

Feb 2  
1989

# King Edward Times

FOR REFERENCE

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## RETIREMENT OF MR. HARRY PANKRATZ

Please note the following announcement which came from the President's office on January 26:

"This is to advise you that Harry Pankratz will be leaving the college as of 1989 January 31, in anticipation of his official retirement date later this year.

I know you join with me in thanking Harry for his long and valuable service to the College in many capacities, but particularly as the Principal of the King Edward Campus.

I would appreciate it if you could advise your colleagues. I know that many will want to extend best wishes to Harry for his retirement years."

Mr. Pankratz was on campus on Monday and spoke with pleasure about some of his plans for retirement which include some travel and some future courses in the use of computers. We wish him the best!

Lawrence Fast

## CFRO COOP RADIO SHOW ON SEA OTTERS

On Wednesday, February 8 at 9:00 p.m., tune in to 102.7 FM to hear Joyce Jarrett host of Ecowatch interview John Ford from the Vancouver Public Aquarium. The show will center on the sea otter situation on the West Coast of Vancouver Island, their past history and present status as a result of the recent oil spill.

Joyce Jarrett



# RULES For TEACHERS



## DUTIES

*(Before or After School Session)*

- ★ Wash windows & clean classroom with soap and water once a week.
- ★ Check outhouses daily. *(Plenty of old catalogues are available at School Board office.)*



## APPAREL

*(Forbidden Wear in Public at All Times)*

- ★ WOMEN: (1) A bathing costume  
(2) Bloomers for cycling  
(3) Skirts slit to expose ankles  
(4) Bustle extension over 10 inches
- ★ MEN: (1) Detachable collar & neck tie removed from shirt  
(2) Shirt sleeves unlinked & rolled  
(3) Hair closely cropped *(unless bald or have disease of the scalp)*



## CONDUCT

*(Cause for Immediate Dismissal)*

- ★ Smoking of cigarettes, use of spirits, frequenting of pool or public dance halls.
- ★ Marriage or other unseemly behavior by women teachers.
- ★ Joining of any Feminist Movement, such as the *Suffragettes*.

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*W. H. Payne*

Superintendent—Sept. 15, 1886



### A NOTE FROM COUNSELLING

Instructors will occasionally find themselves in time consuming counselling situations with some of their students.

When counselling a student, an instructor may soon discover that the student's stress is temporarily defused, but that nothing has been resolved. The problems re-occur. Some students are found to have an incredible number of serious problems. A few students may become unpredictable and manifest violent or other aggressive behaviour. Occasionally, a student will threaten an instructor, who is only trying to listen and help.

Please note that the professional counsellors working in the Counselling Department not only provide educational and career counselling, but also personal and crisis counselling services. They are trained to assess a client, and develop an efficient course of action. Subsequently, some students will be seen on a short term basis by the counsellors. Other students will be referred to the Campus Health Services (doctor, nurse, psychiatrist, psychologist) or to professionals and/or agencies in the community.

Finally, students manifesting disciplinary related behavioral problems are to be referred through Department Heads to the campus disciplinary committee. When in doubt, confer with your Department Head and, if need be, with a counsellor.

Any of the counsellors will be happy to meet with you and answer questions regarding services.

Loren Houldson

### TO ALL SUPPORT STAFF (VMREU)

A meeting to elect both Stewards (or Stewards in Training) and health and Safety Representatives will be held as follows:

