

# Getting Together

A PVI/BCIT joint publication in celebration of the merger announced  
May 31, 1985 by the Honourable Jack Heinrich, Minister of Education

Volume 1 No. 1

PVI/BCIT SOUVENIR ISSUE

June 1985



## PVI/BCIT Amalgamation

### "An idea whose time has come"

Friday, May 31st, 1985 dawned clear and cool, the cloudless sky promising a hot early summer's day. The atmosphere inside the Food Training Centre was charged with anticipation as about 250 invited guests awaited an announcement regarding the futures of the British Columbia Institute of Technology and the Pacific Vocational Institute. Speculation about a possible amalgamation of the two institutions had been growing since the resignations a week earlier of BCIT President Gordon Thom and PVI President Henry Justesen and the dissolution a few days later of both institute's boards.

An expectant mood prevailed among the senior administrators and community guests in the FTC, a facility which has always been symbolic of cooperation between PVI and BCIT. Among those in attendance were presidents and board members from several Lower Mainland community colleges as well as representatives of the Justice Institute and the B.C. Association of Colleges. Students from PVI's Food Training programs prepared and served a hearty buffet-style breakfast to the assembled crowd. An overflow group was admitted to the banquet area on the other side of the facility; the public address system was extended so those present could hear the speakers.

BCIT board chairman Malcolm Wickson introduced the Honourable Jack Heinrich, Minister of Education, who made the announcement of a new, dynamic "supertech" BCIT to be formed by the merger of the existing BCIT and PVI. According to Heinrich, the new

Institute will be "a centre of excellence for high technology training capable of transforming the high school graduate into a highly competent tradesman or technologist." Links between the trades and technology programs in such proposed new areas as lasers and fibre optics will provide tradespeople with "bridges" into technology training. The Minister also indicated that discussions are in progress with the Minister of Universities to allow those who are interested in pursuing their education at even higher levels to do so with a minimum of obstacles.

Certain other program changes at the new BCIT are foreseen. Suggested new programs include offerings in cardiac perfusion, cardiology, nuclear magnetic resonance, and positron emission tomography. And some existing programs will be transferred to community colleges while others will be brought in. Food Production and Agriculture from BCIT's Biological Sciences technology will be transferred to Fraser Valley College; Recreation Facilities Management and Building Service Worker will move to Vancouver Community College; PVI's Adult Basic Education and Business Office Training programs will be phased out with their enrolment being picked up by Lower Mainland colleges. VCC's present programs in Post-Basic Nursing, Welding, and Machinist will be moved to BCIT. In addition, the Board may propose further changes. The Minister promised that the shifts will take place so as to minimize disruption to students and staff.

Heinrich also made public the names of the new BCIT Board of Directors. Malcolm C. J. Wickson,

chairman of the former BCIT Board, will be the new chairman while Fleming Sondergaard of the former PVI Board will serve as vice chairman. James L. McPherson, Keith Yorston, Vinod Sood, Carole Taylor, Rose-Mary L. Basham, E. A. Taylor, Kenneth Frederick Harding, Thomas Edward Kisling, Donald Norman Riley, Edward J. Sirney, Frederick George Randall, and Tom Symons are the other identified members of the board; others are still to be confirmed. Because of the Institute's province-wide mandate, the Minister stressed that the new board will be a broad one, with appropriate geographical representation for B.C. "After all, BCIT serves all B.C. and your graduates are everywhere throughout the province."

