

89 FEB 3

# VVINSIDER

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## PERSONNEL CHANGES AT THE VVI

- Jean Gallie is now Acting Department Head for the Business Education Preparation Department.
- Shirley Simms is Acting Division Chairman for the Health Sciences Division.
- Jim Olson is Acting Department Head of the Long Term Care and Allied Health Department
- Axel Sauer is Acting Department Head, and Hans Vanderlinden is the Acting Assistant Department Head, of the Culinary Arts Department.

## CHANGES IN THE EMPLOYEE RELATIONS DEPARTMENT

(formerly Human Resources Dept., formerly the Personnel Dept., etc.)

The following is a list of the new titles and locals for employees in the Employee Relations Department:

Dale Jones, Director of Employee Relations	289
Bonnie Baty, Personnel Assistant	336
Vi Bienert, Personnel Officer and Human Resource Development	291
Diane Greefe, Human Resource Development	337
Sharon McClure, Labour Relations Assistant	339
Joanne Tickell, Instructional	338
Eugenie Wong, Support Staff	341

A new position for Labour Relations Officer will soon be posted.

VCC VANCOUVER VOCATIONAL INSTITUTE  
LIBRARY

### HAVE WE GOT A DEAL FOR YOU!

In case you havn't already noticed, for the months of January and February the VVI Cafeteria is having a B.Y.O.C. (bring your own cup) Winter Special. Bring your own cup to the cafeteria, fill it with coffee, tea, hot chocolate or sanko and you will only be charged the low (low, low) price of Thirty Cents (30¢)!!

Better take advantage of this deal soon, because this once in a lifetime offer ends on February 28. The small print reads: Maximum cup size is 20 ounces, and no re-using styrofoam cups - personal mugs only will be accepted.

### HELPING OUR STUDENTS MAKE THE GRADE

Jackie Sandy has written to say:

"Counsellors know how to teach the 'Know-How of Studying' to VVI students. For the last ten years the Counselling Department has offered classes and individual coaching in learning and study skills. Many instructors invite the Counselors to teach learning and study skills to each new class. Although this means taking time from an already-packed curriculum, the investment has proven highly worthwhile. Last year approximately 600 students participated in these class sessions!

"The Counselling Department's Learning and Study Skills classes cover a broad spectrum of topics: notetaking, organization, memorizing, exam preparation, and test-anxiety management, to name a few.

If you feel that your students could benefit from this instruction, contact Counselling and we'll arrange for a 1 to 1-1/2 hour presentation suited to your students' needs."

For more information contact: Allan, Dalton, Ian, Jackie or Mary at Local 220.

### PUBLIC SERVICE ANNOUNCEMENTS

1. The Consulate General of Japan and the Inter-Cultural Action Society are sponsoring an afternoon of the Music and Dance of Japan. Admission is free, but it will be on a first-come, first-served basis

When: Sunday, February 19  
Time: 2:00 - 4:00 p.m.  
Where: Robson Square Media Centre (Theatre)

2. The Myasthenia Gravis Foundation of B.C. is currently conducting a patient survey. They would appreciate hearing from diagnosed M.G. patients who might wish to participate. For more information contact Dot Ewen, Executive Director, at the Vancouver Neurological Centre : 734-2221.

SO LONG ITS BEEN GOOD TO KNOW YOU Dept.

Harry Pankratz:

Harry's last working day with the College was on January 31, 1989, his official retirement date is scheduled later this year. Harry has been with the College for many years, and has given valuable service to the College in many capacities, particularly as the Principal of the King Edward Campus.

Myrtle Knull:

After fifteen years working in the Langara Bookstore, Myrtle will be retiring on February 20. Therefore...the Myrtle Knull Retirement Roast will take place in the Langara Faculty Lounge on February 14. If you know Myrtle and would like to say farewell contact Peggy Clarkson (Local 343) or Greg King (Local 202) at Langara for details.

STILL LOOKING FOR ANOTHER JOB?

The following positions are open for applications. Submit resumes to the VCC Employee Relations Department.

1. CHAIRMAN - E.S.L. DIVISION : KEC  
Closing Date: May 01, 1989
2. DEPARTMENT HEAD - MUSIC : KEC  
Closing Date: April 03, 1989
3. DIRECTOR OF PUBLIC RELATIONS AND DEVELOPMENT : VCC  
Closing Date: February 15, 1989
4. SECRETARY III - SECRETARY TO THE PRINCIPAL : KEC  
Closing Date: February 15, 1989
5. TEMP. F/T INSTRUCTOR - CAREER AWARENESS PROGRAM : VVI  
Closing Date: February 13, 1989

## MORE FITNESS NEWS

If you didn't register with the VVI aerobics group, then perhaps you'd be more interested in the following fitness suggestions:



### 1. CROSS-COUNTRY SKIING - MANNING PARK

Gillian Akin of King Edward campus is organizing a cross-country ski day at Manning Park:

When:	Saturday, February 11	<u>Adult</u>	<u>Child</u>
Cost:	Transportation/Trail Fees	22.50	18.00
	Transportation/Trail Fees/Equipment	31.00	25.00
	Transportation/Trail Fees/2 Hr. Lesson	35.00	27.00
	Transport/Trail Fees/Equipment/2 Hr.Lesson	44.00	34.00

Cost could be less if there is a full bus load (45 people). Bus will leave from KEC.

