstrate how they have achieved this goal.

Jim has been using these strategies and tracking student retention since 1986. To date, the retention rate of students in the Strategies Communications course has averaged 93%. The average College retention rate is 60%. (Note: This rate occurs in a course with students who have been identified as having the weakest writing skills in their program)

However, it isn't until recently that the achievement levels of the students have been assessed and compared to a control group in a Communications class taught in the established manner. Students enrolled in the Heating Ventilation and Air Conditioning program were identified as the target group for a pilot project in 1990. While some of the students received traditional instruction in reading and writing based on the pedagogy described in J. Langan's textbook and instruction manual, others were introduced to

strategies from the Strategies Intervention Model.

Students wrote a selection of pre-and-post-tests: the Nelson-Denny reading test, the Computer Placement Test, and the Learning and Study Strategies Inventory. The results were astounding. While Jim has pages of results that confirm student achievements, the bottom line is that, on every measure, the Strategies Intervention approach obtained significantly better results.

In the writing class, results were particularly impressive. Measuring everything from thematic maturity (the ability to write in a logical, organized fashion, to generate a specific theme, to develop a character's personality and to incorporate other compositional skills) to contextual vocabulary (the ability to use mature words that represent a variety of parts of speech), the results showed that the strategies group, while beginning with a total pre-test score markedly lower than the control group (45.2-C to 38.19-S) surpassed the control group in total post-test scores (46.69-S to 46.1-C) and showed a net increase in the 20th percentile. The control group was in the third percentile.

Richard Hook, Vice-President, Academic, lends his support. "Up to one in three of Humber's freshmen students lack the learning and generic skills needed to keep pace with the changing needs of the workplace. I can see as much as \$5. million (province-wide) being relocated to remediation over the next few years."

In 1991/92 there will be four Learning Strategies Communications classes at the Lakeshore Campus. Students who score low in the Computer Placement Test will have the opportunity to avail themselves of this new system of learning.

"My dream is that there would be a whole strategic remediation program for the bottom 20-25% of our students" says Jim.

HC

# Board Update

by Madeleine Matte

College President, Robert Gordon, announced that the 1991-92 operating grant allocation for colleges and universities is to increase by 7.3% over last year. He advised that the allocation, although the best the system could have hoped for, may have serious implications for the colleges in terms of student growth. Concentrated efforts will be required of administration to prevent Humber from falling below the system average.

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With respect to funding continuance for technology and remedial programming, the President reported that the latter aspect is to receive government support but that technology operations may not be similarly addressed. He expressed concern regarding the emphasis placed on matters of social justice to the detriment of economic growth, feeling that the need for technologists in Canada has not been fulfilled.

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The Board of Governors approved a recommendation to offer a post-diploma program to provide specialized training in condominium management for graduates of a business administration diploma, university graduates or students with equivalent work experience. The 640-hour program will be offered on an intensive two-semester basis with a four-month internship component.

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Lois Wilson (manager, Government Relations) reported that the College had obtained a total of \$10-million in training contracts for 1990-91 from clients: Employment and Immigration Canada, Ministry of Skills Development and the Ministry of Education.

In addition, Lois apprised the Board of future directions as defined in the

following goals: maximize College position in preparation for new government initiatives; develop an information package to market funded programs and services to adults; review contract program delivery; conduct market research to develop public sector market; and, develop new programs in the area of apprenticeship training for women.

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The Board of Governors approved the recommendation of the Council of Student Affairs to increase the student activity fee from \$99. to \$114. per academic year effective September 1991.

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The Minister's announcement on Vision 2000 is pending, but College President, Robert Gordon, advised that it is expected to focus on province-wide standards and accreditation. The President also announced that Dr. Charles Pascal leaves his position as Chair of the Council of Regents to become deputy minister for the Premier's Council for Health, Well-being and Social Justice. Dr. Pascal's appointment was effective February 1, 1991.

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An announcement concerning two French language colleges for Ontario was recently made by the Minister of Colleges and Universities - one to be established in the Niagara region, the other in Sudbury.

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According to the President, the Ministry plans to introduce a new concept which would support programs according to level of difficulty and cost to run. Humber will benefit more than most colleges from this review because of the comprehensiveness and uniqueness of our programs.

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A status report on major program changes introduced between January 1988 and January 1991 was presented by Richard Hook, vice-president, Instruction.

The report indicated that of 39 program proposals submitted to the Board, ten new programs were mounted by the College. The implementation of

these programs attracted 589 post-secondary students with a further 120-150 expected. The ten new programs operate at approximately the same cost as ten programs which were cancelled during the same period and serve significantly more students with more efficient use of College space.

Richard reported that the program rationalization process has resulted in the abandonment of almost all financially weak and low demand programs and the restructuring has facilitated dramatic growth in other areas.

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Judy Humphries, director of Placement, recently reviewed the 1989-90 graduate placement report for post-secondary programs at the College and was pleased to report that, based on an 85% sample of 1,891 graduates, 94% had been successful in obtaining employment. She added that such excellent results were most gratifying considering the current economic downturn and soft employment market.

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Rod Rork, vice-president, Administration, advised that due to recent pressures on existing facilities at the North Campus created by a number of factors, it was determined that the North Campus Master Plan required revision and that a preliminary draft would be available for the Board's consideration in the not-too-distant future.

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A motion was put forth that the Board adopt a proposal to offer a 168-hour, post-diploma program to provide specialized training in Human Service Management on a part-time basis. The motion was carried unanimously.

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Another motion, also carried unanimously, was put forth that the Board adopt a proposal to offer a 147-hour Teaching Assistant program to be offered on a part-time basis with an additional 120-hour self-directed practicum.

HC

# T.E.C. Benefits Staff and Students

by Carol Lloyd

With programs to benefit both staff and students, the Technology Enhancement Centre is an effective educational facility with a sound and comprehensive vision. Its mandate is to facilitate the professional development of staff and to enrich the learning experiences of technology students.

The idea for the Centre was generated by a task force that was initiated in the spring of 1990 from a provincial government technology grant. Tom Olien, an instructor in the Technology Division, is the full-time coordinator of the Centre.

"Based on user response and on the information collected to date, the Centre has been successful in fulfilling its mandate. I hope to further develop the Centre by creating more projects and upgrading its facilities," he explained.

For students, the Centre has established Technology on Display, an annual science fair event in which technology students are given the opportunity to display their work to Humber College staff and students, the community and to local industry.

"This event is an effective method of providing positive and constructive recognition to our students," said Tom. "As well, it helps to build a profile for the Division with the high school audience and industry."

The Centre has also become involved with the Provincial Skills Competition, an annual event organized for students by Skills Canada. Stimulating and encouraging outstanding performance, a vast array of skills are tested here from architectural and mechanical computer-aided drafting to leadership potential. The winners go on to compete in the U.S. Skills Olym-

pic competition being held this year at the end of June in Louisville, Kentucky.

Cluster events have been established for staff. Based on communication and networking principles, participants ranging from the dean to support staff get together to enjoy "significant snacks" and to perform a common task that provides a base for discussion. As well, every Friday morning, 20 minute general training sessions, Break 'n' Learn, are held for staff. Changing with employee needs, the focus of the current sessions is on word perfect skills.

"The Break 'n' Learn classes have been very helpful to me," said Barb

Turban, student records. "Even the most experienced members of the class are amazed at the computer skills we've learned."

Future plans include the development of a Drop-in Centre for students and faculty. It will provide consultation, referrals and resources to assist students in reaching academic and personal goals.

"I feel good about what the Centre has accomplished so far and I look forward to the challenges of the upcoming semester," added Tom in summary.

HC

## Viewpoint

by Erin Hamilton  
director, Woodbine Centre

"You work in a shopping mall?"

"There's a College campus in a plaza?"

"Have you ever thought about holding a meeting next door (where the theatres are!)?"

At the Woodbine Centre Campus, these are all very familiar refrains.

It is great working here. A unique environment, 180 plus shops and services, non-stop music and different movies every month. What more could you ask for?

Don't get me wrong. There is also a lot of work being done here. Since it's opening five and a half years ago, the Centre has offered over 1900 courses; had close to 35,000 students attend classes; registered approximately 45,000 part-time students; and rented training facilities to over 175 companies and organizations.

