

Dup. 7303

the BCIT Connection

Vol. 1, No. 6

A newsletter for the BCIT community

November 8, 1985

New Organization Announced

After an all day session last Saturday, the Board of Governors finally approved an organizational structure for the new BCIT. Staff from both PVI and BCIT then worked feverishly through Sunday preparing information and organizational charts to have ready for Monday morning.

As President Murray announced to staff Monday, savings in excess of \$1.5m will result from the amalgamation with no actual loss of service. There are 50 to 60 fewer management/administrative positions than in the two previous organizations (figures that Murray later estimated would be closer to 50 than 60 and split roughly 40% support to 60% management). Murray stressed that great attention had been paid to making sure the quality of academic and student support

For most people the news came early Monday morning as they attended meetings and found out what the new BCIT would look like. For many it was a shock to find that their positions no longer existed on paper and that they would, in fact, have to compete for jobs in the new organization. At press time the BCGEU, which represents the instructional staff at PVI and support staff at both PVI and BCIT, said no agreement had been reached on a Memorandum of Agreement with the Institute but that another meeting had been scheduled for Wednesday.

services was not affected by the changes and pointed to several areas that would in fact be enhanced.

In the new organization, trades and vocational programs will be integrated under five schools: Health Sciences, Management Studies, Academic and Vocational Studies, Construction and Natural Resource Studies and Computing and Electro-Mechanical Studies.

President Roy Murray met with all managers, directors, department heads

and deans in the PVI boardroom at 8 a.m. Monday, Nov. 4, to share the new organizational structure with them and answer any questions they might have. About 140 people attended the meeting.

A number of general questions were raised during the half-hour session, to which Murray, V.P. Drug Svetic and Director of Personnel and Employee Relations Ron Bell responded.

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President Roy Murray and Board Chairman Malcolm Wickson release details of the new organizational structure to the public at a press conference held on Monday, Nov. 4, at 1 p.m. in the PVI boardroom. After delivering statements to the media on the new structure, Murray and Wickson fielded a wide variety of questions. Asked how many of those laid off would be non-management, Murray responded that only 40% would be non-management. Wickson, when asked if there were any plans to help those laid off with placement, answered, yes, there would be counselling services. With regard to the fate of the \$1.5 million to be saved through staff cuts, Murray said that this money, he hoped, would go towards developing new programs. One member of the press asked whether the \$2 million that is to be spent on renovations could be justified — whether it would not be better spent on new equipment for students — to which Murray responded that no long term savings could be made without this present expenditure on renovations.

New Organization announced Continued from page 1

Murray answered a question about the nature of the search committees by saying that there would be a committee for each of the four areas of responsibility, that each would be made up of representatives of the faculty, the support staff and excluded staff, and that each would break itself down into the necessary number of subgroups needed to do the committee's work.

Ron Bell dealt with the issue of resolving whether a position currently union at one campus and not at the other would be union or not by saying that there had been preliminary discussions with the BCGEU about a possible arrangement whereby a joint Institute/BCGEU committee would, essentially, split these positions, leaving any disputed positions to be shared according to a sort of lottery.

Drug Svetic responded to a question about department heads in education by saying that these positions would likely not be filled until early 1986 and that, in any case, discussion was still ongoing about the structure of Education below the dean level.

At 9:30 a.m. the same morning, about 1000 students and teaching/instructional staff gathered in the BCIT gymnasium in the SAC to hear Drug Svetic and V.P. Student Services and Educational Support Peter Jones give a brief overview of significant changes in their areas of responsibility, followed by a question and answer period.

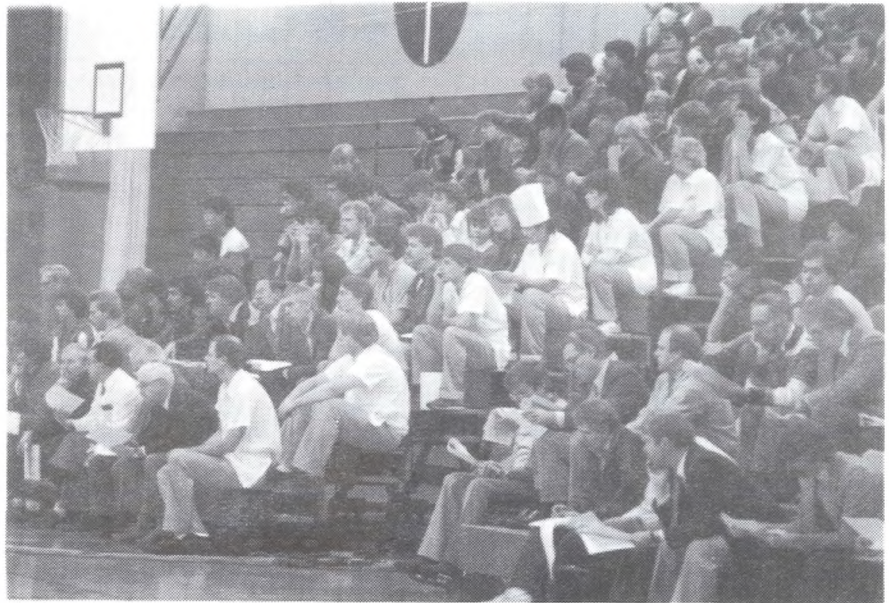
Svetic opened by saying that the main feature of Education, was the integration of trades and technologies into schools, a decision that had been reached after a long consultative process. He stressed that changes would not be implemented overnight but would take several months or even up to a year, in some cases. He called the establishment of a School of Construction and Natural Resource Studies the most significant single change on the organizational chart.

