

June 25

Vancouver Community College
King Edward Campus - Library
Box 21600, Station F
Vancouver, BC V5N 5T9



1999 c.2

Connections

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Technology Programs working with industry

There are never enough dollars to support the capital equipment needs of programs in the Technology division. From computers to paint mixing equipment, hoists to ventilation fans, oscilloscopes to floor cleaners, the list goes on.

Not only do we need a great deal of equipment to train our students, that equipment quickly becomes obsolete, reflecting increasing technological changes. And, of course, without the required equipment, our programs can't meet the challenges that business and industry place upon us.

Over the past year, in particular, VCC Technology departments have made important progress in engaging business and industry in supplying a portion of the equipment needed to run our programs. I'd like to share with you some of the thinking which goes into these efforts. I went straight to the experts, departments heads within the division who have had great success working their business/industry contacts to attract equipment to their programs. I spoke with Lew Bloomingdale (Auto Collision) and Dave Niessen (Diesel Technician).

Paul: Gentleman, you've done an amazing job of bringing much needed and often expensive equipment to your department. Would you provide a few examples of equipment which you've managed to secure and tell me why it's

so important to your programs?

Lew: We have been fortunate to have acquired several costly items for our dept. One example is a donation of a computer from P.P.G. (Paint Manufacturer) valued at \$10,000. This will help us track our usage of materials, as we will now know exactly which project the materials were used on and how much. With material costs escalating at an average of 15% per year this is critical.

In July of 1998 the Canadian Parliament implemented strict new V.O.C. (Volatile Organic Compound) regulations with stiff penalties for noncompliance. In order to comply we must record all V.O.C. products used and disposed of on a daily basis, along with the procedures implemented.

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New eligibility rules for extended health and dental plans:

Dual coverage for employees with partners working at VCC

Based upon the recommendation from the Benefits Committee, the College has recently approved dual/family coverage for faculty, support staff, nurses and administrators who have partners working at the College and who have met eligibility and are currently enrolled in the Extended Health and Dental Plans.

This change is effective July 1, 1999. If you wish to have this coverage, please contact Eugenie Wong in the Department of Human Resources at 871-7136 who will forward the appropriate forms to you for completion.

Karen Kelly, Chair, Benefits Committee

NEXT ISSUE: JULY 9

Please note that there will be one issue of *Connections* in each of July and August, with the next issue published on July 9, and in your mailbox the following Monday or Tuesday. The deadline for the July 9 issue is July 2.

VCC and CUPE 15 conclude successful bargaining

VCC and CUPE Local 15 have concluded negotiations for a renewed Collective Agreement. Negotiations were cordial and professional and both the Union and the College worked hard to resolve the issues, and understand each others concerns. The College ratified the new agreement at the Board meeting of May 20 and CUPE ratified on June 2.



Chris Merrick of C.U.P.E. Local 15 and Stu Brennan sign a Memorandum of Settlement to renew the CUPE Collective Agreement.

The Food Show of the Century

This year's Pacific National Exhibition is being billed as the show of the century. However, to Vancouver Community College, it will be the food show of the century.

Thanks to the extra effort and commitment of instructors in the Culinary Arts department, the Pacific Food Show at the 1999 PNE will be hosted by VCC.

Three times a day (12:30 a.m., and 3:30 6:30 p.m.), VCC chef instructors will host informative and entertaining shows on a wide variety of appetizers, main courses and desserts. The Culinary Arts instructors will be joined by colleagues from the Baking and Pastry Arts and Hospitality Management departments to staff the full 51 shows at the fair.

Guest chefs will highlight the 3:30 show each day with a preliminary listing of representatives from Diva at the

Met, Bishop's and LaTuque Blanche as well as celebrities such as Rick Antonson, President of Tourism Vancouver, Shell Bussey and our very own Dale Dorn. Media personalities are also scheduled to participate.

Approximately 100 people are expected per show, which will result in immediate contact with over 5,000 fair-goers (mini calendars and other VCC promotional material will be available). As well, VCC will be featured as a sponsor in the PNE program and our name and logo will be displayed on signage throughout the show (a potential audience of one million visitors).

This year's PNE will be held August 21 to September 6. While at the fair, make a point to drop by the Pacific Food Show and cheer on the culinary ambassadors from VCC.

The big fish that didn't get away



Fresh from the East Coast, here's the award certificate that VCC received for having the third best education institution homepage in Canada. The award was given by the Canadian Council for the Advancement of Education (CCAIE). VCC found itself in esteemed company, with McGill University winning gold for its homepage.

CCAIE cited our web site for:

- excellent use of colour and images
- uncomplicated design
- easily identified logo
- search engine on main page, and
- the fact that the design doesn't require constant updating

Shown in the photo above are Dale Rasmussen, representing the VCC Web Steering Committee (and holding the award certificate), Media Services Graphic Designer Keith Parker and Bruce Gabor, Web Manager. The award was given out at the CCAIE annual conference in St. John's, NFLD on June 14. The computer screen in the background shows the VCC website homepage.

A Culinary Specialty

The Culinary Arts department has planned and implemented a number of events to raise funds for the much needed renovation of JJ's Restaurant at City Centre. The restaurant is a key component of the a la carte section of the program and serves as a key focal point for the general public and College events, including special functions, retirement dinners, Board events, etc.

One of the more innovative fund-raising events was that proposed by Assistant Department Head, Ian Smith. Ian offered a raffle prize of a three course dinner for six (including wine and all amenities) prepared at the winners' home. The generous support of Bruno Marti and John Bishop provided two second prizes of dinner for two at La Belle Auberge and Bishop's.

On June 15, Interim President, Dale Dorn, selected the winning tickets. Second prize winners were Andrea Valis, a JJ's customer, and Sheilah Henderson of VCC. The grand prize winner was Louie Aleksandr G. Tanzo, a month 11 Culinary Arts student. Mr. Tanzo requested a variation of his prize and will receive lunch at JJ's for his graduating class on July 23. Kevin McEachern, a month 10 Culinary Arts student, received dinner for two at JJ's for selling the most raffle tickets (55).

This innovative fund raiser raised over \$3200 for the JJ's Renovation project. Thanks to all who participated by buying tickets and a special thanks to Ian Smith for donating his time in both being the main prize and the active promoter of this event.

This has proven to be such a popular activity that the Culinary Arts department hopes to repeat it again in the near future.