Where else can you work in such a fun atmosphere? There have been all kinds of movies and television shows shot in and around the Centre. We've even held contestant auditions in one of our rooms for a major Canadian game show. Marlon Brando, Matthew Broderick, Corbin Bernson, Ben Johnson and numerous daytime soap stars have graced our presence. No

luck, but we did try to offer Mr. Brando a dressing room or two!

On the flip side of the coin, working at a mall can be expensive. It is just too easy to pull that little piece of plastic out of your wallet every time you see a great deal. And the operative word here, of course, is "see." If we weren't here and walking around each day, we wouldn't see the bargains and sales. Personally, I now have a pair of shoes for every Friday in the year! And just how many earrings can one woman own!

The Centre also seems to have lost its appeal to all but the most diehard of "shopaholic" Northerners! We miss our colleagues dropping by, touring the Centre and hearing the latest on the Humber grapevine.

Oh, it's lonely at the "shop!"

HC



# HUMBER PEOPLE

**Kris Gataveckas**, vice-president, Business & Industry Services was recently selected to attend the prestigious Executive Leadership Institute sponsored by the League for Innovation in the Community College. The institute will be held in cooperation with The University of Texas at Austin and the University of California at Berkeley.

Kris was chosen as one of only 30 participants by a six-member panel from a pool of over 100 applicants holding senior level positions in community colleges in the United States and Canada.

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

The 13th Annual NISOD (National Institute for Staff and Organizational Development) Conference on Teaching Excellence was held in Austin, Texas in mid-May. Humber presenters at the conference were: **Anne Bender** (Health Sciences), **Peter Dietsche** and **Mary Rakoczy** (Human Studies), **Kris Gataveckas** (Business & Industry Services) and **Susan Goodman** (Applied and Creative Arts).

In April, **Michael Hatton**, Lakeshore Campus, spoke at the National Conference for Canadian University Board Chairs & Secretaries. The topic was: "What Lies Ahead for University Governance."

**Joan Hamilton**, formerly administrative assistant, President's Office, is now administrative assistant to **Rod Rork**, vice-president, Administration.

**Jim Knight**, Communications Department, was a presenter at Innovation in Action, a two-day international

conference on Learning Strategies for Underprepared College Students. The conference, sponsored by the California Community College and Chancellor's Office and The League for Innovation, was held in Bakersfield, California, in March.

**Pat Carter**, Equine Studies, wrote an article that was published in the Canadian Horseman Magazine. The article was entitled, "The Means to an End".

**Maggie Hobbs**, manager of CAPS, has organized CAPS ANGELS, an escort service for students requiring accompaniment to the residence following Thursday evening pubs. The service, which started at the beginning of the school year, is reported to be popular with students.

**Harvey Freedman**, accounting instructor, School of Business, has prepared a case study workbook for use with Fundamental Accounting Principles. The workbook, published by Irwin Dorsey in December, took a year and a half to complete. It will be used in first semester college accounting courses to help students understand the accounting system.

**Edna Lister** was recently appointed administrative assistant, President's Office.

**Mike Birmingham**, Technology Division, has been working with representatives from Centennial College to develop a council modeled after Humber's Academic Council.

**Morena Milivojevich** has joined the Conference and Seminar Services Department as a secretary.

**Janis Miller**, director of Client Services, was appointed Chair for the Central Region of the Employer/Employee Training and Development Committee (EETDC).

**Jo-Anne Watson**, Ontario Skills Development Office, finalized the first Language at Work contract with Sprinco Industries Inc.

**Mary Benedetti**, Research and Development, Keelesdale Campus, has been appointed to two advisory committees: the Costi-Immigrant Services Education and Employment Committee and the Technological Studies Com-

mittee for the City of York Board of Education.

A dinner for **Doug Light**, the outgoing president at George Brown College and former vice-president at Humber, was held on March 4 at the Metro Toronto Convention Center. Approximately 400 people attended the event and Humber President, **Robert Gordon**, was one of the speakers.

**Mike Crompton**, formerly from the Keelesdale Campus, now teaches in the Technical Apprenticeship Program in the Technology Division at the North Campus.

**Eva Gieysztor-Sztucki** has joined the ESL faculty at the York Eglinton Centre.

**Tim Hornblower** has moved from the Keelesdale Campus to the North where he will work as a technology instrumentation technician.

Fourth sequence graduates from the Michigan University Program are as follows: **Margaret Armstrong**, **Rose Cunha**, **Margot Rykhoff** and **John Stone** from the Nursing Program; **David Lee** from the Ambulance Program; **Kathy Redmond** of the Hotel, Tourism and Leisure Management Department; **Martin Pieke**, Counseling Department; and **Nancy Rodrigues** from the Applied and Creative Arts Division.

**Dennis Stapinski**, manager of Compensation and Employee Relations, **Toby Fletcher**, Chair, Business Administration, and **Martha Casson**, Registrar, will participate in the Leadership '91 workshop for service administrators of the Central Region Colleges of Applied Arts and Technology and the Michener Institute. The conference, scheduled at the Nottawasaga Inn, Alliston, is co-hosted by Sheridan and Humber Colleges. **Bill Sinnott** (Business Development), **Starr Olsen** (Professional Development) and **Leah Brown**, (Technology Division), are members of the planning committee for the event.

At the recent annual general meeting, **Kathryn Barber**, Chair, Continuing Education - Corporate, was elected as provincial Chair of the Committee of Continuing Education Off-

*Continued on page 8*

# Humber People

*Continued from page 7*

ers (PCCEO). This past winter she served as Chair of Central Region.

**Ian Bruce**, training consultant, Landscape Department, spoke about planting and maintenance of modern landscapes at the Shemin Nurseries industry seminar.

A reception to honour **Bill Kalahar**, School of Business, took place in April in the President's Boardroom. Bill retired from the College in January.

Presenters at the Central Region Faculty Conference held at Centennial College are: **Wayson Choy** and **Kitty Wilson-Pote** (Human Studies Division), and **Cheryl Palmer** and **Gwen Villamere** (Health Sciences Division).

**Barbara Carruthers** and **Maryann Jefferies** (Health Sciences Division), attended the National Institute for Leadership Development Workshop held in Connecticut.

**Don Foster** and **John Finn** (Funeral Services Department) attended the annual funeral services seminar held this past winter in Alberta.

**Don Hamilton** has joined the Health Sciences Division as a full-time instructor in the Emergency Skills Program.

**Elizabeth Ganong** has been hired as director of the Summer Language Bursary Program. She will work at both the North and Keele Dale Campuses with the 140 Francophone students who are here to study English.

**Reva Harknett** has left Client Services to join the Purchasing Department. She replaces **Norma Gass** who recently moved to Scotland with her family.

**Marjory Overholt**, director, Ontario Skills Development Office, has been re-elected for her fourth term as president of the Etobicoke Chamber of Commerce.

In late April, **Peter Dietsche**, faculty, Human Studies, visited the Moscow Academy of Sciences in the U.S.S.R. as part of a joint venture between Russian and Canadian sociologists.

**Margaret Hart**, faculty, Human Studies, is off to Hungary this fall. She

was invited to be visiting professor by the Technical University of Budapest and the Pro-Cultura Foundation of the Hungarian Ministry of Culture & Education.

The following faculty members were selected to attend the Great Teachers Seminar being held in June: **Bob Nash**, **Eric Nadler** (Technology Division), **Marg Hart**, **Nina Butska** (Human Studies Division), **Bert Hoferichter**, **Jim Chambers** (Applied and Creative Arts Division), **Sue Olijnyk** (Health Sciences Division), and **Ross Richardson** (School of Business).

**Pamela Hanft**, dean, Human Studies and **Doreen Bell**, School of Business, recently co-chaired the planning committee for the Access With Success: Developmental Studies in the '90's Conference. The conference dealt with successful initiatives to help underprepared students. Humber College presenters and session leaders included the following: **David Kemp**, **Jim MacDonald**, **Joe Aversa**, **Antanas Sileika**, **Adrian Adamson**, **Beverley Allix**, **Crystal Bradley**, **Wayson Choy**, **Kit Wilson-Pote**, **Barbara Ford**, **Peter Dietsche**, **Jim Knight**, **Donald Holmes**, **Bill Thompson**, **Nina Butska**, **Cecelia Vasiloff**, **Ausra Karka**, and **Tom Quinn** (Human Studies Division), **Sheila Susini** (Professional Development), **Cheryl Taylor**, **Mary Joe Morris** (Counselling Department) and **Alfred Shin** (Technology Division).

