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1986

KING EDWARD TIMES

Vancouver Community
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P.O. Box 1155
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Vancouver, B.C. V5T 4N3

VOLUME XII, No. 36

1986 December 04

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CENTRE REPORTS TO THE BOARD

Last week's Times was already too lengthy and therefore, only two items were extracted for reproduction from November's Reports. While the collected reports are available in the KEC Library in their entirety, the following are a few of the other KEC items appearing in last month's issue:

PEOPLE

Mrs. Diane Jones, ESL Instructor, was an unsuccessful candidate in the City's School Board election on November 15th. Diane ran as an independent.

Dr. J. Grant Kelly addressed a conference focusing on excellence in education in Toronto at Humber College earlier this month. His speech was entitled "Does College Leadership have an impact on Campus Climate?... You Bet!" Dr. Kelly received his Ph.D. from the University of Texas last summer.

Mrs. Jean Cockell, Mathematics Department Head, has been asked to serve as a member of the Intermediate Mathematics Advisory Committee with the Ministry of Education, Continuing Education Division during the Fall of this year.

Mr. Howard Turpin has been elected as secretary to the Board of Directors of the Mount Pleasant Business Association. This group is presently undertaking a Downtown Revitalization project on Main Street at Broadway.

ESL-TFC'S

A TFC for ESL-Vocational for a five-month period from December 1st to May 1st for \$267,213 (inclusive of rentals) has been approved by the Ministry. Instruction will occur at the Downtown Education Centre because all classrooms at KEC are fully utilized.

The Ministry has requested that two additional ESL-TFC's be submitted, each for 50 students, the first to commence January 5th to May 29th and the second, February 2nd to June 26th.

H.E. Pankratz

EMPLOYEE BENEFIT PLAN

1155 Low Broadway,
Box No 22703 Stn. C
Vancouver, B.C. V6J 4M4
Telephone 875-1131

NOTICE TO ALL MEMBERS AND PROSPECTIVE MEMBERS

V.C.C. EMPLOYEE BENEFIT PLAN

The Vancouver Community College Employee Benefit Plan was established in late 1985 to provide a vehicle whereby plan members/eligible V.C.C. employees could defer a portion of their monthly income for the purpose of financing a future sabbatical leave or supplementing their retirement income. Amounts contributed to the E.B.P. were not subject to income tax until such time as payment is received by the individual from the plan in accordance with an advance tax ruling given to the plan by Revenue Canada in March of 1985.

In February of this year through the medium of the Budget Speech, the Government of Canada served notice of their intention to amend the Income Tax Act to effectively disallow tax deferral except where the purpose of the deferral was to finance a future sabbatical leave.

Legislation to this effect has now been promulgated and introduced into Parliament on November 10, 1986. It is a foregone conclusion that Bill C23 will pass into law before the end of the year thus having the effect of eliminating the "retirement supplement" purpose of our Employee Benefit Plan.

Your Plan Administration Committee is advised that, to ensure compliance, our plan need not be amended provided that future contributions are designated for sabbatical purposes only. Salary deferral for retirement supplement is no longer allowable effective July 1, 1986.

Regarding contributions to the plan for other than sabbatical purposes made after June 1986 (first announced as March 1986), these contributions will be included in the income of the employee and will be subject to income tax (and included on the T4) even though these amounts were paid into the plan and were not in fact received by the employee at that time. When the amounts are eventually received by the employee out of the plan, a deduction will be permitted in respect of contributions that were previously taxed at the time they were contributed to the plan. Only three of the current plan members declined to designate these contributions as being for "sabbatical purposes."

NOTICE - EMPLOYEE BENEFIT PLAN

The new legislation limits the amount which can be deferred for sabbatical purposes to 30% of the employees salary and limits the deferral period for such leaves to seven years. The regulations also stipulate that employees must return to their employer after the leave of absence period.

The foregoing conditions only apply to new members entering the plan after July 28, 1986. It is not the intention of the legislation to change the rules governing existing plans, hence none of the foregoing restrictions will apply to current members of the E.B.P. who are contributing toward a future sabbatical leave.