New books, CC Library

- Canadian STD Guidelines
- Ethical Principles for Judges
- Database Protection and Canadian Laws
- British Columbia's Framework for Action on HIV/AIDS
- Banking and Poor People: Talk Is Cheap: A Report to the National Council of Welfare
- Conference on National Approaches to Pharmacare, Proceedings
- Pulling Apart: The Deterioration of Employment and Income in North America Under Free Trade
- Handbook for Canada's Physical Activity Guide to Healthy Active Living
- Come Quick, Danger: A History of Marine Radio in Canada
- Nailpro Gold Book
- British Columbia's Response to Organized Crime
- Contract and Program Restructuring Review: Report to Honourable Lois Boone Minister for Children and Families



- Petrified Campus: The Crisis in Canada's Universities
- Child Benefits: Kids Are Still Hungry
- Clearcutting the Pacific Rain Forest
- Carnegie Literacy Needs Assessment
- Sharing the World: Sustainable Living & Global Equity in the 21st Century
- The Complete Drug Reference (1999 ed.)
- The Beauty of Public Education
- Canada at War and Peace (3 vols.)
- The Smart Way to Buy Information Technology
- A Survival Guide for Project Managers
- Preparing Department Chairs for Their Leadership Roles
- Creating Learning-Centered Classrooms
- The Powerful Potential of Learning Communities
- Provincial Profiles
- Regional Profiles-Canada

New videos, KEC Library

- Alice Walker, Author
- The Apprenticeship of Mordecai Richler
- The Concert Stages of Europe
- Cycles of Life Series
 - Animal Reproduction and Development
 - Animal Structure
 - Chemical Foundation of Life
 - Circulation: A River of Life
 - Digestion and Fluid Balance
 - DNA: Blueprint of Life
 - Ecosystems and the Biosphere
 - The Endocrine Control: Systems in Balance
 - Energy In, Energy Out
 - Fungi, Plants and Animals
 - Generations
 - The Human Factor
 - Immunity
 - Macroevolution
 - Microevolution
 - The Neural Connection
 - Patterns of Inheritance
 - Plant Reproduction
 - Plant Structure
 - Populations and Communities

- The Power of Metabolism
- Proteins: Building Blocks of Life
- Respiration
- The Secrets of the Cell
- The Unity and Diversity of Life
- Viruses, Bacteria and Protists
- End of a Millennium
- The English Patient
- Men and Emotions: A Psychoeducational Approach with Dr. Ronald Levant
- Never-ending Referendum
- On Incoming Calls
- The Professional Interpreter
- The Psychopathic Mind
- 'Qatuwas: People Gathering Together
- Referendum-take 2 -prise 2
- The Specific is Terrific
- The Summer of '67
- Taking Stock
- Why Physics?

New videos, CC Library

- Bag it Right! Bagging with Plastic and Paper
- Beautiful British Columbia-Moments of Discovery Series [Also at KEC]
 - The Best of BC Moments
 - Cariboo/Chilcotin & the Interior
 - The Okanagan & Kootenays
 - The Parks of British Columbia
 - Vancouver, Coast & Mountains
 - Victoria & Vancouver Island
 - The West Coast
 - Wilderness Parks
- Cake Decorating Made Fun and Easy
- Jack Shadbolt: Metamorphosis
- Preventing Customers' Slips and Falls
- The Professional Interpreter
- Pronunciation Hand Signals for the Classroom
- Trouble at Work
- Wedding Cake Decorating
- Videofashion News, Spring/Summer 1999

New periodical title, CC Library

- CCPA Monitor-Canadian Centre for Policy Alternatives

New books, KEC Library

- Singapore Facts and Pictures
- First Annual Forum on Issues and Strategic Priorities for the College, Institute and Agency System in British Columbia
- The 50th Anniversary of the UN Declaration: A Human Rights Meltdown in Canada
- World Yearbook of Education 1999 Inclusive Education
- The Complete Home Decorator
- The Ultimate Encyclopedia of Steam & Rail
- The Only Investment Guide You'll Ever Need
- The Autobiography of Martin Luther King, Jr. (talking book)
- Brave New World (talking book)
- Used Car and Truck Book
- Code of Practice: Ferry Accessibility for Persons with Disabilities

VCC's Clean Air Day Commuter Challenge

Congratulations!! On June 2, VCC employees cut down our Clean Air Day single-occupancy vehicle use (of those reporting) by 18%, whereas SFU did so by only 12%. We compared favourably with other large institutions but 100% of employees in some small environmental companies travelled to and from work without single-occupancy vehicles.

The area where we can improve most next year is in reporting the statistics. Administration and support departments showed a higher reporting frequency than did instructional departments. Only about half of the instructional departments reported on time so that we could account for only 26% of VCC employees. We were unable to quickly determine how many were actually on duty on June 2.

On behalf of the Go Green committee and all of us who normally get to work on foot, bike, transit or ridesharing I would like to thank and congratulate all employees who found ways other than

the old SOV to get to VCC on Clean Air Day. Most arranged carpooling, (up 95%) walked (up 83%) or cycled (up 62%); there was only a 10% increase in transit use. The Program Development department had the highest percentage (42%) of employees who changed transportation for the commuter challenge and they didn't use one SOV to get to work that day, so their department went 100% green. The Visually Impaired Program, KEC Financial Aid and IEPA also came in 100% green.

Special thanks to Shona Moody in Institutional Research for compiling our results. Next year we will try to make the reporting system more efficient, have a draw for prizes and challenge Langara and see if we can beat them.

I will be happy to hear any ideas for doing better next year.

Lee Henderson, loc 7219, lhenders@vcc.bc.ca

New multi-language health care web site

Did you know . . . ?

You can receive high-quality, translated health education materials on the web through a new site:

www.healthtrans.org

BC's Children's, Women's Hospitals and other agencies such as the BC Cancer Agency and the Canadian Diabetes Association helped develop and translate material used on the new site.

The main contact person is Ruth Coles, Chair of the Website, Mount Saint Joseph Hospital, 877-8525. (They will soon be setting up a contact sheet.)

Other contacts: Suzanne Barclay, Coordinator, Office for Cross-Cultural Care and Diversity at Children's and Women's Hospitals, phone 875-2345, local 2553 and Sandy Berman, Coordinator of Translated Health Education Materials Database and Website, phone 873-8545.

Submitted by Irene Lacoursiere, Medical Office Careers Department

(Reprinted with permission from the Children's and Women's Health Centre of British Columbia newsletter "Teamworks")

Excitement building over new classroom space in Architecture Building

The City Centre Campus is growing. VCC has leased 5200 sq.ft. on the third floor of the Architecture Building at the corner of Cambie and Pender—kitty corner to the campus's Pender Street entrance. Currently the space is a big, funky warehouse, but, by the end of the summer, it will be transformed into the homes of College and Career Access's City Centre program, International Education's Applied Design program, and a new Assessment Centre.

After many productive consultations with Facilities and the architects Rositch Hemphill and Associates, the three VCC departments agreed on a design for the new classrooms and offices. They are all looking forward to a late summer move to the new space. In fact, the Applied Design program plans to hold information sessions for students in the new facilities at the end of August, with classes starting September 7. CCA will be in there as soon as there are chairs to sit in and a blackboard to write on. Watch for information about opening celebrations in an upcoming issue of Connections.

Technology Programs (continued from page 1)

With 128 refinishing students and 288 collision students per year, plus staff, this would be a full-time if not impossible job. The computer will track all V.O.C.s used in the program, as well as update and organize approximately 5,000 MSDS (Material Safety Data Sheets) that are needed for WHMIS compliance.

This P.P.G. computerized paint mixing/control system has been so well received by staff and students that B.A.S.F. (Paint Manufacturer) has now ordered a computer for their products, to be used in our program.

