

College has first two WebCT Certified Trainers in Canada

The college's Kevin Deveau, Instructional Design Specialist, and Maisie Caines, Faculty Development Specialist, have become Canada's first WebCT Certified Trainers.

WebCT is the world's most popular Web-based learning system. More than 148,000 faculty members at nearly 1,600 colleges and universities are using WebCT products and services enrolling some 6 million students world-wide.

Both Caines and Deveau have been using WebCT since its inception and have presented papers on its use at international conferences. Caines was a college pioneer in online course development using WebCT. Her role involves the delivery of



Maisie Caines



Kevin Deveau

WebCT training and support to college faculty as well as external clients and partner institutions. She is currently researching international examples of best practice in online course delivery in a project funded by WebCT.

Deveau's main role as instructional design specialist is to assist faculty and clients in the conversion of classroom learning to an online environment. He is currently working on a project with North Atlantic Refining as well as providing support and guidance to college instructors who are developing or delivering online courses. Through the Distributed Learning Centre, Deveau has also done instructional design and multimedia consulting work for international clients in Ireland, India and Africa. Deveau has also developed a WebCT course designed to teach faculty how to use the online service and explore teaching strategies.

In their roles at the Distributed Learning Centre, Caines and Deveau have offered training to college faculty at a number of campuses, the Centre for Nursing Studies, Memorial University of Newfoundland, Telemedicine, Marine Institute, STEM~Net, and Discovery Collegiate High School.

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Money raised for charity

Staff members at the Grand Falls-Windsor campus would like to thank everyone there who helped make their Christmas Raffle a great success, especially the student council who spent many hours gathering donations and selling tickets.

A total of \$686 was raised and the money was donated to the Happy Tree and the local food bank.

The Arts on Campus

By Wade Pinhorn

For this article, let's focus on two programs at the college that are definitely artistic by nature, namely Visual Arts and Music Industry and Performance.

Professionals from outside the college structure meet in focus groups to advise us as to the skills required by industry, and the college in turn creates programs to address this demand. With the arts recently identified as a major contributor to the province's Gross Domestic Product, the college has become a key player in the art industry.

Both of these programs are very intensely creative and students are required to produce work in many areas and present this work to peers and public in the form of exhibitions and concerts.

In the case of Visual Arts, works by the students are actually for sale at the exhibitions. I have purchased some beautiful sculptures myself. Many of the

Bay St. George campus buildings are adorned with work from these students. In the case of Music Industry and Performance students, the work is presented in the form of free concerts as well as larger shows with a minimal admission charge. In each case, there is a dollar value placed on the students' work, empowering the students with a sense of potential for a viable income upon graduation.

It is difficult to integrate the idea of a "work-term" for these students. They are destined to become independent entrepreneurs. These concerts and exhibitions are as close as they get to a work-term. The benefit of these events however, is that they help to develop the organizational skills required in order for graduates to succeed independently in the work force.

The Music Industry and Performance program's curriculum contains more business-oriented courses than Visual Arts,

but the focus of the program is to train students in areas outside of their art form as well as the development of musical skills. It is a combination of creative and entrepreneurial skills that is the formula for success in the world of art.

With programs such as these, College of the North Atlantic is leading the field in public sector artistic training. We are supplying the workforce with students who have acquired the technical, artistic and business skills requested by industry and art is indeed an industry. By supporting the arts in this manner, the college is also breaking down common misconceptions regarding the "artist". With the type of training available to artists here, they will no longer be viewed as a burden to society, but rather as strong contributors to our province, both economically and aesthetically.



Students at the Prince Philip Drive campus didn't let the St. John's snow get them down.

Instead they went to work and created some incredible snow sculptures on the campus grounds.

The sculptures lasted just long enough for our own Harold Baker to capture these terrific shots.



College campus holds first Cultural Awareness Day

By Bonnie McLean - reprinted from The Labradorian

A day was set aside in February at the Happy Valley-Goose Bay campus of the College of the North Atlantic to promote respect for Labrador's various cultures.

"Labrador is really a reflection of what Canada stands for, in regards to a pluralistic society," said campus district administrator Bob Simms.

"One of the extremely important things we all need to do is respect each other's cultures and the value systems of all the cultures. That's very important for us to be promoting as a college and it's very important for our students to also have that respect for various cultures of Labrador."

The college delivers a two-day cultural awareness workshop to students and local provincial employees. That's how the whole idea to hold a Cultural Awareness Day came about, said Mary LeBlanc, a member of the organizing committee.

"We have International Week in the college system, so we thought it would be nice to recognize our own cultures here at the campus - to have a day where we looked at ourselves," said Ms. LeBlanc.

College students and staff members were invited to dress in traditional clothing of their culture, or bring in traditional items to be placed in a display area set up at the college's hospitality room for public viewing.

"The students seemed to be interested in it - some of them dressed up," said Ms. LeBlanc. "Maybe if we have it again next year, there will be more participation."