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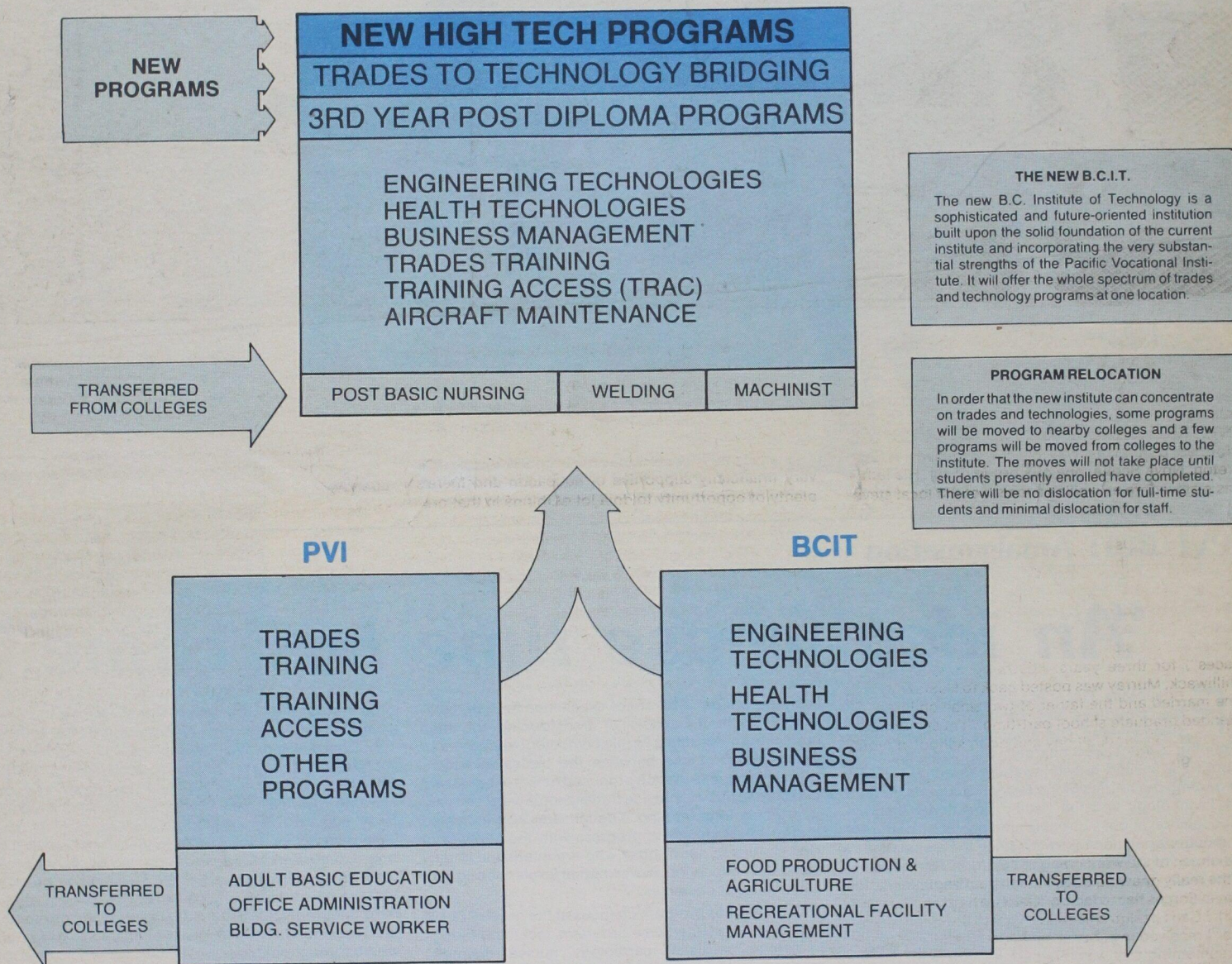
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# BCIT

## Meeting tomorrow's challenge . . . TODAY

### THE NEW BCIT



### THE NEW BCIT PROGRAMS

#### TRADES

Existing trades programs and the Training Access Program (TRAC) will be accorded a high profile, giving students access to higher technological equipment. This will lead to a "bridging" concept — to allow tradesmen access to the technology diploma programs. The intention is to forge stronger links between vocational and technological training for the benefit of students and the industries the programs serve.

#### POST DIPLOMA

In areas where need can be demonstrated, the Institute will develop post diploma programs. Not to be confused with simple one-year extensions of current programs, the post diploma will be a composite offering which provides the diploma holder with a new training dimension. For example, a year of Robotics training may benefit the Electronics graduate.

#### NEW PROGRAMS

As the flagship of vocational and technological training in British Columbia, the Institute will investigate a host of new program proposals. The goal is to maintain the Institute at the leading edge of technological training — providing training that will keep our youth and the working population competitive and capable.

#### TRANSFER

Many students, particularly those living outside the lower Mainland, will want to take advantage of the proximity and lower costs of their local College, possibly transferring eventually to B.C.I.T. for advanced trades or technological training.

Those students who lack necessary prerequisites will still seek upgrading courses, particularly in mathematics and science, at their local College.

Some graduates of B.C.I.T. technology programs may wish to complete degrees in related fields at appropriate universities.

#### TECHNOLOGIES (Diploma Programs)

The Institute will continue to offer most of the diploma programs that have proven a formula for success over the past 20 years. The Institute will concentrate on Engineering, Health and Business Management Programs.

