

NEWS AND VIEWS FROM COLLEGE OF THE NORTH ATLANTIC

CURRENTS



Dr. Mohhamad Iqbal is Chair of the college's new Office of Applied Research.

New Office of Applied Research

The Office of Applied Research (OAR) is a recent addition to College of the North Atlantic. Under the federal government's initiative of the Canadian Innovation Agenda, the OAR is assigned the role of leading the college's Research and Innovation Network. It is also supported by a mandate from the Board of Governors and extends the college's role from a teaching-only institution to a teaching-and-research institution. With a significant resource base of infrastructure and skills, CNA has a lot to offer to enhance the economic prosperity of the province. The office's role is to tap into this potential by coordinating our strengths with public and private partnerships.

Through application and commercialization of new knowledge, as well as by way of technology transfer, the OAR supports and leads pan-provincial college research in response to industry and community needs. The office has taken several initiatives including extending an eligibility status request to National Science and Engineering Research Canada (NSERC), developing policy and procedure structure for the OAR, and entering into a multi-million dollar joint venture with the University College of Cape Breton. In addition,

there are presently several research proposals from faculty being advanced for funding. Some significant faculty proposals include a blueberry farming plan in Labrador, developing improved instrumentation for oil wells, new technology in integrated pest management, rescue systems for off-shore oil rigs, improved metal extraction methods from nickel ores, and faster composting techniques for municipal garbage.

The Office of Applied Research is located in room K203, Prince Philip Drive Campus and consists of three staff members. Dr. Mohammad Iqbal, as Chair of the office, is responsible for providing leadership, support and services to the institution and stakeholders. Iqbal has an extensive background in post-secondary education, research and management in the fields of chemistry, chemical engineering, chemical technology and environmental chemistry. With a Ph.D. from the University of Saskatchewan, Iqbal has worked with several Canadian institutions and abroad. During the past decade, he has held several leadership positions including the Chair of the Chemical Technology program, Saskatchewan Institute of Applied Sciences and Technology, teacher and researcher at the University of

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Saskatchewan, Principal Investigator, board executive of community organizations, and industrial consultant. Iqbal envisions that the Applied Research unit of this college will become one of the most outstanding facilities in Canada.

Angela Crowley is the key contact person for OAR. As administrative support person, Crowley looks after the office, and accounting and budgetary matters of the OAR. Angela is a business graduate from Memorial University of Newfoundland and has a strong background in accounting, finance and office management.

The National Research Council of Canada (NRC) supports the OAR through its on-site appointee, an industrial technology advisor (ITA) from IRAP program. Steve Noseworthy is the NRC appointee, assisting the OAR in matters concerning industrial liaison, funding and agency networking. Steve is a professional engineer with strong credentials in engineering, technology and research & development.

For more information on the Office of Applied Research contact the office at (709) 758-7474 or check out the web page: www.cna.nl.ca/oar/.

Putting your money where your *future* is



“...I have heard from some high school counterparts who stuck with university and earned a Bachelor of Arts. They simply couldn't find jobs, and had to go back to school – to college – to augment their education.”

When I graduated high school in 1986, I wanted to enroll in the Journalism program at my local community college. My father flatly refused to fund my education if I did so. He claimed I was “too smart for college” and that I had the grades to become a lawyer, nurse, or other professional.

This attitude is old school now, but was very prevalent then. And at the time my Dad had a point. He wanted me to seek a career with high earning potential, and it was university graduates who scored the high paying jobs. It seemed that you couldn't even get an interview without a Bachelor degree. Since then, however, things have changed. And how!

A college diploma is fast becoming the higher learning choice for many. In 2000, the federal labour department's updated *Job Futures* manual stated that some form of post-secondary job education or training would be required for 72% of the 1.3 million new jobs created in Canada between then and 2004 – the largest portion expected in occupations that require a community college diploma or trades certificate. Compounded with this is the fact that a great number of skilled trades people in Canada are set to retire:

“The average age of a fully qualified tradesperson is over 48 years old... That means that in the next seven to 10 years, there is going to be almost a 100% turnover in many skilled trades.” (Skills Canada, 2004)

There will be jobs for the taking.

There are several other reasons to get your college diploma, not the least of which is cost. I did attend university after all, though it wasn't what I truly wanted at that time. The three terms of “finding myself” at university cost my father approximately \$15,000. Probably more. I did fine – excelled in some areas – but I didn't really have a focus.

I returned home and put myself through the two-year Journalism program I originally wanted – at a cost of approximately \$3,000 – while working part-time and living at home. I loved the structured atmosphere with an instructor-to-student ratio of 1:30, as opposed to some of my university classes with 350 students to one instructor. Also, my attendance at college was mandatory, whereas in university, there were no repercussions if I didn't show up for class. For some, this works well. I simply didn't have the discipline to push myself without guidance.

It is a challenge for many young people

leaving the structure of high school and venturing out into the world. We are supposed to know exactly what we want to do with our lives by the time we're 17. Earlier, actually, as you need to gear your courses in the last three years of high school toward future post-secondary studies. Whew! That's a lot for a 13 or 14 year old to handle.

College of the North Atlantic is a college with solutions. One is the Student Transition to Educational Programs Co-op program. STEP provides opportunities for selected Level III high school students to attend the college during their final year. What better way to find out in advance if college is for you! And they get credits for their work that can be transferred to university or college when they go.

For those who want to attend university but aren't quite ready to leave home, CNA, in conjunction with Memorial University of Newfoundland, offers a College-University Transfer Year (CUTY) at several campus locations. Students can complete their first year of university studies close to home. These credits are then transferable to other universities and colleges. Students can be ahead of the game even before they go to university!

Something interesting happened while I was attending college. Just after completing my first year of Journalism at CNA, I met up with a young woman who was doing a journalism degree at a notable university. We compared notes, and her look of envy did not go unnoticed by me as I explained that my classmates and I had solid experience in video production and editing, radio script writing and on-air news casting, and newspaper layout and design. She, in her third year, had only studied these things from textbooks. I gave her a few pointers for her forth and final year, when she would be doing the same activities, and felt pretty good about my choice to attend college.

In the ensuing years, I have heard from some high school counterparts who stuck with university and earned a Bachelor of Arts. They simply couldn't find jobs, and had to go back to school – to college – to augment their education. In fact, according to the *Financial Post*, many are returning to school to make themselves more employable:

“University graduates with such diverse degrees as English literature and anthropology, even MBAs and engineers, are flocking to [public] colleges to access state-of-the-art

technology tools and programs for jobs in sectors such as Internet web administration and e-commerce.”

There seems to be a high return on investment for those with the college diploma. A recent study conducted by the Government of Newfoundland and Labrador’s Department of Education revealed a high rate of employment at jobs directly related to their field of study for CNA graduates – higher than their undergraduate four-year degree program counterparts (see Table 1). It also indicates a higher rate of pay for college grads compared to their undergraduate counterparts (Tables 2 and 3).