The Happy Valley-Goose Bay campus of College of the North Atlantic held a cultural awareness day recently to promote the different cultures within the region. Shunee Byrne (top) dressed in traditional Innu dress to promote her culture. She's shown here standing in front of a model of a shaking tent, which is one of the most important symbols in the yearly cycle of harvesting and ritual activities of the Innu people of Quebec and Labrador. Mary LeBlanc (left), dressed in traditional Inuit clothing and displaying an ulu, was one of the organizers of the cultural awareness day. (McLean photos)

The college's cafeteria also served up traditional foods for the occasion, including caribou stew, Arctic char, flummies and fish and brewis. Students from the college's Learning Centre in North West River also took part in the day by making Innu and Inuit donuts.

Mr. Simms said, for the most part, students at the college have a deep respect for each other, no matter their cultural background.

"For the most part, we do see the respect, but cultural awareness is still something that we need to continually promote," he said.

Corrections

In the last issue of *Currents* there were a couple of errors in the Doug Cole story. The phone number published for ordering a copy of his book on Rhodes Scholars was incorrect. It should have been 1-877-995-2920.

Also, in the same story it stated former Newfoundland Cabinet Minister John Crosbie was a Rhodes Scholar. In fact it was John Crosbie's son Ches who has the distinction.

Grewal retires after 33 years

On February 8, after 33 years of dedicated, efficient, professional teaching, Mohinder Grewal, instructor extraordinaire, walked through the doors of the campus at Prince Philip Drive in St. John's... as an instructor... for the last time.

Those of us left here at the campus already miss that unique style that is Mohinder's very own: his gentleness and respect, his unhurried, patient way of explaining things to students and colleagues alike, and the very obvious delight and satisfaction he got from teaching his students.

Mohinder started his teaching career in the province in 1967 when he was hired to teach Math and Science at the District Vocational School in Port aux Basques. In 1970, he moved to the Vocational School in Gander and in 1975, he started work at the College of Trades and Technology on Prince Philip Drive in St. John's. He has had about three different employers since then, although he has been doing pretty much the same thing, in the same place.

"Mohinder has always been able to get things done exactly the way he would like them, but he rarely upsets anyone," says a colleague who shared his office, but would like to remain anonymous.

"For example, his corner of the communal office, delineated by two (very) movable walls, was an oasis in an otherwise chaotic room of nine other instructors. This 'corner' became gradually and suspiciously larger; this 'separate peace', only 6' x 6' in 1975, had expanded to the point that



Mohinder Grewal

only four instructors could work comfortably in the office! I would like to add that I don't think I ever saw Mohinder make a pot of coffee."

A Short Interview

Int: Mohinder, what is uppermost in your mind, with tomorrow being your last day at work?

MG: To tell you the truth, I wonder if, when I walk through that door tomorrow... I wonder if I will lose my identity... that essential part of me that makes me Mohinder. I have spent so many years here and enjoyed it all, for the most part. I enjoy going to work in the morning. I enjoy the students... they keep me young. I enjoy my colleagues... they keep me on my toes. And so, I wonder, tomorrow when I walk out of here, who will I be?

Int: Any plans?

MG: Lots of ideas, but no real plans right now. We'll see how things go.

Int: What do you think you will miss most?

MG: Most definitely I will miss my students. They have kept me young at heart... they are wonderful, energetic, and unpredictable. I shall definitely miss teaching them and learning from them. And of course I'll miss my colleagues... a wonderful, unpredictable group, too. But professional.

Int: You must have seen quite a few changes in 33 years. Would you comment on what you see as the most critical ones?

MG: Let me provide a perspective... a frame of reference: When I started here, Joey Smallwood was Premier; this building was a college, not a campus; our headquarters were down that hallway, not on the other side of the province. Yes, I guess you could say there have been some major changes. Now I am one day before retirement at a very large college with many campuses: College of the North Atlantic. Even though I have had many different employers since I started teaching, I haven't actually moved anywhere since 1975... well, a few inches here and there with my movable office walls. My last assignment, the one I have had for about 12 years now, was with the School of Business... a good place to finish. I have had two excellent managers there: Bruce Baker and Gail Gosse.

As for other changes... well there were no computers, of course, when I started teaching here. I suppose they are a good thing, but I would like to see students have much more understanding of the basics before using the computers. Sometimes,

Con't on next page

College under new department

With the recent cabinet shuffle comes a new minister and department overseeing post-secondary education.

Sandra Kelly, former Minister of Industry, Trade and Technology, was named Minister of the new Department of Youth Services and Post-Secondary Education.

The new department will focus specifically on developing the potential of the province's youth providing an avenue for their concerns to be heard within government.

It will also strengthen the focus on developing the potential of the province's youth to access opportunities associated with the new economy and to improve their capacity to participate in and gain from economic development.

The department will also focus on the province's post-secondary education system, to improve access and affordability, and to enhance the academic and technological excellence of graduates and course offerings, as an essential component for achieving social and economic progress.

In addition, it will work towards enabling the post-secondary institutions to assume a position of leadership nationally and internationally in teaching, research and development to support economic development and build recognition for areas of specialized knowledge and expertise.

Among other things, the department will also provide a



Sandra Kelley

mechanism for input into the social and economic needs of youth; have responsibility for career development to improve chances for successful labour market attachment; administer student loans and financial assistance; focus on marketing the province's post-secondary educational services and products nationally and internationally; administer apprenticeship training and provide for the development and monitoring of industrial training programs; and provide for the operations of the public library services throughout the province.

The Department of Education will continue to have responsibility for the Kindergarten to Grade 12 education system as well as for Literacy.

