
VVINSIDER

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VOLUME 6

NUMBER 18

DECEMBER 06/88

VIA PERSONNEL FILES

Effective January 1, 1989 all VIA members are advised that they will be able to obtain access to their personnel files only through the Personnel Department at Central Administration. All duplicate VIA personnel files, which had been located at the VVI, have now been combined with the master file in the Personnel Department.

YWCA WOMEN OF DISTINCTION AWARDS

The YWCA is seeking nominations for their annual Women of Distinction Awards. With the awards the Vancouver YWCA honors women who have made a distinctive and significant contribution to our community and who justly deserve recognition.

Nominations close on February 10, 1989. Should you wish to know more about the awards and nomination procedures please call Louise Donovan, Public Relations Director, at the Vancouver YWCA, 683-2531.

EXTERNAL STUDIES INSTRUCTOR: CHINA

The Pacific Rim Program invites inquiries for the position of Coordinator/Instructor for its overseas "External Studies Program" to be conducted in China from October to December 1989. Duties include study tour planning and development; student recruitment; instruction at VCC (September-October) and in China (October-December); and program evaluation. The Coordinator/ Instructor will be on a full time teaching contract with seven weeks at Langara and seven weeks in China, based in Chendu City, Sichuan province.

Desirable qualifications include ability to teach history, contemporary social issues, Chinese topics and/or related subjects; previous travel/tour experience in China; flexibility to live with VCC students in a challenging overseas environment; knowledge of language helpful but not essential.

If you are interested in learning more about this position contact Brian Pendleton at Langara, local 262.

HAVE YOU ALWAYS WANTED TO BE A LIBERACE??

HOW???

The VCC Education Foundation's latest raffle is for a BABY GRAND PIANO worth \$10,000!

The piano, which has been donated to the VCC Education Foundation by Tom Lee Music and Yamaha Canada, is being raffled off to raise money for the VCC Scholarships for Music Fund.

WHAT WILL IT COST and WHAT ARE THE ODDS?

Tickets are \$5.00 each and only 6,000 tickets will be printed. Odds are eight times better than winning the \$10,000 prize on a scratch and win ticket.

WHERE CAN I BUY MY \$5.00 PIANO?

Tickets are being sold at the Continuing Education Division office in the VVI Main Mall, at other campus locations, and all Tom Lee retail outlets.

TELL ME AGAIN WHY I WANT TO DO THIS?

It's your chance to fulfill your dream of becoming a musician and in the process you help VCC's budding talent find its musical place in our city. The VCC Educational Foundation needs your help ... buy as many tickets as you can and Make the Music Grow!

WHEN DO I FIND OUT THAT I WON THE PIANO?

Draw will be on January 21 at the New World Harbourside hotel, during a SPECIAL GALA BENEFIT Evening Concert starring JOELLE RABU! In attendance also will be the honorary patrons Their Honors the Lieutenant Governor of British Columbia and Mrs. David C. Lam.

IF I WANT ANY MORE INFORMATION WHO DO I CALL?

For further information on ordering tickets to the dinner and concert contact the Foundation office at 875-1131, local 329.

AN ACTION PLAN CONCERNING THE ORGANIZATION OF THE SENIOR MANAGEMENT OF THE COLLEGE

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For the past several months, I have been conducting a review of the senior management structure of the College. I am grateful for the ideas, comments, and criticisms of papers entitled **Shaping our Structure to Suit our Circumstances** (Aug. 19, 1988) and **A Reassessment of the Organizational Structure of the Senior Management of the College** (Oct. 6, 1988), and for the evident commitment on the part of so many people to ensure that VCC will be the best it can be. As promised, I now wish to advise you of the actions that will flow from this review.

THE RATIONALE

I first wish to reinforce my conviction that we have real strengths that ought not to be threatened or weakened by any form of administrative reorganization. Those strengths are summarized in my October 6, 1988 paper.