Table 1
Full Time Employment Status
More Than 30 Hours Per Week (June 24-30, 2001)

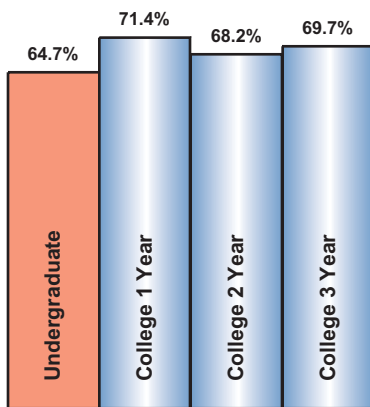


Table 2
Graduate Gross Weekly Wage \$560 or More
During Reference Week (June 24-30, 2001)

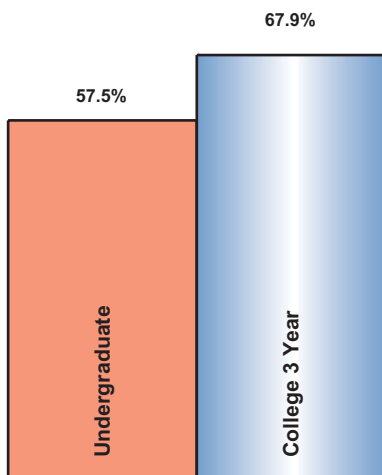
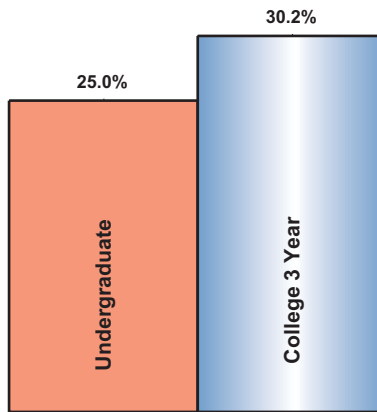


Table 3
Graduate Gross Weekly Wage \$800 or More
During Reference Week (June 24-30, 2001)



With statistics confirming the benefits of college education, it makes sense to explore your options before entering the post-secondary arena. With the advance of technology and in turn, the evolution of education, the avenues for achieving your post-secondary goals are almost as plentiful as your choice of careers.

There is indeed great value in continuing education, and in attaining an undergraduate degree. A degree will still get you into some doors that a diploma will not. In some jobs, each step up in education is a step up in salary. And there is a certain amount of personal satisfaction from the accomplishment. I recently decided to complete my Bachelor of Arts. It turns out that having gone to college first has worked to my advantage. Because my diploma is from CNA, I get to take advantage of transfer agreements with many universities and colleges in Canada, the US, and overseas. Some of these are block transfers (where a university takes all the credits from your diploma and applies them to a degree program), and you can complete your degree in one or two years! Some also give you credit for work experience. You save time, you save money, and you get the benefit of both types of learning – hands on, practical skills, combined with theoretical study. An extra bonus is that you have a degree and a diploma at the end of it, at a fraction of the cost. And to think I only stumbled upon this. You can actually plan it that way!

That brings us back to money. The price of education is increasing faster than students can keep up. Unfortunately, according to the Canadian Federation of Students (CFS), every time a loan limit does increase, universities and colleges hike their fees. For example, CFS

recently revealed that over the past decade in Ontario, tuition fees increased between 150 and 800 percent! So of course, students are borrowing more:

“Average student debt upon graduation is currently \$25,000 and could increase to \$35,000 with the new loan limits.” (CFS, Ottawa, 2004)

Some institutions like Memorial University and College of the North Atlantic are responding in students’ favour. MUN has recently lowered its fees. And College of the North Atlantic has had a tuition freeze in place since 1998. A loan increase while attending either of these institutions means an actual increase in the money available to students.

With the rapid growth of technology, will your skills and knowledge still be in line with industry by the time you complete your program? The great thing about colleges is that they have the capability to stay tapped into industry demand and regulate programs accordingly. For example, CNA insists on industry linkages, and along with industry representatives, consistently monitors the quality and validity of its programs. National and provincial accreditation status provides the assurance that these programs meet the rigorous quality standards set by each profession as represented by the accrediting bodies. They also guarantee that students who graduate from these accredited programs have credentials that are recognized and accepted for their full value by employers and other educational and training institutions across the country.

The facts speak for themselves. Doing your homework about your educational options ahead of time may make all the difference to your schooling, your debt load, your career... in essence, your life!

It’s your education. Make an informed decision.

Tanya Alexander

Tanya Alexander is Public Information Officer at College of the North Atlantic. She is also a two-time graduate from the college, with a Diploma of Applied Arts in Journalism and a Diploma of Applied Arts in Music Industry and Performance. She also holds various certifications and is expecting to graduate with her Bachelor of Arts in Community Studies from the University College of Cape Breton by Spring 2005. She is an advocate of life-long-learning and intends to be a “student” for many years to come.

Reflections on success By Tanya Alexander

Brian Tobin stood before a crowd gathered at the Holiday Inn on the afternoon of September 23. He scanned the room with a look of pride that spoke volumes even before he uttered a word.

"Today is about reflection," he finally said, smiling.

"We have invested three years of our lives on this project, never thinking we'd come to the end of it. And from my point of view we've accomplished a tremendous feat for education in Canada."

The Director of Academic and Student Services at College of the North

Atlantic was speaking of *Access for Success* (AFS) – a project for student success that he and his team developed and piloted at CNA in 2001.

In actuality, explained Tobin, the genesis of the project happened about six years ago – it took nearly three years of research and preparation to get to the point when the project could begin.

The provincial strategy was designed to address issues and processes related to student success and therefore enhance outcomes for students.

The project would accomplish this by developing strategies and processes which position the college to deliver services that strengthen its partnerships, respond to labour market demands, and optimize each individual student's potential to achieve success. Some key elements include the development of attrition prevention, personal career planning,

tracking and advising.

"We have made tremendous strides in the past three years," said Tobin. "Data charts show a decline in attrition, and enrollment numbers for this September are up," he revealed.

He says the increase in student enrollment is also largely due to efforts of marketing and

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recruitment, and the dedication of faculty and staff.

"Student recruitment is significant but retention is the other side of the coin. The key is keeping them here."

The size of the project was massive, with a \$2.5 million budget and hundreds of staff and students involved. Coordination took place through an assessment team, a career development/advising team, tracking team, and steering committee.

The funding came through Human Resources and Skills Development Canada (HRSDC), which also performed two audits during the project and will do another in November. Audits ensure accountability, says Tobin, and are expected for a project of such magnitude.

"Through the audit process, this project has come out shining," he exclaimed.

"Findings revealed that we dedicated the

funds into the principles of the project as intended."

While developing the program and attempting to track student success, certain things became clear. One was that the college needed a new data system. *Access for Success* applied to HRDC for a \$500,000 grant to go toward the acquisition of a new Enterprise Resource Planning (ERP) system.

"The college had wanted a new data system, and with the infusion of this money, was able to acquire it," said Tobin.

ERP is up and running at Qatar campus and is currently being implemented at the college in Newfoundland and

Labrador. It is fully integrated and will allow, among other things, more ease of tracking and access to student-based and other data.

"AFS in no small way has contributed to the college. We were able to retire a legacy system and build a modern, state-of-the-art design."

There are many good things happening at CNA, declared Tobin, with AFS high among them. Though the funding aspect of the project is over he says that's the only thing that is.

"We had the project start and end date, but this is much more than a project. We will strive to continue to promote strong cultural learning and sustain the growth we've experienced."

"At the end of the day it's all for the students."

New recognition developed with Athabasca

CNA is always looking to partner with reputable universities to offer transfer options to our students, and now Athabasca University (AU) in Alberta has been added to that list in a significant way.

While there are still details to work out, Marian Andrews, Associate Director of Programs, says graduates from 28 of CNA's programs will be granted block credit transfer toward degree studies at AU.

"A strategic goal of the Academic Division for CNA is to target new articulation agreements with different universities this year," says Andrews.