Mohinder con't from page 4

I feel that perhaps computers make it too easy. I don't know, I guess there's a positive and a negative for everything - if you'll forgive the mathematical point of reference.

Int: Any regrets?

MG: No, not really. I have enjoyed my work here. My family is well. My wife and I do not have any real plans, although I am sure she hopes that I do get something to occupy my time. My son and daughter are doing very well: one in research and one in medicine. I have a lot to be thankful for. Of course, there's my pension too.

Int: Well, Mohinder Grewal, thank you very much for sharing your thoughts with us. I am sure that when I say "Take care, and God bless" that I speak for everyone that has had the pleasure of working with you.

Take care and God bless.

Three correspondents still needed

Currents has had to say good-bye to its first correspondent (literally) as Jeff Mercer, who worked in the library at the Gander campus, has moved to Halifax, Nova Scotia.

The Currents staff would like to say thanks to Jeff for all his work.

This now means there is a correspondent position vacant at the Gander campus. If anyone there is interested in filling Jeff's shoes, please contact Stephen Lee at 643-7928, or via email.

We are also still looking for correspondents at the Port aux Basques and Burin campuses.

International Update

College celebrates International Development Week

The International Office at the Prince Philip Drive campus celebrated International Development Week (Feb. 5-9) by opening its doors and inviting staff and students to stop by and learn more about international cooperation, and the college's role in it.

Each day, visitors were greeted with refreshments and a display of information describing the many international activities the college participates in. Staff of the International Office were always on hand to give further details of project work, to explain opportunities for staff and students overseas, and to share some interesting stories about experiences gained through participation in international development.

Visitors were encouraged to find out about international development by learning what is being done right here in their own college. Also, anyone who thought they might have an interest in being involved in future international activities was encouraged to submit a resume to be kept on file, or to take a look at the materials being displayed in the International Office describing opportunities being offered by external agencies.

To cap off the week-long celebration, the office presented prizes to four lucky winners who submitted their names into a draw. This was a week to increase awareness and educate the college community about the many activities, opportunities and benefits international devel-

opment provides. It was a success, with many new and familiar faces visiting the International Office, sharing thoughts and experiences of development issues.

On the West Coast, International Development Week was highlighted by a number of special presentations and lectures to students in the Travel Tourism, Community Studies, and Journalism programs. Topics included "The Role of the Media in Developing Democracies," "Tropical Diseases - Avoiding getting sick on vacation," and a very special interactive multi-cultural immersion delivered by Bay St. George's World University Student Canada (WUSC) Committee, "The Albatrosians." The Albatrosian demonstration placed students in a fictional culture and had them interact with costumed actors. Frank Carroll, Journalism instructor at Bay St. George said, "I liked the way it challenged people to question their own cultural assumptions. I thought it was a valuable experience."

International activities extended into other areas of campus life. The cafeteria served unique global cuisine. There was also a general presentation for members of the college community entitled "How to get an international career."

Special presentations are being planned for Corner Brook campus, including a special discussion on Irish Economics for the college's Business Administration students.

Students gain experience in exotic locations

During this semester, many College of the North Atlantic Co-op students will be gaining valuable professional experience at a variety of different industry locations throughout Newfoundland and Labrador, and perhaps even in other parts of Canada. For five of the college's co-op students, work-placement locations are somewhat more exotic.

Through a project called The Learning Through Service Program, which is administered by the Association of Canadian Community Colleges (ACCC) and funded by the Canadian International Development Agency (CIDA), five co-op students will be completing their work terms in one of three locations: China, India or the Philippines.

Our intrepid students left the familiar surroundings of Newfoundland in early January, eager to experience life in their respective host countries. Now, with more than a month in-country, our five students have started to get accustomed to all of the new sights, sounds and flavours of their new surroundings.

Michael Noble of Nipper's Harbour and Gary Glass of Torbay, students in the Programmer Analyst Co-op program, are spending their co-op term in Thanjavur, India.

Impressed with their hosts, as well as the new surroundings, Gary remarks, "The architecture is phenomenal and so is the history behind it."

International Update

Before leaving Newfoundland, Micheal revealed, "I'd be lying if I said I wasn't a little nervous about the whole thing," but now he reports from India, "Me and Gary have really settled in here now. We have met a lot of people and have made some good friends. As excited as I will be about going home in April, it will still be difficult to leave everyone behind."

Work is keeping Gary and Michael busy, but they have scheduled some free time for site seeing, as Michael describes, giving some insight into what he is really missing from home.

"We have a trip to Bangalore planned for some weekend soon, as well as Pondicherii. We are looking forward to Bangalore because we heard they have a McDonald's there!"

Tammy Patey of Corner Brook, and Jill Miles of St. Teresa's, are spending their term in Chengdu, China. Students of the Environmental Technology Co-op Program, Jill and Tammy arrived in China during Chinese New Year celebrations, a very exciting time of year.

"Everything is going well," says Jill.

"There are so many people and they are going in all directions. We are trying all new foods. Some are good and others, not so good. That is an experience all in itself! The people here are really nice to us. They are trying the best they can to make us fit in."

Tammy agrees.