While preserving and enhancing those strengths, we should try to improve our performance in several other areas. The actions listed below are calculated to achieve improvements in three areas:

1. our ability to respond better to community demands for our educational services, in the context of better but still limited resources.
2. our ability to serve our students, wherever improvements may be achieved;

3. our ability to obtain and retain increased community and thus governmental support for our objectives and activities.

ACTIONS

To retain our strengths and achieve these objectives, the following actions will be taken:

1. We will retain the position and title of Campus Principal. However, the responsibility of Campus Principals to serve as college officers as well as senior campus administrators will be made more explicit.
2. We will proceed immediately with the search for a Campus Principal-Langara, and that position will be filled as quickly as possible. In fact, by the time you receive this memo, the search process may have already been initiated.
3. I will ask all the Deans, and their CE counterparts, to meet as soon as possible to identify specific areas in which cross-campus coordination of instruction, support services, and administrative services might be studied with a view to achieving the objectives listed above. From this agenda, I will ask the Deans to set a timetable for study of, and recommendation on, specific issues they have identified.

The Deans will be asked to involve Division Chairs, department heads, College Resources personnel and others to participate actively in what could become a major and extended process.

In addition, specific terms of reference and areas of responsibility for the Council of Deans will be established shortly. However, the individual Deans will retain their campus-based responsibilities.

4. I will continue to pursue the idea of a College Advisory Committee as a college-wide forum. However, I do not wish to diminish in any way the role or effectiveness of existing consultative bodies on campuses or within divisions; the unique spheres of activity appropriate to such a college-wide committee are not yet clear to me.
5. The Executive Committee of the College will remain the senior co-ordinating body for the College. However, we will examine in the months ahead ways of reducing the workload of this committee and its mystique.
6. By April 1989, I plan to regroup activities of the Public Relations office, the VCC Educational Foundation, and the VCC Alumni Association into a single "college development" function, without disturbing the independence of the two latter organizations, with the primary objective of increasing our impact on government decisions which affect the objectives and activities of the College.
7. The college-wide planning and budgeting processes will be reorganized with the objective of increasing participation in and knowledge of the college-wide decisions that influence planning and budgets for all components of the College.

Vancouver Community College

seeks

CAMPUS PRINCIPAL

We are seeking an extraordinary educational leader for our Langara Campus.

With approximately 4,500 full-time equivalent students enrolled in Arts and Sciences and more than twenty career training programs, our Langara Campus serves a student population larger than any community college in the province.

The Principal of our Langara Campus has retired and the vacant position represents both a challenge to ability and an opportunity to showcase talent.

An officer of Vancouver Community College, the Campus Principal is a member of the President's executive team guiding the larger enterprise of the College and is expected to bring to the executive table a breadth of vision and an understanding of the post-secondary education system appropriate to a major player in the system.

As the senior administrator of a campus operating beyond its intended capacity, the Campus Principal requires a firm grasp of management techniques and a deft touch in dealing with students, employees and the community.

If you are attracted by the challenge of our position and if you possess substantial academic credentials combined with appropriate experience please apply not later than January 9, 1989 to:

Mr. D.D. Jones
Director of Human Resources
Vancouver Community College
P.O. Box 24700, Station "C"
Vancouver, B.C. V5T 4N4

Note: Complete job description available from
the Personnel Department

Vancouver Community College

requires

Assistant Dean, Administrative Services Langara Campus

The Assistant Dean, Administrative Services is the chief "number cruncher" for our Langara Campus. Budget development and analysis and expenditure accounting and reporting are major responsibilities of this position. Other operating statistics are also developed and reported by the Assistant Dean. The Administrative Manager and the Building Services Manager report to the Assistant Dean. Liaison with food service contractors and chairing the campus safety committee are among other responsibilities.

The position requires a degree in Business Administration, Accounting, Commerce, or a related field. Ideally, candidates will have previous administrative experience in post-secondary education plus a professional accounting designation. Excellent communication and interpersonal skills are essential.