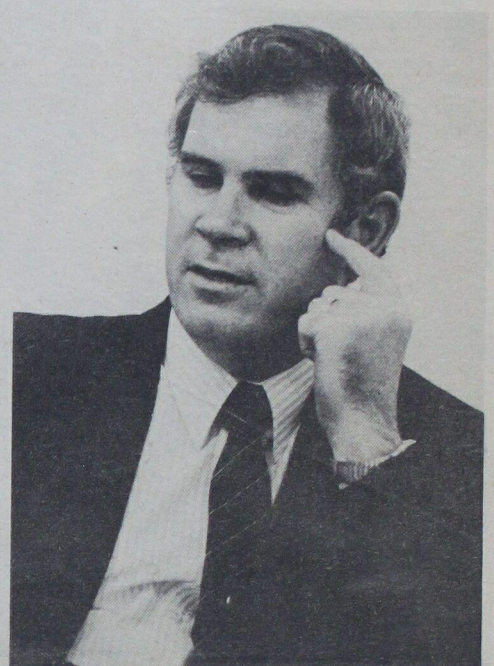
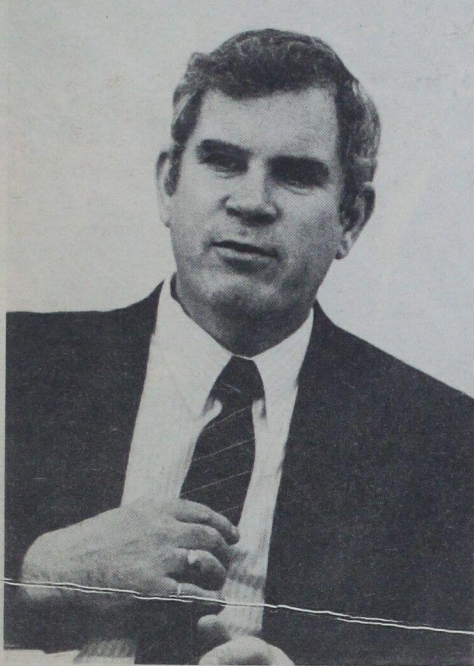
Students appearing in masthead photograph - from the left:  
Campbell Beck, 1984 BCIT Broadcast graduate and member of the Alumni Association Board of Directors; and Michelle Hogue, PVI Legal Stenography student.





Roy Murray

# "A hands-on president"



**B** CIT's new President, Roy Murray, was able to arrange a quiet hour in his action-packed schedule on Friday, May 31st, to discuss his background and ideas with Information Services staffers Anne Schaefer (BCIT) and Kevin Pember (PVI). Relaxed and affable, the 44-year-old CEO informed us that he was born and raised in Cape Breton, Nova Scotia, one of a brood of six. His father was a stevedore as well as a leader of the local stevedores' union, "so I have a good feel for the union element," comments Murray.

In the late 50s and early 60s, Murray attended Acadia University for three years then completed his engineering degree at Nova Scotia Tech in another two years, following standard Maritimes practise. He then joined the Royal Canadian Engineers branch of the Armed Forces and was posted to the Alaska Highway ("of all places") for three years. Following a short stay in Chilliwack, Murray was posted back to Halifax. By this time married and the father of two small children, he attended graduate school part-time: "I'm sympathetic to people who work all day and go to school at night. Although I had a full-time job and no financial problems, I had real time problems." The obstacles behind him, he completed a Master's degree in soil mechanics at his alma mater, and then it was time for a change.

"Because so much of the military is administration, with much of the work going to outside designers, one of the really gnawing questions that an engineer in the Armed Forces has to face is, 'Can I do hard engineering work? Can I design and build?' I got to the stage where, after I received my Master's degree, I really wanted to do something that was engineering. And because I'd always wanted to be a teacher, the ideal world for me would be to get a job at a university."

The decision made, Murray returned to civilian life as a professor and chairman of Civil Engineering at Lakehead University in Thunder Bay. The transition to educator was cinched several years later when he became Dean of Technical and Business Education at Confederation College in the same city. After holding that position for seven years, he was actively sought out by Lakeland — a college with campuses in both Alberta and Saskatchewan which was having great financial problems at the time.

"The college had a \$700,000 deficit in one year and an accumulated deficit of close to a million dollars," says Murray.

In 1980 he accepted a five-year contract as president of the college and was able to enlist the cooperation of all interested parties to "pay off the deficit . . . and turn the institution around in respect to quality programs. We've developed some new, innovative programs, and the institution has tripled its student numbers. We have done some \$38 million worth of new construction — dollars which we very successfully negotiated. We've also worked tremendously hard to improve the relationship between the community and the college. The college became a servant of the public — as it should be, since the taxpayers pay for these places. And I think

we did an awful lot to improve the actual working relationship on campus."

Negotiations were underway for another five-year contract when Murray was asked to consider bringing his expertise to the new BCIT. After careful consideration he accepted.

"I was pretty hesitant because Alberta is certainly very financially supportive of education and there's plenty of opportunity to do a lot of things in that province. The thing that made up my mind to come here was the Minister's indication to me that this new Institute will have an opportunity to develop new, innovative programming. That's a heck of a challenge."

He also points out that his appointment cannot be considered a political one. "You just have to look at my background to see that I'm not the type of person that you'd select as a political appointment."

Murray emphasizes that he didn't take the new job for a raise. "I actually will probably receive a little bit less than I did in Alberta — I had a few perks in my old job that I won't have here and also Alberta has no sales tax. So I'm not taking the job for the money. I'm taking the job because it's a challenge. It's a good opportunity to do something. How many opportunities like that come along in one's lifetime? I've had two of them. I thought Lakeland was a tremendous opportunity because now there's a beautiful campus and it's doing things and I'll always be able to look back and say, 'It has a little bit of my stamp on it.' And, you know, that's nice. That's what my work life is about, and I hope that I'm going to be able to do some innovative things here and leave my stamp here as well — and that's worth more than the money."