"When I first arrived I was like, how am I going to stay here for four months. Now, each day



Winners of the prizes handed out at the Prince Philip Drive campus during International Week are, from left, Bill Haynes, Deanne Hulett, Pat Ralph and Sandy Morgan.

seems to be gone before I think about it! Everyday is an adventure and I can't wait to see what new things I will see and discover!"

Traveling solo, Laura Wareham of Corner Brook journeyed to Manila, Philippines to complete her work term. Laura is also a student in the Environmental Technology Co-op Program.

Settling in quickly, Laura tells us, "I was really nervous and excited about coming here, but I have to say that the staff has made me feel very at home."

When asked about her hopes for the placement, Laura said, "What I would like to gain out of this experience is to get some direction as to what I would like

to do with my life, and so far this program has done exactly that!"

Laura assures us she is doing well despite being in Manila during the coldest time of year (average temp. 30C), and adds, "Enjoy the snow...hee, hee!!"

These five students will be back in Newfoundland in late April and will certainly have many experiences to share. If you are interested in learning more about these placements, and the potential of future overseas co-op and intern placements, please contact the International Office. We are frequently developing international opportunities for our students and staff.

International Update

Newsletter Notes

Environmental project

Rajendra Jani, instructor at the Ridge Road campus, left on Thursday, February 8, for four weeks in India to work with our Environmental Education project being executed in partnership with Cambrian College from Sudbury and Nachimuthu Polytechnic in Pollachi, Tamil Nadu.

Raj and Larry Bouchard from Cambrian will be conducting a needs assessment with local industry in order that Nachimuthu can develop and upgrade, with our assistance, their environmental programs.

What a blast!

Derrick Richards, seasonal blasting instructor, travelled to Peru to make a presentation at the Fifth Annual International Mining Safety Seminar in Lima on "Safety issues in Blasting" at the end of February. This opportunity has arisen through the college's project with the



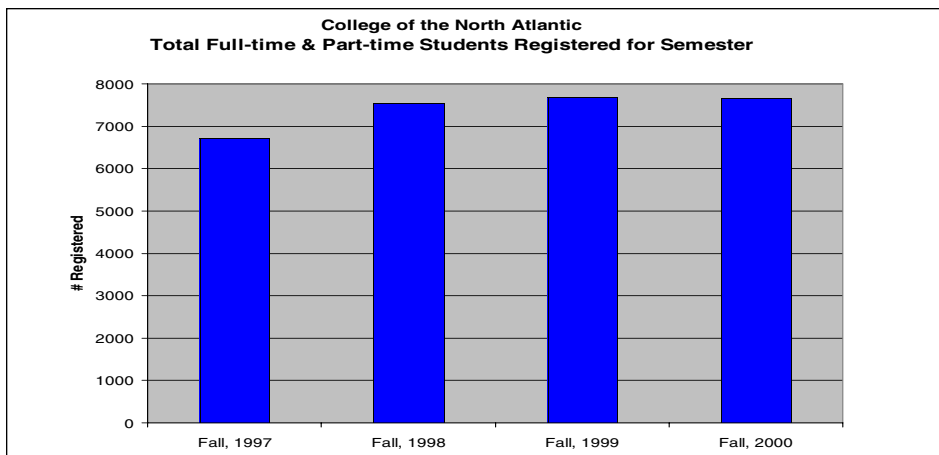
Four co-op students (top) who recently left St. John's to work around the world included, from left, Michael Nobel, Gary Glass, Tammy Patey and Jill Miles. Laura Wareham (right), who is also working internationally, left from Deer Lake.



National Engineering University's Mining Centre in Lima and the International Office's ongoing business development activities in Peru.

Upcoming International Opportunities

This Mining Programs project in Peru is currently looking for an instructor with Diamond Drilling expertise to travel to Peru for three to four weeks later this month. Anyone who is interested, or who knows of anyone with these skills, should contact: Vicki Shawyer, International Office, St. John's.



Business students attend Business Day

Faculty members Rick Martin and Paul Tilley, and 12 of their Business Administration students from the Clarenville campus, traveled to St. John's on Feb. 2 to attend the 36th annual Business Day held at the Delta Hotel.

Business Day is sponsored and organized each year by the graduating class of Memorial University's Business Administration program.

The theme for this year's event was "Breaking the Mold: Leading Business Revolution."

Students were treated to insightful guest speakers including Allen Vansen, event manager of the Corner Brook Triathlon; Jason Trask, former business student, now president of internet startup company Two Lofts Inc.; Elaine Martin, president of A

Day in the Country; Gary Bruce, VP of Petro-Canada's East Coast operations; Emad Rizkalla, president of Newfoundland's own dot.com success story ZeddComm Inc.; and Andy Nulman, president of Airborne Entertainment.

"It was a great experience for us - we got to hear from the movers and shakers in Newfoundland and Canadian Business - and they were very encouraging," said Chantil Muggridge, who is in her second year of the Business program at Clarenville.

For some students it was their first time at such an event, but they vowed after this experience it wouldn't be their last!

The trip was made possible by the efforts of the college, the campus Student Council, the



Students in the Business Administration program at the Clarenville campus recently went to St. John's to attend Business Day. The students say the event was a great experience for them.

Clarenville Chapter of ACE, and the students themselves.

"It was such a great experience for our students that we'll be doing it again next year," said Martin. "We're inviting other campuses to do the same!"

