

VVinsider

VVINSIDER : VOLUME 6 : NUMBER 15 : OCTOBER 20/88

HALLOWEEN COSTUME MADNESS

Will you be joining Mae West, Sister Mary Immaculata and Sheik Immani, on Monday, October 31??

Prizes for the best costumes (the winners will be selected by ballot) are:

- Two tickets to the play of your choice at Langara's Studio 58
- Dinner for two at JJ's Restaurant
- \$25 worth of goods from VVI's bake shop

Prizes will be awarded at the November 04, pancake breakfast.

Voting ballots can be obtained by:

- (a) entering the contest or
- (b) buying an exemption ballot - either way you'll have to pay \$1.00 (it's all for the United Way remember!!).

UNITED WAY UPDATE

VVI has already achieved 72% of its goal and has bought in \$5,400 in pledges and sales.



VCC-VANCOUVER COMMUNITY COLLEGE VOCATIONAL INSTITUTE
LIBRARY

COLLEGE WEEK

College week will be held November 21 to 27 with a theme of "We're Better Together". Ads will appear in the Vancouver Sun each day introducing one aspect of the College story and detailing relevant facts about the College and its place in the community. Topics will be: Friends of the College; College People; College Services; College Graduates; and The Future of the College.

.....WE NOW BRING YOU SOME MESSAGES FROM:

Message from: THE DEAN OF INSTRUCTION

"The Dean was had! A letter received from the so-called "Canadian Society for Commonwealth Relations" was received by myself and taken seriously. It turned out to be a cruel hoax. I apologize to everyone for its reproduction in the VVInsider. I too am insulted." ...M.E. Lamoureux.

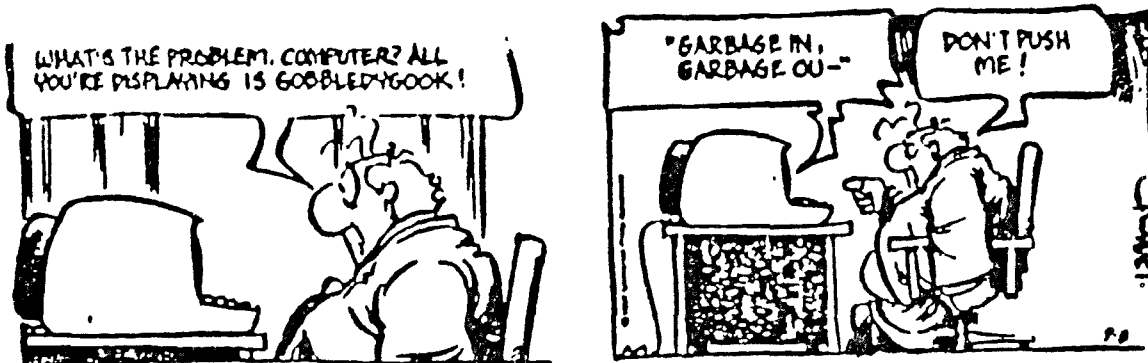
Message from: THE ALUMNI ASSOCIATION

The Alumni Association would like to thank everyone who supported their recent swap meet. It was a successful fund raiser and a fun day for the participants. The Association would also like to express its appreciation to everyone who purchased "Saving Spree" and "Entertainment 89" coupon books.

Message from: CENTRAL ADMINISTRATION

New MILEAGE ALLOWANCE has been approved for all VCC employees using their cars on College business:

- Effective SEPTEMBER 01, 1988: Twenty-six cents (26¢) per kilometer
- Effective APRIL 01, 1989: Thirty cents (30¢) per kilometer



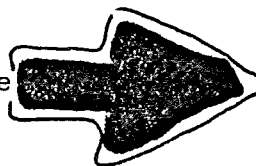
PUBLIC SERVICE ANNOUNCEMENT

Please make a note of the following number, engrave it on your cerebellum, carve it on your desk, cut out the small number and scotch-tape it to your telephone....this is the number you call for any emergency while on campus - day or night.

DO NOT CALL ANY OTHER NUMBER!!