**Patrick Kelly**, director, Purchasing Services, has been appointed to the Maple Leaf Award Board of Assessors by the National Institute of Governmental Purchasing (Washington). The coveted Maple Leaf Award is given annually by the International Federation of Purchasing and Materials Management (Sweden). The Maple Leaf Award is presented based on submission of papers on various materials management topics chosen by the I.F.P.M.M. Argentina, Germany, France and Canada are represented on the board of assessors for the international competition. India received the Maple Leaf Award for 1990.

**Carole Weldon**, Purchasing Services, will lead the 1991 Faculty and Staff United Way Campaign. Volun-

teers are welcome to assist Carole with special events and campaign plans.

The following employees will receive their 10 year pins at the annual President's Breakfast, August 30: **Lisanne Alexander**, **Stephen Anderson**, **Phyllis Arnott**, **Joanne Baker**, **Sharon Beattie**, **Kent Belsey**, **Lynne Bentley**, **Joanne Bonham**, **Bernice Brown**, **Janice Calder**, **Donna Campbell**, **Barbara Carruthers**, **William Cooke**, **Kathleen Dorbyk**, **Raymond Doucet**, **Richard Faseruk**, **Karen Fast**, **Theresa Foran**, **Diana Fryer**, **Lenore Galloway**, **Ken Harrison**, **Valerie Hewson**, **John Huot**, **Shamsudin Jiwa**, **Michael Keough**, **Joseph Kertes**, **Michael Koyanagi**, **Karel Kreissl**, **Guido Longo**, **Pat Marsh**, **Kathy May**, **David McPherson**, **Damien McQuaid**, **Ann McWilliams**, **Vinnie Mitchell**, **Vito Montesano**, **Shirley Moore**, **Judy Morson**, **Jennie Nanni**, **John Ng**, **John Perraton**, **Joseph Pusztai**, **Hather Reid**, **David Riley**, **Jane Russ**, **Gene Rychlewski**, **Jane Ryzhik**, **Cheryl Salkey**, **Mary Dean Samanski**, **Leo Smits**, **Darlene Teabeau**, **Grace Tippling**, and **Carole Weldon**.

**Evening With the Artists**, a fund raising dinner, in benefit of the Humber Arboretum community Nature Studies Programs was held in mid-May. Approximately 80 guests attended the event held in the Seventh Semester. Guests enjoyed a sit down dinner prepared by the Food Services Department, had an opportunity to bid on pieces of donated artwork in a silent auction, and wandered through an art exhibit area. A group of 10 wildlife artists participated in the event with booths set up to display their work. The evening, organized by **Christine Fraser**, coordinator, Nature Studies Programs and **Rick Manners**, noted wildlife artist, was very successful. Approximately \$2500 was raised for use toward nature study programs.

HC



# Profile: Jane Russ

by Madeleine Matte

*"I really believe that all things are possible if the desire is strong enough. I'm a good example of that philosophy. Just look at where I am today"*

The bookcase in Jane Russ' office at the Lakeshore Campus is filled with books on accounting, marketing, management theory, economics and computers. They're there, she admits candidly, not because she has a passionate interest in the topics, but because she finds them useful in her role as program manager, Research and Development. More importantly, she finds them useful when she's counselling students about appropriate course choices.

According to Jane, this opportunity to interact with students is "the most enjoyable and fulfilling" part of the job. "It helps me determine what's good and what isn't, what works and what doesn't," she says.

Currently responsible for the development and management of all credit and non-credit continuing education programs at the Lakeshore, Jane began her career with Humber at the North Campus as a secretary. She came to the College in January 1980 after completing a skills upgrading program at Sheridan. Five years ago, and a number of positive career moves later, she accepted her current position and relocated to the Lakeshore. "Coming here has meant more involvement with both students and staff," she says. "And, I love it. The added bonus is that everyone at the Lakeshore - faculty, administration and support staff - pitch in and help out. There's much less division and distinction amongst the ranks so it's a lot more relaxed."

The potential move to the psychiatric hospital site is something that Jane views as very positive and beneficial

and not at all threatening to the friendly Lakeshore atmosphere. "There's a lot of potential for growth here," she says. "And I'm sure that the needs of continuing education will be taken into account in the global planning process."

While the public demonstration of her skills, as reflected in the performance of her duties, is an essential part of her persona, so too is the role she assumes in private life as mother to 15-year-old Rebecca. She's very clear about that. "My daughter is the most important person in my life. We've weathered a lot of storms together and we've always been there for one another," she says. "We're more than mother and daughter, we're friends. Because I like who I am, because I'm comfortable with myself, I hope I've been a good role model."



Jane's future? It promises more of the same: Rebecca, Humber and a continued striving toward goals. These include "a little more time for myself, travel, and maybe, down the road somewhere, a business of my own." The future might also allow for the indulgence of hobbies and pleasures such as gardening, movies, baseball and the escapism offered in the reading of a good romance novel.

HC

# Interest Free Loans Available for Computer Purchase

by Carol Lloyd

As of May 1, full-time employees at Humber are able to borrow money from the College to buy a computer.

A proposal, submitted by Rod Rork, vice-president, Administration, to set aside \$300,000 for a staff computer purchase plan has been approved by Academic Council.

"The plan is good for the institution and its employees," explained Dave Darker, chair, Academic Council. "Faculty and staff will become more efficient by practicing computer skills at home."

The maximum amount loaned to an employee under the plan is \$3000 with a minimum of \$1000. The loan is interest free for up to 30 months and payroll deductions can be arranged through the Purchasing Department.

The Computer User Group, lead by Ruth McLean, Professional Development, has recommended five computer systems and six vendors based on service, quality, variety of equipment, price and their compatibility with Humber computers.

"From the response to date, we anticipate that the program will be overwhelmingly successful," says Rod Rork. "All the money that is paid back by employees will be pooled and then re-loaned. Hypothetically, then, with this spin-off effect, 20% of our employees could be involved in the plan within a couple of years."

HC

# War Forum Draws Emotional Response

by Carol Lloyd

Did the United States and its allies have a right to be in the Middle East? Who was to blame for the Gulf War? Was a war necessary?

The answers to these questions are imbedded in generations of political, religious and economic development. They cannot be found in yesterday's headlines or Gulf War "updates."

To find the answers, one must go beyond the headlines and past the recent conflict that took place in the Middle East. It is important to understand the history of the nations that were involved in the battle to develop a well-rounded comprehension of the situation.

The Gulf War Forum, held in late February in the North Campus Lecture Theatre, provided an opportunity for such information and expression. Participants drew opinions from Humber speakers Tom Olien (Technology); Debra Ross, (Afro-Caribbean Club); and Tom Browne and Ray Heard, (Applied and Creative Arts). In a highly charged, culturally diverse, emotional arena, participants were then given a chance for discussion and debate.

Topics fueling the debate were: the economic domination of the United States and the global effects of profit oriented imperialism, the need for a global court of higher appeal and a global police force, the loss of Canada's "peace-keeper" reputation, the hypocrisy of world leaders and whether we can believe everything reported in the news.

In summary, the Middle East Forum provided more of an in-depth analysis of the Gulf Crisis to Humber

staff & students. Varying cultural opinions established a more enlightened understanding of the issues. In a cultural "melting pot" like Canada, the Forum set the stage for understanding, not judgement; wisdom, not ignorance; and appreciation, not prejudice.

HC

# Showcase Salutes Innovators

by Madeleine Matte

Humber's Annual Innovative Practices Showcase was held in mid-May at the North Campus. Once again, recognition was bestowed upon the Innovators of the Year, awards which recognize College employees who have designed and implemented the kind of breakthrough that significantly impacts on the education of Humber students.