As an example, CNA Deans are working with their respective counterparts at Memorial University to target maximum articulation opportunities for our graduates. As well, there are a number of additional

agreements being explored with other Canadian universities.

It is expected that the ongoing credit transfer assessment by AU will also result in block credit transfer recognition for a number of additional programs in the near future.

More information on specific articulation for programs at CNA can be viewed at: www.gov.nl.ca/youth/che.htm.

"A strategic goal of the Academic Division... is to target new articulation agreements with different universities this year."

VBNC announces \$50,000 in scholarships

Voisey's Bay Nickel Company (VBNC) is contributing a lot of nickels to students of College of the North Atlantic – 1 million of them to be exact.

The company has committed \$50,000 to create the Voisey's Bay Nickel Company Technology Scholarships.

Corinne Dunne, Director, Development/College Advancement says over the next two years 25 third-year students enrolled in nine different technology programs will have a chance to receive these awards. But it doesn't stop there. Part of the package includes employment opportunities at the Argentia Hydromet Demonstration Plant upon graduation.

This partnership with CNA was a logical choice for VBNC.

"We have been working successfully with

the college for the past few years placing students on work-terms at our mini-pilot plant in Mississagua and we have also recently hired a number of graduates from the college's engineering technology programs. We have been very pleased with the training that students are receiving and their commitment to deliver 100 plus percent effort," says Wayne Scott, Manager of Human Resources for VBNC.

"We believe that participating with the college in this particular scholarship initiative will expose graduating students to the exciting employment opportunities that will exist at our hydromet demonstration plant in Argentina."

CNA President Pamela Walsh says she is extremely pleased with the mining company's decision to provide these awards.

"We are delighted to be able to offer a sig-

nificant number of students \$2,000 scholarships," she says. "To add employment opportunities on top of that extends the benefit to our students. It's a excellent model."

VBNC identified the eligible programs it felt were the best match.

"We believe the college's engineering and laboratory technology programs are well suited for the work we are doing in the hydromet R&D program," says Don Stevens, Operations Manager for the Hydromet Demonstration Plant.

VBNC was at Ridge Road Campus this month to provide an information session on these scholarships. For more information contact Laura Edwards, Manager, Alumni & Advancement. For information regarding scholarship opportunities please contact Donna Feltham, Manager of Student Services.

Project ICE Update

We're live in Qatar! That's right, the new PeopleSoft Financials, Human Resources and Student Administration systems went live on Sunday, October 3.

Wayne Hann, project manager, says the implementation of the new enterprise resource planning software went extremely well, due in large part to the extreme dedication and effort to our employees and our Deloitte & Touche partners.

The go-live date for the finance software in Newfoundland and Labrador was October 18 and training is currently underway for employees using the new system. The college is employing a "train the trainer" concept, and before too long all employees who currently use any function in SRB will be given instructions on how to use the new software. The new system is easier to use than SRB and has a lot of added time-saving functionality.

The other systems (Admissions, Human Resources and Student Administration) will have a staggered deployment, ending with the roll out of the Student Administration piece in February of next year.

An ERP Steering Committee has been established and includes

Robert Rideout and Brian Tobin as Project Sponsors, as well as Hann. The steering committee Team Leads are: Annette Morey from the Finance department, Jennine McDonald from Human Resources, Gary Comeau from the technical/IT department, and Linda Dunne and Glen Howell from Student Administration.

A communications team headed by Stephen Lee has recently been established as part of the project. Members of the team consist of Campus Administrators (site leaders) who will keep campuses up to date on the project as the implementation dates approach. In addition to the communications team, a frequently-asked-questions document can be found on the college web site at www.cna.nl.ca/administration/it/erpfaq.asp.

The contract with Deloitte & Touche is for the development and implementation of the core modules in finance, student administration, and human resources. Upon completion of the contract with Deloitte and implementation of the core solution, college information technology and functional area employees will implement the remaining non-core modules in the system.

New fee for DLS

College of the North Atlantic's Distributed Learning Service (DLS) has introduced a new course technology fee for all of its courses.

The fee, at \$50 per course, has been established in order to address some of the actual costs of DLS support and delivery.

"This fee is less than similar fees charged

at many other public institutions," says John King, Chair of DLS. "Up to this point CNA has been able to avoid additional fees for DLS. However, because this year's budget has created additional financial challenges, it is no longer possible for the courses to be fee-free."

The DLS has grown exponentially in recent years and now offers more than 200

credit courses and several complete programs to students over the Internet by a staff of 12 full-time employees.

This service allows access to quality learning opportunities for students who would normally not be able to attend college in the tradition classroom setting, regardless of the time zone or region in which they live.

An eventful year three has begun!



By Jennifer Sheppard, Manager of Marketing and Public Relations (CNA-Q)

CNA-Q has started its third year and it has been an eventful one already. The Engineering building has opened at the permanent facility and we are now officially operating two campuses here in Doha. Our Chairman, Shiekh Abdullah Bin Mohammad Bin Saud Al-Thani, and Steering Committee members have visited both facilities for the

start of the semester. They greeted students and staff at both facilities and the enthusiasm and admiration for the college and the state was quite evident amongst everyone.

Over 60 new staff and their families joined the project in August, bringing the total number of staff to almost 200. The compound we live in, Al Jazeera Land, is full and we have had to expand into an apartment complex nearby to accommodate everyone.

There is a reverberating buzz of life throughout the compound from the kids on their bikes, to splashes in the pool, to walkers, roller blad-

ders and joggers throughout. The sounds fill the space and make you feel at home, or at least your home in Arabia.

On the weekends you are bound to see people gathering and socializing in the community areas, out exploring the city, or relaxing and enjoying the nice sunny weather. As the weekend closes chances are high you will be invited to a cooked dinner with salt meat, peas pudding and all the fixings on a Saturday night. I tell my Mom all the time you can find more salt meat and salt fish in Doha than in my small town in Trinity Bay.

A real sense of community can be felt in the Al Jazeera Land compound; the first baby shower was hosted for a Newfoundland family who arrived in August, Rex and Barbara Oldford. Then within a matter of days the Oldfords welcomed a healthy baby boy, William Joseph (nicknamed Nasser), to their family – the first Canadian baby born for CNA-Q. We are all now acting like proud new parents.

Throughout the year we will have an awards ceremony, the inauguration of our new facilities and our first graduation ceremony. With all these events and the regular work, this year will be as exciting as the past two. You will often hear that time flies in Doha, and I expect year three will be no exception!

Professional Development the COLD way

The newly formed Centre for Organizational Leadership and Development (COLD) is helping campuses take the lead in professional development (PD).

COLD coordinators Sheldon Brown, Jim Marsden, and Glenn Kirby assisted Brian Foley, Bay St. George Campus Administrator Intern, with his idea for a strategic PD session this past May.

Foley was working at the campus' Stephenville Crossing location, and felt that implementing a process for professional development would encourage college employees to take advantage of the policy administration already in place.

"This policy – HR-404 – has been in place for some time. But it seemed that not many employees were truly aware of what it could mean for them," Foley explained.

"By approaching this as a cohesive group, we can encourage both team and individual professional development."

Foley approached COLD and along with their assistance, developed a workshop for his staff. Because he has extensive experience with facilitating professional seminars, Foley was able to administer the new Professional Development Planning Process at his campus. Something other Campus Administrators may also want to do.

"The information is available for those who look, but there was no venue provided for an information forum. This way, we have the encouragement that comes from a group along with a supervised setting with immediate information," says Foley.

"As their Campus Administrator I can give the session and also be available on an ongoing basis for clarification and support."