Another not-so-minor element in Murray's decision was no doubt the fact that his wife, Anita, is "a B.C. girl" who asked "When are you taking me home?" upon learning of the chance to move. Murray describes her reaction to returning to the coast as, "Ecstasy!"

The couple have a blended family with "almost enough kids to start a college." Murray has two children by a previous marriage — a daughter who is now in medical school and a son in his third year of business at Confederation College. His wife has five children — one currently attending law school at UBC, one who has just graduated from the University of Alberta in Physical Education and is teaching school, another who has just graduated from the same university with her Bachelor of Arts, one going into his third year of electronics engineering, and one who is working in the Campbell River area.

"So you can see that between us we have six children who are taking post-secondary programming. I don't have to go too far to measure the pulse of young people in post-secondary institutions!"

While the couple's children are all now young adults well-launched into life, two dogs and a cat will accompany the Murrays when they move to their new home in greater Vancouver later this summer. Murray is still unsure exactly where the family will be moving. "One of my great strengths is to know the things I can achieve and to know those things I can't achieve. And one of the things that I can't achieve is to decide where

I'm going to live," Murray comments. "So when the time is appropriate, Anita will advise me of where we're moving and will probably advise me of the house we're buying. And I will like it. She really knows the area and I don't, but I just hope she doesn't have me driving through the tunnel. But she says Tsawwassen gets less rain than anywhere else, so maybe she's bracing me already."

Murray expects few lifestyle changes as a result of the move back to B.C. He enjoys baseball, skiing, computing and philately — all readily transferable technologies. He has an IBM XT with a graphics plotter and characterizes himself as "an APL person" although he was recently introduced to Lotus, which he finds fascinating, and also does a bit of Basic. He uses his PC for fun but also for work-related tasks.

"I'm a hands-on president to the extent that I do my own budget analysis. I plot some things and look at certain indicators so that I can go to the Finance Department with 25 questions about the ratio of this and that, where we're going, what's the concept. If I take a budget to the Board, I will understand the budget: It won't be a matter of someone carting this box in, putting in on the table and saying, 'Mr. President, here's the budget.'"

Murray's hands-on approach will be evident in his management style as well, with communications being the key factor. "I think a good organization is one that has communications through its line organization down and good communications from the bottom up through the line organization. I would think that several times a year I might even meet with the whole faculty association or the whole support staff association and have a 'bull session' with them. Those would be times to say, 'Hey, how's it going? What can we do better?' and also to offload some of the things that I don't like that are happening on their side. I think that they should have an opportunity to hear right from me about some of the things that I think we can do better, to open up that dialogue back and forth."

"It has come to me very clearly over time that the greatest fear that people have is the fear of the unknown — not the fear of change. They want to know what's happening — it's their lives that we're dealing with."

Being a realist, he also recognizes that there is a certain honeymoon effect and says, "I want to point out that things will never be perfect. The standing ovations and the cheering last when the honeymoon is on but in time the other groups on campus — faculty, support staff, and even students — will get down to more serious bargaining with the administration."

"But I think that right now the climate is that they're prepared to deal fairly and we're prepared to deal fairly and if we can keep that thread of fair treatment and good communications, I think we're going to respect the position of the other and we're both going to be able to say at the end that we're growing together."

"We may not agree on all issues. We're going to win our fair share and they're going to win their fair share but we will all grow to respect each other an awful lot."



# May 31 - "An action-pack



## from page 1

The Minister of Education thanked everyone who had been so supportive of the amalgamation, which he has found is generally perceived as "an idea whose time has come." He praised the former CEOs, Gordon Thom and Henry Justesen, saying, "Through their leadership they have provided us with a strong direction and an excellent springboard into the future." Heinrich also expressed particular appreciation to the students of the two institutions who earlier that morning had issued a joint press release congratulating the Minister and MLA Elwood Veitch for "taking steps to ensure that BCIT is at the cutting edge of economic renewal for the province." The statement continued, "This amalgamation represents an opportunity for this new flagship institute to make a significant contribution toward workforce training, upgrading and economic recovery. Students regard this as a visionary move."

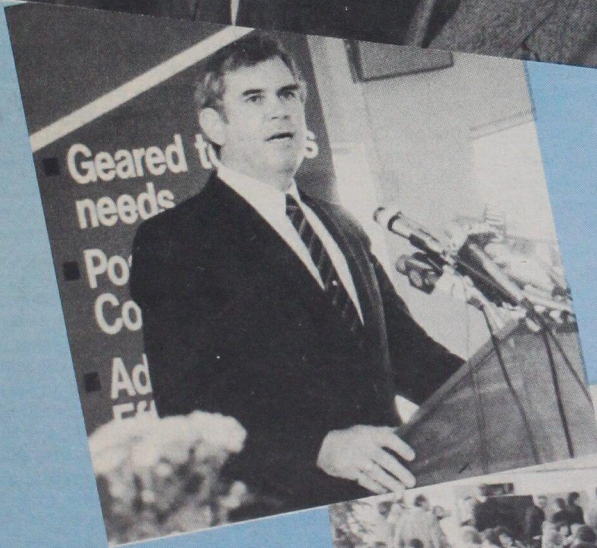
The Minister welcomed Roy Murray, a Nova Scotia native, as President and Chief Executive Officer of the new BCIT. Murray, a professional engineer with a Master's degree in soil mechanics, has been president of Lakeland College in Lloydminster, Alberta, for the past five years. Previously, he served seven years as dean of technical and business education at Confederation College in Thunder Bay and, prior to that, was a professor and chairman of civil engineering at Lakehead

University.