Peter Jones stressed that the cuts in positions would not affect the educational component at all: the cuts, he said, were all in the administrative area and not in the instructional staff.

Troy Nagy asked two questions on behalf of the student body: will the merger affect the quality of the diploma I receive and will faculty be laid off? Svetic responded that he hoped the merger would enhance the value of your diploma and that there would be no cuts to faculty.

A question from Michael Stepler, Staff Society, regarding the fate of the Downtown Education Centre drew the response from Jones that he wanted to expand the role of the Centre, making it more than just a classroom facility.

When asked a similar question about Maple Ridge, Svetic answered that, as an educational facility, Maple Ridge is still under review, but for the time being things would remain the way they were.



Over a thousand instructors and students filled the BCIT gym to hear V.P.s Drug Svetic and Peter Jones discuss changes that affect them.

BCGEU, Staff Society and Student Reps Briefed

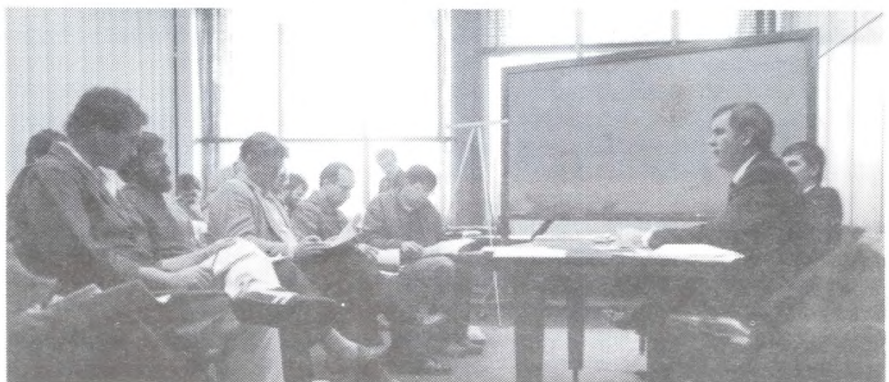
About 28 representatives of the Staff Society, BCGEU locals and Student Association sat down with Roy Murray at 8:45 a.m. on Monday. As with all the meetings scheduled that day Murray clarified certain aspects of the new organization before opening the floor to questions.

He pointed out that the organization below the deans is currently under review and should sort itself out by February. In essence he suggested that the Institute would be looking for a greater number of department heads

with a greater teaching load. Greg Layton of the Staff Society cautioned that because of labour relations ramifications below the dean's level, he hoped careful consideration would be given to that part of the organization.

Reiterating the Institute's position with regard to the union, Murray said he had had a preliminary meeting with the BCGEU to determine how to start the process of filling jobs. The first thing that has to be done, he said, is to identify which are union and which are excluded positions.

... continued page 3



Roy Murray meets with representatives of the BCGEU and the Staff Society.

Reps Briefed Continued from page 2

Concern was expressed by Dave Vipond of the BCGEU that some of the excluded job postings issued were union positions. Ron Bell explained that in some cases these were new job positions that looked like old positions but there would be time to discuss that with the union over the next few days.

Murray gave a definite no to Greg Layton's question with regard to layoffs of teaching staff, but added, "I don't know how much luck we are going to have with the government, but the first run will include no layoffs in the budget. It is our intention to put forward a global budget. If we are not getting the level of funding that we have identified in round one then the board will meet with the government.

With regard to the positions posted Murray said that Letters of Intent had to be submitted by Friday. "We want to go out of our way to make sure people are dealt with fairly as we go about seeing who will be in the new organization. We are inviting a widely representative group of people to sit

on search committees, much in line with the search committee appointed for the position of V.P. Student Services and Educational Support," he said.

Another question related to the lack of information about the Maple Ridge campus. Murray said he purposely

hadn't dealt with Maple Ridge at all. "We are going to address this as a separate thing all together. We will identify the kinds of things that BCIT should be involved in first and attempt to maintain integrity of program mix. I don't think all the programs at Maple Ridge are in the mix."



Support staff gather in the PVI Boardroom to hear details of the new organization.

the BCIT Connection

This newsletter is the vehicle of communication for the new BCIT. It is published every other Friday, September through May. Letters to the editor, articles, story tips, photos, etc., are welcome but the editors reserve the right to edit for brevity, clarity or libel. Due to space restrictions the editors cannot guarantee inclusion in a specific edition. All copy should be submitted by the Wednesday prior to publication date. During the period of merger transition all copy should go to either **Carol Dion** at PVI, 3650 Willingdon Avenue, Burnaby (434-5711) or to **Trisha Mason** at BCIT, Trailer 1B, 3700 Willingdon Avenue (432-8738).

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Support Staff Informed of New Structure

The support staff who crammed into the PVI boardroom at 9:30 a.m. Monday were anxious to hear something definitive with regard to their positions in the new BCIT. But, as President Murray explained, the process for posting and filling union positions is largely a matter for the union.

He said it is up to the union to decide which positions are within the union and then come up with a process for filling them. Asked if this would be done by seniority he said he didn't know but if it was up to him, he would put the two seniority lists together.

Another person wanted to know what would happen if she applied for her own job and didn't get it. Murray said there would be an opportunity to apply for other jobs, but there were bound to be some unsuccessful candidates. He predicts the end of November as the time for people to receive layoff notices.