Contact Gillian at KEC - 875-6111, local 738 for details.

### 2. DOWNHILL SKIING - WHISTLER/BLACKCOMB

Grant Kelly of KEC (are they keen or what over there??!) is organizing a round trip bus trip to Whistler/Blackcomb:



When: Saturday, February

25

Cost:	7-12 years: \$ 29.95	For Bus and Lift Tickets
	13-18 years: \$ 37.95	For Bus and Lift Tickets
	19 and over: \$ 44.95	For Bus and Lift Tickets
	-rental equipment will cost you an extra \$12.00	
	-Return bus ride only : \$20.00	

Contact Grant at KEC, local 727 or 504 for more information.

### READ ABOUT IT: AND DON'T BOTHER GETTING ALL SWEATY

If all of the talk about exercise is making you nervous, tense, and guilty, then why don't you exercise in a comfortable reading chair with: STRESSMAP, by Michelle C. Haney

The Library tells us that this was the book recommended by Thorne Husband at the VCC Fitness Challenge. Drop by the Library and ask for BF 575 575 H37 1987 - or just say "Stressmap".

### PROGRAM DEVELOPMENT DEPARTMENT - WHO DOES WHAT

For your information, the following is a list of Program Development personnel and the departments under their responsibility regarding Curriculum Consultant and Program Content Guides:

Brian Dwyer	Hairdressing/Barbering Printing Production
Karl Gregg	Accounting, Computer and Management Business Education Preparation Office Administration Electronics
Kristina Knowles	Security Training Dining Room and Lounge Travel Agent Baking and Pastry Arts Hospitality Management ESL Interaction
Patricia Morris	Shoe Repair Adult Special Education Medical Office Technology Drafting Practical Nursing Long Term Care and Allied Health
David Tickner	Jewellery and Goldsmith Building Service Worker Dental Assisting Dental Hygiene Dental Reception Dental Technician/Mechanic Culinary Arts Asian Culinary Arts

## 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.

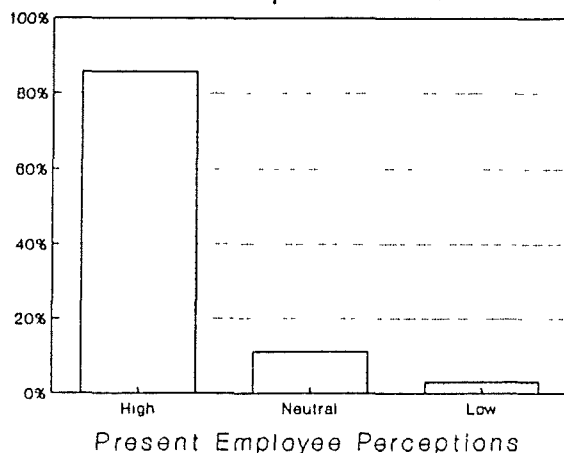
Of the 1300 employees surveyed, 44% responded -- nearly twice the response rate for the 1986 study. By campus, response rates were quite consistent.

### The Results:

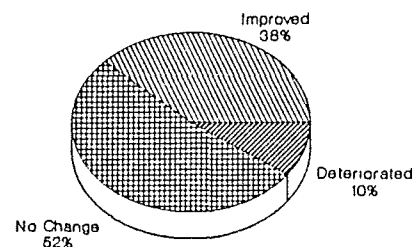
For almost all items, employees perceived that conditions in their work areas have improved since 1986.

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**



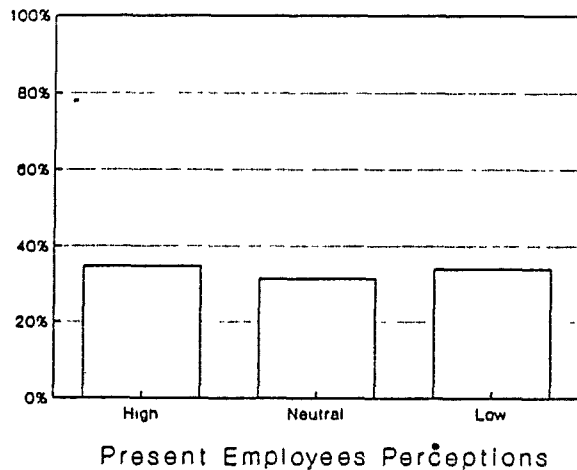
**Confidence Which the  
Supervisor Shows in  
the Employee's Work**



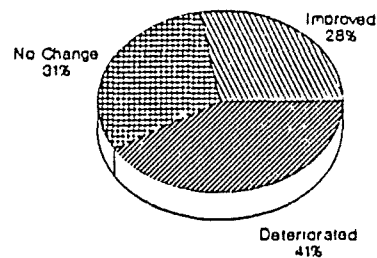
**Employee Perceptions of Change  
Since 1986**

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

Communications Between  
Senior Managers and  
Employee's Department



General Morale  
in Employee's Department



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 me 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