All present and prospective plan members/contributors who wish to defer a portion of their 1987 income for the purpose of financing a future sabbatical leave must file with the undersigned, newly completed and signed Letters of Agreement covering the calendar year 1987. The member's Letter of Agreement must be submitted no later than December 23, 1986 and shall designate for each month of the calendar year 1987 the amounts to be deducted from remuneration for that year. Plan membership and contributions by payroll deductions for the calendar year 1987 may not be authorized and accommodated after the foregoing deadline, December 23, 1986.

1987 contributing members may, under special circumstances with the approval of the Plan Administration Committee, supplement or amend by written agreement, their designated contributions.

A brief description of the plan is attached. Full details governing the plan are found in the "Plan Rules". Copies are available from the office of your local campus principal along with the necessary forms (letters of agreement) to facilitate your 1987 enrolment.

If you are interested in participating in the Employee Benefit Plan for 1987, kindly obtain the referenced forms and direct any enquiries to the undersigned.

D.D. Jones,
Chairman, Plan Administration
Committee

APPLICATION FORMS ARE AVAILABLE FROM GILLIAN AKIN - 4TH FLOOR

OR BONNIE BAITY - 5TH FLOOR

VANCOUVER COMMUNITY COLLEGE
EMPLOYEE BENEFIT PLAN
DECEMBER 1986

For those prospective members who are unfamiliar with the plan, the following brief description of the plan as currently constituted should be informative:

What is the Employee Health Benefit Plan?

The Employee Benefit Plan is a vehicle through which eligible V.C.C. employees can defer a portion of their monthly income exclusively for the purpose of financing a future sabbatical leave.

Who can become a member?

All full-time permanent employees of V.C.C. are eligible to apply for plan membership through the "Plan Administration Committee."

Income Tax Implications

Amounts contributed to the Employee Benefit Plan by payroll deductions are not taxable until the amounts are paid out of the plan to the employee. As a result, the employee obtains a deferral of income tax on the amounts contributed to the plan much the same as a registered pension plan or registered retirement savings plan when the contributions are for the purpose of financing a future sabbatical leave.

Other Features

The plan allows the employees to defer the taxation on their employment income to a future year. This is especially attractive for those employees whose income is more than sufficient to meet the present cash needs and who wish to "save" a portion of this income for future years to finance a sabbatical leave.

For current plan members/contributors there is no statutory restriction on the amounts that can be directed to the plan from your earnings and thereby deferred. Other deferred compensation arrangements such as registered retirement savings plans restrict the annual amounts that an individual can contribute. For new members entering the plan in 1987 the amounts that can be directed to the plan is limited to 30% of your earnings.

The amounts contributed to the custodian of the plan, Montreal Trust, will be invested with interest earnings accruing in the name of the member/contributor.

The Employee Benefit Plan is funded outside of Vancouver Community College. As a result, employees are assured that the funds are held by an independent custodian.

Plan members/contributors have the discretion to elect to receive their payout from the plan in a predetermined number of instalments or in a lump sum. This could also facilitate income tax planning by spreading the taxation of the amounts throughout the period of a sabbatical leave.

You should be aware that Revenue Canada - Taxation takes the position with respect to such plans that the plan cannot provide for payments to the contributor except under the following conditions:

- (a) Death (to the designated beneficiary)
- (b) Voluntary or involuntary cessation of employment
- (c) For demonstrable financial need
- (d) For sabbatical leave purposes

For taxation purposes the taxable income shown of the T4 slips of plan members is net of contributions to the plan authorized by the members letter of agreement.

Annual interest earnings on each members account of contributions are payable through Montreal Trust in December of each year and are subject to deductions of income tax. A T4 slip is issued by the investment company and mailed to each member.



INNOVATION ABSTRACTS

VOL. VIII
NO. 28

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With support from the W. K. Kellogg Foundation and Sid W. Richardson Foundation

IS IT WIZARDRY OR MAGIC? WHAT MAKES AN OUTSTANDING TEACHER?

Over the past year and a half, we asked new adjunct faculty at our community college to help us determine the qualities of really outstanding instructors. It is not unusual for community college part-time faculty, particularly in the technical areas, to have had limited or no previous instructional experience. So at the beginning of each term we host an orientation program where we talk about instructional skills, in addition to disseminating the usual nuts and bolts kind of information.