Murray said he knew everyone wanted to know as soon as possible whether or not they had a place in the new Institute, so it was important to

come to some agreement with the union soon. "I think people want answers right now as to what the new organization will be and who is in or out, rather than have to go to the Labour Relations Board to resolve it," he said.

The BCGEU met with reps from all three bargaining units for three hours Monday morning to draft a proposal for a Memo of Agreement regarding the reorganization. They met with Institute personnel Tuesday morning to discuss the proposal and hoped to call a union meeting later in the week. Union spokesman, Dave Vipond, said Monday:

"Basically we want to place redundant people. There may not be a need for applications to be made for all jobs. What we want to do is observe principles of seniority to ensure the greatest degree of protection for people and a minimum number of layoffs. To achieve this we want to identify all vacancies and then all redundant positions and then offer vacancies to people in redundant positions."

Consultative Committees Complete Work

Those who were not members of one of the four consultative committees involved in drawing up recommendations for the new organization at BCIT may be curious as to what exactly the committee process consisted of. The processes were somewhat different, though similar in many regards, for the four committees.

The vice presidents of the four areas of responsibility — Education, Finance, Administration, and Student Services and Educational Support — were responsible for choosing their respective committee members. They were chosen on the basis of equal representation from BCIT and PVI and representation of staff, faculty and students. In some cases, the BCGEU chose to have one member of their union represent both BCIT and PVI. In the case of Student Services and Educational Support, V.P. Peter Jones chose — for the sake of efficiency and because most of the committee members knew one another — to keep more or less intact the search committee that had just chosen him V.P. as his consultative committee.

The seven-member Education committee, chaired by V.P. Drug Svetic,

met for the first time on Sept. 24 and on each subsequent Tuesday afternoon through Oct. 15, as well as at one other special meeting convened to hear one particularly long submission. The first meeting was a private one at which the committee discussed how they would receive submissions; the rest of the meetings were used for receiving and discussing submissions.

About 30 submissions were received in all — 12 oral and 18 written. The oral submissions ranged in length from a half hour to an hour and a half.

At the final meeting on Oct. 15 the committee decided on the organizational structure for Education that they would recommend to the President. The recommendations were drawn up into a report by Drug Svetic and handed to Roy Murray three days later. Shirley Weldon, secretary to Drug Svetic, reports that committee members reached "a fair consensus but no unanimity on the recommendations."

The ten-member Finance consultative committee met for the first time on Sept. 17 at which time the chairman, V.P. Finance Duncan Macpherson, set out the guidelines, objectives and time-

table for the committee. Each of the relevant departments from BCIT and PVI made a submission — nine in all — in the form of a fact sheet, which was discussed at the next meeting of the committee. From these fact sheets, preliminary proposals were developed with counterparts, discussed at length at another meeting, and finally joint proposals were developed by each department and submitted for discussion and final approval at the concluding committee meeting. The V.P. consolidated the recommendations into a report which he submitted to the President on Sept. 24.

The nine-member Administration consultative committee, chaired by V.P. Administration Len McNeely, met for the first time on Sept. 17 and on five other occasions through Oct. 16. "Resource committees" from Personnel, Physical Plant and Print and Steno Services, made presentations to the committee which were then reworked by the joint departments and returned to the committee for further discussion. After the Oct. 16 meeting, Len McNeely brought the recommendations of the committee together into a report which he presented to Roy Murray on Nov. 1. McNeely says that his committee was "generally supportive of the recommendations for the new organization".

Peter Jones, V.P. Student Services and Educational Support, structured his consultative group somewhat differently from the other V.P.s. He established a consultative group of 40 people representing all the departments from BCIT and PVI likely to come within his purview and also a small executive consultative committee of eight drawn from the large group. The large group met once at the beginning of the consultative process on Oct. 1, and once at the end, on Oct. 11, to discuss the outline organizational chart drawn up by the small committee. Members of the consultative group were also responsible for presenting oral submissions on behalf of their department to the committee at one of the five additional committee meetings between Oct. 1 and 11. There were 12 submissions in all from nine departments that took a half hour on the average to deliver. Peter Jones delivered the report based on the recommendations to Roy Murray on Oct. 17, after a final meeting that morning with the committee to show them the report.

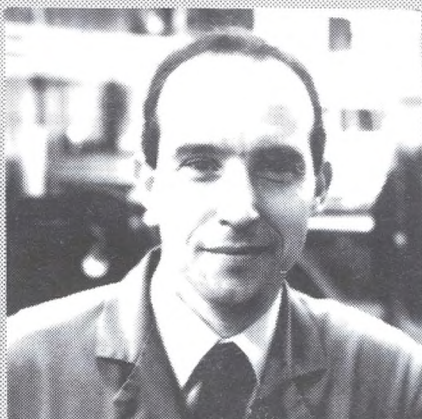
... Committee Member relates experiences

Gino Simeoni, Automotive, expanded on his experiences as a committee member — how open the process was, how much work was involved, what he learned, and so on. Gino represented the PVI instructional staff on the eight-member consultative committee for Student Services and Educational Support.

Gino praised the consultative process represented by the committees, comparing it favorably to past decision-making structures at PVI. "It was a very rewarding process for me to be actually taking part in determining the direction of the Institute for maybe the next ten years. I don't mean to be derogatory, but in the past it was quite different."

His committee worked well together, Gino says, "because we knew each other already as members of the search committee for the V.P. and, also, I think, just because the chemistry was right. One of the major strengths of the committee was that everyone felt free to speak their mind."