Instructor receives volunteer award

Darryl Murphy, an instructor in the Computer Support Specialist program at the Corner Brook campus was honored on February 3 with a surprise party at Marble Mountain in recognition of her 15 years of volunteer service to the Canadian Ski Patrol System for the Humber-Dorset Zone.

During this period, Darryl has held the positions of President, Division Training Officer, and for the last eight years, Zone Training Officer, which covers training for western Newfoundland ski patrol members. This position includes overseeing first aid training, exams, toboggan training, and lift evacuation.

Fifteen years is a long time for anyone to commit, but Darryl still enjoys serving with the Ski Patrol.

"I have met a lot of awfully nice people over the years and hopefully I will be involved for another 15 years," she says.

In June of 2000 Darryl also won the Instructor of the Year award at the Corner Brook campus.

Congratulations, Darryl!



Darryl Murphy works at the Corner Brook campus, but also volunteers as a member of the Ski Patrol. She was recently honoured for 15 years of service as a volunteer with the organization.

Staff raises \$1,000 for charity



The staff of the Baie Verte campus raised \$1,000 for the South and Central Health Foundation by participating in Jeans Day. Members of the Staff presented Barry Oake, the foundation's representative, with the donation.

District appointments

Most staff and faculty are aware of restructuring of college districts, but for those who are not, below is a list of the new districts and their DAs and ADAs.

District 1

-Happy Valley-Goose Bay: Robert Simms, DA, Winnie Montague, ADA
-Labrador West: Robin Walters, ADA.

District 2

-Corner Brook: Glen Dicks, DA, John Edgar, ADA, Brent Howell, ADA
-St. Anthony: Gregory Chaytor, ADA
-Bay St. George: Cyril Organ, ADA, Lorne King, ADA
-Port aux Basques: George Anderson, ADA

District 3

-Grand Falls-Windsor: Cyril

Farrell, DA, Geoff Kelly, ADA
-Baie Verte: Colin Forward, ADA
-Gander: Mac Moss. ADA

District 4

-Bonavista: Marilyn Coles-Hayley, DA
-Clarenville: Larry Reid, ADA
-Burin: Blake Cryderman, ADA
-Placentia: Gerald O'Reilly, ADA
-Carbonear: Betty Johnson, ADA

District 5

-Prince Philip Drive: Steve Quinton, DA, Bruce Baker, ADA, Gail Gosse, ADA
-Ridge Road (ETC): Danny Wong, ADA, Everett Facey, ADA
-Topsail Road: Donna Henderson, ADA
-Seal Cove: Bill Whalen, ADA

Long Term Service Awards

On Friday, February 16th the Corner Brook campus held a special staff meeting during which Long Term Service Awards were presented to employees followed by a reception in their honor. Staff members receiving these awards of recognition included:

30 Years of Service
Roy Hutchings
Barb Stone

25 Years of Service
Nada Bordon
Guy Brown
Peg Chaffey
Dorothy Collins
Marie St. Croix
Phyllis Delaney
Glenn Dicks
John Edgar
Sid Parsons
Beryl Small
Joan Thistle
Wayne Watton
Veronica Walsh

20 Years of Service
Marion Andrews
Carolyn Colbourne
Howard St. Croix
Diane Holloway
Carol Jones
Hedley Parsons
Fred Pittman

A number of other certificates were presented at that time for which the recipients deserve our congratulations for their accomplishments! Glenda Ezekiel was presented with her "Vocational and Technical Instructor Certificate". Norris Eaton and Leyon Williams received certificates of completion for the "College of the North Atlantic SIMATIC Training".

Ground breaking project for college

College of the North Atlantic has started a groundbreaking project which focuses on the inclusion of students with disabilities at post-secondary levels, bringing together eight principle and three associate partners.

According to the Canadian Project Director, Dan Goodyear (Prince Philip Drive campus, St. John's), the project pioneers efforts to promote more authentic inclusionary practices across many disciplines in post-secondary classrooms, including an exchange of 64 post-secondary students for practicum/course credit.

The project, "Advancing Inclusionary Practice in Post-Secondary Education," addresses one of the most significant new developments in education at all levels: the full inclusion of students with exceptional learning needs in regular classroom settings. It brings together eight post-secondary institutions: four Canadian and four European and 36 Canadian and 28 European college and university students will participate directly in this exchange project. In the third year, up to eight secondary school students will accompany their respective Canadian and European delegations.

Each of the eight partners currently provides educational opportunities to a wide range of students, and continues to take innovative steps to improve systems by which it delivers education; in so doing, they have begun the journey toward more inclusive practices for students with diverse learning abilities and needs. All partners have the promotion of inclusive learning

College of the North Atlantic has partnered with several other Canadian and European institutions to carry out a program to improve inclusion of students with disabilities in post-secondary education. From left are, front, Annikki Pulkkinen, European Director - Kemi - Tornio Polytechnic, Finland, Sheila Bennett, Brock University, Jamie Fillion, Nova Scotia Community College. Back, Basil Favaro, University of PEI, Eira Korpinen, University of Jyväskylä, Finland, Patricia Noonan-Walsh, Dublin College, Ireland, Ian Forsyth, Institute for Enterprise Education, Brock University, Tuula Matikainen, University of Jyväskylä, Finland, and Dan Goodyear, Canadian Director, College of the North Atlantic.



environments as a primary focus and all have begun to make substantive contributions to promoting innovative classroom-community links as a vehicle for implementing change.