Date: Thursday, 1989 February 09

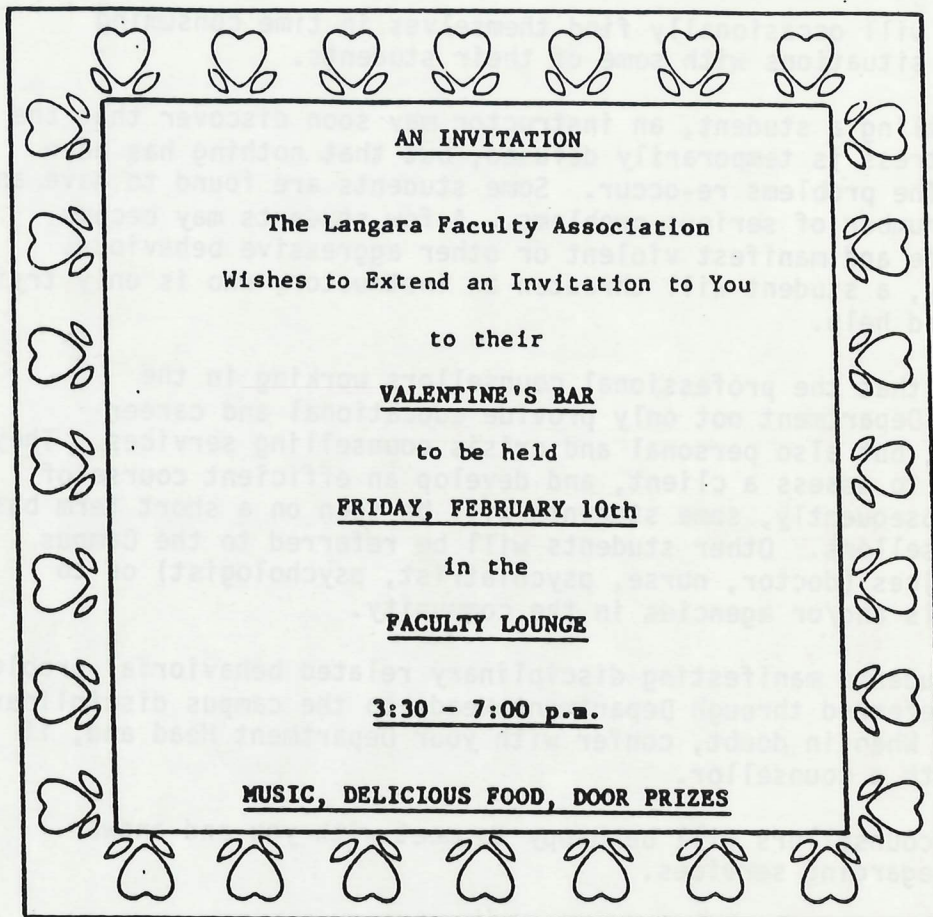
Time: 3:00 p.m.

Place: Room 4034 (Assessments), King Edward Campus, 4th Floor

This meeting is not anticipated to last more than one hour. Dr. Fast, Dale Jones and Fred Wylie have agreed with the time of the meeting so please make the appropriate arrangements to attend.

Steve Baker





SOME HUMOROUS WORDS

Sentences taken from actual letters, received by the Toronto Welfare department, from applications for aid and assistance:

1. I am forwarding my marriage certificate and six children. I have seven but one died and was baptised on half a sheet of paper.
2. In accordance to your instructions, I have given birth to twins in the enclosed envelope.
3. This is my eight child; what are you going to do about it?
4. I am glad to report that my husband who was reported missing is dead.



### A NIGHT OF MUSIC!

The Music Department is pleased to present a recital of chamber music with piano on Friday, February 3, at 8:00 p.m. in the Auditorium, featuring one of our newest faculty members, pianist Kristina Sutor.

The program will include works by Beethoven, Brahms, Crumb, and Poulenc as performed by Kristina and violinist Randy Balzer, clarinetist Sally Arai, flutist Cameron Hood, cellist Leah Wyber, bassoonist Gabor Janota, and obist Jerry Domer.

Kristina Sutor is rapidly becoming known as one of the finest young pianists in British Columbia. She is an accomplished soloist, accompanist and chamber musician.

Friday's concert is a repeat of her recital for completion of a Doctor of Musical Arts degree in Piano Performance at the University of British Columbia.

Highly recommended!

Terry Smith



### **WEDDING BELLS**

The Business & Computer Studies Department is happy to announce the marriage of our Computer Lab Assistant, Nadia Kawas, and Mohamed Hamze on January 27, 1989. Best wishes to the newlyweds.

Cathy Tolsma



### MAKING FRIENDS

Please pass on the following information to your students:



**SHY ?**

You are not alone...

80% of people are shy  
at some time in their lives.

Would you like to feel  
more comfortable meeting people ? **\_\_YES !**

Would you like to understand  
your shyness ? **\_\_YES !**

THEN JOIN OUR FOUR-PART WORKSHOP:

## **Making Friends**

Structured activities in a non-threatening,  
safe and confidential setting.

SIGN UP WITH THE RECEPTIONIST AT:

**The Counselling Department**  
**Rm 3002 Phone 875-8208**

Presented by

DAVID MILLER and PAM BIELA

Wednesdays Feb. 15<sup>th</sup>, 22<sup>th</sup>, Mar. 1<sup>st</sup> and 8<sup>th</sup>

10:30 - 12:30



A REMINDER FROM THE CURRICULUM DEVELOPMENT COMMITTEE

The first deadline for the submission of Curriculum Development Project Proposal Applications for the 1989/1990 fiscal year is Wednesday, 1989 February 15. By this date, all interested faculty should submit applications for projects commencing after 1989 April 01.

Please bear in mind that because this will be the first of two adjudications, the amount of funding available cannot exceed half the total budget or approximately \$40,000.

Samples of completed Proposal Application Forms and copies of the Curriculum Development Policy and Procedures are located in the Reserve area behind the Circulation Desk in the Library. All applicants are urged to familiarize themselves with the Policy and Procedures prior to making submission, since Applications submitted without regard to the Policy and Procedures will be not be considered.