Glenn Kirby, fellow coordinator at the centre, says when Foley came to him with the idea for a PD information session, he jumped on it. He thought that bridging the gap between the PD policy and the planning process was a good start.

"We organized aspects of the policy into categories of what we call 'professional renewal'," says Kirby. "It helped to break it down... to breathe some life into it."

"By starting a process at the campus level, we can begin to incorporate PD as part of our college culture," he says.

The four categories of professional renewal are: 1) the development of occupational or discipline or development; 2) instructional development; 3) career and personal development; 4) and organizational development (including teamwork, leadership, and administration).

The centre's mandate, in conjunction with

the college's ongoing commitment to continuous improvement and growth, is to coordinate the development and implementation of personal, professional and organizational development processes within the college.

The evolution of the centre, as a function of College of the North Atlantic (CNA), has occurred during a time of tremendous growth and development, both for the college as a public institution of learning, and for the province of Newfoundland and Labrador. For the college, there has been the adoption of guiding principles and the refinement of a strategic plan that confirm its contribution to facilitating organizational and professional development both internally and externally.

In addition to coordinating the college's Leadership Development Framework (including the Essential Leadership Skills Development Series), team development framework, and mentoring framework, the centre is also leading the development of a program to introduce new faculty to the teaching and learning process.

For more information on how you can implement your own plan, check out the Professional Development link under "Featured Links" on CNA's home page.

Instructor elected new VP for medical society

By Chad Harnett

College of the North Atlantic instructor Robin Power has been elected Vice President for the Canadian Society of Medical Laboratory Sciences (CSMLS) following a CSMLS/CAMLE conference in Saskatoon in June.

Power is both the coordinator and an instructor for the Medical Laboratory Sciences program at the college's Prince Philip Drive Campus in St. John's.

She begins her term as Vice-President in January of 2005. From there she will move through the positions of President-Elect, President, and Past President in subsequent years.

Kurt Davis, Executive Director for the CSMLS is pleased to have Power on board.

"Robin brings a wealth of experience to the CSMLS Board as our incoming VP," says Davis.

That wealth of experience includes serving on committees of the board as well as serving as an actual board member. She was also a member of the initial exam panel for lab assistants that gives her experience in the society's certification functions.

She is well equipped to face the many challenges that will confront the profession in the coming years as she progresses through the presidential chain to the role of President in 2007," Davis says.

Power says she is honoured by all the excitement surrounding her election, but realizes there is work to be done.

"Being elected by a national vote brings elation, but also a great sense of duty and responsibility to accurately and fairly represent CSMLS members and to uphold the mission, vision and values of the society," she explains.

"I have a particularly keen interest in maintaining excellence in our certification processes and standards of practice," she says.

Power graduated from CNA's Medical Laboratory Sciences program in 1974 and was awarded CSLT (CSMLS) Graduate of the Year for her efforts. She will take the place of current Vice-President Ruben Noseworthy, also a graduate of the same program.

"I hope it brings recognition to the college and that its employees and former graduates continue to take an interest and a leadership role in their chosen profession," says Power.



Robin Power, new Vice-President for the Canadian Society of Medical Laboratory Sciences.

College Dean is honoured

By Chad Harnett

Donna B. Henderson, Ph.D., former Dean of the School of Health Sciences for College of the North Atlantic (CNA), was awarded an honorary lifetime membership to the Newfoundland Pharmaceutical Association (NPhA) in June.

Dr. Henderson's award was decided upon unanimously by the Council of the Newfoundland Pharmaceutical Association. She was given the award based on the significant contribution she has made to pharmacy in the

province as the first and only Director of the pharmacy program at the College of Trades and Technology (CTT).

The council also looked at her contributions as head of the Health Sciences Department at CNA as well as her overall contribution to health care both provincially and nationally.

"It is an honour to be recognized by the NPhA," Henderson says, "for the contribution that I, my colleagues and the College of Trades and Technology made to the education of pharmacists in the province."

According to Donald Rowe, Secretary-

Registrar with the Newfoundland Pharmaceutical Association, approximately 325 pharmacists graduated from the CTT program between 1971 and 1987 – all directly educated by Dr. Henderson, among others. Of these graduates, 276 are still licensed by the association, approximately half of their current membership.

"Our association, and particularly those members educated by Dr. Henderson, is very appreciative of her contribution over the years," says Rowe.

Internationalization Leadership Award

The Canadian Bureau for International Education has named College of the North Atlantic President Pamela Walsh as the winner of the 2004 Internationalization Leadership Award.

This distinguished award recognizes outstanding leadership in the internationalization

of Canadian education and/or the international education profession. President Walsh joins Gynn Hunter from the University of Calgary and Dr. Sudarshan A. Mehta, also from the U of C, as the 2004 recipients of this prestigious award.

She will accept the award at a ceremony in

Ottawa in November.

The Canadian Bureau for International Education (www.cbie.ca) is a non-governmental umbrella organization comprised of more than 200 colleges, universities, schools, school boards, educational organizations and businesses across Canada.



The run in St. John's had a great turn out from College of the North Atlantic – with a team of 30 students, board members, faculty, executive, administration, staff, alumni and friends.

Run for the Cure

College of the North Atlantic was well represented in the Run for the Cure on Oct 3. The team of thirty was comprised of students, board members, faculty, executive, administration, staff, alumni and friends.

Thanks to everyone who participated, donated and sponsored our runners and walkers. In St. John's there were 3,000 participants who raised \$255,123. The national total is \$19.2M with 170,000 participants.

Funds raised through the event will have an important impact on breast cancer research and programs across Canada. Nationally, the Canadian Breast Cancer Foundation (CBCF) partners with the Canadian Breast Cancer Research Alliance (CBCRA), the primary granting agency for breast cancer research in the country.

This support has funded innovative research including the advancement of digital mammography, which produces clearer pictures helping doctors to make faster and more accurate breast cancer diagnoses; a study indicating that the use of Magnetic Resonance

Imaging (MRI) provides significantly more accurate early detection than mammography, ultrasound or clinical breast examination in some women; and the discovery of a genetic "switch" that has an ability to turn cancer on and off. This discovery may provide a new approach to effective treatment and prevention.

Next year's run is scheduled for Sunday October 2. Hope to see you there!



Our own Corinne Dunne, friend of the college Kathryn McKinley, and Board of Governors Chair Moya Cahill were at the run with bells on. And smiles!

Congratulations!

Theresa Pittman, Instructional Design Specialist for Distributed Learning Services in Clarendville, completed a Master of Education (Information Technology) in May 2004. Most recently she received designation as Fellow of the School of Graduate Studies at Memorial University of Newfoundland. The title is awarded in recognition of outstanding academic achievement throughout a graduate program.

Sanat Mandal, Chemistry instructor at Clarendville Campus has had a second manuscript accepted in September for publication in the Bio-organic Medicinal Chemistry Letter. The title of the manuscript is *Biological Evaluation of Novel Estrogen-Platinum (II) Hybrid Molecules on Uterine and Ovarian Cancers – Molecular Modeling Studies*.

Dermot Kelly, English instructor for the College-University Transfer Year program at Carbonear Campus, chaired a panel called *Joycean Hippies, Joycean Punks* at the 19th International James Joyce Symposium in Dublin, Ireland in June. As part of this lively panel he presented a paper entitled *An Irish Emigrant the Wrong Way Out: the Joycean Inheritance in the Punk and Postpunk Era*. The paper and the panel as a whole were well received by both the younger and the more seasoned members of the Joyce community who were in attendance. In fact, one scholar, in a report submitted to the James Joyce Broadsheet, singled out "Joycean Hippies, Joycean Punks" as his favourite session of the whole week-long gathering. Later that same week Dermot appeared briefly on CBC television's *The National* as part of a column by reporter Don Murray about the Bloomsday 100 celebrations marking the anniversary of Joyce's novel *Ulysses*.