Murray, who said he "felt like a block," took the opportunity to address a few of the employees of each institution. "I am pleased that a positive decision was made on May 31. It's good to see some of the cooperation of all to bring some of the technology programs which have been discussed in the morning." Spontaneous applause followed as he said, "To the employees of the amalgamated institutions, I am sensing the possibilities of a larger unit and I will work to ensure that the new structure will have a very high profile in the province."

Elwood Veitch, MLA Burnaby, said he issued a challenge to the new BCIT. "The purpose of the new educational institution is to educate and upgrade the workforce — this is the challenge," he said. Wickson wrapped up the meeting by saying that "the amalgamation of the two institutions will continue to play an important role in the new institute."

The rest of the day was a busy one, with meetings for the new CEO, followed by discussions with the Board, with the





# Or-packed day highlighted"



University.

Murray, who said he "like the new guy on the block," took the opportunity to address a few words to the employees of each institution. "To those at BCIT, I am pleased that a positive decision was made with regard to the School of Management. It's going to take the cooperation of all to bring on some of the high-technology programs which have been discussed this morning." Spontaneous applause greeted Murray when he said, "To the employees of PVI, I am sensitive to the possibilities of a larger unit absorbing a smaller one, and I will work to ensure that this doesn't happen. The transition will have a very high profile in this new structure."

Good Veitch, MLA Burnaby-Willington, and Parliamentary Secretary to the Minister of Education, issued a challenge to the new president to bear in mind the purpose of the new educational institution: "The ultimate goal is to educate and put better students into the workplace — this is the challenge." Malcolm Wilson wrapped up the breakfast meeting by assuring those present that the achievements of both institutions will continue to play an important role in the new institution.

The rest of the day was a non-stop, hectic round of meetings for the new CEO who held in-camera sessions with the Board, with the executives of the two

faculty unions (BCIT Staff Society and PVI BCGEU), with representatives of the support staff union (BCGEU), and with executive members of the two student associations.

Murray also met with a group of about 60 managers, department heads, and directors. Speaking briefly and directly, he reiterated the emphasis which the new Institute will place on innovative high technology areas. He stressed the importance of taking advantage of the momentum BCIT already has to go for some of the funds presently available. "The time to strike is within the next six months or so. It is important for us to get together with industry and to get our proposals in to make use of the position we have with the government right now." In the open question period following his remarks, Murray repeated this sentiment but also stressed the critical role the School of Management plays: "You offer a service to business and industry so they can grow and create jobs."

Murray, who was only in town for the day, demonstrated his willingness to communicate with staff by agreeing to squeeze into his hectic schedule an impromptu meeting with several hundred BCIT Staff Society members as well as an interview with Information Service staff from the two institutes late Friday afternoon.





# Administrative staff reassured

**R**oy Murray took pains to paint an honest and accurate picture of himself and the new Institute as he met with BCIT and PVI staff Friday, May 31.

Speaking before an audience of about 60 BCIT and PVI managers, department heads and directors at 10 o'clock, Murray started by admitting that his day had been pretty hectic and that he had no prepared speech. Despite this his manner was relaxed and confident, his style direct and sincere.

"I am a straightshooter," he told the curious group. "You will soon find out my management style and I hope you like that style."

Describing himself as a hardworker, (not flamboyant), he said he believed in openness and maintaining an open door policy for anyone who wanted to discuss a problem.

"I look forward to the challenge. It's going to be damned tough, no doubt about it," he said. Admitting that it was going to be difficult to bring together the administrative component of the two institutes so that it is perceived that everyone is dealt with fairly, he said, "we've already been placed under the microscope by the new Board and the Ministry and the anticipation of change will probably cause more chaos than the actual change itself. We are going to form lines of communication and you people are going to play a critical role," he said.

Murray also reiterated the Minister's earlier statement about the emphasis that would, in future, be placed on new high technology programs in fibre optics and lasers, etc. He spoke of, "striking within the next six months or so to go for the monies available right now. We must bring industry together, get proposals and make use of the position we have with the government, rather than wait for the dust to settle before taking any action on expanding programs."

After speaking for ten minutes Murray asked the audience to "fire questions at him", stressing that if he didn't know some of the answers he would say so. He said he wanted to make clear that he was not a conflict person and that he didn't believe in "taking on" faculty for example. Earlier he had commented on his good track record of rapport with staff.