One donation can have a snowball effect. Recently our program was offered \$5,000 worth of paint products that we were unable to use, but which was appreciated by the Jewellery Art and Design program.

Dave: Companies in the diesel industry have donated one turbo-charged four-cylinder John Deere diesel engine, one N/A 4 cylinder diesel engine from an air compressor standadyne distributor fuel pump, an assortment of current fuel injectors and other various fuel components, two pallets of hydraulic components and hydraulic training material, a hydraulic control valve from a 345 Cat excavator, a hydraulic motor from a small John Deere excavator, Cat fuel system components and training related material.

Remaining current in an industry where technology is changing so rapidly is very difficult. When our students graduate and start looking for work we want them to feel confident that they have just received the best training—to give our students an edge over grads from other colleges. In order for this to happen, the Diesel department has to constantly work towards attaining current training material.

Our industry and clientele are different from, say, Automotive or Auto Collision. We rely on training aids as

opposed to bringing in a customers' \$120,000 truck to repair the transmission. Therefore, it is very important that our training aids are in good shape, undamaged and complete.

I think it's very important to send the right message to industry. By going out and conversing with individuals and canvassing for hardware, you in effect are showing them that we're not just sitting around, we're out there representing our students, program, and College.

Paul: What does it take to get this equipment through the door?

Dave: I personally feel that it takes a team of instructors who are not only committed but are prepared to give a lot of their personal time to meet people in industry. Participating in local trade shows, industry tours, diesel student work experience program, keeping in contact with former alumni, constant communication with personal contacts all contribute to getting equipment through the door.

Lew: We are training students for career in an industry that is desperately short of trained personnel. Our students are judged and accepted by their ability to be a valuable addition to the workplace. They must be taught on state of the art equipment, executing the latest repair technology.

In order for our college to know exactly what industry demands, we must have industry input into our curriculum and training. We do this through our PAC (Program Advisory Committee). The PAC tells us what to teach and what equipment to train the students on. While our students benefit, so does industry, therefore I believe that industry has a responsibility to help with the curriculum and help acquire up-to-date equipment needed in the program.

We are fortunate to have a knowledgeable, dedicated PAC which recognizes that help and guidance are needed or our program could not successfully train students. The key for our department is to be in constant contact

with all aspects of our industry, and be willing to help in return. We find that industry is eager and honoured to help as long as they can see that we are working towards a successful future for our students. Our PAC members are only a small segment of the business community that feel that it is a privilege to be asked for help and guidance. I would be delighted to help any department that wishes to explore the possibilities for their programs.

Paul: Thanks, everyone. It's my hope that other departments across the college may be able to use these ideas to develop similar relationships with suppliers and other organizations within their worlds. And I should note that while this equipment has made a difference to the way in which we run our programs, it's not the total solution.

We still depend significantly upon the college to support the acquisition of equipment and always will. But working with industry to develop the relationships, as Lew and Dave so clearly have done, has definitely made a difference. If you'd like to talk with one of our experts about their approaches to bringing equipment to their areas, please give them a call. I know they'll be glad to help out.

*Paul G. Hunt, Associate Dean,
Technology Programs*

1999 BOARD MEETINGS

The College Board meets on the fourth Thursday of each month (except July). At 5:00 p.m. a public forum will take place for one hour and the College community is invited to participate. A different forum topic is chosen by the Board each month. The formal public board meeting starts at 6:00 p.m.

KEC, Room 5025

Oct. 28, Nov. 25

CC, Room 240

Aug. 26, Sept. 23, Dec. 9*

*Subject to Board Approval

Association of Canadian Community Colleges Annual Conference 2000

Reaching Out—Reaching In: Building Success on Our Traditions for the New Millenium

The Association of Canadian Community Colleges (ACCC) invites you to consider making a presentation at its 2000 Annual Conference in Whitehorse, Yukon. College faculty, support staff, students, administrators and Board members are invited to submit proposals which address the conference theme: Reaching Out—Reaching In: Building Success on our Traditions for the New Millenium. The theme has been developed to reflect the ways in which Canadian colleges are interacting in a multitude of ways to serve an increasingly diverse student body and community.

Criteria for proposal submission include:

- Relevance to the theme
- Originality
- Applicability to at least two ACCC constituencies (Board/community, faculty, support staff, students and administrators)

If you are interested in submitting a presentation proposal, please contact the Executive Office (local 7158/7159) for more information. Submission deadline is Monday, October 18, 1999.

4th Annual VCC Golf Tourney a roaring success

Thirty-two optimists showed up at Fraserview Golf Course in south Vancouver to demonstrate their skill and try their luck at the 4th Annual VCC Employees Golf Tournament. The day was perfect, with slight overcast and just a very few sprinkles of rain. The golf course was in its very best condition—more by luck than by good planning. The greens were to be punched (and thus unplayable) in a couple of days.

So you may be wondering who prevailed and to what extent?

- Low Score - Women - Ginny Lee 94 (Recent retiree)
- Low Score - Men - Al Boyd 82 (Contractor to Movers)
- Long Drive - Women - Judy Roy-Hughes (Instructor Digital Graphic Design)
- Long Drive - Men - Bruce Betts (A ringer—Guest of Craig Lester)
- Closest to Pin - Mike Schmok (Microserve Representative)
- Most Putts - Larry Waddell 45 (Director of Facilities)

rector of Facilities)

- Least Putts- Allan Clarkson 31 (Counsellor - City Centre)

For those of you wondering why Dr. Graham Burns, who was favoured to win the men's Long Drive, did not prevail, it was discovered after the match that he had a small sliver in his left pinky which interfered with his grip. We expect a better showing from him next year.

No tournament would be complete without prizes, and we had lots of them from many generous donors. We would like to thank:

- Cecil Paris - I.M.S. for Trophy Certificates
- Dave Crowe and Company - Purchasing for Prize Search
- Cheryl Silver - Manager of CC Bookstore
- Chris Donovan - Manager of KEC Bookstore
- Jackie Ehler - Director of Food Services at CC
- David Donaldson - Assoc. Dean of Hospitality

Upcoming Program Info Session

COMPUTER
APPLICATIONS
SUPPORT
SPECIALIST

Wednesday, June 30,
6:00 p.m.

Location: Room 237, CC
For information
phone 443-8546

- Terry Walden - President of Benton & Overbury (Carpenters)
- Al Boyd - Moving Contractor
- Ian Howie - Focusing Cleaning
- Al Douglas - K.D. Engineering
- Luzia Zemp - Dept. Head of Baking
- Lyle Horne - Icon
- John Hylton - Grand and Toy
- Sandy Crowe - Panel Products
- Rick Hunter - Lexmark Canada
- Karen Griffiths - Dept. Head Hairstyling
- Doug Mauger - Dept. Head Meat Cutting
- Carmen Morelli - Dept Head Hosp. Management
- Mike Schmok - Microserve
- Lew Bloomingdale - Dept. Head Autobody
- Cook - Beaver Foods

Thanks again to all participants. See you next year. Please direct any feedback and suggestions to Allan Clarkson at local 8446.