Gino believes that the consultative process was fair to those making submissions on behalf of their department.



"They all had a very good opportunity to present their views. Moreover — and I think this is important — the very first questions that Peter Jones asked of the person or people making a submission was whether it was representative of the views of everyone in the department."

Gino concluded that being on a consultative committee was, for him, an enjoyable, educational experience — one that he would gladly repeat. "I enjoyed it, I really did. I learned a lot about the Institute and a lot about human nature."

New Awards presented by Heinrich at Alumni Association Breakfast



September Stewart, Diana Swain, Rosalie Randazzo and Doug Forsdick line up to receive their \$530 Alumni Fund awards from Education Minister Jack Heinrich on October 31.

Education Minister Jack Heinrich presented the first four student awards funded out of the BCIT Alumni Fund at an Alumni Fund Celebration Breakfast on October 31 in the SAC.

Recipients of the Regional Entrance Awards (worth \$530 each) were Rosalie Randazzo, Medical Radiography; Doug Forsdick, Forest Resource; and Diana Swain and September Stewart, both of Broadcast Journalism. The awards were given on the basis of academic standing, financial need and community and school involvement. Alumni Association president John Leech said that they hoped to be able to give out about 14 of these awards next year.

Also announced at the breakfast, hosted by the BCIT Alumni Association

and the Student Association, was the current level of the Alumni fund — \$624,000 — solicited by the student workers in the phone-mail campaign. And, as systems coordinator Melanie Wheating noted, the real level of the fund for student aid is in fact \$850,000, since the Vancouver Foundation has donated a matching grant to the fund up to the level of \$225,000.

Wheating praised the students' contribution to the campaign. "It's the students who really make this campaign. They have a good feel for what this Institute is all about. So to the students I think we owe a round of applause and a big thanks."

Wheating said everyone involved had been genuinely surprised by the

response to the campaign since it began last September. She cited such successes as increasing the initial mailing list from 9,000 to 14,000 and having one young woman raise \$22,000 over a recent 13-evening period by phone.

Heinrich himself was the recipient of an honorary membership in the Alumni Association, presented by John Leech, and of a framed cartoon of Heinrich from the first issue of the new BCIT Connection, which was presented by Board Chairman Malcolm Wickson.

The early morning affair was attended by about 85 guests, including Burnaby Mayor Bill Lewarne and Burnaby MLA Elwood Veitch.



Minister of Education, Jack Heinrich (third right) was the guest at a special Alumni Association reception held October 31. Alumni Association representatives pictured with him from left to right are: John Leech, president; Robert Fawcett, former president; Melanie Wheating, business rep; Debbie Mitchell, immediate past president; Campbell Beck, Alumni Fund Raising Campaign Caller Supervisor; Nicki Magnolo, executive director; Jean Davidson, health rep; and Mike Marchenski, director at large.

BCIT School of Management
Enterprise Development Program
part of the new B.C. Institute of Technology

STARTING A PROMISING VENTURE? WANT TO IMPROVE YOUR ODDS?

BCIT now has the program for you. The Venture Project will first be offered to 15 select men and women in January 1986. Recruiting is being done now so that your input will be used to create maximum value.

The Venture Project is not about becoming an entrepreneur — you are already committed. Your five months with us will be spent developing the techniques which will greatly increase your likelihood of success — achieving maximum personal effectiveness, improving marketing focus, tightening your strategic plan, attracting the appropriate financing, overcoming risk, and building your resource base and access to key contacts.

The Venture Project is intense and challenging and will demand your best shot — just like your new business. Learning will occur by doing. You will create the results. Your final exam will be given by the marketplace!

Don't phone. Write us in confidence. Give a brief description of your business. Tell us a bit about your background and experience in your field. Indicate what you want to achieve in this program. Act quickly — enrollment is very limited.

The Venture Project

Attention: Hal Thompson, Program Director
The Enterprise Development Program
School of Management

BCIT, 3700 Willingdon Avenue
Burnaby, B.C. V5G 3H2



Venture advisor David Massie and Darrel Anderson (Business Management '82), now the Sandwich Tree's Comptroller, look over figures for the company's third quarter.

School of Management Launches Business Outreach Project

In January next year BCIT hopes to take 15 neophyte business men and women and, over the course of five months, turn them into successful entrepreneurs via an exciting new business outreach concept developed by the School of Management.

Marketing department head, Randy Vandermark, and a team of experienced entrepreneurs are currently interviewing suitable applicants for the Venture Project, a package of studies aimed at people who are ready to develop their own businesses but need specialized guidance and assistance in order to be successful.



Randy Vandermark

"Our goal with the Venture Project is to try to cover all the training stages necessary to take people with a raw business idea to move them all the way to a business launch, so when we have completed the project we can look at all the training components necessary to do that and determine if they can be offered in other types of packages to other people," Vandermark explained.

The Project came about as a result of funding received from the provincial government under their Economic Renewal Fund. \$160,000 was provided to set up an Enterprise Development Program that would launch the 15 month long pilot Venture Project.

Vandermark is enthusiastic about the potential of the Project, having worked hard over the past three years on ways of encouraging small business development. When it was announced last year that funds would be available through the Economic Renewal Fund for projects aimed at small business development, he immediately set about preparing a detailed proposal.

His efforts and commitments are now reaping their own rewards. With the contacts he has built up over the

years he now has a bonanza of successful entrepreneurs ready to act as facilitators and mentors in the program and 30 fully qualified applicants.