**Call local
275
for Emergencies**

Cut this out, and stick it on your telephone



**Call local 275
for Emergencies**

A Reassessment of the Organizational Structure of the Senior Management of the College

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By memo dated August 31, 1988, I indicated to the College community that a review of the senior management structure of the College would immediately be undertaken. I also indicated that a small group of advisors would assist me with this review; I want to take this opportunity to thank them for their perceptions and criticisms. As well, in **Shaping our Structure to Suit our Circumstances** (August 19, 1988) ideas, criticisms, and proposals on this matter from anyone who might care to offer them were requested; I very much appreciate the number and quality of responses received.

The first phase of this review is now finished and I wish to report to you in this paper on the results. At the same time, I invite employee associations and other interested groups and individuals to review this paper and to forward to me their comments before formal action on this review is undertaken.

A Rationale for Reorganization

I remain convinced that some reorganization of ways in which we have operated is warranted. I remain equally convinced that we have some entrenched strengths that should not be threatened by reorganization and indeed should be enhanced.

First, some strengths.

We deliver our educational services very well and provide good quality education, through the work of largely self-regulating professionals on different campuses and at other centres. We have a very diverse set of instructional activities that do not need to be more centralized. We manage our day to day activities well, particularly given the limited resources we have had available. We have, and our students have, distinctive and definite identities. All these strengths need to be preserved or enhanced, and very much influence the quality of education we provide.

At the same time, there are reasons to reorganize some aspects of how we operate, if we are to continue to improve the quality and community relevance of our activities. We

need to plan our curriculum as an integrated whole, rather than only as several separate parts; greater co-ordination of Health and Business programming, for example, would seem to be in order. We need to improve our curriculum information for students and applicants, many of whom need information about offerings on more than one campus. Many students would be better served by a more coordinated student record system. We would be more effective with better liaison and working relationships between central services and campus-based services, particularly our financial services. We can do a better job of developing new programs and of coordinating our support services. We can expedite the ways in which we seek out or respond to requests from the community for our services. We should be able to draw more of our expertise into the process of major decision-making and institutional priority setting. We can improve the ways in which we deal with other institutions, government, and our publics.

In short, we do our separate activities very well, we coordinate our activities by campus well, but we could do much better at cross-College coordination to serve individual students and our common community better. To achieve this last objective, we need to improve and formalize more of our cross-College communication and decision-making processes, we need to do better planning and development work, and we should expect more people to assume College-wide as well as campus responsibilities.

What Reorganization?

A major question is: What kinds of change are necessary to serve individual students better, to bring focus to our service to the community as a whole, and to use the talents of our senior management staff better - all for the purpose of improving the quality and relevance of the education we provide:

After the review of the last several weeks, I have come to the following conclusions:

1. We should retain the position of Campus Principal. At the same time, we need to make it more explicit that Campus Principals and the Director of C.E. are also College officers, who must also assume College-wide leadership roles. To reinforce the duality of these positions, I am considering renaming these positions Vice President-VVI, Vice President-Langara, Vice President-KEC and Vice President-C.E.

Furthermore, we need formal mechanisms to relieve Campus Principals of many of their current day-to-day administrative duties.

2. We need to limit the scope of activity of the College's Executive Committee, so that this body will deal primarily with policy implementation and College-wide administration. We need other mechanisms to address broad policy issues.
3. We should not significantly disturb the ways in which we currently organize most of our instruction. However, we need to have Deans play a larger decision-making role in College-wide affairs, and assume greater leadership in College-wide instructional, support service, and administrative articulation and problem-solving. Deans and Campus Principals should also play a more active and visible role in our dealings with Ministries of government.
4. At least on some campuses, we need to delegate to Division Chairs more responsibility for the day-to-day administration of campus life, within their current job descriptions and jurisdictions.
5. We need to have formal mechanisms for cross-campus communication and decision-making rather than merely depend only on informal communications between people on different campuses and an unclear method of arriving at decisions that could affect more than one campus.
6. We need to improve the ways in which our community sees us. To achieve more community support, we need to put more public emphasis on our diversity and comprehensiveness and less emphasis on our differences. We also need to strengthen local community-based support for each of our campuses.
7. We need to find better ways of ensuring that our resources are fairly distributed amongst us and that they are perceived to be so distributed.
8. We need to avoid paralyzing ourselves with an overbearing committee structure. We need to use more short-term "task forces" of people with responsibility to resolve specific problems or issues.