Developing a Renal Technician Program at Delphi Speed



The first class in the Renal Technician Certificate Program, the first one of its kind in Canada. The group was touring Fresenius Medical Care, a facility where dialyzers (artificial kidneys) are processed for re-use for selected patients. Sheila Stickney is standing, second from left. Also in the picture are Anne Stendal (instructor) and Robert Mitton, Acting Manager of Fresenius.

When I travelled Greece with a nursing colleague many years ago, we prided ourselves on making our way sightseeing on our own steam rather than taking tours. This included going to Delphi from Athens, (at some distance) to view the sacred ruins. Even though we started at dawn, by the time we were able to determine the way and locate local transit to get us there, upon arrival we had 30 minutes left to run through the rather vast site before the last bus left the mountain for the day. Since then we have referred to "Delphi speed" as the fastest pace possible to accomplish what you want to do in the least possible time while absorbing and retaining meaningful data. This training has served me well on more than one occasion since.

Most recently, we used the Delphi Speed method to start a certificate pro-

gram to train renal technicians. In the Fall of 1998, I received a call from Anne Stendal, Renal Clinician at Royal Columbian Hospital, about establishing a collaborative renal dialysis program to meet training needs for hemo-dialysis technicians.

In the spring of 1997 a Task Force had been established by the British Columbia Renal Council to address provincial nursing and technical staff resource requirements. The resulting *Report to the Renal Staffing Task Force* concluded that there was an estimated annual growth of 9.3% for hemodialysis services in B.C., with the need for 12 new renal technicians each year. Yet with no training program in existence, this need would be difficult to meet.

After meeting with members of the Provincial Renal Agency Advisory Com-

mittee, the decision was made to proceed with development of the program and the hope was that it would be ready to offer in the Spring of 1999 to meet local hiring needs for summer casual and vacation relief.

Delphi speed was activated! An Advisory Committee was established, funding was secured from the Provincial Renal Agency, curriculum used by Royal Columbian Hospital to train dialysis technicians was adapted and modified, a clinical framework was inserted, entry criteria and evaluation tools were developed, instructors and hospital sites arranged and prepared, a certificate program proposal was developed and submitted to the Education Council, and on March 31, 1999 the Vancouver Community College Board of Directors put its stamp of approval on the Renal Dialysis Certificate Program. The program began April 7 and finished on May 28, producing eleven qualified renal dialysis technicians, who, by the time they finished the program, were managing the work load of regular renal technicians. This was the first ever (in Canada) Renal Technician Certificate Program to be offered.

This seven and a half week full time course prepares individuals to work as beginning level renal dialysis technicians in tertiary care dialysis facilities. In the program, participants learn about renal failure and its impact on lifestyles, principles and techniques for hemodialysis, assembly and maintenance of dialysis equipment, infection control, quality control, trouble shooting, patient monitoring, and basic patient care related to dialysis. In the first program, participants spent 60 hours in classroom and lab activities and 165 hours in the renal dialysis units at Royal Columbian Hospital, St. Paul's Hospital and Vancouver General Hospital. Classroom and clinical instructors from the renal dialysis units guided

continued on the next page

Announcements

Condolences appreciated

I wish to thank everyone for their kindness following the unexpected death of my mother. My family and I appreciate the donation to the Salvation Army and SPCA. This is a most fitting tribute to her. Thank you.

Dana Fister

City Centre Bookstore news

City Centre Bookstore will be closed July 12 to July 23, 1999. The store will re-open July 26 at 10:00 a.m. Contact Roger Schofer at Continuing Education (local 8384) for emergency purchases.

Recent appointment: Automotive Technician Department

I am pleased to announce the appointment of Fred Grimann as Department Head of Automotive Technician. Fred's appointment is effective June 1, 1999.

Joan McArthur-Blair,
Dean of Applied Programs

Envelopes needed

Those lazy days of summer—a time for relaxation and reflection. Perhaps even time to clean off the desk top and find some of those things that you know are buried under the pile somewhere.

What about that pile of empty internal envelopes in the corner? This is the time to bundle them up and send them down to the mail room. We always have a shortage of internal envelopes and they must be somewhere. If they are in your corner, please return them. We'll be forever grateful. Have a good summer!

Finance and Administration Committee meeting notice

For your information, the Finance and Administration Committee is not scheduled to meet in July and the meeting scheduled for August 18 at City Centre Campus has been cancelled. The Com-

mittee will next meet on Wednesday, September 15, 1999, from 11:00 a.m. - 1:00 p.m. in Room 5043 at King Edward Campus.

For further information please contact either Doreen Sharan at 871-7163 or Vivienne Garrot at 871-7159 (from June 21 to August 6, 1999).

Registrar and Cashier Offices closed Monday, July 19

The Registrar and Cashier Offices at both campuses will be closed on Monday, July 19, 1999. The College is presently upgrading the Banner system to version 3.1. ICS will be running the conversion on the weekend of July 17/18 and the Registrar and Cashier offices will be closed on Monday, July 19 to ensure the student module converted successfully. We apologize for any inconvenience.

ABESAP applications

Attention Faculty, Staff and Students. Please remember that A.B.E.S.A.P. applications for September to December 1999 term will be made available starting July 2, 1999. Students can pick up applications either from the Financial Aid Office or the Counselling Department on the 4th floor at KEC. Deadline for applications is Tuesday, August 3, 1999 (dependant on funding). It will take three to six weeks to process applications. For more information call 871-7046.

Volunteers needed for 1998 United Way Campaign

Planning for this year's United Way campaign is under way and we're looking for volunteers! If you'd like to help out in any way, please contact either Malcolm Cant at KEC (loc 7220) or Roger Schofer at City Centre (loc 8384), preferably before the end of July. Thank you.

Welcome to Dan Zhang, new KEC counsellor

The College would like to extend a warm welcome to Dan Zhang, a recently ap-

pointed counselor at KEC. Dan obtained her Ph.D. degree from the Counselling Department of UBC and in fact graduated on May 27.

Dan's work was mainly focused on the study of overseas Chinese professionals' workplace stress and coping, what kinds of stressors that they have had at the time of my study, how they coped, and the outcomes of their coping when working overseas.

Dan say, "I am very happy to have the opportunity to work at the Counselling Department at KEC. I wish everyone an enjoyable summer and a successful year at the College."

Kudos

...to Paul Boissonnault, Raymonde Jabaji and Chris Joyce from the ESL Division for being nominated for *Hero of Support and Service Award* in the BC Innovation Awards in Educational Technology. The award is for those "Heroes" of support and service who enable users (students, faculty, staff and administrators) to successfully use educational technology to reach their goals.

Renal Technician (continued from page 8)

the participants through the steep learning curve.

Prior to this program, new staff received on the job training, which varied in quality and quantity of theory and clinical training, depending on the resources that the particular renal unit had available to assist with the training process.

Future funding from the MAETT or MOH will develop the program to enable it to be offered around the province. Vancouver Community College plans to offer the program once a year. For information about the program, call Shirley Liu, Program Assistant, at 443 8672.