This year's recipients of the League Innovator of the Year Award were Bill Pitman (Registrar's Office) Toby Fletcher and Don Wheeler (School of Business) who developed an early registration process. As League Innovators, Bill, Toby and Don will travel to The Annual League for Innovation National Conference being held, this year, in San Diego, California.

College Innovator of the Year awards were presented to Alan Ward for his project on market-related training; Stephanie Paulson and Sharon Beattie for the development of an integrated curriculum learning package; Kathryn Barber for the Continuing Education Centre; Arie Nadler for the Discover Technology Linkage Project; and Rebel Hardy for a customized approach to skills development.

Congratulations to all!

HC

# SEAMEO Reps Visit

by Bill Sinnett

The South East Asia Ministers of Education Organization (SEAMEO) is a co-operative consortium of eight South East Asia countries and four associate member countries, one of which is Canada. The secretariat is situated in Bangkok and there are eight regional centres and projects located in a number of different member countries, each of which specializes in training and associated activities within a specific field. The regional centre in Brunei Darussalam, for example, is the newest to be established and will offer training, research activity and management information support for South East Asian Vocational and Technical Education administrators, teachers and technical services personnel. It is aptly named VOCTECH.

The SEAMEO organization is celebrating 25 years of cooperative effort and recently commissioned a strategic planning study and activity to guide them toward the year 2000. Canada, through the Canadian International Development Agency (CIDA), is supporting the strategic planning exercise. One of the associated consulting activities was a Canadian study tour for ten key personnel from the various regional centres and the secretariat.

In March, while in Canada, four of the SEAMEO participants visited Humber: Dr. Suparak Racha-Intra, deputy director of the Regional Centre for Education Innovation and Technology in Quezon City, Philippines; Thomas Khng, registrar of the Regional Language Centre in Singapore; Michael Lim, planning officer of VOCTECH; and Wilma Bravo, program officer with the South East Asia Minister of Education Secretariat in Bangkok, Thailand.

The visitors met with a variety of people including Bill Sinnett international consultant and manager of Busi-

Continued on page 12

# C.H.R.I.S. A Hit With Prospective Students

by Kathleen Rowlands

Introducing C.H.R.I.S. That's how the information page in the Spring edition of Inroads introduces the concept of touch-tone telephone registration to all prospective continuing education students. C.H.R.I.S. (Call Humber's Registration and Information Service) is an opportunity for individuals to access information about Humber College, register for part-time courses if they already have a student number, or simply talk to a registration clerk, all through a process that is commanded by the dials on a touch-tone phone.

Implemented for the spring registration period, it is tremendously successful with students who have used other methods. In a phone poll, C.H.R.I.S.'s system was unanimously determined to be easy to access and easy to follow. As a matter of fact, superlatives were often used in descriptions of the service. "Very clear. Very easy to understand. Very pleasant voice. Excellent!" said Kathryn Zammit, who holds the unique position of being the very first user of this new service. "After I signed up, I went out into the office and told everyone!"

Danielle Dabkowski, who is registered in the Accounting Certificate program, expressed pleasure in the efficiency of the system. "I received my confirmation in the mail within a week AND saved time and travel by registering over the phone. I would definitely use it again."

While everyone polled was pleased with the idea of the system, there were some glitches encountered due to unfamiliarity with the process. "The directions were quite clear but I wasn't

100% comfortable, so I went through it two or three times before I registered," says Michael Romeo. "I was determined to do it myself so I didn't opt for the personal operator."

Clement Hull, who registered for an Introductory Programming course, felt that he would have liked clearer instructions regarding input of some of the information. For instance, when he was asked to provide his VISA expiry date, "I wasn't sure whether to input it alpha or numerically, and which came first, the month or year."

A worksheet is included as part of the information for C.H.R.I.S.. It allows the user to compile necessary information before dialing; however, not everyone felt compelled to use it. "I used the worksheet," affirmed Hull. Dabkowski agreed. "I wouldn't have known the numbers to use before I called, if I hadn't filled out the worksheet." On the other hand, Zammit explains "I found the process easy and the questions clear, so I didn't even use the worksheet. I must admit, I was too lazy."

Statistics on C.H.R.I.S. confirm the overwhelming response to its effectiveness. Bill Pitman, director, Records and Registration, explained that many people are using it as a method for acquiring information and not just for registration. While no major problems have been encountered, minor adjustments have been made to such areas as vocabulary to ensure that the instructions are as simple and clear as possible to all users.

At this point in time, Humber remains one of only two colleges in Ontario to implement touch-tone registration. As Zammit explains, "At other colleges, you have to go in person or FAX your registration (she's attended Sheridan and Conestoga as well). This was a lot better."

Would you use it again? we asked all registrants polled. The answer? A resounding "Yes!"

HC

# New Teams For 91/92

by Paul Cleary

On April 2, 1991 Humber College cancelled its varsity hockey program. During their 12 years of existence, the Humber Hawks won seven provincial championships, three Canadian Silver medals, three Canadian Bronze medals and one consolation final. However, financial difficulties were the opponents that beat the Hawks for the last time.

According to Doug Fox, athletic director, there was approximately \$30,000 in the budget for hockey and the team would have needed approximately \$100,000 to operate. Jim Bialek, co-ordinator of Athletics responds to the dismantling of the program by saying: "Our department tries to provide programs that are at a high level of excellence and right now we can't do that with regards to hockey."

The Athletic Department reports to Roy Giroux, vice-president of Education and Faculty Services, who viewed the situation as a choice between hockey and less expensive activity. The department decided to initiate touch football and four new varsity teams consisting of men's and women's indoor soccer, and men's and women's badminton.

Under these initiatives, according to Bialek, the department can better utilize the facilities, offer co-ed programs and increase new program development. For example, the men's and women's indoor soccer can be expanded to outdoor soccer and the touch football program may result in league participation.

These programs will have an impact on the Athletic Department. Bialek states that the department's growth will result in a larger number of students and a different mix of students. Fox summarizes: "We don't look at the changes as problems. We do look at them as challenges and opportunities to develop new sports."

HC

# New Faces at Humber

By Madeleine Matte

## Nancy Hood

Nancy Hood was recently appointed Humber's director of Human Resources.

With a degree in English from the University of Toronto, a Human Resources Professional (HRP) designation from the Human Resources Professionals Association of Ontario and an employment record that includes the Ontario College of Art and the Royal Ontario Museum, Nancy is both qualified and prepared to handle the challenges of her position at Humber.

She began her career in the Information Services Department at OCA - a career interrupted by a year of study and travel in Europe. While she concedes that her efforts in Information Services were rewarding, Nancy admits to wanting more of a personnel orientation in her work. Consequently, in 1980, she made the career move to Human Resources. When she left OCA seven years later, she left as Director of Personnel Services.

In 1987, she accepted an appointment as Assistant Director of Human Resources at the Royal Ontario Museum where, as a member of the senior management team, she was in charge of the HR Division, head of personnel and chief negotiator.

Nancy comes to Humber following a year-long maternity leave during which she delighted in her role as mother, took courses and managed to find time for some freelance consulting.

Her work ethic is clear and definite. "Human Resources is a service," she says. "It's our responsibility to model



leadership and to treat people fairly and with dignity."

Nancy understands the need most people have for recognition and challenge in their professional lives. She recognizes, too, the need to live a balanced life. In fact, balance and perspective are major components in her definition of personal success. "For me, success means being able to do the things which use your special gifts and talents and, in the process, contribute to the betterment of the world," she explains.

Nancy lives in Toronto with her husband, Richard, and her two daughters.

## Charlotte Empey

Charlotte Empey is back at Humber. Not as a student this time (she graduated in 1974 with a diploma in Journalism) but as Chair, Continuous Learning, Applied and Creative Arts Division.

Charlotte's employment record since graduation is impressive. Her resume chronicles a history of journalistic responsibilities with a number of high profile magazines including *Flare*, *Images*, *Expression* and, most recently, *Chatelaine*.

She served as consultant to the City of Toronto Olympic Task Force and, as creative director with McGill Productions, she was responsible for conceptualizing and executing an assortment of multi-media advertising and promotion projects.



At Humber, she's responsible for the development and administration of all continuing education programming for the Applied and Creative Arts Division.

Charlotte lives in Toronto with her daughter.