To address some of these operational needs, I propose the following changes to our methods of operation:

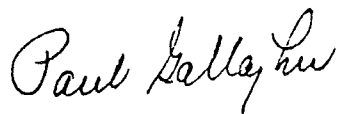
1. The mandate of the College's Executive Committee should be redefined to limit the expectations from this body to matters of ongoing coordination of the administration of the College.
2. A Council of Deans should be formally established (including representation from CE) with the mandate to improve curriculum articulation across the College, to achieve better co-ordination of student and administrative services across the College, and to improve the liaison between instructional and support activities. This Council would address individual issues on a "task force" basis, and its proposals would be compelling. This Council would report to the President, but individual Deans would retain their current reporting relationships for their management responsibilities.
3. A broadly based College Advisory Committee should be formally established to advise the President and the Board on major College-wide policy issues. This College Advisory Committee should have representation from the college Executive Committee, the Council of Deans, faculty from centres/campuses, and perhaps from students and support staff. This Committee should choose its own chair, meet about four times annually, and conduct its detailed business on a task force basis. This committee would not encroach upon the proper business of other College bodies and associations.

Others of these needs do not require organizational change; they require cooperation and broader agreement that we can serve our students and community better through more coordinated and united action. I therefore urge all of us to look to ways in which we can not only do our own work effectively but also assist others in achieving our common responsibilities to our students and our community. Such behaviour would be widely supported.

This approach to reorganization is also sensitive to the need, over time, for shifts in the

delicate balance between our unity and our diversity. At this time, we need to increase the attention paid to those things that we can do better as a single institution, without undermining what we do so well in decentralized fashion.

I welcome your comments and criticisms by the end of November. After analysis of what I receive from you, I would propose to announce a plan for implementation

A handwritten signature in cursive script that reads "Paul Gallagher".

Paul Gallagher
President

October 6, 1988

PG/sb



invites applications for the following position(s)

DEAN, SCHOOL OF BUSINESS

British Columbia Institute of Technology is looking for an energetic individual with the vision and ability to lead the School of Business into the 1990's.

The School of Business has over 20 programs enrolling 1600 full-time and 15,000 part-time students. The position of Dean reports to the Vice President, Education, and is responsible for the educational direction, quality and operation of the School of Business.

BCIT offers over 100 practical, career related programs in the fields of engineering technology, trades, business and health science. Full-time enrollment exceeds 8,000 students plus over 30,000 individuals are enrolled in courses through part-time studies.

The new mandate recently announced for BCIT extended its scope of activity to include technology transfer with B.C. industry, contracted applied research and advanced technology training.

QUALIFICATIONS:

- Graduate degree.
- Recent management experience in business.
- Proven senior administrative experience.
- Excellent written and oral communication skills.
- Experience in education.

COMPETITION NO.: 88E08

APPLY, IN CONFIDENCE, BY November 04, 1988 to:

Dr. Brian Gillespie
Vice President, Education
British Columbia Institute of Technology
3700 Willingdon Avenue
Burnaby, B.C. V5G 3H2
FAX: (604) 434-6243

V. V. Zwickler



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MAY 31 TO JUNE 04

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PENTICTON, BC

Includes workshops for Self-Development, Program Design, Instruction, Marketing and Management and a pre-conference workshop by LERN.

P.S. ONE SESSION WILL BE A POSTER SESSION AND WE ARE
LOOKING FOR PEOPLE WHO'D LIKE TO SHARE AN EXEMPLARY
PROGRAM IN A 5 - 15 MINUTE PRESENTATION. VISUALS ESSENTIAL.
CALL GARY DICKINSON 762-5445.