We begin our discussion of instructional skills by asking these new faculty to reflect on the instructors they themselves had during their first two years of college. First, we ask them to indicate the number of instructors they feel were "outstanding" or "poor." Then we ask them to describe the characteristics or qualities of the instructors they rated as "outstanding" and the instructors they rated as "poor." Of course, we're using the questionnaire and ensuing discussion as a tool to help the faculty focus on the process of instruction, and to help them solidify their own instructional approaches and plans. But we are also interested in the long-term perspective—we want to know what really stands out—what we remember over the long haul about the really good (and the really poor) instruction we have received. It's one thing to review instructional evaluations conducted at the end of the semester in which the instruction occurred; it's another to ask people to recall their experiences of ten, fifteen, twenty or thirty years ago.

So, what did we discover? On average, our new adjunct faculty remembered two "outstanding" instructors from their first two years of college—or about 15% of the instructors they had had in that time period. On the other end of the scale, they remembered, on average, about three "poor" instructors. Not a very large percentage in either case, but maybe that shouldn't surprise us since we were asking people to "pull" out the exceptional folks.

Their descriptions of characteristics of the college instructors which they had rated "outstanding" covered a very wide range of personal and professional characteristics—the "top 5":

1. knowledge of subject
2. well-organized
3. concerned about and responsive to student needs
4. enthusiasm for subject
5. friendly and personable

Now take a look at the "bottom 5"—the five characteristics which distinguished those teachers rated as "poor":

1. dry, dull, cool, aloof, no personality
2. unorganized, not prepared
3. disinterested, uncaring, disrespectful toward students
4. not knowledgeable about subject
5. unable to communicate effectively

True, there were other comments—about absences, being late for class, inappropriate exams, inflexibility and other teaching issues. But the fact that the opposites of the "top 5" characteristics consistently showed up in our "bottom 5" list seems to support these major skills and characteristics as critical to being, and remembered as, an outstanding instructor.

Lynn Sullivan Parker
Associate Dean
Human Resource Development

Vernon A. Magnesen
Associate Vice President
Academic Affairs

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KING EDWARD CAMPUS HOURS, 1986 DECEMBER 15 to 1987 JANUARY 05

<u>DAY</u>	<u>DATE</u>	<u>ADMINISTRATION & STUDENT SERVICES</u>	<u>LIBRARY</u>	<u>BOOKSTORE</u>	<u>CAFETERIA</u>
Mon.-Fri.	Dec. 15-19	REGULAR HOURS	REGULAR HOURS	REGULAR HOURS	REGULAR HOURS
Sat.	Dec. 20	CLOSED	CLOSED	CLOSED	CLOSED
Sun.	Dec. 21	CLOSED	CLOSED	CLOSED	CLOSED
Mon.	Dec. 22	08:00 to 17:00	08:30 to 16:30	08:30 to 17:00	07:00 to 18:00
Tues.	Dec. 23	08:00 to 17:00	08:30 to 16:30	08:30 to 17:00	07:00 to 11:30
Wed.	Dec. 24	08:00 to 13:00	08:30 to 13:00	08:30 to 13:00	07:00 to 12:30
Thurs.-Wed.	Dec. 25-31	CLOSED	CLOSED	CLOSED	CLOSED
Thurs.	Jan. 01	CLOSED	CLOSED	CLOSED	CLOSED
Fri.	Jan. 02	08:00 to 17:00	08:30 to 16:30	08:30 to 16:00	07:00 to 12:30
Sat.	Jan. 03	CLOSED	CLOSED	CLOSED	CLOSED
Sun.	Jan. 04	CLOSED	CLOSED	CLOSED	CLOSED
Mon.	Jan. 05	REGULAR HOURS	REGULAR HOURS	08:00 to 20:00	REGULAR HOURS

NOTE 1: The Library is open only to staff and faculty on 1986 December 24 and 1987 January 02.

NOTE 2: The Cafeteria will provide limited grill service plus coffee and pastries on 1986 December 23 and 24.

NOTE 3: The Cafeteria will offer coffee and pastries only on 1987 January 02.

1986 December 02

H.F. Pankratz
H.F. Pankratz, Principal

SKI AWAY THOSE WINTER BLUES

Another bus trip is being planned to the snowy shlpes. This time **WHISTLER - Saturday, January 17th**. Downhillers and cross-country all welcome.