One of the entrepreneurs, 1977 Hospitality/Tourism grad David Massie, is, says Vandermark, a kind of role model image for the kind of person the program is designed to produce.

Whatever else he is, Massie is not a person who has let success go to his head. Talking to him over coffee in his small, yet elegantly appointed boardroom high over Pender Street he is honest, shrewd and disarmingly affable — no ego to pat here. The recipe for success, as far as he is concerned, is simple. Since his high school days he



David Massie

has always been an adventurer of sorts, teaming up with now business partner, George Moen, in all sorts of hair-raising schemes to raise money — just for the heck of it. One of their high school exploits, which some would call an exercise in futility, gained them a place in the Guinness Book of World Records and raised funds for cerebral palsy.

"We pushed a bed 811 sq. miles around the PNE because we wanted to see if we could do it. I guess we have always been intrigued by finding solutions to problems or removing obstacles to achieve something."

This kind of philosophy led Massie and George Moen, both now 30 years old, and fellow BCIT grad Bob Martz, 33, to their biggest challenge at the ages of 21 and 24.

"We were young men in a young company dealing in an older man's world and it was a tough thing for us to overcome," Massie recalls. "We had to be that much better than the others out there." But Massie and co. were already ahead of the game. With their shared, but very different talents, their close personal comradeship and the

desire to succeed, the rest became academic. The highly reputable BCIT diploma helped gain them the necessary financing and a lucky break with a bankrupt restaurant helped provide them with the wherewithal to open their first Sandwich Tree restaurant on 10th and Cambie in 1978. And they weren't afraid of hard work. Building that first restaurant on Cambie involved a lot of blood, sweat and tears. But, says Massie, "it was the challenge and achievement that spurred us on, not the money. Success breeds its own financial rewards." Since then they haven't looked back. This year they will do between \$10m and \$20m worth of sales. They own 60 restaurants in Canada, with potentially rich U.S. markets now opening to them. Each lives an enviable lifestyle and hopes to achieve financial independence from the company within the next ten years.

"The sum of the three parts," says Massie, referring to the partnership, "is far greater than the individuals." He muses that the relationship has been more like a marriage than a business arrangement. The fact that Bob Martz recently moved to Toronto to open up new markets has left Massie and Moen still experiencing separation pangs. Over the years the areas of responsibility had divided up naturally, with Martz taking care of the construction aspect of the business, Massie taking care of real estate development, lease negotiation and promotion and Moen carrying on the administrative and financial functions.

"Now that Bob has gone," says Massie, "it is no longer a case of simply asking him for an answer. I have to come up with the answers myself in an area I am only now familiarizing myself with. The emotional separation is hard too," "We miss him," says Massie simply.

Despite their success, Massie and co. don't believe in slowing the pace. Each puts in a sterling six to seven day work week. Massie himself is usually at work by 8.00 a.m., often not arriving home until late. For recreation he likes to get away from it all to his house in Gibsons, or out on the ocean in one of his boats. He prefers his quiet home on the North Shore to a more convenient apartment close to the office. Crossing the Lions Gate Bridge, he says, brings him back in touch with himself by providing a kind of metaphorical crossing over from the hectic business world to soli-

tude and peace and, being a Pisces, the significance of the watery Burrard Inlet on his spiritual well-being is not lost on him.

Massie has been an enthusiastic supporter of BCIT since he graduated in 1977, regularly sharing his knowledge with students in the Hospitality Tourism program. His company is also a regular employer of BCIT grads — one of the reasons Massie likes to stay involved.

"It is a very beneficial arrangement to know you are contributing to the quality of graduates who may ultimately be working for you." Currently, almost all his office employees are BCIT grads.

With a goal of becoming the largest company of its kind in North America within 10 years, and exciting new opportunities opening up for them next year in the U.S., Massie, Martz and Moen are a homegrown success story, providing inspiration to others looking for similar rewards. The new BCIT Venture program and the opportunities it will provide for sharing the Sandwich Tree experience could give the start to many more success stories like it.

Randy Vandermark acknowledges that one of the most important ingredients for the success of the Venture Project lay in finding the right Project Director. This individual must have a complete and current understanding of the marketplace and the practical issues faced by entrepreneurs. Hal Thompson emerged from a long list of aspirants as ideally qualified for this task. With an academic background as a double gold medallist in Mechanical Engineering and a Masters in Business Administration, plus fifteen years experience in a variety of entrepreneurial ventures, Hal exemplifies the kind of drive, skills and commitment that the program aims to instill in the participants.

In Vandermark's words, "We have put together an entrepreneurial team behind the Venture Project that will apply the same techniques for success to the Project as will be adopted by the ventures developed by the participants."

Educational Council Disbands

At an Educational Council workshop on Thursday, October 24, members of the Council unanimously agreed that it should be disbanded and that discussions toward the possible establishment of a new institute-wide consultative body or bodies should begin immediately.

The Council has been in existence on BCIT's south side since June, 1979. Its purpose was to provide a forum for the discussion of educational matters and to make recommendations to the President and the Board on new or existing educational policies, programs or priorities.

The motion, subject to the approval of the Board of Governors, was put forward by Michael Stepler, Staff Society and seconded by President Roy Murray. Murray spoke strongly in favour of the motion, arguing that the new BCIT community needed an entirely rethought consultative process appropriate to its new constituency rather than one connected in everyone's mind with the old BCIT.

"I believe it is essential that we proceed with the formation of a new liaison group and not continue with the present Educational Council," Murray said.