Completed applications should be left in my box.



Paul Kelley

*"Boy, did we goof! The project is over, and we've got half a million in grant money left over."*

1989 GREAT TEACHERS' SEMINAR

The fourth such seminar occurs June 19-24 at the Kananskis Guest Ranch in Alberta under the direction of David Gottshall and three Canadian faculty facilitators. Sponsored by Grant MacEwan Community College, the cost is \$645 all inclusive (service private room). For further information see the faculty information board, 4th Floor, near mailboxes.

Grant Kelly



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Happy Chinese New Year.

Please Join Us,

at the

International Student

Chinese New Year's

Party

Place: KEC Cafeteria

Date: Friday 3<sup>th</sup> February

Time: 3:30 ~ 7:00 PM

Price: 2 dollars Per Person

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## Employee Perceptions of the Working Atmosphere at VCC

A Summary of the College Climate Survey Results

All regular V.C.C. employees were surveyed in October 1988, to assess whether they had perceived changes in the working atmosphere of the College since our Institutional Evaluation survey in 1986. The survey tested employee perceptions of twenty-one aspects of their working environments.

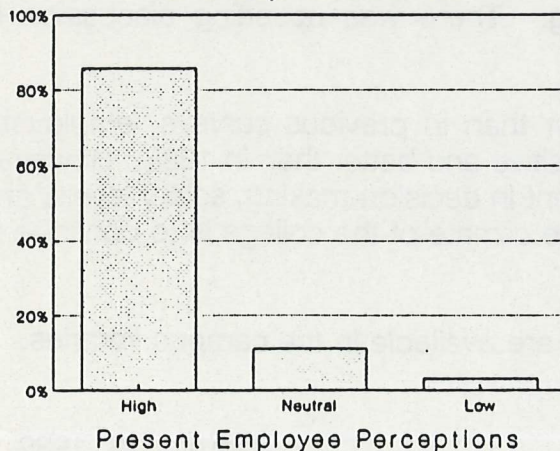
Of the 1300 employees surveyed, 44% responded -- nearly twice the response rate for the 1986 study. By campus, response rates were quite consistent.

### The Results:

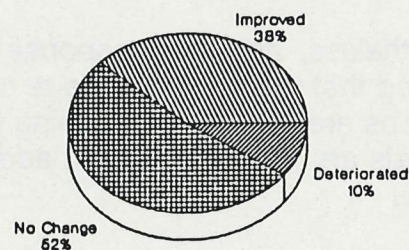
For almost all items, employees perceived that conditions in their work areas have improved since 1986.

Employees were most happy with their own attitudes related to work performance (their willingness to help students, to resolve problems and to cooperate with other employees) and with their working relationships with their supervisors or department heads. Employees also perceive that these conditions have improved the most since 1986. Here are examples:

**Employee's Tendency  
to Go the Extra Mile  
to Help Students**



**Confidence Which the  
Supervisor Shows in  
the Employee's Work**

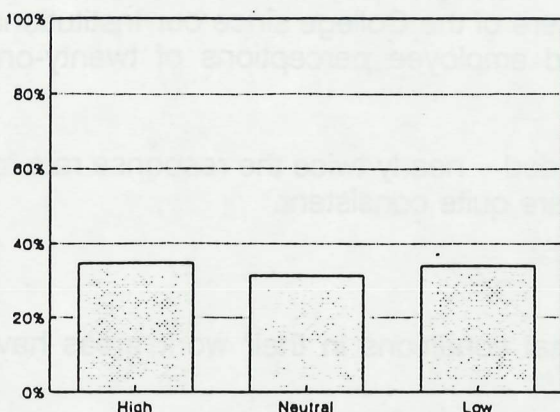


**Employee Perceptions of Change  
Since 1986**



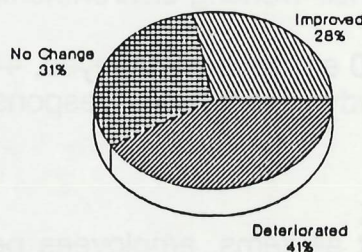
Employees complained about communications more than anything else. Here is an example:

### Communications Between Senior Managers and Employee's Department



Present Employees Perceptions

### General Morale in Employee's Department



Employee Perception of Change  
Since 1986

Morale was the only topic about which employees reported that conditions have worsened. From comments included with the responses, this dissatisfaction can be linked to frustrations related to salaries and workloads, in addition to communications.

About one-third of the respondents added specific comments to their questionnaire responses. Each of these comments has been reviewed by the CCC and a member of the College Board's Institutional Evaluation Implementation Committee.