If interested, please call Gillian, local 738. More information in the new year.

Gillian Akin

THANKS FOR YOUR PARTICIPATION!

THE CHRISTMAS CRAFT SALE was a success! Students with craft business ideas received useful feed-back from the experience. Many thanks to those who came to look and to buy and special thanks also to all who helped with the sale.

Alice Wong

PLEASE JOIN THE INTERNATIONAL STUDENTS FOR CHRISTMAS DINNER!

Place:	VVI Dining Lounge
Date:	December 12th (Friday)
Time:	5:30 - 9:00 PM
Program:	Dinner at 6:00 PM Music by Music Dept. from KEC Visit by Santa Door Prize Draw

Menu: ASSIETTE PARISIENNE

Roast stuffed Tom Turkey, Giblet Gravy	Buttered Brussel Sprouts
Croquet Potatoes	Mince Meat Pie, Rum Sauce
Carrots Vichy	Coffee/Tea/Juice

GET YOUR DINNER TICKETS EARLY FROM BRENDA/CHRIS AT KEC INTERNATIONAL EDUCATION OFFICE (Local 233). THE TICKETS ARE \$5 EACH, SOLD ON A FIRST-COME-FIRST-SERVED BASIS AS THE DINING CAPACITY CAN ONLY ACCOMMODATE 180 MAX. PLEASE BRING YOUR TICKET TO THE DINNER FOR THE DOOR PRIZE DRAW.

PLEASE GET YOUR TICKETS SOON! (Local 233)

Dave Greenall

THE K.E.C. INTERNATIONAL EDUCATION GRADUATION

The graduation ceremony scheduled for December 22, 1986 has been cancelled at the request of the students involved.

Their graduation will be scheduled with our next graduating class in April, 1987

Dave Greenall

Assessment Schedule

1986 December 01 to 1987 January 15

by Appointment only

<u>Date</u>		<u>Reading</u>	<u>Writing</u>	<u>Mathematics & Accounting</u>	<u>E.L.A.</u>
Dec. 08	(M)				8:45 a.m.
Dec. 09	(T)* (T)	5:45 p.m.	7:00 p.m.	8:00 p.m.	2:15 p.m.
Dec. 10	(W)	1:45 p.m.	3:00 p.m.	4:00 p.m.	6:15 p.m.
Dec. 11	(Th) (Th)*	9:45 a.m.	11:00 a.m.	12:00 noon 2:00 p.m.	
Dec. 12	(F)*	9:45 a.m.	11:00 a.m.	12:00 noon	
Dec. 15	(M)* (M)* (M)*	8:45 a.m. 1:45 p.m. 5:45 p.m.	10:00 a.m. 3:00 p.m. 7:00 p.m.	11:00 a.m. 4:00 p.m. 8:00 p.m.	
Dec. 16	(T)	1:45 p.m.	3:00 p.m.	4:00 p.m.	6:15
Dec. 17	(W)* (W)	1:45 p.m.	3:00 p.m.	11:00 a.m. Inter. Ed. 4:00 p.m.	6:15 p.m. Inter. Ed.
Dec. 18	(Th)	9:45 a.m.	11:00 p.m.	12:00 noon	8:45 a.m. Inter. Ed. Board Rm. #5025
Dec. 19	(F)*			12:00 noon	
* * * MERRY CHRISTMAS * * * * * * * * * * HAPPY NEW YEAR * * *					
Jan. 02	(F)	NO ASSESSMENTS			
Jan. 05	(M)* (M)*	1:45 p.m. 5:45 p.m.	3:00 p.m. 7:00 p.m.	4:00 p.m. 8:00 p.m.	8:45 a.m.
Jan. 06	(T)* (T)* (T)	1:45 p.m. 5:45 p.m.	3:00 p.m. 7:00 p.m.	11:30 a.m. 4:00 p.m. 8:00 p.m.	
Jan. 07	(W)* (W)	1:45 p.m.	3:00 p.m.	4:00 p.m.	8:45 a.m. 6:15 p.m.
Jan. 08	(Th)	9:45 a.m.	11:00 a.m.	12:00 noon	
Jan. 09	(F)*			12:00 noon	
Jan. 12	(M)	8:45 a.m.	10:00 a.m.	11:00 a.m.	
Jan. 13	(T)*	1:45 p.m.	3:00 p.m.	4:00 p.m.	6:15 p.m.
Jan. 14	(W)	1:45 p.m.	3:00 p.m.	4:00 p.m.	
Jan. 15	(Th)	9:45 a.m.	11:00 a.m.	12:00 noon	* <u>Extra Session</u>