White paper submission sent to Commission

After much internal consultation and lots of hard work, CNA has sent its written submission to the Commission on Public Post-Secondary Education.

Dr. Wayne Ludlow, Commissioner, and Cyril Farrell, Special Advisor to the Commissioner, have held stakeholder consultations throughout the province in order to prepare the white paper on Public Post-Secondary Education, as announced in the 2004 Speech from the Throne. It is

expected the commission will submit its report to government early in the new year.

The college's submission makes more than 50 recommendations for improvements to the current system that will strengthen both the public college and university, and facilitate social and economic development in the province.

A PDF file of the submission is available for viewing on our website.

New Appointments

College of the North Atlantic is pleased to announce the appointment of Dr. Azmy Aboulazm as Campus Administrator at Labrador West Campus. He is a professional engineer with extensive experience in both professional and academic fields. His experience involves teaching, course and program development and review, academic administration, and research and development. He has served on the Memorial University Senate as Vice-Chair of Academic Council, as a Chair of School Council, and on a number of academic and standing committees. Aboulazm's teaching extends to four different universities/colleges in the Middle East, Canada and the US.

Aboulazm has experience in the engineering field with tasks such as engineering design, consulting, project management and planning. His engineering experience includes working with heavy industrial companies, R&D corporations, Canadian National Defense Headquarters, and others. He holds degrees/diplomas in both engineering and education.

Dr. Michael Graham has recently been appointed Campus Administrator at our Burin Campus. Graham first joined Burin Campus in 1991 and, as early as 1992 began taking on leadership roles in the campus when he became a member of the Faculty Advisory Committee to the President of Eastern College and the Total Quality Management Advisor for Burin Campus. Since that time, he has chaired the Campus Program Development Committee, and spearheaded the development and delivery of mini-courses for local junior high school students. Provincially, Graham has served on various standing and advising committees (Marine/Fisheries Education, ATAC Biology [Chair], and the ATC Portfolio Development). Since 2000, he has been Instructional Coordinator of the Access Department at Burin Campus.

Graham's District Four nomination for Excellence in Leadership for 2003-04 acknowledges his dedication to the College-University Transfer Year (CUTY) program as well as his recent return to applied research. In the last year, in addition to his teaching and instructional coordinator roles, he has conceived of and prepared funding applications for a major research enterprise entitled "A Wave Powered Pumping of Seawater for On-shore Use and Electrical Generation." This three-year venture,

involving faculty from the CUTY, Technology, and Trades departments at the campus, the local development board, and the fishermen who make up Lord's Cove Harbor Authority, was successful in gaining \$500,000 in funding from the Atlantic Innovation Fund of ACOA.

We would also like to announce that Jennifer Langdon has been temporarily appointed as Comptroller at our Headquarters in Stephenville as a result of a recent competition.

Jennifer replaces Dean Batten, who had been temporarily appointed to this position and who returned to St. John's as Financial Officer for the campuses in that that area.

Gary Tulk has been appointed Campus Administrator (Intern) at the Engineering Technology Centre at our Ridge Road Campus.

The purpose of the internship program is to develop a pool of potential managers from employees within the college who wish to explore their options and readiness for such positions. This will ensure that when the college needs to recruit administrative positions during the next few years, a pool of qualified and prepared internal candidates is available.

Internships are filled through competition for a one-year period, and successful candidates are exposed to many developmental opportunities, including workshops, participation in senior management meetings, intense mentoring and coaching, participation on college teams, and specific campus-based assignments.

Gary has worked for the college for the past 20 years and has most recently been involved as the Project Facilitator for the First Year Engineering Technology Program Review. Previously to this he was an Instructional Coordinator. Recently Gary was awarded the President's Award of the Association of Engineering Technicians and Technologists (AETTNL). This award is given in recognition to an individual who advances the profession of applied science/engineering technology and the professional recognition of certified technicians and technologists in a manner that serves and protects the interests of industry, its members and the general public. Gary is also a member of the Certification Review Board, the Technical Education Board, and is an elected council member for the Avalon Region for AETTNL. Provincially Gary has been

involved with Skills Canada as a past provincial Chair and is currently a National Technical Director for the Atlantic provinces. As well, Gary is a member of College Academic Council and most recently a member of the national Petroleum Human Resources Sector Council.

Joanne O'Leary has accepted... and has already jumped in to the position of Product Resource Coordinator (PRC). In this new role Joanne will be working very closely with the Business Development Officers (BDOs) and coordinating efforts with the School Chairs, Centre for Organizational Leadership and Development, programs personnel, college faculty and outside organizations to help anticipate, identify and secure training curriculum, instructional resources and materials to meet client's needs through Corporate Services. Joanne's role will be key in supporting proposal development, identifying new markets and offerings and helping us better understand our current and potential clients. Joanne moves to this position following a very successful tenure in Continuing Education.

Gary Myrden and Sharon McLennon have each accepted their new positions as Business Development Coordinators (BDC). In this new role both Gary and Sharon will be working very closely with the BDOs and Campus Administrators supporting their efforts in identifying and securing new business opportunities.

The role of the BDCs is to put the tools and mechanisms in place for our approach to the market and to provide coaching and support for identifying prospects, developing relationships, advancing the sales cycle, and growing our revenue base. Gary and Sharon will have a split in geographic coverage - supporting the BDOs in their respective regions (geography to be finalized). Gary moves to this position following his most recent assignment as BDO for the Engineering Technology Centre.

Sharon is a new addition to College of the North Atlantic and joined us in August from the private sector as the Owner/Operator of Fusion Communications.

We wish to extend our sincere congratulations to everybody on the occasion of their new appointments.

Alumni association offers speakers series

College of the North Atlantic's new alumni association has been quite active since its inception last spring.

Most recently, the Office of Alumni and Advancement has created the Alumni Speakers Series. Its purpose is to bring alumni to CNA campuses to create interest and involvement in the burgeoning alumni association, to reconnect alumni with the college, students, instructors and one another, to offer alumni the opportunity to help students and to share their experiences, to help students learn from and network with alumni, and to connect and develop relationships with alumni in industry.

The Office of Alumni and Advancement has devised a strategy, says Manager Laura Edwards. A strategy to suit the needs of individual campuses.

"Each campus may tailor the event to suit the size and interests of student and community population," says Edwards.

"They may have one speaker for each program, one for each discipline within a program, or one speaker per campus. The choice is yours!"

Forms for planning the event can be attained at the Alumni Office.

Edwards offers some ideas for inviting speakers. One option is to invite an alumnus

to a classroom during class time or lunch hour session to present on a program specific topic.

"You could have an alumnus who is a member of applicable professional organizations such as the Music Industry Association of Newfoundland and Labrador," she says.

A campus could also invite an alumnus to speak during College Open House as an ambassador of the value of their college education.

"They could perhaps offer insight and guidance to students seeking employment upon graduation."

Campuses could also invite alumnus to speak during fall assembly, graduations, winter carnival, career fairs or other times when large groups are gathered.

"Goose Bay and PPD campuses did this at orientation and was very successful," says Edwards. "The graduate spoke about the resources available to students and how to succeed and translate that success into employment after graduation."