The exact wording of the motion is: That the Educational Council suspend its operations forthwith recommending

1. that the Educational Council be disbanded
2. that its committees complete work in progress, reporting out to the President, but that the Student Appeals Committee remain functional, reporting to the President, unless and until another body is established to replace the Educational Council, and,
3. that discussions commence immediately toward establishment of another consultative body for academic matters.

Craig Greenhill, Institute Planning, had earlier in the meeting passed on the results of a questionnaire that had been sent to Council members over the summer regarding the goals and effectiveness of the Council. It was clear from the report that, although most Council members agreed that the goals of the Council were laudable, there was near unanimous agreement that it was overall an ineffective body, with the notable exception of the Student Appeals Committee.



Members of the Educational Council at the final Council meeting on October 24.

Big Changes Underway for HITRAC

The evaluation report on HITRAC prepared by a consultancy firm, The Training Group, was received by the President's office last week. Based on the findings of the report and Roy Murray and Drug Svetic's subsequent discussions with HITRAC department members, a number of short- and long-term changes have been decided on.

Before the end of next week a steering committee will have been formed, consisting of representatives of the faculty, the student body, the administration and the provincial government, to oversee the changes. Some of the immediate changes are: to increase the number of tutorials; to leave the Learning Centre open longer with student proctors; levels IV and V (due originally to be implemented in January, 1986) will not be implemented in the HITRAC format; and the CBTS test bank will continue to be developed as a pilot as a high priority. In addition, Ed Warkentin will leave his present position at the end of November to take charge of the design of special projects aimed at implementing changes to HITRAC. At that time the department will elect a department head as a pilot project in this method of department head selection.

The essence of the long-term changes, says Murray, will involve a redefinition of the corporate mandate for HITRAC

(which will receive a new name), a fine-tuning of the current concept. It will not, however, mean a return to traditional classroom teaching. Drug Svetic, VP Education, says the study shows that competency-based education does work but that the current system has been neither competency- nor time-based, and that changes must be made to improve the current system.

Letters to the Editor

Students Donate Time and Profits to United Way

In the October 11 issue of the BCIT Connection (page 3), an article on the Staff Social Club erroneously reported that students would be hired for a special Friday at Four Social on November 1.

Fridays at Four is run by 2nd Year Hospitality and Tourism students on a volunteer basis only. Profits from the bar are split between the Staff Social Club and the 2nd Year students. The students' percentage is deposited into our "Grad Fund".

On November 1 we will be donating our time (as always), plus our profits to the United Way.

Yours truly
Keith Preston
Student President
Hospitality and Tourism

Students Receive Awards at Annual Ceremony

BCIT's annual Fall Scholarship ceremonies were held October 22 and 23. Corporate sponsors attended to present awards on behalf of their organizations to deserving students in the Schools of Management, Health Sciences, and Engineering Technology.

New donors included Heineken Breweries, the American Concrete Institute — B.C. Chapter, the Canadian Society of Exploration Geophysicists, and the William Hood Manufacturing Company Limited.

Fifty-six achievement awards and scholarships were awarded to Engineering students, 53 to Management students and 19 to Health students.

On hand to congratulate them during ceremonies at the Sheraton Villa and Food Training Centre were President Roy Murray and family and friends of students.



Robyn McGregor, left, a student in the Civil and Structural technology receives a scholarship from B.C. Hydro representative J.M. McLeod. B.C. Hydro donated a total of ten scholarships to engineering students this year.



The Nuclear Medicine Alumni Scholarship, presented to Nuclear Medicine student, Henry Leong, is a new award for BCIT. The \$200.00 is donated by alumni from the Nuclear Medicine Technology.



The \$1000 CKVU Award in Journalism was presented to Broadcast student Teresa Marshall. CKVU has been awarding this scholarship for several years now and is also a regular employer of BCIT grads.

Auto Seminar Held

A two-day seminar on automotive computers was held on October 3 and 4 in the automotive shop. The seminar, coordinated by Auto Marine Electric, was attended by about 40 tradesmen and PVI instructors.

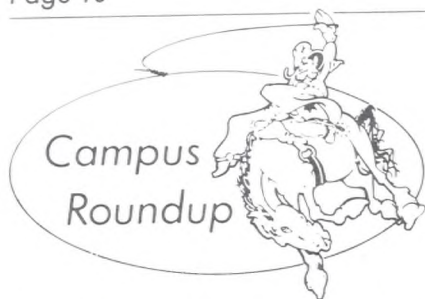
One Ford and three General Motors factory representatives conducted lectures and shop activities on the latest in electronic components in GM and Ford vehicles.

The factory representatives, who are completing a cross-country tour of various technical institutes and workplaces, commented that our facility and service is the best they have encountered across the country and expressed a desire to return for future seminars.



The Canadian Sugar Crafters Society of B.C. held a competition "Fantasy in Icing" on October 19th and 20th at Lansdowne Park Shopping Centre, Richmond, B.C. Over 100 entries were exhibited under various categories.

Congratulations to our Baking Instructor Mr. Hans Leber for 1st Prize under Panoramic Sugar Item Class and also Katherine Bratowski, 3rd year Baking Apprentice for 3rd Prize for her Swedish Wedding Cake.



The staff at the BCIT Canada Employment Centre wishes a fond farewell to Acting Manager **Alison Meunier** and welcomes the return of Manager **Bev English**. Alison and family will be leaving shortly for Toronto. Her last day on campus will be November 15. Bev, on a year's leave of absence, resumes her position as manager of the C.E.C.