TO ALL STAFF ON TIMESHEET

December 18 is the last payroll of the year. In order to receive a pay cheque on January 2, 1987, all timesheets for the weeks ending December 19 and December 26 must be handed in to the Payroll Clerk by **WEDNESDAY, DECEMBER 17TH**.

Please be sure your Timesheets are **SIGNED BY YOUR SUPERVISOR**. Without a signature, they cannot be processed.

If you have any questions about this, please call the Payroll Clerk at local 733.

D. Moutter

FROM THE MUSIC DEPARTMENT

Eckart Seeber, Victoria based composer presents an exciting program of piano music in celebration of the International Year of Canadian Music.

Time: 8:00 p.m. KEC Auditorium

Admission: General \$4.00 Students/Seniors \$2.00

Date: Friday, December 5th

Terry Smith

GOODS AND SERVICES AUCTION

Thank you very much to all those who attended the Christmas 'Goods and Services' Auction last Friday. We were overwhelmed with the response (dollar-wise) that we got. In total commitments we raised over \$1400.

On that note, we are more than willing to receive the money you bid, at your earliest convenience.

A special note of thanks to our auctioneer, **Bruce MacLean**, who did a fantastic job, donating his time to the cause to boot.

CHRISTMAS TREE

Thank you all for the terrific turnout for the Christmas Tree decorating celebration on Wednesday. Remind your students that we can still use some more decorations on the tree. Thanks also to the **music students** who performed, most with gloves on to combat the cold. **Santa A.** and his **Humble Elf** were terrific, but they missed their cohort, who couldn't avoid other commitments before being caught. Applause also, for **Tim Bonner** and **Wayne Diggins** who arranged (cut) our tree for us. The Music Department would also like to give a big Christmas Cheer to **John Norman**. John has become the resident V.C.C. carpenter/handyman who handles every request without complaint. Our Christmas tree was another event he quietly worked on all morning to make sure we had an afternoon success. Thank you John, and Merry Christmas from everyone in the Music Department.

Terry Smith

K.E.C. FACULTY/STAFF ACTIVITIES

Dennie Rothschild	UBC course #550.	Nov. 12-14
Barbara Little	Project advisory committee for Advanced Communication.	Nov. 24-25
Rajan Gill	Compile a series of photographs of ESL students for reference purposes and for publicity.	Dec. 01-09
Joan Aspinall	Researching books and publications for the teaching of English as a Second Language; checking into types of classes offered - Southern California.	Dec. 01-19
Jo Hansen	Union business.	Dec. 03
My-Van Truong	Prepare Beginners' listening class.	Dec. 04-23
Moir MacLeod	Review, consolidate and add to the materials and resources of Intensive Writing course; draft items for a new advanced level practice listening test.	Dec. 05-23
Robert Caldwell	Attend first session of Part I of the Management Skills for Supervisors course.	Dec. 08
June Dragman	Research/reading on computer systems and software; evaluation of ESL software; word processing course in the ESL Computer Lab.	Dec. 08-19
Lesley Thomson	Critique selected software and publication; create new teaching materials; review ESL texts; up-date existing teaching materials; and, catch up on ESL methodology and readings.	Dec. 09-23
Alice Wong	Study use of word processing in business writing.	Dec. 11-13 Dec. 16-22
Bruce Watson	Familiarization with College Prep. Department curriculum/materials.	Dec. 11-12
Rose Geiger	Develop curriculum for a volunteer Students Supporting Students Program.	Dec. 12-17

M. Redman

POSITION OPENINGS

V.C.C./V.V.I. requires a Clerk Typist II for the Program Development Department. Closing date for applications is Dec. 4th.