Asked by BCIT's Craig Greenhill when he would be on campus, Murray said starting in July he would come in one day a week, would be on campus most of August except for ten days which he had already committed for an important personal holiday, and in September would be "all over the place". He explained that in June he was still committed to his current contract but would be able to fly out for a day or so if necessary.

The audience then asked questions relating to advisory committees, counselling, physical plant, labour relations, international education and administration.

Asked whether advisory committees would be maintained and would there be more meetings so members could be aware of policy changes, Murray said, "my advice would be that we can maintain the committees," and added that he had been discussing it with the board and hoped to meet with committee chairmen in September. He said he would recommend looking at a new high technology advisory committee, drawing on people from within the institute as well as outside. At this point Murray himself raised a question which he said he'd heard on the grapevine. It related to why he had met with members of the Staff Society before meeting with administrators last week. He explained that a clause in the Staff Society contract exercised the right to consultation on hiring of a new president and that he had deferred to this, not wanting to "get off on the wrong footing". He added that anyone with a "difficult" question who wished to remain anonymous could write it down and leave it with him in future meetings.

Asked what priority he places on student services and what did he think of the proposed decentralization of Counselling Services, Murray said he knew nothing of the move but that services such as financial aid were extremely important. He implied that all the high technology training in the world would be wasted if a student wasn't adequately prepared financially and emotionally.

Richard Smyth of BCIT's Physical Plant asked Murray to describe how he would approach the examination of support operations and the drawing of conclusions on how they would be changed.

"I would suspect that we would have a working group that would look at different services. I can tell you I won't delegate the tough decisions. After the action plan is approved by the board we will go with it." As an engineer, he said he was particularly interested in the Physical Plant operation and this is one of the services which has reported to him directly at Lakeland College in Lloydminster.



Hans Holst of BCIT's Computer Systems program probed Murray on what role he saw for the School of Management, saying that for the past several years it had been under constant attack. "This is a critical role for your school," Murray said. "I want to make it clear that I am glad a positive decision has been reached on the future of the School of Management. What industry needs is not just a fix on technological know-how but a good fix on good business. You should know, however, that I swim downstream. I don't believe in swimming upstream. The government has money and wants high tech."

**"I am a straightshooter," he told the curious group. "You will soon find out my management style and I hope you like that style."**

Murray was obviously concerned about satisfying this query and pressed Holst for a rejoinder. Holst declined, saying he really liked what he had heard.

From Personnel/Labour Relations at PVI, Mel Thompson pointed out that there were three certifications of the BCGEU between the two institutes and wondered if any discussions had been held with union members. Elwood Veitch explained that a meeting with union executives was scheduled for later in the day. He said the hope was to meld some of those units. Murray pointed out that there were current contract problems that he would like to solve and hoped he would be given a bit of grace with renegotiations, grievances, etc.

Asked by Frank Reder of PVI how he felt the new institute might perform in the future on international education projects, Murray admitted he wasn't sure. "It's a policy area for the Board to decide but personally I am very pro doing things in the third world." Revealing some of his own personal philosophy he added that the great problem in the world was not east-west but rather north-south, between the "haves and have nots". He felt involvement with international work was not a drain but actually a money and goodwill generator.

Ron Bell of PVI brought up the question of PVI's satellite campuses, saying their future seemed unclear. Murray, however, confirmed that they were actually part of the new Institute.

Robert Harris of PVI told Murray that there were a

couple of proposals in the works asking for money from external agencies which would need consent from the new officer and board. He wanted to know if there was going to be an easy mechanism for facilitating these kinds of projects. Roy answered that there was a mechanism to keep the place going until he arrived consisting of two administrators, (Len McNeely, vice president, finance and administration of PVI and Drug Svetic, vice president, education at BCIT) and an executive committee of the Board represented by two members from each former Board.

The meeting ended ten minutes early leading to speculation that staff must be satisfied with Murray's responses and reassured that there would be plenty of time for consultation in the future. For his part Murray seemed happy, commenting that, "for a first go round, I don't think it was that tough. You must've been taking it easy on me."

As well-wishers clustered round before he left for the next appointment on his round of "getting to know you" sessions with staff, unions and students, Murray gave the distinct impression that he was relishing the prospect of his new job and the many challenges it will present.

## Getting Together

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# Media provides extensive coverage

## High-tech future?

The explosion of knowledge in the last 25 years has given rise to a new occupational group — engineering technologists.

As support personnel for professional engineers, technologists are now an important part of the engineering team, which puts science to work — from solving problems of waste disposal to designing communications satellites.

Look around the room you're in — everything in it has been designed, modified, or in some way engineered.

BCIT, PVI to become one?

BURNABY, B.C. (CP) — The heads of the B.C. Institute of Technology and the Pacific Vocational Institute have lost their jobs as part of a move by the province to combine the two colleges' training facilities.