Submitted by Sheila Stickney,
Continuing Education Nursing

First World Congress of Colleges and Polytechnics

by Dana Fister, Support Staff Representative to ACCC/First World Congress

The New Learning Solutions paradigm - Moving from "just in case" to "just in time" to "just for me" learning!

Ann Dowsett Johnston, Assistant Managing Editor for Macleans Magazine was one of a dozen exciting Keynote speakers at the 1st World Congress of Colleges/ACCC, held in Quebec City May 29-June 1. Ann explained that she got her degree just in case her employer wanted one.

The disappearance of resource-based jobs (forestry in British Columbia and fishing on the East and West Coasts), the globalization of world markets and the rapid growth of Information Technology, created the need for "just-in-time" education.

Ms. Johnston predicts that the ability to provide "just for me" education will determine which education providers succeed in the future. In a Student Services Network Session, I learned that when Wayne Gretsky was asked the reason for his success, he responded "I always know where the puck is, and I'm always there." Dr. Kay McClenney, Vice-President, Education Commission, U.S.A., tells us that "there will be no more prizes for predicting rain, only prizes for building arcs," or more accurately tiny zodiacs that can turn on a dime and provide program flexibility, individualized formats and employment success to non-traditional and traditional clientele. Dr. Robert Gordon, whose Humber College is a member of the League for Innovation, described how the "era of bricks and mortars is over." "There is a need for nerve centres to disburse crucial learning modules."

How do we bring about positive change? The need to tackle "cultural change" in order to shift to a genuine

focus on students is a risky business. Motivation needs communication and trust. Respect and the opportunity to create are the real motivators. Leadership must engage the entire College Community. Students and staff are vital to on-going success. Future students will demand that learning be tailored to their needs, convenient and responsive.

The changing profile of learners includes multi-generations, cultural diversity, First Nations learners and learners with disabilities, part-time students, socially and educationally challenged, Income Assistance and E.I. recipients. Colleges will have to capture special niches and become good at a relatively small number of things. There will be a change in the role of Faculty. Mentoring and case management will replace traditional teaching methods. There will be a move from courses to instructional modules and grades to competency assessment.

In a second Network Session, delegates from the College of the North Atlantic explained that at their College School of Access has been created. These Directors feel that "positioning" the School of Access on the same level as other Schools such as Health and Business has resulted in a clearer focus and a clearer message to government.

Paul Ramsey received applause from all congress delegates when he talked about B.C.'s four-year tuition freeze and free Adult Basic Education. The title for the person responsible for Student Services at Lambton College in Ontario is Director of Student Success. This Director shared how important she felt it was that potential employers understand the training and skill sets that her students will bring to a job.

Measurement of Key Performance Indicators and evaluation of programs and services are a reality in the Ontario system and elsewhere; accountability

and consumer satisfaction are key. Job placement offices are assisting students on many College campuses.

How can we be better players in the market place? According to Ann Dowsett Johnston, we should push the envelope on co-op education and on apprenticeship training, continue to facilitate transfer credit, develop Prior learning assessment and form partnerships public and private, national and international. The next generation of College students has been weaned on Disney and the Web. They want education relevant to jobs in the new global economy.

We must promote the unique learning achievements of our students to Industry and Government. In 1999, a Maclean's Guide profiling Canadian Colleges sold a record number of copies. "Just-for-me" learning is front-page news!

Music students in the news

Joe Poole, a former student in the VCC Music Program and third-year student at York University's jazz program was awarded Best Jazz Student in the 1999 Jazz Report National Awards, presented in Toronto on May 6. Jazz Report, a leading Canadian jazz magazine, recognizes Canada's best in jazz performance, composition, recording and education. Joe, who hails from Ruskin, BC, spent two years studying at VCC before entering York.

In an article entitled "Just Don't Call It Jazz," (June 24 Georgia Straight), VCC Music alumnus Mark Nodwell describes the program as a crucial hub for enthusiastically open-minded improvisers. The article also says that "VCC continues to encourage its students to explore new musical possibilities, and veteran improvisers such as John Korsrud, Ron Samworth, Francois Houle, and Coat Cooke provide support, inspiration and maybe even a little hope."

Update on 1999 Locally Initiated Curriculum (LIC) Projects

The Centre for Curriculum, Transfer and Technology recently solicited proposals for the 1999 Locally Initiated Curriculum (LIC) projects. VCC submitted three proposals:

- 1) E-COM Cafeteria
Submitted by: Wayne McNiven, Department Head Community and Career Education
- 2) Advanced Pharmacy Technician Program
Submitted by: Sue Aro, Coordinator Pharmacy Technician Program
- 3) Coordinated Delivery of Transition to Workplace Instruction
Submitted by: The Counselling, Library and Learning Centre Departments

We have just received confirmation from Ministry personnel that \$250,000 is available this year for funding of Locally Initiated Curriculum Development projects. The LIC Review Committee met on May 21 and reviewed 47 submissions for a total of \$581,000. The committee identified 21 projects across 18 institutions for funding this year. Many of the projects were funded at or near the original amounts requested.

We are pleased to report that the Advanced Pharmacy Technician Program proposal submitted by Sue Aro, Coordinator, Pharmacy Technician Program was selected by the LIC Review Committee. Other approved projects, with their respective institutions, are as follows:

- Integration of Curriculum Between Business and Computing (BCIT)
- Pipe Trades Plumbing Program (Accessible and Specialized Trades Training) (Camosun College)
- Certified Municipal Clerk (Capilano College)

- Developmental Disabilities Certificate Curriculum Revision (College of New Caledonia)
- Entry Level Hospitality Modularized Training Curriculum (College of the Rockies)
- Office Management and Marketing for the Dental Community (College of the Rockies)
- Problem Based Learning (PBL) Modules for Therapeutic Recreation (Douglas College)
- Indigenous Community Dispute Resolution (Institute of Indigenous Government)
- Choosing a Career for You: A Workbook on Justice and Public Safety Careers for Aboriginal Students (Justice Institute)
- Development of Horticulture Common Core Curriculum for Distance Delivery to Secondary School Students (Kwantlen University College)
- Web-based Supplementary Modules on Statistical Inference for Introductory Statistics Course (Langara College)
- Child Abuse and Neglect: A First Nations Perspective (Malaspina University-College)
- Industrial Electronics Technician Web Based Bridging Program (North Island College)
- Virtual Archaeological Excavation of a Neolithic Site in Jordan (North Island College)
- Forest Stewardship in the Forestry Curriculum (Northern Lights College)
- Distributed Learning Approaches to Addictions Counselling (Northern Lights College)
- Residential Steep Roofer Trades Qualification Preparatory Course (Okanagan University College)
- E-Commerce — Marketing in the New Millennium (Selkirk College)
- Mental Health Specialty Courses by

distance delivery:

1. Advanced Assessment in Mental Health Practice
 2. Complex Mental Health Challenges (University College of the Cariboo)
- Web-based Curriculum: Planning for Educational Success (University College of the Fraser Valley)
 - Advanced Pharmacy Technician Program (Vancouver Community College)

A special thank you is extended to all those who submitted proposals and we look forward to the development of curriculum in the project selected.