## Lloyd Rintoul

Lloyd Rintoul was appointed dean, School of Business, effective April 1.

To the position, Lloyd brings many years of experience with multi-national corporations as well as a keen understanding of Canada's role in the global marketplace. His past work history includes extensive involvement in the automotive, mining, paper, steel, transportation, gas and petroleum industries. He has lived and worked in Europe, Japan, Australia, the United Kingdom, South America, and the United States.

As dean, he hopes he can help Humber develop business graduates that are both competitive and comfortable in the global village. "Industry says that college and university graduates are not adequately prepared to meet the challenges of business. I don't believe that's true," he said. "But I do see the need for closer links and tighter channels of cooperations between education, business and industry. I'd like, very much, to contribute to a bridging of the gap."

In addition to his expertise in the business arena, Lloyd has taught evening courses at the community college level.

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## SEAMO Visits

Continued from page 10

ness Planning and Development; Mike Hatton, international consultant and assistant to the principal of Lakeshore Campus; Rick Embree, director of Research and Development; Martha Casson, registrar; Starr Olsen, chair of Professional Development; and Michael

Harper, dean of Technology and director of International Projects. Discussion focused on planning & human resource development.

Visitors were given a tour of the North Campus as well as a comprehensive and detailed information portfolio consisting of numerous documents and reports representing a variety of topics relevant to the planning process.

HC

# New Scholarship Available to Humber Students

by Carol Lloyd

White Rose Crafts and Nursery Sales Limited, Unionville, Ontario, recently established a scholarship for Humber College students in the name of the late John Bradshaw, a well-respected Canadian horticulture communicator.

"Being consistent with Bradshaw's career, the \$1000 John Bradshaw Horticulture Communications Scholarship will be awarded annually, beginning in September 1991, to a student who has completed a horticulture program and wishes to continue studies in communications, or has completed a communications program and wishes to continue studies in horticulture," explained Stephen Bodsworth, Chair, Applied and Creative Arts. One of the two programs must be completed at Humber College.

The College will be responsible for reviewing applications and selecting the most suitable scholarship recipient.

Having had the largest individual audience, John Bradshaw was the most listened to horticulture broadcaster in North America. He is best known for his work on the *Gardening Show* on CFRB Radio in Toronto.

HC

# Applications Up 25%

by Madeleine Matte

The number of students applying for entrance into post-secondary programs at Humber has increased by 24% over last year.

Approximately 17,000 applications were received by mid-April compared to 13,700 at the same time last year. While the number has increased for each of Humber's academic divisions, the most significant increase has been in Health Sciences.

According to Martha Casson, College registrar, the substantial rise in numbers can be attributed to several factors: Humber's reputation for quality education, the introduction of eight new programs, and the current economic climate.

"We've seen an increase in applications from the mature population as a result of lay-offs and there's also been greater representation from the immigrant community," she explained. "In addition, university graduates are attracted to the post-certificate programming offered. We update the curriculum in existing programs regularly to ensure currency and we also introduce new programs where there's a need.

We're encouraged by the numbers," she continued. "However, we are severely limited by lack of government funding to allow us to accommodate the increase in applications. The part that affects us most is in the availability of space, capital equipment and staffing."

Some 8,000 letters of acceptance were mailed to prospective students on April 15.

HC

# Scarborough Firm Donates Robot to Technology Division

by Carol Lloyd

The Technology Division recently welcomed the donation of a full-size General Motors - FANUC (GMF) robot from Jutras Die Casting Limited, Scarborough. The replacement value of the robot is estimated to be between \$50,000 and \$80,000.

"The robot is similar to the two FANUC M-1 robots currently in the flexible manufacturing system (FMS) lab, but its programming capabilities are far superior," explained Mike Sava, associate dean, Technology.

The robot's sophistication will allow for the creation of additional advanced courses. As well, it will provide significantly more hands-on practice and teaching time for faculty and students at the College.

"By providing us with this up-to-date piece of equipment, Jutras has helped to ensure that the industry receives well-trained graduates," adds Mike.

"Their contribution demonstrates support for Humber's technical training programs and has paved the way toward increased partnerships with the industry," says Michael Harper, dean of the Division.

The new robot is presently being cleaned and will be ready for use shortly.

HC

# Theyer Named Escoffier Chef of the Year

by Madeleine Matte

Klaus Theyer, faculty member in the Applied and Creative Arts Division, was recently named Chef of the Year by the Escoffier Society, Toronto Chapter of the Canadian Federation of Chefs de Cuisine.

Klaus, who teaches in the Culinary Management, Cook Apprentice and Hotel & Restaurant Management programs, was one of three candidates nominated for the honour given annually to the person who, according to the Society, promotes the profession by exemplary conduct, shares his/her knowledge with others and who shows a leadership role within the profession.

Before coming to Humber in 1981, Klaus held a number of responsible positions with hospitality establishments in Canada and Europe. These include Bittners in Etobicoke, Gasthaus Schrader and the Cafe de la Paix in Toronto, Wienerwald in Munich, Germany, Hotel & Restaurant "Langnauerhof" in Zurich, Switzerland, the Hotel "Linde" in the Principality of Lichtenstein and at the Hotel "Vienna Intercontinental" in Austria.

His professional affiliations and memberships are equally impressive. Most recently, he was advisor to the Industrial Service Adjustment Committee for the Canadian Federation of Chefs de Cuisine and, in the past, served as a member of the Human Resource Issues Task Force in the Canadian Foodservice Industry.

He is an active member of the Canadian Federation of Chefs de Cuisine, the Escoffier Society (Toronto chapter), the Austrian Federation of Chefs



de Cuisine and the Institute of Culinary Arts and Technology.

"I'm very proud to have been selected," says Klaus. "It's a great honour for me personally and for the College as well. As Chef of the Year, I get a Grand Trophy which, unfortunately, I have to give back in a year's time so that it can be passed on to the next winner." **HC**

## New Faces at Humber

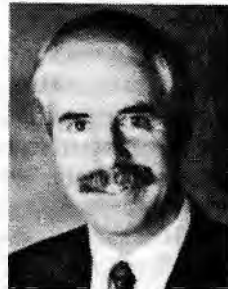
Continued from page 12

### Ted Patterson

Ted Patterson was recently appointed director of the Centre for Employee Benefits at the College.

Comfortably stretched out in his chair, he described his new role.

"The Centre is a self-supporting extension of the School of Business that offers programs of continuing studies to meet the requirements of compensation and benefits specialists throughout Canada. My role is to design, develop, promote and deliver a comprehensive array of courses and seminars," he explained.



Ted comes to Humber with over 15 years of experience in human resource management with major corporations such as the Canadian Imperial Bank of Commerce, NCR Canada Limited and Canadian Oxygen Limited.

Originally from Brockville, Ontario, Ted was educated at Ridley College in St. Catharines and went on to receive a diploma in business administration from Algonquin College. Interestingly, Ted is also a graduate of the program he now directs.

"I hope to increase the Centre's value to the School of Business by expanding and enhancing its mandate," he says.

Ted lives in Mississauga with his wife and two children. **HC**

# COMMENT

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

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

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# HUMBER COLLEGE

# COMMENT

AUTUMN 1991

## On Humber's Horizon

by: Madeleine Matte

Planning for the future is an ever-present constant. At Humber, it has become a priority.

According to a statement released by MCU Minister, Richard Allen, the recession has had a profound effect on government spending. Some 250,000 jobs have been lost and a million people now depend on some form of social assistance.

"The Treasurer has announced that Ontario will not exceed its announced deficit. To make that happen, all ministries must contribute to the effort," reads an open letter to community colleges.

"In the case of my ministry," it continues, "either we reduce the amount of financial aid available to students or we reduce transfer payments to the institutions. I will not reduce access to OSAP. The adjustment, therefore, must be made in operating grants."

For the ministry, this means a system-wide saving of \$3,634,132. For Humber, it means a reduction in transfer payments amounting to \$280,328.