Horticulture can be proud of the addition of two instructors to their department — the husband and wife team of Richard and Suzanne Wilkinson.

The Wilkinsons bring ten years of experience and education to the job, for it was ten years ago that both became interested in horticulture as their life's work.

Nothing in their early background and education suggests that they would become devoted gardeners. Richard was born and raised near London, England, and received a BSc in Math from the University of Southampton before coming to Montreal in 1967, where he taught math and worked at a



variety of jobs before meeting Suzanne in 1972. Suzanne was born in Quebec and received a B.A. in Political Science from Queen's University.

They came to Vancouver in 1974 where Richard began working as a private gardener for H.R. McMillan and Suzanne began a pre-apprenticeship program in Horticulture at PVI. Upon completion of this Suzanne worked for the next four years as an

apprentice at UBC, while Richard worked at the Van Dusen Gardens. Suzanne then taught pre-apprentices at PVI for 18 months, Richard moving over to the Minter Gardens to work for a year, before they left for England in 1980.

In England, Richard started the two-year National Diploma in Horticulture program while Suzanne worked for a year in a nursery before herself entering the program. When Richard graduated he gained first prize for the

highest marks in the NDH program. A year later, Suzanne did exactly the same — a truly extraordinary occurrence. And now we are fortunate enough to have this prize-winning couple on our faculty.

Each has specialized in a somewhat different area of their field — Richard in nursery stock, Suzanne in landscape design — so that they complement each other, in this as in many other ways, very well.



Showered, spruced-up, and ready for shore leave after a wild, wet and windy sail down the west coast of Grenada to St. Georges, almost at the end of their Caribbean sailing holiday last July, are, right to left, Skipper **Charles Priester** (Fin. Man.), **Trevor Glave** (E & E), **Liz Glave**, **Marg Briscall** (Fin. Man.), **Betty Bishop** and **Walt Miklas** (E & E).

We have learned that **Jeff Skosnik**, Continuing Ed, BCIT North, is not as old as we had reported in the last issue of the Connection. He was a mere 39 on Nov. 1, not 40.

Oops!

In the the last issue of the Connection, we wrongly identified **Marie Riediger**, Psychiatric Nursing, as **Joyce Griffiths** in a picture taken at the recent retirement dinner. We apologize for any inconvenience to Marie or Joyce.

STUDENTS: JOBS AVAILABLE ON CAMPUS

Immediate P/T evening employment with the BCIT Alumni Fund-raising Campaign for Student Aid. Non-commission. Hourly rate: \$3.65 - \$6.50, based on performance. Must have excellent communication skills. Phone Mr. Beck at 432-8503 for more information.

Loto 6/49 tickets can now be purchased in the SAC Building at the Information Centre.

Net proceeds from our lottery sales are destined for B.C.I.T. Scholarships and Bursaries.

The lottery sales are being run by the B.C.I.T. Student Association.



BASKETBALL PROGRAM CHANGE

Monday 9-10:30 p.m., Wednesday 6:30-8:30 p.m. Now a drop-in program. Bring a group or come by yourself and enjoy fun basketball at no charge. Program Coordinator: Barb Evans-Davies.

RECREATION BADMINTON

Thursday evenings 6:30-11:00. Come and enjoy a relaxing or competitive game. Racquet rentals available.

AEROBIC FITNESS CLASSES

Now only \$15.00 for November 4 to December 13. Attend up to 10 classes a week. Register at Recreation Services Office 10:00 a.m.-2:00 p.m. or at class.

Location: BCIT Gymnasium

Classes: Monday, Wednesday, Friday 7:05 am — 7:50 am
Monday, Tuesday, Wednesday, Thursday 4:45 — 5:30 pm
Monday, Wednesday, Thursday 5:40 — 6:25 pm

STAFF VOLLEYBALL

If you are interested in playing Volleyball on Tuesdays and Thursdays from 4:45 -5:45 p.m. contact: PVI Spikers, Rose Seemann, 434-5711 Local 78; PVI Smashers, Lorri Ekelli, 434-5722 Local 215; Campus Foods Diggers, Tina Taylor, 434-5734 Local 5831; Xerox Rebounders, Janet Tucker, 434-5734 Local 5349; Computer Ball Baggers, Ron Sproule, 432-8708.

MASSAGE CLINIC

Staff Lounge Bldg 1A, November 23, 11 a.m.-2 p.m. Fee: \$5.00. Learn body relaxation through massage. Register at the Recreation Services Office.

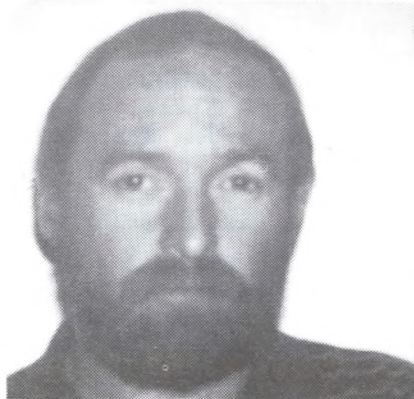
NONPRIMETIME RACQUET COURTS

Monday to Thursday mornings: 8:00, 8:45, 9:15, 10:30; Monday to Thursday afternoons: 2:30, 3:30. Friday morning: 8:00, 8:45, 9:15, 10:30. Saturdays and Sundays: anytime after 3:00 p.m. Purchase 10 court passes for \$40 to be used during the above times. BCIT students and staff only.