Linda Martin, Vice President
Educational Support Services

classifieds

FOR SALE

Vancouver Folk Music Festival Tickets

Two full weekend tickets for July 16, 17 and 18. Save \$50.00 off the best early-bird price. Price \$120.00. Call Mark at 7223.

WANTED

Two or three people who are interested in working through *The Artist's Way*, a 12 week "course" that fosters creativity. Please call Celeste at 737-0701.

FREE STUFF

I have a toner cartridge #9571 replacement for 03A printers. If you can use it, it's yours. Call Wayne at local 8434.

For more classifieds see page 16

The Great Walk: we did it!

Yes, Pauline Reaburn and Malcolm Cant (and their friend Margaret) successfully completed the 63.2km Gold River to Tahsis 'Great Walk' on Saturday, June 5.

At last count we had received over \$900 in pledges. Have you sent in your pledge money yet? If not, you can send it to Malcolm, Pauline, or the VCC Foundation. And if you missed out it is not too late. Just send us a cheque for the amount you would like to pledge and we'll add it in. Tax receipts are issued for pledges of \$10 or more. The walker who collected the most pledges this year was a gentleman who collected over \$8,000 for his local church.

This walk is said to be North America's toughest walk-a-thon. And they aren't kidding!

At 4:00 a.m., in the dark and the rain, 803 walkers gathered at the start point just outside Gold River. There were walkers of all ages, from elementary school-age to the elderly. There were a few runners too. Many optimistic walkers came unprepared for the reality of the weather, dressed in light clothing and carrying little. Others came as if prepared for an Arctic expedition.

It was an eerie atmosphere as 803 people began walking along this isolated logging road in the pitch dark. There was giggling and chatter as we began but everything soon became quiet as the enormity of this walk became a reality. For a lot of these walkers their goal was just to make it to the 32km checkpoint. Everyone who makes it that far earns their t-shirt. Those intrepid souls (who are too stubborn to quit) who make it to the end also get a plaque and a certificate—and very sore legs and feet.

Our energetic excitement was soon dampened as daylight brought us a killer hill early in the walk. As we reached the top of this pass the temperature was 5°C, it was pouring rain and there was snow everywhere except on the road. The lake

was still frozen solid. By this time Malcolm and Margaret had moved ahead—so Margaret had the pleasure of Malcolm's jokes for the next 11 hours and Malcolm had Margaret to protect him from wild critters. Pauline plodded along, alone for long periods of time, taking pictures and pausing to pretend to look at the scenery. It is a good thing that she didn't know about the cougar sighting at checkpoint 9, and the bear that crossed the road in front of people she had been walking with not long previously.

Checkpoint 4 was a very welcome stop as they had a huge fire burning. Many walkers (including Pauline) stopped to dry out and warm up. It was here that Pauline decided to forget how far it was to the finish line and to just focus on the distance between checkpoints - this made everything seem more manageable.

Checkpoint 6 was a favorite stop for everyone. Those whose goal was to get their t-shirt could quit now and get a ride to the finish line. There was a roaring log fire, hot soup and sandwiches to warm us up and refresh our energy. There is no more fun way to spend a Saturday than to be huddled under a tarp tent, soaking wet, shivering & drinking hot chicken noodle soup. Those of us continuing the walk eagerly anticipated the next 30 km. stretch.

Much of the walk is fairly flat or rolling hills. But two long 13% grade downhill really tested our knees. A number of walkers actually walked down these hills backwards to save their legs & toes. Checkpoint 8 was Pauline's personal favorite stop. Two angelic souls were waiting under shelter for the sole (pun intended) purpose of giving foot massages to the walkers. What a wonderful treat for the feet before tackling the next uphill slog.

Finally, hours after our eager start,

we arrived at the finish line to the fanfare of much clapping and being followed for the last few hundred yards by our own personal fire truck escort, lights flashing and sirens screaming. 656 walkers, of the original 803, finished the walk. The youngest to finish was a 10 year-old; the oldest was a gentleman aged 73. The last walker struggled in after dark after 17 hours and 48 minutes. How did Malcolm and Pauline do? Well, we don't care. It is finishing that is the achievement. But if you really want to know you can go to the website (www.greatwalk.com) to check.

After much needed showers and refreshment we stayed for the awards ceremony and then were transported back to Gold River by bus. We collapsed in our beds about 1:00 a.m., 23 hours after we had gotten out of them to get ready for the walk. On Sunday morning it was easy to identify the 'Great Walkers' at the motel and, later, at the ferry. We all had become expert doing the 'Great Walk Shuffle'. But now we have put the pain behind us and are even talking about doing it again next year.

NEXT ISSUE: JULY 9

Please note that there will be one issue of Connections in each of July and August, with the next issue published on July 9, and in your mailbox the following Monday or Tuesday. The deadline for the July 9 issue is July 2.

What's on the WEB for me and my students?



VCC Librarians have put together a collection of websites relevant to courses being taught at the College. These sites are available on the Library web site: www.vcc.bc.ca/library/

Click on "Internet Subject Guides" and you'll see a list of subjects from "Accounting/Business Math" to "Music" to "Travel and Tourism." Click on the subject that interests you to get a list of websites chosen for their accuracy, authority, coverage, currency, and objectivity. We recommend these lists to students as a useful place to start their research on the web.

A few fun highlights: Check out the "ASL Dictionary Online" under the heading "American Sign Language/Interpreting" to see film clip demonstrations of ASL words; find unusual recipes in the sites listed for "Culinary Arts"; visit the "Tooth Fairy," one of the sites under "Dental Health"; or, if you're planning a holiday, start your research with the sites listed for "Travel and Tourism."

Surf with style—start with the Library Web site!

Looking for ESL library materials?

The Library's online catalogue now offers a new way to find books and videos for students and instructors of ESL.

At the Library's Main Menu, choose item #2, "ESL Collection":

1. FULL LIBRARY CATALOGUE >> 2. ESL Collection 3. Audio/Visual Catalogue ...etc.

You can then search by any keyword or restrict your search to video title keywords.

Post-secondary institutions support new grants for students

VANCOUVER, B.C.—The council representing most of B.C.'s post-secondary institutions applauded the government's recent announcement regarding new funds for student assistance.

Neal Nicholson, president of the Advanced Education Council of British Columbia, said the grants—now extended to students in third and fourth year—will enhance access to AECBC member institutions.

"The debt load that students face upon completing their programs has been staggering. This new funding will help students at our degree granting institutions since it extends the current grant program to years three and four and it also helps shorter term learners as it quite significantly reduces the debt pressure," Nicholson said.

The federal government announced the creation of the Canada Millennium Scholarships Foundation in 1997 to promote post-secondary education. At the time, the AECBC and other post-secondary advocates argued for changes to make the program need-based rather than merit based.

"The Foundation has shown unexpected flexibility in responding to our

feedback," said Nicholson. "We give Minister Petter full marks for working hard to gain the cooperation of the Foundation in making an agreement that benefits so many B.C. students."