College	Operating Grants Prior to Adjustment	Adjustment	Revised Operating Grant
Ajlonguin	\$51,228,151	(\$26,141)	\$25,962,010
Canbylan	\$25,632,367	(\$28,157)	\$25,604,210
Concordia	\$19,707,406	(\$19,338)	\$19,688,068
Centennial	\$27,358,801	(\$19,792)	\$27,339,009
Conestoga	\$22,091,823	(\$10,059)	\$22,081,764
Durham	\$18,991,978	(\$9,486)	\$18,982,492
Fanshawe	\$18,991,978	(\$9,486)	\$18,982,492
George Brown	\$44,373,343	(\$27,367)	\$44,345,976
Humber	\$44,373,343	(\$27,367)	\$44,345,976
La Cite Collégiale	\$8,834,343	(\$4,871)	\$8,829,472
Langton	\$8,834,343	(\$4,871)	\$8,829,472
Loyalist	\$13,613,474	(\$8,328)	\$13,605,146
Monark	\$13,613,474	(\$8,328)	\$13,605,146
Niagara	\$12,530,000	(\$6,062)	\$12,523,938
St. Lawrence	\$12,530,000	(\$6,062)	\$12,523,938
U.S. Fleming	\$12,530,000	(\$6,062)	\$12,523,938
Total	\$726,826,447	(\$2,634,132)	\$724,192,315

To cope with decreased government support will require a two part strategy. "In the short term," says Humber President, Robert (Squee) Gordon, "we have to look after ourselves. And, over the long term, we have to offer the best post-secondary programs, making them as relevant as possible to the needs of society. So far, we've done this quite well as our numbers indicate."

Self-reliance, the cornerstone of Squee's short-term strategy, is also on Rod Rork's agenda.

By taking advantage of every additional source of revenue and by containing and reducing expenditures, Rod, Humber's vice-president, Administration, envisions the possible elimination of the College's modest deficit by the end of this fiscal year.

But, long term fiscal security will require more than mere

financial adjustments. Critical questions about the College's future enrolment patterns must be raised and answered: Just how many students can we reasonably accept in the future?

Enrolment is an issue with which Roy Giroux (vice-president, Education and Faculty Services) often grapples.

"We've done everything right," he says. "Now what? At some point we'll have to cap our enrolment and focus on the fact that students need more career information and additional screening. Currently, only 30% of our students are in the right programs. Increasing that percentage will be a major challenge."

Obviously, there are no easy answers.

"Existing facilities need improvements so that students can be served adequately," says Squee. "That's certainly a priority. So, too, is serving the retraining needs of those already employed."

Kris Gataveckas (vice-president, Business & Industry) agrees. Since her arrival at the College, she's been building a leadership team and developing a customer-service driven operation.

"Now that our mission statement is in place, the priority is to add to our existing client base," she explains.

By incorporating Business & Industry into the Humber mosaic, Kris believes the College will benefit. "It stands to reason that by getting closer to the marketplace, program relevancy is increased and revenue generating opportunities are improved," she adds.

Issues pertaining to program relevance and enrolment are also important considerations for Richard Hook. As vice-president of Instruction, Rick is convinced that the College must implement programs that represent a new reality.

He explains: "This includes making sure that our standards reflect the global focus; that programs have a clearly defined partnership with industry; and that we recognize student success."

Currently, the concept of "laddering" students for program preparedness is being

Continued on page 2

# 25 Reasons to Celebrate

A steering committee was established recently to coordinate activities to mark the College's 25th anniversary and to promote the celebration of a quarter of a century of success.

Chaired by Carl Eriksen, dean, Applied and Creative Arts, the committee is currently studying the suggestions deposited in an Idea Bank set up to collect proposals from staff and students.

According to Carl, suggestions have been coming in at a steady rate and each will be put before the committee for discussion.

In addition to the Idea Bank, Carl has asked each division and department to form individual committees. "We're not interested in putting on a one-shot gala event," he says. "What we're really after is to sustain momentum and energy over a period of time. With every department and division involved, it's a wonderful opportunity to profile the College for the entire year."

Committee proposals will be submitted to the steering committee who will, in turn, present an action plan to the Presi-

dent's Planning Group for approval. The steering committee expects to have a formal plan in place by December 15.

Committee members include Doris Tallon (President's Office), Joe Kertes (Marketing), John Huot (Human Services), John Liphardt (Lakeshore Campus), Bob Cardinali (Executive Director of Finance and Planning), Don Stevens (Applied & Creative Arts), Anne Bender (Health Sciences) and Brett Honsinger (SAC).

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## FOCUS ON.....

### The York- Eglinton Centre

1669 Eglinton Avenue West  
Toronto, Ontario M6E 2H4  
Tel: (416) 763-5141  
FAX: (416) 781-2696

The York-Eglinton Centre offers English as a Second Language training to approximately 600 students annually.

Also, in addition to a range of continuing education courses which include accounting, bookkeeping and banking procedures among others, the Centre operates the Teachers of English as a Second Language post-graduate teacher training program, an intensive 10-week course which combines theory and practice in second language education.

Part of the Education and Faculty Services Division, the

Centre (consisting of 5 classrooms) has a staff complement of 11 permanent faculty, 5 sessionals and two support staff.

**Chair:**

Harry Matsugu

**Coordinator (ESL):**

Linda Maloney

**Administrative Assistant:**

Samantha Whitlow

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## Bursting at the Seams

Full-time enrolment for the fall 1991 semester at the College exceeds 10,000 students for the first time in years. Over the summer months, staff in the Registration Centre processed approximately 27,000 applications.

According to Martha Casson, registrar, this significant increase is due to public demand and to the variety of new course offerings. "However," she says, "because of space and financial limitations, we were unable to accommodate many more qualified applicants."

Of the new programs being offered, those most heavily subscribed were Human Resource Management, International Marketing, Design Foundation and Early Childhood Education-Special Needs (post-graduate certificate).

Enrolment in continuing education courses has been equally impressive.

Continuing Education Chair, Kathryn Barber, reports that registrations for evening and weekend courses and programs have increased 20% this spring and fall over last spring and fall.

"While we can't discount the poor economic climate as one of the reasons for dramatic growth in C.E., we must remember we prepared ourselves by offering over 200 new courses this past year. We also developed and implemented programs and services to improve student recruitment and retention," explains Kathryn. "Continuing Education is identified as a major priority in the Master Academic Framework," she adds.

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## On Humber's Horizon

*Continued from page 1*

carefully considered. "We have to be very clear about our expectations," says Rick.

While solutions to the challenges facing Humber are the subject of ongoing discussion, one fact has already emerged: The College must change in order to meet the future.

"Not changing can only lead to stagnancy," says Squee. "And, stagnancy is definitely not a viable option at this College."



# PROFILE

## Ron Collier

by: Madeleine Matte

*"I've had terrific opportunities as a musician in Canada. There was never any reason to pack up and move to the States."*

Rather like a self-satisfied potentate who's done it all, seen it all, Ron Collier's remarks are somewhat wistful and evoke a celebrated past. It's a past devoted almost exclusively to music: arranging, performing, writing and, most recently, teaching. He's been a faculty member in the Music Program at the College since 1973.

Ron was born some 60 years ago in Coleman, Alberta. Both his parents were amateur musicians and he's quick to credit them with the nurturing of his musical talent.

From Coleman it was a short hop to Vancouver, the Kitsilano Boys Band, studies with Arthur Delamont and the establishment of a presence in jazz circles on the west coast. And, it was only a matter of time before Toronto beckoned the talented trombone player eastward to study arranging and composition with Gordon Delamont.

Since then, he's been an active part of the Canadian music scene as composer, arranger and leader of his own jazz quintet and as a musician with the National Ballet, the



Canadian Opera and the Toronto Symphony. According to Doris Tallon, executive assistant to the president, Ron is affectionately known as "King Boogie."

In 1961, Ron was the first jazz musician to receive a Canada Council grant which he used for study in New York. "I was a student. That's it," he says. "I had no ambition to work there. Besides, I was so busy in Toronto and the musicians I admired in the States weren't working all that much."

His music caught the attention of Duke Ellington and the two collaborated on a number of projects including the bal-

let, "The River" and the "Celebration" symphony. Ron was also responsible for arranging Duke Ellington's visit to Humber in the early '70's. The partnership ended with Ellington's death in 1974.