Administrative Manager King Edward Campus

Reporting to the Campus Principal, the Administrative Manager is responsible for personnel matters related to non-faculty support staff. This includes the planning, development, scheduling and evaluation of all staff. In addition, he or she provides liaison and support to all Administrators and Division Chairs.

The ideal candidate has a track record of successful experience in business or educational administration for a large organization, and a thorough understanding of administrative methods, design, planning and evaluation. We expect a minimum educational level of Grade 12 supplemented by post-secondary courses in Business Management, Accounting, and Computer Systems. In addition, the candidate will have previous experience in office and management information systems.

Both these positions offer a comprehensive benefit package and a competitive salary.

Please apply in writing, indicating the position applied for, by January 3, 1989, to:

Mr. D.D. Jones
Director of Human Resources
Vancouver Community College
P.O. Box 24700, Station "C"
Vancouver, B.C. V5T 4N4

Note: Complete job descriptions available from
the Personnel Department.

NATIONAL UNIVERSITY OF SINGAPORE

SCHOOL OF ARCHITECTURE

Applications are invited for teaching appointments from candidates with suitable academic and professional qualifications to teach in one or more of the following areas:

Theory of Architecture
Landscape Architecture

Besides lecturing in their subject areas, candidates are required to participate and be involved in the studio programmes as design tutors.

Candidates should preferably have considerable experience in teaching architectural students at tertiary level. Those without teaching experience but with extensive experience in practice or consultancy will also be considered.

Gross annual emoluments range as follows:

Lecturer	S\$28,300 - 58,680
Senior Lecturer	S\$53,160 - 94,090
Associate Professor	S\$82,430 - 113,530

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidised housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

The School of Architecture is a department in the Faculty of Architecture and Building. There are 8 faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities to enhance the teaching and research activities of staff members. The University is linked to BITNET, an international network that interconnects almost 500 mainframe computers at 200 institutions of higher learning and research centres around the world.

Application forms and further information on terms and conditions of service may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511

The Director
North America Office
National University of Singapore
780 Third Avenue, Suite 2403
New York, N.Y. 10017, U.S.A.
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to: **PERSDEPT @ NUSVM**

NATIONAL UNIVERSITY OF SINGAPORE

DEPARTMENT OF JAPANESE STUDIES

Applications are invited for teaching appointments in the Department of Japanese Studies. The Department has currently more than 350 students doing courses in language, literature, history, economics, sociology, management and politics.

The areas in which vacancies are available include Japanese language, literature, history, culture and anthropology, and economics. Candidates should possess a PhD or who are about to complete this degree. Preference will be given to those who can teach in a sub-field in addition to their main area of specialisation.

Gross annual emoluments range as follows:

Lecturer	S\$44,870 - 58,680
Senior Lecturer	S\$53,160 - 94,090
Associate Professor	S\$82,430 - 113,530

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidised housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

The Department of Japanese Studies is a department in the Faculty of Arts and Social Sciences. There are 8 faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities to enhance the teaching and research activities of staff members. The University is linked to BITNET, an international network that interconnects almost 500 mainframe computers at 200 institutions of higher learning and research centres around the world.

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New York, N.Y. 10017, U.S.A.
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NATIONAL UNIVERSITY OF SINGAPORE

FACULTY OF BUSINESS ADMINISTRATION

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

Business Policy

Business Policy
Industrial Organisation
International Economics
Microeconomics
Strategic Management

Organisational Behaviour

Personnel Management
Organisation Development
Human Resource Management

Decision Sciences

Management Information Systems
Operations and Production Management

Marketing

Strategic Marketing
Industrial Marketing
Service Marketing
International Marketing

Finance and Banking

Bank Management
Investments
Financial Markets and Institutions

International Finance
Risk and Insurance

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer	S\$47,630 - 58,680
Senior Lecturer	S\$53,160 - 94,090
Associate Professor	S\$82,430 - 113,530

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidised housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities to enhance the teaching and research activities of staff members. The University is linked to BITNET, an international network that interconnects almost 500 mainframe computers at 200 institutions of higher learning and research centres around the world.