While welcoming the Foundation's contribution to the grant program, Nicholson noted that it does not come close to replacing the federal funding cuts to post-secondary education over the past years. "Study after study shows the value of education," he said. "An on-going investment in post-secondary education is critical to success in our economy."

The AECBC is a voluntary, non-profit association, which represents all of B.C.'s 22 publicly funded colleges, university colleges, institutes and the Open Learning Agency.

The mission of the AECBC is to provide advocacy, leadership and support to its members. Established in 1990, the Council was formed to act as an agency of advocacy for the post secondary system. It is governed by its Executive Committee, which is elected every year.

will retrieve a list of titles on vocabulary that have been listed at the intermediate study level.

We hope this enhancement of our catalogue is useful to ESL (and other!) instructors and their students. If you have questions or comments, please contact Cathie Perry at local 7487.

Changing a dream into a reality

by Joyce Bornmann, graduate of the Employment and Educational Access for Women Program and valedictorian for the ABE/ASE/AAA Division, June 1999

When I first walked through the doors of VCC as a student I was more than a little dubious about what the outcome would be. I was an older woman re-entering the job market and in need of a career change due to circumstances beyond my control. The course I was taking was called Employment and Educational Access for Women (EEAW) and I hoped that it would help me find a new career path.

The first day in class I met my classmates; I was the oldest. But I also met our teacher, Sylvia Patey, she was full of life and determined to help us all find and fulfill our dream. To this purpose she set about building up our self-esteem. For some of us with failed marriages, failed businesses, and broken down dreams this was a necessary first step along the way to success.

We got evaluated. There are six different basic types of character, and using a character analysis kit we worked out what type of work people with our type of character would enjoy and succeed at. Here, the class varied all round the six sided table: Realistic, Investigative, Artistic, Social, Enterprising and Conventional. But no matter which test or how many I did, it always came out that "investigative" topped every list. No matter that my second and third characteristics varied (I was a regular chameleon as far as my secondary characteristics were concerned). So it became obvious that careers in which an investigative personality was needed were the ones I should research to see how I would like to work in them.

I was also busy making friends with my class and learning about them, finding out what obstacles they had faced. I was not alone. I was both making new friends and learning things about myself. I found I could do things I never

believed possible True I needed a gentle prod from my teacher:

"Me, do that? Never!"

But I did. I had to phone strangers and ask if they would give me a work placement in jobs I found interesting. This meant that I would observe or work in my career of choice from a few days up to a fortnight. I could also do a study placement in a program that led to a field in which I later hoped to work and see whether it was suitable for my capabilities, my interests and my way of life.

My first phone calls resulted in rejections, but nevertheless, with encouragement from Sylvia and my classmates, some of whom were suffering the same rejections, I persevered. Fortunately, we got a class on stress management around this time to help us deal with the stress we had to handle. Faster than I would have believed possible the first work/study placement came around.

My first two weeks were divided. Firstly in the Medical Laboratory Assistant's Program, a study placement on the ninth floor of VCC. Here, two great teachers taught a class of friendly students who took me under their wing and showed me how to take blood. I let them take some of mine, and you know what, it didn't hurt at all. They did an electrocardiogram on me. My heart was happily ticking away as it ought. And I sat through classes with endless medical

terminology, which they all understood and I didn't. But it was enticing. Then to cement the experience I got permission to shadow some medical laboratory assistants as they went about their duties at St. Paul's Hospital. Naturally I had to sign a contract guaranteeing the patients' confidentiality, so I can't write about the interesting experience I had watching the very dedicated staff at St. Paul's.

I considered medical laboratory assistant, but I wasn't quite sure. I still had some more time at college ahead of me and two more work/study placements. So it was back to class to learn how to do so many other things, and for those of us who still weren't quite sure what we wanted to do for a career, we had to keep on searching (there were some lucky ones who knew after their first placement what careers they wanted to follow).

Geomatics technician sounded like a pretty interesting career, and so I went to the information evening at BCIT to find out what it was all about, and while there I asked if it was possible to sit in on the program. Next work placement I spent a week sitting in on their classes. The students worked hard, but when asked if they liked the program without fail they all said: "I love it." There was lots of mathematics, earth science, physics, computers, communications and surveying. I spent a whole day out in the field with the students, as they mapped an area. It was fascinating. I decided to apply for the program, which I found very interesting. However over the following few weeks I did some informational interviews with people in the field and felt that I might find the life a bit too rigorous for me. A lot of the work is up North or in the United States. Very sadly I decided that fascinating as it was it really wasn't suitable for me at my age of life. I was heartbroken.

But Sylvia, had more for me to investigate (I am after all an investigative character—remember all those tests), and it wasn't long before I was off "sniff-

continued on the next page

Summary of Minutes from the June 8 VCC Operations Council meeting

Chair: Linda Martin

1. Equal Employment Opportunity Policy

A current draft of the *Equal Employment Opportunity Policy* was approved by Operations Council. Procedural guidelines to accompany this Policy, once they are developed, will be brought to Operations Council.

2. Sponsorship Policy and Guidelines Review - update

There has been some discussion regarding whether or not advertising should be included in the *Sponsorship Policy*. The Sponsorship Committee is continuing its review.

3. The Use of Alcohol or Medication Policy

Suggested revisions to *The Use of Alcohol or Medication Policy* were discussed. This Policy will be returned to Operations Council for

approval at a later date.

4. Selection of Administrators Policy

Because this Policy concerns employment conditions, it is being sent to the Finance and Administration Committee of the Board for consideration.

5. Hairdressing: Customer Services Price Increase

It has become necessary to increase prices to cover the increased costs of hairdressing products. The Financial Services Department will be developing a procedure to follow when requesting price changes for shop operations.

6. 1999/2000 Operating Budget

The Operating Budget was approved and recommended to the College Board.

7. Capital Process

The Capital Ranked List was approved by Operations Council.

Code of Ethics for VCC: an update

The last update from the ad hoc group established to develop a Code of Ethics for VCC was provided last November, shortly after the group began to meet on a regular basis. Since that time the group has met on average every three weeks to develop ethical principles which will serve as a guide to the conduct of all VCC employees.

In addition to the "Principles", the group has compiled a list of "Applications" for each principle. These serve as examples for the application of the prin-

ciple. They are by no means exhaustive, but will provide guidelines. The group anticipates having a draft Code ready to be circulated with a request for feedback, within the VCC community, by October. There will be an article in the September *Connections*, announcing the process to be undertaken in October in order to obtain maximum feedback. It is vital that the Code be adopted by all employees and therefore it is important to hear from everyone.

If you have any questions about this initiative, you should contact one of the ad hoc group members: Pat Bawtinheimer, Lorna Brown, Rob Henderson, Jane Jimison, Lizz Lindsay, Sarah Lucas, Joan McArthur-Blair, Dale Rasmussen, Pauline Reaburn and Perry Taylor.