### An Analysis:

October 1988 was not a tranquil time at VCC. Funding was far less than adequate--again. Hundreds of potential students had been turned away. Faculty on two campuses were at a critical time in collective bargaining. There was upsetting discussion of administrative reorganization.

Nevertheless, and with response rates higher than in previous surveys, employees perceived that the general college climate is positive and better than in 1986. However, indications are that the broadening of involvement in decision-making, salary levels, and workloads are issues that need addressing if the climate of the college is to continue to improve.

Copies of the full report on the survey results are available in the campus libraries.

January 23, 1989

Paul Gallagher



### DOMCO FOODSERVICES ANNOUNCES A WINNER!

With January's Promotion now over, the moment of truth has at last arrived. So, how many Jelly Beans were actually contained within the jar: 1,749.

Domco Foodservices staff and management congratulate Leanne Adachi, a KEC student, whose precise guess of 1,749 deemed her the winner of the Tymore knapsack filled with school supplies and, of course, the jar of jellybeans. I told Leanne not to eat all the jellybeans at one time but she expressed that she would be sharing her jar of happiness with her fellow classmates.

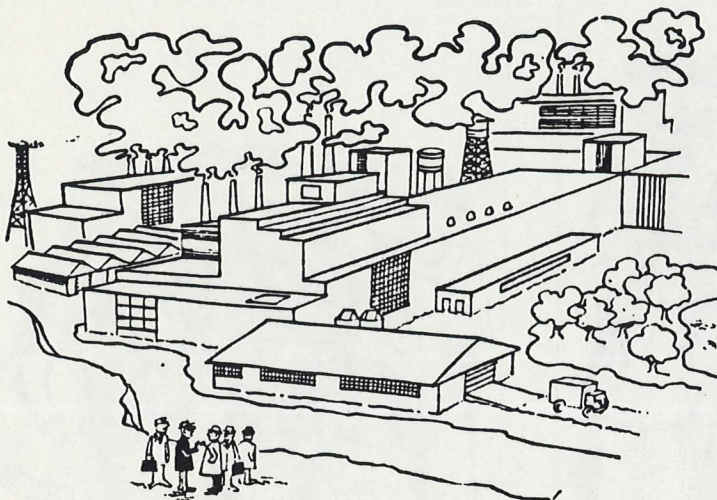
In addition, in consideration of KEC students attending evening classes, Domco Foodservices will be experimentally extending its operating hours in the cafeteria. Commencing 1989 February 06, the cafeteria will operate from 7:00 a.m. - 9:30 p.m. This trial extension to the regular operating hours will continue until February 15, 1989. Evening customer count readings will be taken daily to determine whether or not this hour extension will be feasible. This will determine whether these hours will remain extended or return to the previous operating hours.

Melissa Phillips

### AND THE WINNER IS. . .

A thousand dollars richer is Helen Fraser, Receptionist, in Continuing Education. Helen's lucky number was 237. Congratulations!

Trish Knight



"Okay, we'll buy it — Do you take Chargex?"



## WOMEN'S NETWORK ORGANIZING MEETING

Due to popular demand, and the wonderful precedents on all the campuses, it is time for KEC women to get together to organize the next event at King Edward. Let's do our best to meet over lunch to begin planning:

THURSDAY FEBRUARY 9

12:30 - 1:30

ROOM 2145 (off cafeteria)  
(KEC Campus)

The meeting has been scheduled over lunch so that people can come and go as their job responsibilities dictate. Bring or buy your lunch.

BRING FRIENDS!!!

Aphrodite Harris #438 or Lynn MacMullen #205





POSITIONS OPENING:

V.C.C./K.E.C. requires a Department Head (Humanities) for the ABE Division. Closing date for applications is February 10, 1989.

V.C.C./K.E.C. requires a Coordinator II (Hearing Impaired Program). Closing date for applications is March 10, 1989.

V.C.C./C.A. requires a Clerk II (Accounts Payable). Closing date for applications is February 02, 1989.

V.C.C./K.E.C. requires a Chairman (ESL Division). Closing date for applications is May 01, 1989.

V.C.C./K.E.C. requires a Department Head (Music). Closing date for applications is April 03, 1989.

V.C.C./V.V.I. requires a Permanent Part-Time Instructional Assistant I (Baking and Pastry Arts Department). Closing date for applications is February 13, 1989.

V.C.C./Langara requires a Clerk-Cashier (Bookstore). Closing date for applications is February 09, 1989.

V.C.C./K.E.C. requires a Instructional Assistant I (Assessments). Closing date for applications is February 09, 1989.

V.C.C./K.E.C. requires a Temporary Part-Time Clerk Typist II (ESL). Closing date for applications is February 14, 1989.

V.C.C. requires a Director of Public Relations and Development. Closing date for applications is February 15, 1989.

Lawrence Fast

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