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NATIONAL UNIVERSITY OF SINGAPORE

DEPARTMENT OF ELECTRICAL ENGINEERING

Applications are invited for academic positions from candidates who must possess a relevant PhD degree. Those applying for Senior Lectureships and above should have considerable teaching and/or relevant industrial experience. Preference will be given to candidates with research/teaching experience in the following areas:

Computer Communications
Computer Systems
Image Processing/Computer Vision
IC Design/Fabrication
Optoelectronics
Semiconductor Device/Process Modelling

Gross annual emoluments range as follows:

Lecturer	S\$47,630 - 58,680
Senior Lecturer	S\$53,160 - 94,090
Associate Professor	S\$82,430 - 113,530

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidised housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

The Electrical Engineering Department has currently an academic staff of 48 with 18 laboratories, all of which have excellent facilities for teaching and research. Its Microelectronics Laboratory has facilities for fabricating ICs in 4-micron polysilicon-gate single metal CMOS technology, while its Semiconductor Laboratory has a liquid phase epitaxy system for fabricating GaAlAs semiconductor lasers and will soon acquire a molecular-beam epitaxy system for III-V compounds. A wide range of computing resources are available, including numerous PCs, microVaxes, HP9000 Series 300s and SUN workstations, an additional 15 of which are located in the Engineering Faculty CAE Centre. The University Computer Centre operates an IBM3081 2KX and IBM4341, and is acquiring a high-speed campus-wide network providing each staff member with his own PC directly linked to the various computing resources, including 2 supercomputers based in the nearby Science Park. A number of large-scale research projects are in progress, including a S\$1M optical LAN joint effort with the Singapore Telcoms.

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North America Office
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780 Third Avenue, Suite 2403
New York, N.Y. 10017, U.S.A.
Tel: (212) 751-0331

NATIONAL UNIVERSITY OF SINGAPORE

DEPARTMENT OF MECHANICAL AND PRODUCTION ENGINEERING

Applications are invited for academic positions from candidates who must possess a relevant PhD degree. Those applying for Senior Lectureships and above should have considerable teaching and/or relevant industrial experience. Preference will be given to candidates with research/teaching experience in any of the following areas:

**Advanced Manufacturing Systems
Computational Aerodynamics
Computer-aided Engineering
Control Systems
Expert Systems/Artificial Intelligence**

Gross annual emoluments range as follows:

Lecturer	S\$47,630 - 58,680
Senior Lecturer	S\$53,160 - 94,090
Associate Professor	S\$82,430 - 113,530

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidised housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

The Department of Mechanical and Production Engineering is a department in the Faculty of Engineering. There are 8 faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities to enhance the teaching and research activities of staff members. The University is linked to BITNET, an international network that interconnects almost 500 mainframe computers at 200 institutions of higher learning and research centres around the world.

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FACULTY POSITIONS

DEPARTMENT OF PHYSIOLOGY

NATIONAL UNIVERSITY OF SINGAPORE

The Department of Physiology of the National University of Singapore invites applications for faculty positions from individuals with MD, PhD or equivalent degrees and at least two years of postdoctoral experience in either of the following areas: (a) aspects of cellular or molecular physiology related to the regulation of cell growth and differentiation and (b) mechanism of action of hormones and hormone antagonists. The successful candidate will be expected to develop an independent research programme in his or her area of interest and to teach human physiology at undergraduate and postgraduate levels. The level of appointment will be commensurate with qualifications and experience. The applicants should submit their curriculum vitae, a description of research plans, and the names of three referees to the Director, Personnel Department, National University of Singapore, 10 Kent Ridge Crescent, Singapore 0511.