Our Current Practice

The college has developed a four-stage model for inclusion: one of the most innovative and comprehensive in North America, according to Goodyear. The model complements the current college programmes, increases service delivery to a wide range of students in specific areas, and allows seamless transition from the K-12 education system. The model supports the regular, modified, and alternative curricula currently in place.

Our Role in this Project

We will design and facilitate host programs for two groups of students from Europe and will sponsor to Europe three student delegations for our current Certificate, Diploma, and Modified programs. As lead Canadian partner, the college will also be responsible for the

accounting of all Canadian consortium funding and for the formative and summative evaluation reports.

Goals of the Project

While Dan hopes that all of the goals of the partnership will be achieved, he also foresees a number of initiatives which will be sustained beyond the duration of the current project: most importantly, the strengthening of partnerships, both local and international.

International Conference in Newfoundland

"Best practices in inclusive education" will be highlighted at an International Conference/Showcase to be hosted by College of the North Atlantic in the fall of 2004.

Good luck to Dan Goodyear and his team with this very innovative and challenging project.

The Inevitability of Change

Gander campus unveils sculpture

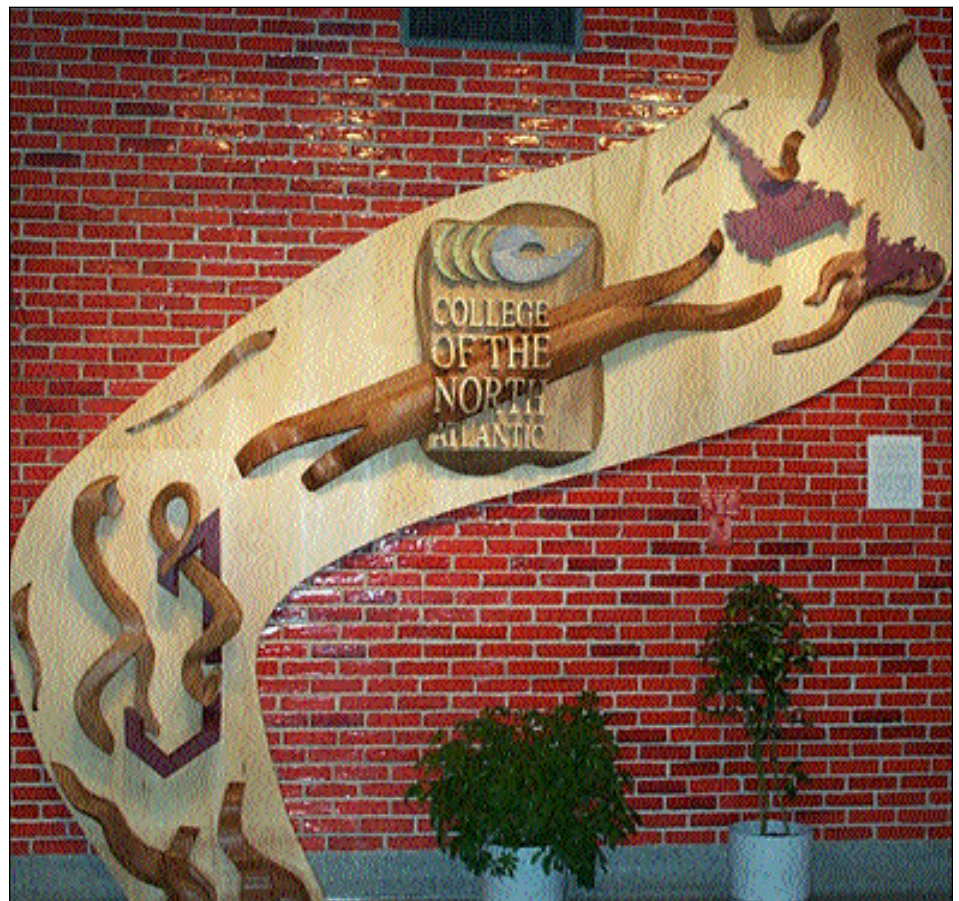
By Jeff Mercer, M.L.I.S.
Librarian, Gander campus

On the evening of February 12, Gander campus held the official unveiling ceremony for its new mural in the main entrance-way. The evening began with opening comments by Mac Moss, ADA, and the unveiling of the mural. This was followed by a discussion of the piece hosted by artist Paul O'Reilly. The evening concluded with a reception catered by Gander's own Commercial Cooking class.

The mural, entitled *The Inevitability of Change*, was hand carved by O'Reilly, a local artist, using 400 separate pieces from five different types of wood. Overall, it took approximately 12 months to conceive, design, and build the mural.

Mr. O'Reilly, a former Computer Aided Drafting student at Gander, has been working with wood as an art medium since 1978, but this mural is his first attempt with a piece of this size and with a wall for placement. Gander campus commissioned this mural as part of a program to make the school more inviting. Other projects have included new furniture for the staff room and making the display case in the lobby more functional.