The audience may consist of students and instructors only or may extend invitations to alumni and the public depending on campus.

"We also hope CA s will invite and encourage students, faculty, staff and the community to attend," says Edwards.

Role of the Campus Administrator

- The role of CAs is to introduce and promote this initiative to coordinating instructors, faculty, student services and class leaders, to recommend a speaker and complete the attached form, or sign and submit a form submitted by faculty or staff

Role of Faculty and Student Services

- Identify/recommend a speaker and complete the attached form to Alumni Office
- Invite and encourage students, faculty, staff and the community to attend

Role of Student Council and Class leaders

- Promote event and encourage student participation
- Suggest speakers

Role of Alumni Office

- Promote this initiative to college faculty, staff, students and alumni/community through website update, posters or invitations (will vary by campus and event)
- Help locate alumni where possible
- Coordinate the speakers' attendance and event with the campus (if requested)
- Provide the Alumni Speakers Series banner for the event
- Provide thank you gift for the speaker
- Attend the event (when possible)



John Harnett is the new President of Canadian Association of College and University Student Services

Counsellor elected president of CACUSS

By Chad Harnett

The Canadian Association of College and University Student Services (CACUSS) has found a new president in John Harnett, counsellor at College of the North Atlantic's Ridge Road Campus in St. John's.

Particularly significant is the fact that Harnett is the first ever member of the Canadian college community to be elected as president of the association.

"I'm delighted," he says. "Particularly in being the first person from the college system in Canada to be elected to the position."

This year, there were two candidates who ran for the position. The successful candidate was then chosen based on a vote conducted by association members.

Harnett hopes to bring recognition to the college through his new position.

"One of the biggest advantages that being President would bring to the college would be one of profile," he says.

"CACUSS is quite university oriented and those of us from the colleges have been working to get more representation from this constituency for a number of years."

He believes now that the association's president is from a college system, it will encourage more colleges to join.

"Another thing I hope for is a new appreciation of professionals who work in the college system," says Harnett.



New faculty front from left, Marty Madore (Bay St. George), Craig Roberts (Corner Brook), Gregg Cutler (Bay St. George), Mike Furey (Baie Verte), Louise Dawe (Gander), Sean Burton (Corner Brook). Back, Glenn Kirby (facilitator), Ray Skinner (Bay St. George), Robin Sellars (Carbonear), Oral Roberts (Corner Brook), Bill Kosar (Burin), Melanie Collett (Happy Valley-Goose Bay), Joan Bannister (Gander), Cheryl Hayden (Bay St. George), Sheldon Brown (facilitator), Jim Marsden (facilitator). Missing from photo: Stephen Parsons (Bay St. George) and Lori Simms (Port aux Basques).

COLD holds new orientation

In August, 14 new employees attended the first-ever provincial Teaching and Learning Institute for New Faculty at CNA. This event was hosted by the Bay St. George Campus, and facilitated by coordinators with the college's Centre for Organizational Leadership and Development (COLD).

A variety of resources were utilized, including material from the League for Innovation's Learning Exchange Networks

(LENs) program. The relevance of this program content had been validated by five CNA review teams earlier this year.

Specific topics included: Environment Scan – CNA, Principles of Adult Learning, Program Planning, PIRS, Lesson Plan Development, Delivery Techniques, Evaluation, Mentoring, Professional Development, and Navigating the College's Website.

Participants also had the opportunity to

meet several members of the College Executive and a number of Academic Deans.

Participants' feedback was very positive. The facilitation team will meet with senior management in the near future to review the content and process, as well as to discuss how to accommodate those new faculty members who were unable to participate in this event.

Wave Powered Generation Project

By Melissa O'Quinn

Have you ever heard the saying, 'the sky's the limit'? Well, what about the sea? Isn't that a place of infinite potential too?

Dr. Michael Graham seems to think so.

In November of 2003, based largely on his daughter's science-fair project, Graham, along with team members Keith Howse, Tony Calderon, Aaruun Arunachalam, Dennis Walsh and Leon Fiander opened the Centre for Ocean Wave and Aquaculture Research in Lord's Cove, on the Burin Peninsula.

In partnership with the Lord's Cove Harbour Authority, the college's new centre has become home to the larger than life idea Graham's daughter, Sarah, helped him create – a wave powered generation pump.

"We are anxious that this project will be the first of many to be carried out at this site," says Graham.

The three-year project will see the development of a low-cost, low-maintenance wave-powered pump that can be used to deliver seawater for use in onshore operations such as

aquaculture projects and fish plants.

Graham, along with a professional team of scientists, engineers, industrial tradesmen and rural fishermen, realized that shore or platform-based generators spend too much money due to these types of systems using a lot of electricity to pump the water. The wave-powered pump will not only eliminate this cost, it also utilizes the flow of used seawater being returned to the ocean as a source of power generation.

For this project, there will be three 10,000-litre fish production tanks installed in the new centre, which, according to Graham, also houses all the computers and equipment to be used in monitoring water temperatures, pressure, flow rates and so on. The tanks will be held at different water flow rates and oxygen levels while fish health, production rates and organic pollution production at various fish densities are studied.

The majority of the funding for the estimated \$500,000 project was provided by the Atlantic Canada Opportunities Agency (ACOA), with the remainder provided through CNA, the

Lord's Cove Harbour Authority, Human Resources Development Canada and the Schooner Regional Development Corporation.

"We are in the final construction stages of our first prototype – the main pump, and we expect it to be in water by the end of November," says Graham.

Of course some things likely won't work as well as they should, but seeing as this is the first time something like this has been constructed, Graham is optimistic everything will run fairly smoothly.

It is hoped that once the project concludes in the fall of 2006, Lord's Cove will see the economic benefits it has been waiting for, and other coastal communities won't be far behind.

It's possible that wherever there are sufficient waves, there will be a wave-powered generation pump – or as Graham appropriately likes to call it, The Sea Activated Reciprocating Action Hydraulic Semi-submersible Pump – SARAH'S Pump.

Success... what is it ?

By Charles Hollett, Welding Instructor, Burin Campus

Success means something different for everyone. To a child, taking his/her first step is success; to a stroke victim, any normal movement is success. To me success is overcoming the hurdles that are placed before you either by yourself or by society as a whole.

A decision to drop out of school in Grade 8 can hardly be recognized as a step in the right direction; however, this is just what Danny Legge, a Welding (Entry) student at Burin Campus did.

Danny found employment in the construction industry and from there he moved to the deck of a fishing boat where he labored to find

financial freedom for himself and his family. After eight years of sea-sickness and a need to stay on dry land, Danny enrolled in the Adult Basic Education program at Burin Campus in September 2002. The following year, Danny enrolled in the Entry Level Welding program at the campus.

Danny's journey through the Welding program has been remarkable. He is an outstanding student – and person. His dedication, positive attitude and will to succeed has brought him the success he rightly deserves.

Danny is a member of the College Honor Society, passing all courses with a pass mark

of 80 percent or greater, and he has completed the program in less time than is normally required.

Recently Danny competed in the Provincial Skills Canada Competition in St. John's and won a Bronze Medal. In addition to his other accomplishments he has passed the 1GF welding test for the Canadian Welding Bureau Certification for (S) classification of welders.

Danny says: "If you want something bad enough you can get it."

Congratulations Danny!

College and the French Shore

By Gary Peschell
Labrador West Librarian

This past June, I attended the fourth French Shore Conference in Baie Verte on behalf of College of the North Atlantic. This was to discuss and share information on the French Shore, an area of the Newfoundland coast where France had a seasonal inshore cod fishery for some 400 years.