In 1972, Ron was asked to be resident composer for the then newly-established Humber Music program. A year later, he was hired to teach full-time.

"The summer after I accepted the position was the worst summer I ever spent. I was so scared - the thought of all those faces staring up at me, all those people believing I had something to teach them," he says. "But, I'm still here so obviously it worked out o.k."

Summarizing Ron's achievements at Humber is not easy. Inevitably something important gets left out. Nevertheless, over the years, he's developed a number of projects which have increased the profile of both the program and the College.

For instance, he produced and directed Humber's first album, "First Take", celebrating the College's 10th anniversary; served as musical director for Humber's touring production celebrating Ontario's centennial; coordinated the Humber/Expo '86 effort which resulted in another album, "Humber at Expo '86"; and directed a number of Humber orchestras in award-winning performances at a variety of local and national music festivals.

"The best part has been the satisfaction of having contributed to the program's impressive high-profile alumni," he says. "And, for the most part, I've been very happy here. My biggest concern is that today's overwhelming popularity of the guitar has definitely affected the instrumental balance of the program. But, we're not the only musical institution with that problem."

Ron is married and the father of two sons.

# Plastics Industry Training

by: Ann Dean

The Research and Development Department of the College was recently contracted by the Society of Plastics Industry to conduct an occupational analysis and to design "traineeship" programs in several process areas of the plastics industry.

"Traineeship" programs are a new Ministry of Skills Development initiative to work in collaboration with manufacturing and service industries to provide training for full-time employees working in entry-level positions.

The development phase of the plastics "traineeship" programs nears completion. The design and preparation of these training plans involved lengthy consultations with managers and workers, on-site visits, occupational analysis sessions and meetings with union representatives, equipment manufacturers and industry associations.

The training plans include an in-class and on-the-job component and will be approximately two years in duration.

The delivery details for the plastics programs are currently being finalized by the Ministry of Skills Development and the Society for Plastics Industry.

# Mark Your Calendars

**Literary Reading Series:** M.T. Kelly, one of Canada's foremost fiction writers, will appear at Humber's **Lakeshore Campus library at 2:00 pm on Wednesday, October 30.** Mr. Kelly will read selections from his works which include *A Dream Like Mine* and *Breath Dances Between Them*.

For further information:  
Ben Labovitch  
252-5571 ext. 3283

**Theatre Production: The Three Sisters** by Anton Chekov, directed by Mark Schoenberg and performed by Theatre Humber students, will be presented in the **Lakeshore Campus Theatre.** The play will run from **December 5 - 8** with evening performances beginning at **8:00 pm.**

For further information:  
Theatre Humber  
251-7005

**Music Concert: The Fall Showcase Music Concert,** an evening of jazz performed by students enrolled in Humber's Music Program, will be presented in the **Lecture Theatre (North Campus) on Wednesday, November 27 at 7:30 pm.**

For further information:  
Music Department  
675-3111 ext. 4427

**Part-Time Teachers Conference:** The 14th Annual **Community College Part-Time Teachers' Conference** will take place at the **North Campus on November 2.** The

theme for this year's conference is "Learning, Learning, Learning - The Key to Successful Teaching."

For further information:  
Chris Coleman  
675-3111 ext. 4057

**The Symposium: Contributing to Teaching,** is being held at the **Hockley Valley Resort, November 7 - 9.** Experienced Humber teachers will be gathering for a few days of intensive learning, teaching and reflecting.

the HRM program and organizer of the "Human Resource Highlighters Series", has lined up an impressive roster of guests representing a wide range of well-established businesses.

The series opened in early October with Bob Proctor, president of Bob Proctor Seminars. A well-known motivational speaker, Mr. Proctor's topic was "Born Rich."

Among others scheduled to participate are Dan Marmash, managing partner, Royal Trust; Bob Pavey, director, McDonnell Douglas; Doug Lang, vice-president, Sun Life Assurance; Lyn Hamilton, director, Ontario Ministry of Labour; and Bob White, president, Canadian Automotive Workers.

According to School of Business Chair, Toby Fletcher, "Students, influenced by society, culture, economics, government and technology need to know what's important in business today so that they can channel their skills and energies more productively. A lecture series such as this one can give them a realistic perspective on what's in store once they graduate."

## Highlighters Lecture Series

Twenty prominent business leaders are scheduled to share their experiences and views this fall and winter with students enrolled in Humber's Human Resource Management Program.

Paul Statler, coordinator of



Bob Proctor kicks off the Highlighters Lecture Series

## Federal Funding Programs

by: Lois Willson

In June, Employment and Immigration Canada received an additional \$50 million in Ontario to purchase training for unemployment insurance recipients through Canadian Job Strategies projects and CITC purchases.

Colleges, private trainers and other training institutions were invited to submit proposals for training projects.

Due to the fast response time of a team of Humber personnel, applications were submitted for a number of projects totalling \$7.2 million. To date, all projects have been approved with the exception of one application which has been delayed by the federal PSAC strike. It is anticipated that approximately 800 unemployment insurance recipients will benefit from these new training opportunities.

In addition, a new facility was opened in September at 5415 Dundas Street West to provide a new four-week career planning/job search program and to assist U.I. recipients explore career options, access training opportunities or find employment through a newly established Re-employment Centre.

## SPG Becomes PPG

The SPG, Humber's Senior Planning Group, has expanded its membership to include administrative staff who, according to the president, Robert (Squee) Gordon, will add a more universal perspective to the previously self-contained unit.

"We have to deal with a broad range of problems: space and student enrolment are just two examples. Input from a variety of departmental representatives is an essential part of the process. Besides, I've never shied away from large committees," he says.

Known as the President's Planning Group, the new 29-member committee will focus on management matters affecting the entire College. Policy issues will continue to be dealt with by Academic Council.

A membership list of the President's Planning Group is available in the President's Office.

## HUMBER PEOPLE

**Dr. Roy Giroux**, vice-president of Education & Faculty Services, was invited to present a three-day workshop to faculty at Ngee Ann Polytechnic in Singapore. He also participated as a keynote speaker and workshop leader at a two-day conference for high school teachers there. The conference, was entitled "Career 2000: International Perspectives on the Role of Educators". It was especially designed for teachers and others involved in helping students make career choices.

**John Mason** has been promoted to the position of director of Ancillary Services, reporting directly to the Vice President, Administration. In addition to his current role as director of Food Services, John will assume responsibility for Campus Stores.

**Valerie Sprenger** has left her position in the Health Sciences Division and joined the Conference & Seminar Services Department as a project coordinator.

**Doreen Bell**, has resigned from her faculty position in the School of Business and returned to Scotland with her family.

**Sindy Liu** has left the Financial Services Department and joined the secretarial staff in the Technology Division Office.

New coordinators in the Technology Division include: **Bob Moulton**, Civil and Architectural Apprenticeship; **David Lloyd**, Electronics; **Alfred Shin**, Computer Engineering and **Siem Vandenbroek**, Math/Physics/Pre Tech.

**Bob Echenback** has returned to the Technology Division's Math Department following a two-year secondment to Ngee Ann Polytechnic in Singapore.

**Frank Franklin**, who has returned after a one-year secondment at the Ministry of Skills Development, will work with the International Projects Office and for Business and Industry Services where he will be involved with training needs relating to the Technology Division.

**Jim McConkey** has returned to full time teaching this fall with the Human Studies and Technology Divisions.

**Metin Cetin** and **Tom Clarkson** have returned to the Technology Division after a year's absence.

**Andrew Orton**, Technology Division, has accepted a teaching position with Sheridan College.

**Ian Smith**, Marketing Services, has taken a one-year professional development leave from the College. During this time Ian will work on his Ph.D. at the Ontario Institute of Studies in Education.

**Joseph Kertes**, from the Applied and Creative Arts Division, has assumed the interim position as director of Marketing.

**Lois Willson** has been appointed director of Government Relations for the College. In this corporate role, she is responsible for developing relationships with and marketing Humber's educational and training capabilities to the federal, provincial and municipal levels of government.

**Arie Nadler**, Technology Division, participated in a presentation at the Science Teachers' Association of Ontario Conference. The session, entitled, "Discover Technology: The Humber School/College Linkage Project," focussed on a school visit of grade 7 & 8 students and their teachers to the Technology Division at Humber.