BCIT president Gordon Thom, attending a conference in St. John's, Nfld., confirmed Friday he had been removed from his post.

Electronics engineering is being considered.

But Veitch, an accountant who worked as a consultant at Pacific Vocational Institute before being elected to the legislature, said nothing is definite.

Heinrich was not available for comment. Veitch, who seemed to be surprised, said he was not involved in the decision.

He said he had no comment on the merger, but he did say he was a supporter of the idea.

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"and in Trinidad I was a ham-radio operator. The hobby became his job. The opportunity was limited in

## Albertan gets new institute job

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Continued from page 1

BCIT and director of personnel, said the amalgamation was an excellent idea that has the support of both students and employees.

Arthur noted that students at the two institutions amalgamated their newspapers four months

ago. In his speech praised the principals of BCIT and PVI — both of whom resigned way for the merger. Both

heads table with Heinrich's announcement.

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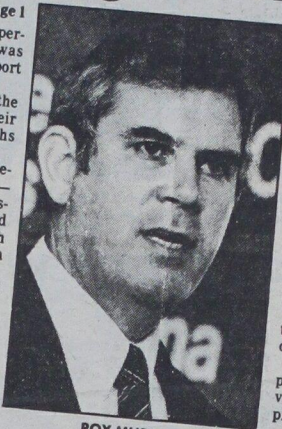
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ROY MURRAY

... some jobs may be lost

amalgamation. He said he would leave that decision to the board and the new administration.

Asked what specific saving would result from the merger, Heinrich suggested that the training is a mixture of the theoretical application of engineering and applied science. There is also an emphasis on communication, as a technologist must have skills in business correspondence, technical report writing and brand names.

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## New boss gets rave reviews

Union and student spokesmen are pleased with the appointment of an Alberta administrator to head a new super

gested some money could be saved by eliminating courses that are duplicated, but he could provide no specific dollar figure.

Rumors of the possible amalgamation with PVI have been circulating on the BCIT campus for more than a month.

Burnaby-Willington MLA Elwood Veitch, legislative secretary to Heinrich, said Thursday: "BCIT is a sophisticated institution."

He said programs such as food production and agriculture will be transferred to BCIT, including basic nursing and all of the welding and machine programs from Vancouver Community College.

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## Hi-tech prof hired

By BONNI RAINES KEITNER  
Victoria Bureau

B.C. is reaching across the border to Alberta for a new super-institute of technology.

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## What's going on in tech schools?

As we have said before, in a sensibly-run province a single ministry would be responsible for all post-secondary education — universities, colleges, institutes, and

Alberta educator president of merged BCIT

THE CANADIAN PRESS

VANCOUVER — Roy Murray, 44, president of Lakeland College in Vermilion, Alta., has been appointed president and chief executive officer of a new institute of technology and trades formed by merging the British Columbia Institute of Technology and the Pacific Vocational Institute.

Murray said in an interview that the thrust of high technology programs already at BCIT will be maintained and emphasized.

Murray said after the announcements that he and his new board will analyse the organizational structure. He said some jobs may be lost through attrition and there may be possible relocations, but he could not be specific on the question of layoffs.

Heinrich named 10 persons to the board including Malcolm Wickson (chairman), Jim McPherson, Keith Yorkston and Carole Taylor. Sondergaard (vice-chairman), Jim McPherson, Keith Yorkston and Carole Taylor, broadcaster and wife of Critical Industries' Art Phillips.

The new institution retains the name of BCIT.

Formal announcements of the appointments were made today by Education Minister Jack Heinrich.

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The principals of both — B.C. Institute of Technology and Pacific Vocational Institute — have resigned.

Amalgamation of BCIT and PVI may not be such a bad thing, even though their courses are pitched at different levels. Courses at the two institutions could be advantages in communication.

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In an earlier interview, Murray said "the thrust of high technology programs already at BCIT will be maintained and emphasized" at the merged institution. But he said trades would also be an important feature.

He said his personal top priority will be good communications. "It is essential there be good communication within the institution and with the community at large, particularly the business and industrial community," he said.

Murray is a civil engineer with a master's degree in soil mechanics. He has been president of BCIT since 1980.

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# New president meets with staff and student representatives

In meeting with representatives from all campus constituencies last Friday, Roy Murray encountered many questions which he does not, as yet, have answers to.

Those present at the meetings found him friendly, but cautious, not wanting to commit himself before becoming fully acquainted with the issues.