Mornings were for presentations and discussions, afternoons were for touring French sites, while evenings were for entertainment. The conference was arranged by The Petit Nord Society, a local organization that promotes the French Shore as a tourist attraction.

Presenters at the conference included Olaf Janzen, Professor of History at Sir Wilfred Grenfell Campus of Memorial University, Selma Barkham, a scholar on the historic Basque fishery, Michael Wilkshire, Professor emeritus of French at Memorial University, Susan Flanagan, a free-lance journalist with an abiding interest in Newfoundland culture and history, and Robert Cormier of the Francophone Association on the West Coast of the province.

I began research on the history of the French Shore to use as a theme in developing attractions with historic signage and interpretation centres in 1995. The research took place in Baie Verte through the (now-defunct) Dorset Trail Tourism Association. Shortly after, in the summer of 1996, we had a French Shore Interpretation Centre in the loft of the Miners' Museum in Baie Verte. The displays consisted of copies of old French maps and documents and archaeological artifacts on loan from the provincial museum.

In the summers following, we undertook similar projects, with displays in the lobby of the Baie Vista Motel and in the out port communities of Fleur-de-Lys and La Scie. In 1997, two students were hired to do a survey of historic French sites on the peninsula. They gathered their information largely from local residents, most of which had been passed down by oral tradition.

In March of 1999, I did a tour of Maritime Museums in France under the Canada-France Museum Accord. That December, we organized a dive in Barry's Cove (north of Fleur de Lys) to look for a pirate ship (with no

luck) and to check on some cannons at the bottom of Coachman's Cove. We managed to bring along a crew from CBC Television that did a piece which aired a few nights later on *Here and Now* (complete with underwater footage).

That was but one of many initiatives to promote the French Shore through the media. Virtually every season we sought to get articles about our activities in newspapers like *Nor'wester*, *The Western Star*, and *The Telegram*. In addition, an article about the students' survey in the summer of 1997 published in *The Trident* prompted a query from Dominique and Jean Pol Dumont of the Breton port of Binic. Discovering the article on the Internet that mentioned the grave site of Jean Marie Le Mee of Binic in Coachman's Cove, they wondered if he had any descendants in the area. There followed a host of e-mails and in July there was a Le Mee family reunion in Coachman's Cove.

After a period of gestation we contacted History Television in 1995 about doing a possible documentary about the French Shore of Newfoundland. As luck would have it, Lynx Images, a Toronto film company, was just beginning work on a film about Newfoundland for History Television. I then became involved in their project as an unpaid "consultant," providing background information on the historic French fishery and putting them in touch with historians and archaeologists across the province. The finished product, called *Vanished in the Mist: The Lost History of Newfoundland*, finally aired on History Television this past July.

While it has been really great to be involved in this French heritage activity on behalf of the college, I'm hoping that CNA can continue such involvement through interested members of the college staff. This can be done through research on the French heritage in regions across the province and sharing the results with other interested individuals and organizations. Virtually every campus is situated in a region that has links to the French heritage of Newfoundland and Labrador. Organizations devoted to the study and promotion of our French heritage are to be found on the West Coast, the Great Northern Peninsula, the Baie Verte Peninsula, and Placentia.

If anyone would like to follow up on this, please get in touch with me at the Labrador West Campus before June 2006.

Newfoundland and Labrador, the perfect FITT for college instructor

By Stephen Lee

Be careful what you wish for. It's a saying that's not lost on Bill Kosar, one of College of the North Atlantic's newest faculty members who teaches the Forum for International Trades Training (FITT) Business Administration program at Burin Campus.

Formerly a lawyer with his own practice in Ontario, Kosar had found himself in the situation you find many successful law practitioners – working 100 hour weeks, and taking his work with him wherever he went... even on vacation.

Then one day a colleague suggested he consider teaching.

"I had taught at Ryerson University before and enjoyed it so I took a part-time position with Sheridan College and soon after, other positions at other colleges followed," he says.

Kosar loved teaching international law, but before long he found himself in a similar situation as before.

"I was teaching for three different colleges and was spending the better part of my day travelling to and from work and between campuses," he says. "I enquired as to when I could expect to get a permanent, full-time position and was told it could take up to 10 years! I didn't have 10 years to wait."

Kosar wished he could spend more quality time with his wife Michelle and their two children. Then one morning he checked his email, only to find a message from the Forum for International Trades Training advertising the faculty position at College of the North Atlantic.

"I applied for the job, not really thinking anything would come of it," he says. "Then I get the call that the college is interested in interviewing me for the position."

Kosar had never been to Newfoundland and Labrador, and his pre-conceived notions of the province – formed through the stories of relocated Newfoundlanders – proved to be highly inaccurate.

"I was expecting Guatemala North," he says. "I was told everybody drove rusted out pick up trucks and everyone was very poor, but that's obviously not the case – in fact, I have a 14-year-old Volvo and think it may be the oldest car on the island! I never knew how beautiful this place was – the trees, moun-

"I was driving along the 401 on my way home from the airport and the traffic was terrible and all I could see for miles and miles was concrete and buildings... I decided then that I couldn't live there anymore. I made up my mind to move to Newfoundland."

tains, rivers and ponds – it's all incredible."

Kosar's first visit was a bit of a fact-finding mission for him and on his flight back to Toronto he wondered to himself if he could really live in a province such as Newfoundland and Labrador.

"I was driving along the 401 on my way home from the airport and the traffic was terrible and all I could see for miles and miles was concrete and buildings... I decided then that I couldn't live there anymore. I made up my mind to move to Newfoundland."

An avid sailor, Kosar has now purchased a home in Burin – only minutes from the ocean – and will begin looking for a boat so that he

and his family can visit the numerous outposts that dot Newfoundland's coastline next summer.

"I will get a sailboat, but likely only a small one as I've discovered the wind out here is strong enough to blow your skin off!" he laughs, saying he will opt for a larger cabin cruiser for longer ocean voyages and family outings.

For now Kosar is looking forward to getting back to teaching – for only one college – and settling into his new surroundings.

"We have a lovely private spot and plan to do some renovations, put in a nice garden to enjoy and so on, but my traveling is not completely over," he says. "There are plans to offer the accelerated FITT program and this may take me around the island and to Labrador."

The accelerated program is done over a weekend and can be customized to suit the needs of any business or organization. The regular FITT program consists of eight courses that Kosar is teaching at the Burin Campus, but also via video technology to students at St. John's and Labrador. For more information on the FITT program visit www.fitt.ca or College of the North Atlantic's website www.cna.nl.ca.

"The FITT designation – Certified International Trade Professional – is becoming recognized as the standard in Canada," says Kosar. "Many employers who do work internationally are now insisting their employees have it."

Kosar has been involved with the FITT program since 1995, and since that time says he has seen the value of having such training steadily increase.

"Globalization is upon us," he says. "We can't avoid it. And whether you like the idea or not, we have to live with it and try to make the best of it... we have to reap the benefits and take advantage of the opportunities that globalization is providing. The FITT program provides an excellent foundation of knowledge to allow people to do this."

Sustaining Rural Communities: An Educational Affair

By Jim Marsden



Jim Marsden is a Coordinator at the college's Centre for Organization Leadership and Development.

“Theoretically speaking, a white paper review is simply a process for evaluating ‘what is’ as a means of substantiating ‘what should be.’ Politically speaking, however, the process has historically been viewed as an opportunity to streamline services and cut government costs.”