Miller Has Winning Touch

by Joanne Sutton

Rugby is nothing new to BCIT's Cougar Rugby coach Gary Miller, he's been playing for 21 years. Originally from Ontario, Miller began his rugby career with the Windsor Borders. He moved to B.C. 12 years ago and has



been involved with the Burnaby Rugby Club since he arrived. He is also an assistant coach for the Alpha Secondary School rugby team in Burnaby. Gary Miller enjoys playing and he enjoys coaching — this explains his ten-year coaching record at BCIT.

Gary Miller has taught industrial steamfitting, gas fitting and plumbing at PVI since 1980. He is now entering his fifth year of vocational instruction as part of the new BCIT.

Finding time to practice is no problem for Miller, he makes time in his schedule to work with the teams. He

says it is rewarding to work with college level athletes who are dedicated to both school and sport. Miller says this makes the team more adaptable.

This year's squad is made of nine returning players and 8 or 9 newcomers to the game, among others. Miller says there's a good combination of strength and speed this year. "This team has all the right stuff." The BCIT rugby team has an incredible reputation to live up to — including nine winning seasons and an undefeated record so far this year.

The BCIT ruggers also have a reputation as a clean playing, hard-running team that wins — and the pressure is on from both the coach and the returning teammates who want to maintain that reputation. Miller attributes the team's past success to playing a basic, hard attack game. Miller says he learned that attack strategy from a New Zealand coach he played for several years ago in Ontario.

Miller says he expects performance from his players, whose season runs throughout the school year. He's confident his team will be in the May playoffs. The BCIT team competes with senior clubs from SFU, the University of Western Washington, Washington University, and they expect York University will be in town in the spring for some games. Douglas College recently dropped out of the division, and Miller jokes that it was because they heard how strong the BCIT team is.

Spence Runs Again As Trustee

Rudy Spence, communications instructor at BCIT is, if successful November 16, about to enter the wonderful world of politics.

Spence is running for one of the seven Burnaby school trustee positions in the upcoming civic election under the Burnaby Voters Association ticket.

A second-time candidate, Spence feels confident things will go his way on election day. Six years experience on the Burnaby Public Library Board, of which he is a former chairman, has deepened his commitment to civic life.

"It was obvious that I was a politician of sorts," he says.

Spence, an advocate of the core curriculum, stresses good two-way communication between the Board and all segments of the community involved

in education: teachers, administrators, parents and children.

"All segments of the community should be encouraged to participate in the decision making to ensure sound budgetary decisions and, in turn, quality education," he says.

"Teaching English to recent high school graduates at BCIT has made me aware of the problems within the school system."

A native of Jamaica, Spence has taught English full-time at the Institute since 1972. He arrived in Canada in 1958 and has been a Burnaby resident for the past 12 years.

During the 1970s Spence was vice president of both the Affiliation of Multicultural Societies of B.C. and the Vancouver Multicultural Society.

Students Gain Experience at Pan Pacific

BCIT Personnel and Industrial Relations Option students and their senior instructor, Arnold Liddle, are currently involved in helping to staff the new Pan Pacific Hotel at Canada Place, due to open in January 1986.

The students are gaining valuable experience in their field by assisting in the selection of new employees for the hotel through interviewing and reference checking. They are currently receiving instruction in these areas both in their regular courses at BCIT and from Sara Stanger of the Pan Pacific Hotel, who happens to hold an Associated Certificate from BCIT in Personnel and Industrial Relations.

The students' involvement in the project came about through the appointment of Liddle to the chairmanship of the Pan Pacific Hotel committee. This committee was formed to give direc-

tion and assistance to the creation and improvement of their human resource management systems. Liddle's experience in this area is well-known in the business community because of his previous chairmanship of similar committees for other companies.

"BCIT is able to provide students with valuable experience in a real world setting."

Ben van der Woerd, program head of Personnel and Industrial Relations, believes that BCIT's involvement with the Pan Pacific Hotel is significant for a number of reasons.

"I believe that BCIT's connection with Pan Pacific shows one, that the business community recognizes the calibre of faculty at BCIT; two, that they recognize that training in the Personnel and Industrial Relations Option does indeed prepare students to perform personnel functions; and, three, that BCIT is able to provide students with valuable experience in a 'real world' setting because of the contacts faculty members have established."

He hopes that this sort of mutually beneficial activity between business and BCIT students will serve as a model for other similar projects.

Graduates of the Personnel and Industrial Relations Option are employed in both private industry and the public service in various personnel management functions and labour relations positions.

Can you spare **30** minutes?

**Come to the Red Cross
Blood Donor Clinic**

**Tuesday & Wednesday
Nov. 12 & 13
Racquetball Lounge
SAC Bldg.
10:30 — 3:00**

Giving blood is like giving life to someone. For you, it's just 30 minutes out of your day. For the person who receives your blood, it's a small miracle.

Your donation may be used for major surgery, transplants, hemophilia, anemia, leukemia, infectious diseases, extensive burns.

The actual giving of your blood takes only 5 to 10 minutes. You can then take time for rest and refreshments and still be out of the clinic within 30 minutes.

Blood cannot be manufactured. To supply the over one million units needed for transfusion therapy each year, donations from people like you and your friends are desperately needed.

Donors must be between 17 and 65 years, in good health and **must have a substantial meal before donating** (breakfast or lunch — not coffee and donut).

Maximum of four donations yearly (every three months).

N.B. Blood donor restrictions following vaccinations:

- **not for three weeks after diphtheria and tetanus**
- **not for one week after polio**
- **not for three months after measles and rubella**
- **not for one month after BCG (tuberculosis)**