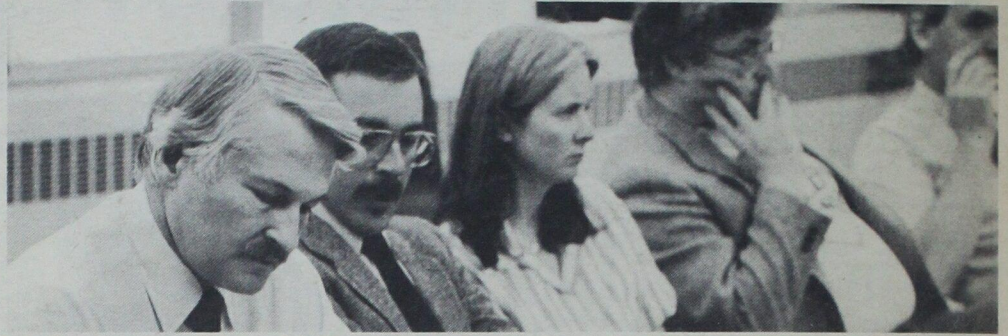
In the case of the Staff Society executive, representing BCIT's approximately 600 full-time faculty and technical staff and the BCGEU bargaining unit representing PVI's 175 instructors, one of the major questions raised was: would the new legislation produce a single union?

Greg Layton, past president of the Staff Society reports, "We got the impression that there was no such intention, but Murray said he would rely on the Labour Code. Having two faculty unions is possibly a workable proposition, but we haven't fully explored the ramifications yet." He said the Staff Society hadn't yet formulated a position as to whether they would want one or two unions, but indicated they were leaving their options open until further discussions between both sides had taken place. In general he expressed optimism about the merger, which he says has good potential for both institutes.

While Layton expressed cautious optimism, he said the general membership had given Roy a warm reception and applauded him at a meeting later in the day.

Valma Reeves, chairperson of BCGEU Local 59, representing BCIT's approximately 300 support staff, said the main question that came up at the meeting between BCGEU reps from PVI and BCIT was what would happen with the bargaining of the two support groups. "He said he would just have to wait and see," said Reeves, adding that a meeting with the PVI BCGEU executive to explore all possibilities was planned for July.

In his meeting with Student Association executives from PVI and BCIT, Roy Murray made a singularly good impression according to BCIT Student Association business manager, Phil Henderson. Students seemed to like his style and said they were looking forward to working with him. He was apparently able to achieve a good rapport because of his own experience as a student working in many student executive roles.



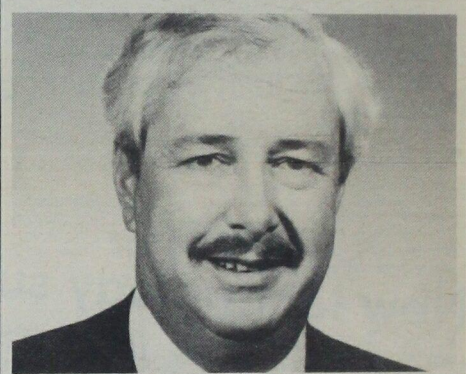
BCIT's Staff Society executive (above) and the BCGEU bargaining unit representing PVI's instructors (below) meet with Roy Murray and Ministry of Education staff.



Murray expressed support for sporting activities, saying he had participated in many himself. He also indicated support for student services like Financial Aid saying he felt students should have a clear mind and be free of financial pressures. He indicated he believed in quality of education, although didn't necessarily think that meant a lot of instructional time.

Phil Henderson and Chris McNaughton, PVI Student Association business manager, together with members of both executives, met Thursday, June 6 to discuss merging the two associations.

It was agreed to issue a Letter of Intent regarding this by June 17, with a target date for the merger set for August 31, 1985.



GORDON THOM

## President bids farewell

As the BCIT community braces itself for the biggest change it has known since its inception over 20 years ago, the retiring president is also preparing for change.

Gordon Thom looks forward to a new post with the Association of Canadian Community Colleges (ACCC). He will become project director of "Making Canada Productive", a two-year-old taskforce of which he is already chairman.

Initiated by ACCC and sponsored by Employment and Immigration Canada, the project aims to improve the productivity of Canada's workforce through building partnerships with colleges/institutes and industry/labour/government in the public and private sectors. It will be Gordon's job to develop good working relations with these people and ultimately publish the findings of his taskforce.

Sorry to be leaving BCIT, which he has served since 1966, Gordon nevertheless sees the merger as a positive step and one which he heartily endorses. "It presents many opportunities and has the possibility of providing some of the solutions to some of the problems that we have faced."

Of incoming president, Roy Murray, whom he worked with on Making Canada Productive, he says, "He is a gentleman whom I know and like. I wish him well."

Thom came to the position of president after serving as vice principal of Continuing Education at BCIT. During his tenure the role of continuing education courses assumed increased importance with over 35,000 evening registrations during the current academic year.

Gordon has played an active role in the business community and is currently vice chairman of the Vancouver Board of Trade, a member of the Canadian Chamber of Commerce's education committee and a member of the Board of the B.C. Pavilion at Expo '86. He is also past president (1980/81) of the Association of Canadian Colleges.

To his many colleagues at BCIT he says, "I have had a rare and precious opportunity to serve as president, not only of an institute that is well recognized and highly respected but also of a school full of wonderful and capable people with whom I have been privileged to have been associated."



BCGEU support staff representatives from BCIT and PVI (above) and BCIT/PVI Student Association executives (below) meet with new president.