As a whole, the mural encompasses the theme of change, as indicated by the name. Some examples of change include the ripple effect of the letters in the college's name, waves near and raising the province, and the appearance

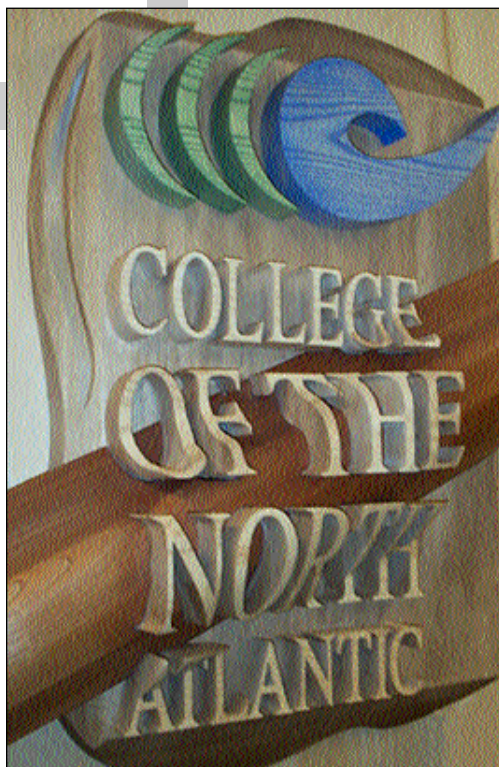


and disappearance of waves into the background of the entire piece.

There are three main focal points on the mural: in the lower left are two abstract figures (male and female) entering a doorway, in the centre is the college name and logo, and in the upper right is the province of Newfoundland and Labrador. The two figures represent all students as they continuously pass through the doors of the college and other institutions and workplaces during their lives. The representation of the province is meant to encompass community, from the college to the town, the province, the country, and the global village.

More than 40 people arrived for the unveiling. Attendees included former Gander Principal Frank Pollett, Board of Governors member Joan Robbins, college staff, and members of the local arts community. The mural was well received, sparking many questions and conversations, and the evening was a great success.

If you wish to learn more about Mr. O'Reilly and his artwork, including a greater description of the college mural, you can visit his Internet home page at www3.nf.sympatico.ca/paul.oreilly.



Close up images from the sculpture *The Inevitability of Change* which was recently put on display in the lobby of the Gander campus.



Information Technology Programs and Accreditation

The Department of Education, in partnership with Operation Online and the Canadian Information Processing Society, are currently in the process of accrediting Information Technology programs from both the private and public sectors in Newfoundland and Labrador.

College of the North Atlantic is working with the Special Project Accreditation Council (SPAC) of the Department of Education to verify that accreditation standards are being achieved. The accreditation process, involving several phases, is a rigorous and detailed documentation process followed by a site visit and an evaluation report.

Some major benefits of accreditation include graduate confidence, employer assurance of student qualifications, and continued professional development for faculty.

College changes life of soldier

The following letter was written by Aircraft Maintenance student Ron Aucoin to go with an application for a bursary award from the Aircraft Maintenance Engineers Association. The application requires the student write a letter of introduction explaining why they are doing the program and how the award can help them.

Dear Sir or Madam,

I am in the third year of the Aircraft Maintenance and Engineering program at College of the North Atlantic in Gander, Newfoundland. It's been a long hard road to get to this stage, but in a few months I will finish this program and begin another chapter in my life.

When I graduated from high school in the spring of 1986, I joined the military as an Armoured crewman. I was stationed in Ontario for pretty much the whole time I was in the Forces. For the next 10 and a half years I would travel all over Canada, the USA, and abroad.

I participated on two peace-keeping missions, the last being to Bosnia in 1994. I have seen the ugly side of humanity and the tenacity of human spirit. I enjoyed the meeting, living and learning about different cultures

Raises money for cancer research



The Social Committee of District 5 - St. John's, raised \$3,000 for the Newfoundland Cancer Treatment and Research Foundation. A cheque was presented at the NCTRF fundraiser held at the CEI Club on February 16 and was attended by 200 people. Taking part in the presentation were, from left, John Dawe, caterer CEI Club, Otto Pike, Social Committee, Debbie McCarthy, Social Committee, Brenda Lockyer, Funds Manager, NCTRF, and Bob Gulliver, Social Committee.

and have made many friends along the way. I have lived through some experiences and seen things that people do not normally see in their life times and have become a stronger person for it.

One aspect of my life that I was dissatisfied with was my level of education and the trade I was doing in the Forces, as I would not have any job skills that I could transfer when it was time to leave. After many years of trying to get another trade in the military and always being foiled by red tape, I started to think very seriously about the prospect of breaking my contract and going to college.

I heard about the Aircraft Maintenance program on a television show I was watching and, after talking to some friends about it, I was very interested. I have always gotten a feeling of accomplishment from performing maintenance tasks on our armoured vehicles and problem

solving, so I thought this was something I would enjoy.

It would still take me a couple of years to commit. I was at the point in my career where it was time to make a decision. The 10-year mark is like the crest of a wave where you start to slide down the other side. I was not happy where I was going. It was a very hard decision to leave the pension, the pay cheque and the security that I was accustomed to. It is also very hard being unhappy with your occupation and still having to maintain excellent standards of work.

