

# NEWS

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## Colleges on home stretch toward separation

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updates  
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2:30 pm

Here are key factors and dates as VCC and Langara head down the home stretch toward separation:

The VCC Planning Team has finalized its draft statements of vision, values and mission. The draft statements will form just one part of what the College is calling a "green paper". There will be three other parts to the document--a proposed new organizational structure, Board governance models and funding plans.

The green paper--under British Parliamentary tradition--is a document designed to lay out proposals, not final policy as does a white paper. It's the green paper which will go to the Board on February 17 for approval in principle. For the next three weeks, VCC President John Cruickshank and Vice Presidents Linda Martin, Dale Dorn and Fred Wylie will hit the forum trail; this will be the employees' turn to comment and ask questions. The four will be available in different locations throughout the College.

The Board will meet on March 10 and 24 to discuss and give approval to what at this point will have become the white paper. That approval will take the form of providing a strong direction; remember, each college will have a new Board after April 1 and both of those governing groups may want to fine tune their own policies.

### Message to VMREU members

Within the next week the College expects to fit together two big pieces of the puzzle regarding the effects of separation on VMREU members.

One piece is the final staffing requirements which need to exist in both of the new

institutions. The second piece is the exact funding which is available, including the extra \$850,000 which the Ministry has promised to help ensure the viability of both colleges.

Once the two pieces are in place, details of staffing adjustments to both Colleges can proceed.

By now all VMREU members located at Langara have received a letter from Employee Relations asking them to indicate whether they wish to stay in their current job as an employee of the new Langara or remain with VCC, even though to do so would mean moving to either KEC or City Centre. This factor is in place because the people at Langara were hired by an organization called VCC. They now have the opportunity, by law, to elect whether they wish to stay with the original employer or move to the new employer, Langara College.

Should any position be eliminated at VCC with a parallel position created at Langara, the member in that position who has been dislodged will have the right of first refusal.

Should a new position need to be created at Langara, the job will be posted internally and filled as with any other opening under the terms of the collective agreement. Employees will retain their seniority rights with both institutions for layoff and job posting purposes for one year after separation.

### International Ed. reorganization

Due to the current reorganization at VCC, the International Education and Contract Development Services Department is undergoing a restructuring.



As a result, Tom Toulson has accepted a reassignment with the College and Fred Wuhrer will assume the role of Acting Director of International Education until the complete reorganization process has been completed.

The position of Director will be reviewed, and the department rationalized along with other departments in the new VCC and new Langara.

As has been the case with acting positions, when the review is completed the Director's position will be posted internally.

### ***First Nations' policy approved***

Vancouver Community College has approved the first comprehensive education policy for First Nations' students in the province.

Recognizing that an increasing trend toward Aboriginal self government will need to go hand-in-hand with improved education, VCC has adopted a four-part education and employment equity program.

\* VCC and Langara are committed to improving the Aboriginal participation and com-

pletion rates to the national average. (The Provincial Advisory Committee on Post-Secondary Education for Native Learners found that only 3% of the Native population pursue post-secondary training, compared with 15% of the general population).

\* First Nations will be consulted and involved in all decisions affecting First Nations' Education.

\* The College will provide whatever student support mechanisms are necessary to ensure full access, participation and success.

\* VCC recognizes the need to recruit and employ First Nations' personnel in faculty, staff and administrative positions to reflect the proportion of First Nations people in the provincial population and will take the necessary steps to achieve that goal.

### ***Manera named CBC President***

Former VCC President Tony Manera has been named President of the CBC. Manera had been acting President for the past several months.

If you have any comments or questions, please send them to Chuck Poulsen, Manager of The Exchange, in care of College Administrative Services.