Dream (from page 12)

ing around" the idea of becoming a library technician. Well, I can't remember when, since I reached the age of nine, I haven't thought libraries are the sort of places to hang out. This idea certainly fitted in well with my life style. I interviewed two library technicians and went to Langara College's informational evening for those interested in becoming a library technician. Next day I put in my application. And guess what, on my next work/study placement I got to work for a week out in the Library at UBC. My destination was the Resource Sharing Services at the Walter C. Koerner Library where they put me to work. I found myself filing, working in the card catalogue, searching for books at UBC, and on line to other libraries around North America. I was kept busy and it seemed the amount of material to be learned was enormous, but the staff were friendly and the week flew by. I couldn't believe that it was Friday already! I had a ball. So I finally decided on a career in a job I hadn't really known existed, and despite the fact that libraries have always been places I liked to be.

Would I take the program again? "You betcha." I have really enjoyed the last three months. Not only have I enjoyed it, but I have grown. I have learned so many new things, and done some really interesting tasks. I wouldn't have missed my work/study placements either, they have taught me a lot. I now look at the world from a different viewpoint. I know there are paths to be followed which before I came to VCC I hadn't discovered and didn't think existed. There are decisions to be made and Sylvia has tried her best to teach us all to make them. She has shown us that educational opportunities are open to all, and advised us to invest in ourselves. What we must do is discover these opportunities and then take the risk and chase our dream.

PUBLICATION SCHEDULE

- Published Thursdays
- Bi-weekly January-May and September-November
- Monthly June, July, August and December

Produced by the College Advancement Department,
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VANCOUVER
COMMUNITY
COLLEGE



KING EDWARD CAMPUS
1155 East Broadway
Box 24620, Station "F"
Vancouver, B.C. V5N 5T9

CITY CENTRE CAMPUS
250 West Pender Street
Vancouver, B.C. V6B 1S9

classifieds

HOUSING



Apartment sublet for fall 1999 into 2000

Suite in character building at English Bay. One block from beach and one block from Stanley Park. Phone 669-2029.

Apartment sublet for July and August 1999

Bachelor suite west of Denman (West End). Completed furnished. \$750. Phone 604-684-9490.

Basement suite for rent

Large two bedroom basement suite in Oakridge/Langara area. \$750 incl hydro. Available June 1. Phone Henry 735-3033.

Vacation rental condo at Sun Peaks Resort

Hike through alpine flowers, enjoy the symphony in the mountains, bike, golf, canoe, play tennis, or just relax in the

outdoor heated pool and hot tub. View condo sleeps 2-4, large deck w BBQ. Call Dennie for info at 7347 or 253-0051.

Gulf Island small cabin with deck for rent

Sleeps up to five people. Two minutes from beach and park. \$300 per week. Aug.15-22, Aug.22-29, Aug.29-Sept.5 Call Vicki, 250-595-6105

Flat for rent in Scotland

Available from 1 October 1999 until 31 March 2000.

Fully furnished flat at 3 Victoria Street, Newport-on-Tay, Fife, DD6 8DJ, of four rooms, kitchen and bathroom with small garden and lock-up garage next to the property. The rooms are currently used as double bedroom, living/dining room, lounge (view over the Tay to Dundee) and study. The flat is well equipped with washing machine, dishwasher, electric shower and full central heating. There is a telephone and fax machine. It would be ideal for someone who wants to live in a real home!

Newport-on-Tay is located in North East Fife, a pleasant area next to coun-

tryside and sea. It is mainly residential with a few local shops and has easy access to Glasgow (1hr 30 mins by train from Dundee) and Edinburgh (1hr 15 mins). The bus to Dundee passes the door. Dundee has a good theatre, concert hall and a new Contemporary Arts Centre.

The rent would be £290.00 plus Council Tax (currently about £90.00) per calendar month. All household bills would be the responsibility of the tenant.

Contact Mhairi MacMillan at the above; tel. +44 1382 542737; e-mail mhairi@macmillan.demon.co.uk

Sublet available for August 3-September 2

One bedroom in excellent location (Kits) with private veranda and two very sweet cats. \$500 negotiable. Call 730-5077.

Seeking West Side apartment

Female City Centre employee seeks long-term attractive West Side one or two bedroom apartment for September/99. No basement suites, please. Telephone 8660.

EDITOR, DESIGN AND LAYOUT

Dale Rasmussen, Marketing and Communications
Tel 871-7152, Fax 871-7451
email drasmussen@vcc.bc.ca

UPCOMING PUBLICATION SCHEDULE

June 25 / July 9 / Aug 6

Please recycle Connections ♻️

The printing and paper used in the cover shells for VCC Connections was generously donated by HEMLOCK PRINTERS

How to submit your article:

1. email to drasmussen@vcc.bc.ca; **OR**
2. save your file to the I:\common\connect\ directory (call the editor—local 7152—and let him know the file is there, and provide the filename); **OR**
3. through the VCC Connections On-line website. Go to "Submit Your Article" and follow the directions.
4. text only on an IBM-formatted disk, with hardcopy attached

Your submissions are welcome. However, material may be edited for clarity and length. Deadline for submissions is the end of the week prior to publication.

Retirement and Re-Employment Policy

Effective Date: May 27, 1998

Policy Category: Administration

Number: B.2.10

Policy:

The College supports and will follow the principle of compulsory retirement at age 65.

Date of Compulsory Retirement:

- In the case of employees participating in the Municipal Pension Plan, i.e. support staff, the maximum retirement date will be the end of the month in which the employee turns age 65.
- In the case of employees participating in the College Pension Plan, i.e. instructors and administrators, the maximum retirement date will be August 31st following the date the employee turns age 65.

Date of Early Retirement:

- The date of early retirement is determined by the wishes of the employee.
- Where there is early retirement with incentive*, the date will be mutually agreed upon by the employee and the College.

* Refers to Early Retirement Incentive or other Labour Adjustment Funds.

Re-employment:

- In keeping with the above principle, the College will not employ employees beyond the date of compulsory retirement.
- There is no obligation on the College to re-employ former employees.
- In extraordinary circumstances, with the approval of the Vice

President or delegate, the College may re-employ former employees who have retired, with or without incentive, provided the following criteria are met:

- 1) Assignment is casual or on a substitute basis, with an end-date.
 - 2) Other qualified replacements are not available in time to meet the need.
 - 3) Department is actively searching for a replacement for a position which is likely to recur.
 - 4) The employee meets normal hiring criteria in the area of rehire.
- Re-hired employees will not carry forward any entitlements or seniority earned prior to their retirement date.

Applies to

All employees.

Procedures

The Financial Services Manager will coordinate solicitation of offers of early retirement. Actual offers of Early Retirement Incentive and establishing of actual retirement dates will form part of the procedures.

Human Resources will coordinate retirement of those employees reaching compulsory retirement age (65).

Replaces

Retirement Policy #4.1.5.1, and Retirement and Re-Employment Policy B.2.10 (May 13, 1997).

Reference

- Vancouver Community College Faculty Association Collective Agreement
- CUPE Local 15 Collective Agreement
- British Columbia Nurses' Union Collective Agreement
- Association of VCC Administrators' Terms of Employment

Policy Sponsor

Director, Human Resources