In the fall of 1998 I started the program in Gander - after having been out of school for 12 years. It was a little hard getting back into books and studying again. I did however have a lot of confidence in my ability. Things have gotten a lot easier for me since the first year. I am very happy with my decision to enroll

Con't on next page

Continuous Learning in the Workplace

The Public College Consultative Alliance recently asked each college employee to complete a questionnaire. The cumulative results of the questionnaires will be used to facilitate human resource, program and organizational planning as the college prepares to meet the needs and challenges of the provincial labour market in the new millennium.

The Alliance is a partnership between the college, NAPE and HRDC. The Alliance's questionnaire included a section on professional development. Its inclu-

Soldier con't

in the Aircraft Maintenance program. It gives me a great sense of accomplishment as new theories and skills are learned and practiced.

I feel that this will be a very rewarding career for me. The work ethics and the high performance standards that I acquired through my military training and the excellent instruction at College of the North Atlantic are requirements to being successful in this field. To be excited about each and every day, meeting new people and, in essence, a new start is more than I would have thought possible a short time ago. I have no regrets except maybe that I would have found this program sooner.

Sincerely,

Ron Aucoin

By
**Sheldon
Brown**



Professional Development Coordinator

sion recognizes that the concept of "work" as we have traditionally known it, is changing dramatically, and that we individually and collectively need to continuously develop our skills as the organization evolves. Consider the following global trends, as projected in the literature:

- By the year 2005, 100% of business will have e-commerce
- Growth in the service sector will continue
- One third of workers will be working from home
- Personal offices and desks will be a thing of the past
- Part-time work will be prevalent
- There will be a large number of highly skilled, short-term project workers
- There will be no fixed job descriptions
- The focus will be on "doing" a job instead of having a job
- We will be working on many concurrent projects as a team member or team leader
- People will need multiple competencies
- People will need to be adaptable - to develop cross-functional skills

●Workers will need to learn at least one new skill per annum for life

●We will be continuously learning

●Self-development will be our own responsibility

●Workers will be expected to be creative and innovative - contributing to providing solutions and ideas, and adding value instead of basically performing tasks

●Workers will need to develop skills "just-in-time" to meet evolving needs, technologies and processes

●Teamwork will be a major work process

Some of these trends have already surfaced as realities in our work environment. What can we do to prepare? The most consistent answer throughout the literature is this: each of us needs to accept and assume ownership and responsibility for continuously developing our employability by managing our learning. This means learning how to become a self-directed learner.

The self-directed learner is able to look forward - to anticipate change and develop an appropriate response to change. Within this context, self-directed learners can identify the gap between where they are now and where they're going to be in the future from a personal, occupational and organizational perspective, and subsequently develop a learning process (plan) to fill this gap. Because constant change is the predominant characteristic of our time, self-directed learning becomes a lifelong

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Lynch coordinating Accountability project

As you are probably aware, the college is undertaking to improve its accountability (see article this issue). In September 2000 the college submitted a proposal to the Steering Committee of the Provincial Public Service Commission's Graduate Recruitment Program to employ a Graduate Recruit in the coordination of an Accountability project. The proposal was accepted and, as a result, Kelly Lynch was assigned to the position of Institutional Accountability Coordinator for the college for an eight-month period, beginning October 10, 2000.

The Graduate Recruitment Program is an initiative of the Public Service Commission. For a recruit, it involves a two-year contractual engagement with the Public Service which entails three eight-month employment stints with three different government departments or agencies. Any department or agency involved is committed to providing a meaningful work experience, coaching, mentoring, and supervision for the Graduate Recruit and to evaluate his or her performance.

Since October, Kelly has been researching the subjects of accountability and performance measurement. Beginning in January, she has been working on the project with a newly formed Accountability Steering Committee.

Kelly has previously both studied and worked at the col-



Kelly Lynch
**Institutional
Accountability
Coordinator**

lege: she has been a student in the Adventure Tourism program and an instructor in the Heritage Interpreter program, Adventure Tourism, and First Year Engineering Technology.

Kelly also studied at Memorial University of Newfoundland and obtained a Bachelor of Science with a major in Physics and a Bachelor of Education (Secondary) with methods courses in Mathematics and Physics. Besides instructing with the college, she has taught in the secondary system and worked as an Instructional Assistant for the Physics Department and the Environmental Studies (Outdoor Pursuits) Department for Memorial University.

Continuous learning con't

process, and as such, a very significant life skill.

The process of becoming a self-directed learner is not as difficult as one might think. Most adults are self-directed by nature; in fact, the adult need to be self-directed is oft cited as a factor that distinguishes adults from children as learners.

How self-directed are you in your learning? There are several tools available to facilitate the development of self-directed learning mind-sets and strategies. Some of these will be examined in the next newsletter.

Incidentally, the individual's commitment to becoming a self-directed learner does not relinquish the organization's responsibility to provide and support learning activity. Rather, self-directed learning principles and practices should complement the organization's professional development policies and procedures. Therefore, continuous learning in the workplace becomes a shared responsibility driven by the needs of the individual and the organization.

That brings us back to where we started - the concept of alliance. An alliance is formed when individuals, groups and/or organizations agree to collaborate, network, share resources or otherwise interact to meet either mutual or individual goals. All players benefit, and there is general recognition that the whole is greater than the sum of its parts. As an adult learner, identify potential resources and form your own alliances. After all, self-directed does not mean learning alone!