**Heather Reid** has been appointed coordinator of Academic Scheduling. Heather will coordinate the distribution of academic space, report utilization, schedule external rentals and complete reports for the Ontario College Information System. She will also participate in the development of an automated college-wide space scheduling and reporting system to support the decentralization of decision-making and the integration of operational systems. Heather is formerly from the School of Business.

**Mary Brown**, Applied and Creative Arts Division has retired after 14 years of service with the College.

**Judy Sturges** has left her position as switchboard operator and joined the Applied and Creative Arts Division as receptionist.

**Bob Cardinal** was recently appointed executive director of Finance and Planning.

**Kathy Drea**, Business & Industry Services, has been hired as a project coordinator. She will manage a new career planning program, Planning for Employment, as well as a re-employment centre for unemployment insurance recipients at a new facility.

**Heather Howe** left The Ontario Skills Development Office to join the Marketing Services Department as liaison officer.

**Lynda Morris** transferred from the Keelesdale Campus library to the Lakeshore Campus library.

**Karen Thomas** was hired to work at the Keelesdale library. Karen worked at the North Campus library for over nine years.

**Brian Coleman** has been hired to replace **Graeme Foster** in the Media Centre. Graham moved to Vancouver.

**Devika Gunarathna** has replaced **Lisa Patrick** as bookroom clerk at the Lakeshore Campus.

The North Campus library recently played host to **Mrs. Vijaya Punekar**, Bombay, India, **Mr. Andras Benedek** and **Mr. Jenő Bernath** from the Hungarian Ministry of Labour.

**Kate Dorbyk** has been appointed chair of the School of Social & Community Services.

**Norma Nelson** was chosen to represent the Marketing Services Department at Academic Council.

**Maggie Sale** has joined the Professional Development Department as the departmental secretary. Maggie has previously worked part-time there and in various departments of the college for six years.

**Chris Coleman**, Human Studies Division, has been seconded to the Professional Development Department as a consultant. He replaces **Margaret Hart** who is on a year's sabbatical in Hungary and **Doreen Bell** who has returned to Scotland.

**Carol Partland** has joined the Continuing Education Department as an assistant. She will be located in the Continuing Education Service Centre, Room H101.

In the Counselling and Special Needs Department, **Ann Barker-Volsin** has returned as divisional liaison for the ACA Division after a year's secondment to The Career Development Centre, Lakeshore Campus.

**Mike Keough**, who was the special needs consultant at Lakeshore Campus for the past

two years, is now divisional counsellor for the Technology Division at the North Campus.

**Craig Barrett** has returned from his year's sabbatical and is now the special needs consultant at Lakeshore Campus and continues to work on his doctoral thesis.

**Joan Ferdinand** has recently joined the Counselling Department as counsellor and inter-cultural specialist.

In the Health Centre, **Marie Levesque** has been seconded from the Lakeshore Campus to work 3 days a week on WHMIS training and other occupational health concerns. **Yolanda Chong** will join the Health Centre at the North Campus bringing with her many years of nursing experience from England and Canada.

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## Bringing the Far East Closer

In the first step of a national initiative to deliver Asia Pacific education in Canada, the Asia Pacific Foundation of Canada, Humber and Capilano College (British Columbia) recently announced the establishment

of the Canada-Asia Pacific Business Program.

The objective of the post-graduate program is to increase the number of Canadians who have the necessary business, cross-cultural, regional and Asian language skills to help Canada become more competitive in the Asia Pacific region, an area of growing importance.

An internationally focussed education is of increasing necessity in the business community according to Royal Bank of Canada Chair and Chief Executive Officer, Allan Taylor.

"An education in international studies is critical in today's global economy," he says. "The Royal Bank supports programs that encourage this."

Humber and Capilano each offer a distinct course in business as it applies to the Asia Pacific region.

Humber's program, launched this year, offers a balance of business courses, Asia Pacific studies and Japanese and Mandarin language. It includes two four-month semesters and a minimum four-month field internship.

"We've had tremendous response to the program," says Humber School of Business Chair, John Riccio. "We received 110 applications for 15 spaces. After we interviewed 60 for program suitability, we ended up with 20 in the program. The screening process was based on commitment to the course of studies, attitude toward other cultures, the internship component and communication skills."

## VIEW POINT

by: *Edward Hamer, faculty member, Keele*

Over the summer I've been trying to make sense of the phenomenon of political correctness. It has appeared as a response to the traditional subject matter of the courses that have been deemed racist or sexist as well as to academics' lapses about race and sex. The power thus engendered in the offended groups is such that courses are radically changed or dropped, faculty are let go, and the free play of ideas is in serious jeopardy.

Obviously the problem is not going to be solved in the quietude of a summer's day, but maybe a "thought experiment" will reveal what shape a defense or a solution might take.

Political correctness seems unable to converse with what it finds objectionable. It wants to obliterate what it dislikes and do reciprocal violence. Instead of seeing the failures of racism and sexism, it sees only their capacity to vanquish. It is unable to orient to what these positions do not know and

hence what (political correctness) has achieved. It has forgotten those practises which make it possible.

Regular academic endeavour involves working over texts, utterances, visual images, and discovering not only the felicities and clarities in them but also those elements that are ineffective, erroneous, or absent. What is found repugnant, however, it does not annihilate, but, mysteriously, it is able to propose a return to the generative work of knowing and creating ourselves. Academic work, at its most serious, appears to be a search for a method of sustaining a version of ourselves that is durable because it can be reached.

What political correctness seems to need is to be reminded of how a strong moral position arises from that work. This can be accomplished by academics who can exemplify how a moral position need not be obliterated by those who disagree, but can be strengthened through dialogue. Having recovered their certitudes with such examples, the politically correct will be able to return to civilizing their real enemies.



## INTRODUCING

Donna Davenport was appointed Humber's manager of Parking Operations this summer...just in time for the fall rush.

Donna comes to the College from Thunder Bay. She brings 12 years of experience with that city's Parking Authority to her position.



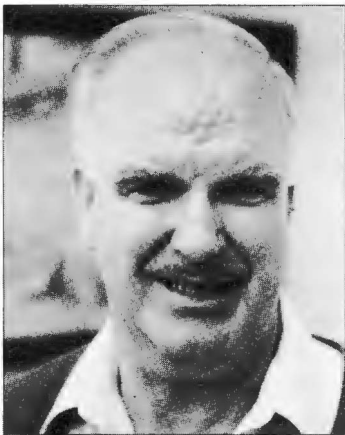
At Humber, Donna is responsible for the day-to-day operation of the parking system at all campus locations. She is currently very much involved in the planning and implementation of appropriate change.

"I have a lot of ideas and I'm really enjoying the challenge," she says. Her one complaint: "Big city traffic is horrendous."

# SPEAK EASY

*If you could invite three people (throughout history) to a dinner party, who would they be and why?*

I'd invite Rich Little, St. Peter and Jonathan Winters to dine. Rich could bring all his presidents and historical figures, St. Pete could tell us where he stashed them (beyond the "great divide") and Jonathan could portray how it might have been. Of course, the setting is a little British pub in Norwich called "Seventh Heaven."



Mike Keogh  
Technology Division  
North Campus

I chose the following three people not only for their celebrity but also for the dissimilar times they represent in history and because their differing perceptions might be relative to women and their role in society. I'd love to have dinner with Livia, wife of Augustus, second Caesar of Ancient Rome; Elizabeth I of England; and, Margaret Thatcher, former Prime Minister of England. It would be interesting to observe the interaction among these women. I'd just sit back and watch the fun.



Carol Birch  
Corporate Publications  
Marketing Services

The three people I would invite are Michaelangelo to grace my table, Don Quixote so that he could topple all the windmills that get in my way and Paul Newman because he is the sexiest man alive.



Helen Hrynkiw  
Woodbine Centre

Elvis: Those peanut butter and banana sandwiches. What a gourmand!

Sammy Davis Jr.: He was "a really swingin' cat."

Charles Dickens: One of my favourite authors and, by all accounts, an excellent dinner guest.



Scott McCullough  
Test Centre  
Keelestdale Campus

## COMMENT

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