The old man and the sea. Regardless of the season, or the weather, or the day of the week, he sits quietly on a big rock between the shore and the endless ocean that begins at the water's edge of Bay St. George. Just sitting, watching, resting, reflecting about his past, perhaps, examining his present, maybe, or simply contemplating his future. Who knows... his thoughts are his own... but the splendor of his surroundings is a catalyst for my own reflections.

The air is charged with the scent of salt and moisture as I walk along the beach near the old man and the sea. I hear him murmur, so I turn my eyes to his weathered form. “Have you ever stood in the sand at the water's edge,” he asked, “and experienced the power of the waves?” “Interestingly, it's not the power of the white water around my ankles that makes me lose my balance,” he said, “but the relentless way that the waves keep eroding from beneath the surface.”

My early morning visits to the beach are not unlike those of the old man and the sea. I, too, cherish the serenity of my surroundings as a means of reflecting on my past and contemplating my future. Unlike the old man, though, my thoughts on this morning are consumed more with current issues that affect those of us who strive to make a living in this place.

My thoughts wander from the silence of the ocean roar as the sun's comforting warmth lulls me into immediate musing about a story aired earlier in the morning on a local radio show. A story about government's ‘white paper’ review of public post-secondary education in the province.

Theoretically speaking, a white paper review is simply a process for evaluating ‘what is’ as a means of substantiating ‘what should be.’ Politically speaking, however, the process has historically been viewed as an opportunity to streamline services and cut government costs.

In today's fiscal climate, public post-secondary institutions around the country are caught between a rock and a hard place. This is especially true here in Newfoundland and Labrador where both Memorial University (including Sir Wilfred Grenfell College and the Marine Institute) and College of the North Atlantic have had to address substantial budget reductions while continuing to provide adequate service in an extremely competitive marketplace.

In particular, according to the story, College of the North Atlantic has been hard-pressed to provide traditional core instructional services to the students knocking on its doors, let alone attempt to participate in the broader rural development agenda that has been advocated by the William's administration. Yet it is precisely this agenda - a commitment to rural community development, workforce training, educational access, and business development - that can potentially support the province in rebounding from its current quandary.

In an effort to build economic prosperity and create sustainable opportunities, rural communities in this province face an age-old dilemma: they cannot attract or create jobs without an educated workforce and they cannot retain educated workers without a vibrant and healthy economy. College of the North Atlantic, unlike any other institution in the province, is uniquely positioned to address both sides of this dilemma. By building functional partnerships with development organizations, municipalities, and others, the college is already strategically positioned to play a lead role in supporting government's mandate to build a stronger rural economy through accessible, affordable education, workforce training and community capacity building.

The Newfoundland and Labrador public college system already has the capacity to facilitate and mediate, if necessary, new ways of thinking about rural community development in places that have been traditionally isolated from cutting-edge ideas. It already has the

potential to support the start-up and success of local business through entrepreneurship education and small business assistance. It is already uniquely positioned to develop relationships with local industry to provide workforce training and take a more active lead in enhancing regional development initiatives. It has the capacity but it is underutilized!

Many community colleges throughout North America have gone beyond traditional education and training to play an important role in support of local economic development. They are strengthening the foundation for economic development in their communities and regions by building capacity, promoting regional cooperation and supporting small business initiatives. As a widely trusted, politically neutral, provincially-based institution, College of the North Atlantic, in my estimation, is academically endowed and geographically positioned to act as conveners, bringing together leaders from business, government, education, and other community organizations to chart a common regional vision for the future.

If government is serious about streamlining educational services in this province they must consider eliminating an environment where a potpourri of provincial departments and agencies continue to compete for training funds that were historically allocated to post-secondary institutions. The question begs to be asked, for instance, whether government departments and quasi-government agencies are appropriately suited, theoretically mandated, or even philosophically inclined, for that matter, to be building community capacity through education and training. Should this component of the rural development process not be a collaborative approach led by credible educational institutions as opposed to a competitive free-for-all?

Rebuilding devastated communities and revitalizing the regional economy(s) of Newfoundland and Labrador has already proven to be a daunting and difficult task. In addition, the complex arena of competitive players - government, regional economic development boards, municipalities, the university, the college, and others - has not made the process any easier. It takes more than good intentions to rebuild an economy, especially in places that have lost their traditional job base and

have no obvious prospects for the future. To survive, and more importantly, to flourish, those communities and regions must develop a new economic core based on distinctive assets that can make them competitive in the larger economy. This requires insight and vision that goes well beyond the traditional community economic development work of recruiting a plant to fill a vacant building.

A new consciousness normally precedes change and that has not yet been fully realized in Newfoundland and Labrador. Simply attempting to revitalize our rural economy through a myriad of haphazard social and economic development initiatives is no different than unleashing a surly bull in a china shop. Broken economies and shattered communities are evidence of this!

Exposure to new and innovative ideas and a raised awareness of a community's need for new direction is an essential first step in the development process. Providing learning opportunities that both expand a community's vision and dispense concrete knowledge of successful practices is absolutely essential. This crucial first step cannot be left to chance, or assimilated in a piecemeal fashion, or undertaken by ill-prepared government agencies, or coordinated by a weak-kneed public post-secondary education system.

The library at Confederation Building is jam-packed with white paper reviews and departmental evaluations. Some have proven immeasurably beneficial in forging government policy while others have not been worth the paper they are written on. Let's hope that the current White Paper on Public Post-Secondary Education not only recognizes the fragility of the existing system but also acknowledges the potential benefits of halting the erosion of services as a means of reinvesting in the sustainability of rural communities in this province.

You see it's not the power of the white water around our ankles that makes us stumble and fall, but the relentless way that the waves continue to erode from beneath the surface. How can one argue with the old man and the sea?

“Many community colleges throughout North America have gone beyond traditional education and training to play an important role in support of local economic development. They are strengthening the foundation for economic development in their communities and regions by building capacity, promoting regional cooperation and supporting small business initiatives.”



CNA volunteers with Habitat for Humanity

In August 2004 over 500 volunteers did something extraordinary. They built homes for six families in St. John's. The volunteers were mostly from the St. John's area but included several from across Canada and the United States.

We congratulate the team of CNA faculty and staff members who participated in this build blitz on Wadland Crescent.

Ed Power, Laura Cowan, Merv McIntrye and Laura Edwards worked on the site - building, painting, plastering and landscaping.

And the hundreds of volunteers were fed three times a day - thanks to our own Ulrich Hochwald and Brenda Newhook and their team of food services providers which included Ruth Benson and Bala Murthy from CNA.

Congratulations and thank you to all for sharing your skills and talents and promoting the community spirit of College of the North Atlantic.

If you are an alumnus, student, retiree, faculty or staff member who participated and were not mentioned above please let us know -- we'd like to hear about your participation! (Email us at alumni@cna.nl.ca)



Currents Survey

Hello to all Currents readers! There has some debate about whether Currents should be an employee-focused internal publication - for employees - or one that also includes material on and for students. What do you think?

Please keep your eyes open and as you read this issue, think about what would make this a better publication. Should it be printed? Should it have a wider distribution? Should it be distributed to external stakeholders? Should there be another similar publication that could be geared more for external stakeholders, including students?

So many options! We will soon be developing a survey to ask these very questions, and others, about what you would like to see in Currents. We value your opinion, as this is YOUR publication. We ask that you take the few minutes of time it takes for you to give your input on these and other aspects of our newsletter.

Expect to see the survey in the very near future. We look forward to hearing from you then, and all year 'round!

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