V.C.C./V.V.I. requires a Department Head for the Counselling Department. Closing date for applications is Feb. 02, 1987.

V.C.C./V.V.I. requires a Stores Clerk in the Hairdressing Department. Closing date for applications is Dec. 5th. (temporary)

V.C.C./K.E.C. requires an Instructional Assistant I (temporary). Closing date for applications is Dec. 8th.

V.C.C./V.V.I. requires a Clerk II for the Counselling Department. Closing date for applications is Dec. 9th.

V.C.C./V.V.I. requires Instructors in the Printing Production Department. Closing date for applications is Dec. 12th.

For further information on the above positions, please see bulletin boards.

H.E. Pankratz

WELCOME...

To another new employee **GWEN COATES**. Gwen has replaced Christine Forwell, Payroll Clerk. Christine was lured away to a more exciting job as flight attendant. If you haven't met Gwen, please stop by and introduce yourself.

D. Moutter



UNITED WAY

The United Way has awarded KEC its Award of Merit as shown below. The framed award can be seen on a wall near the letter boxes. (It's not yet been mounted, but it soon will be.) KEC students, faculty, staff and administrators together raised over \$11,000 for the United Way. For us, it was an all-time high. The College in its totality raised over \$31,000 - also an all-time record. Thank you one and all.

H.E. Pankratz

AWARD OF MERIT

King Edward Campus




In grateful appreciation
for your contribution
to the community
through the United Way

United Way

November 1986

Date


General Campaign Chairman

DECEMBER MEETINGS

The College Board's **Education and Student Services Committee** and the **Administration Committee** meetings scheduled for this month **have been cancelled**. As well, the **regular College Board** meeting, scheduled for **December 17th**, is **cancelled**. However, should any urgent matter arise, a special meeting could be called.

H.E. Pankratz

CHRISTMAS CHORAL CONCERT

The 13th Annual Christmas Choral Concert with the VCC Madrigal Singers, The Healey Willan Choir and the Vancouver Philharmonic Orchestra under the direction of **Jon Washburn** and **Jerry Damer**. Music of Vivaldi, Rimsky Korsakoff and Six Christmas Hymns, Gaudete, by **Alice Parker**.

Time: 8:00 p.m. FRIDAY Dec. 12th
Location: Langara Auditorium
Admission: General \$4.00 Students/Seniors \$2.00

Elena Diggins

THANKS TO ALL

I won't be back for awhile to thank you personally, so in the meantime I'll use the TIMES to say "thank you very much" to all the warm people who came to visit and brought/sent flowers, gifts and cards. The constant flow of cheerful people and thoughtful gifts certainly brightened up the unfortunate incident.

There will be a lot of traffic on the road this holiday season - not all of it sober - so please drive extra carefully, and WEAR YOUR SEAT BELTS!!! The doctors said it made all the difference in my case.

Have a lovely Christmas.

Margaret Jameson
Business & Computer Studies

FROM THE BOOKSTORE

HOURS FOR JANUARY 1987 -

Friday	Jan. 2nd	8:30 - 4:00		
Monday	Jan. 5 & 12	8:30 - 5:00	and	6:00 - 8:30 p.m.
Tuesday	" 6 & 13	"	"	"
Wednesday	" 7 & 14	"	"	"
Thursday	" 8 & 15	"	"	"
Friday	" 9 & 16	8:30 - 4:00		

Beginning Monday Jan. 19, 1987 we will resume our regular hours which are:

8:30 - 5:00 Monday, Tuesday & Friday
8:30 - 8:00 Wednesday & Thursday

If this presents a problem for anyone, please let me know immediately.

Karen Kelly

Reminder

Christmas items are all on sale at 15% off. This includes boxed and individual cards. A further staff discount of 10% applies as well, so this is a real bargain. We also sell the 29¢ stamps needed to mail them.

Special KEC Christmas Card

We also have a special KEC Christmas Post Card available at the Bookstore. It is 75¢, less staff discount.

We have a number of cookbooks in stock - they make great Christmas gifts. We also have beautiful desk calendars - Robert Bateman, Canadian Wildflowers, Vancouver, etc. Prices are 8.95 - 12.95.

Karen



"If your elves are at the North Pole,
how come they make the toys in Taiwan?"