New chair, board meet in Stephenville

The new chair and Board of Governors of College of the North Atlantic held meetings in Stephenville Sept. 19-20. It was the first such meetings for new board chair Moya Cahill and three newly appointed governors.

Ms. Cahill is a professional engineer with over 15 years in the marine and offshore sector. She has been involved in a number of community and industry associations including the Premier’s Advisory Council on the Economy and Technology, the Newfoundland Ocean Industry Association and was chair of the Marine Atlantic board.

In making the announcement, Judy Foote, Minister of Education, said Ms. Cahill and the new appointees to the board of governors bring a wealth of experience to their new responsibility.

The new governors are Diane Patey of St. Anthony, Terry White of Marystown and Arthur Skinner of Corner Brook.


Minister Foote commended Dr. Vince Withers, out-going chair, for his 12-year tireless commitment to the province’s college, during which time he oversaw the amalgamation of five separate institutions to one provincial college. The minister also recognized the valuable contributions of out-going governors, Bernice Hollett of Happy Valley-Goose Bay, Shirley Frost of Corner Brook and Corwin Mills of Clarenville.

The board comprises representation from the education community, the student population, the public and college faculty and staff. Individuals are selected based on their background, expertise and interest in community involvement.

College crew sails in Easter Seals Regatta

With a steady wind filling their sails, several members of the college’s International Office helped pilot the 30-foot sailboat Dynamique in the tenth annual Easter Seals Regatta held in St. John’s on Aug. 26.

The Dynamique is owned by Vicki and Mike Shawyer. Vicki works with the college as an international liaison officer. Also helping sail the boat were Laura Cowan, international liaison officer, and Darcy McCardle, international project support person.

The International Office’s marketing coordinator – landlubber Kathy Murray – stayed on shore and helped with promoting the event, which was hosted by the Royal Newfoundland Yacht Club.

The college was the boat’s sponsor organization for the race.

Although they didn’t win the race, the crew of the Dynamique and all the Regatta participants are winners as they helped raise more than $60,000 for Easter Seals. The money will be used to provide much needed services for physically disabled children in the province.
Employee Awards Program announced

College of the North Atlantic values the contributions of its employees.

To reflect some of that appreciation, the college has implemented an extensive employee recognition and awards program.

Provisions for employee recognition and awards, as outlined below, are now in place. The service and retirement recognition program is based on a modification of the earlier Public Service Commission program.

**Service Recognition**

For recognition of College Service: 10 Years - pin (special college design), 20, 25 and 30 years - pin and certificate.

College service is to include the predecessor colleges and institutions including past vocational school system and secondments to related work in the Public Service.

**Retirement Recognition**

College employees retiring with a minimum of five years service with the college will receive a special retirement certificate and a gift.

The gift value is based on years of service as follows: 5-14 years - $100, 15-24 years - $150, 25+ years - $200.

The college will use the provincial government contract with Randy Dawe, St. John’s for the supply of suitable framed photos. In addition HR Managers may purchase other local artwork providing the price guidelines above are followed.

The service recognition and retirement recognition program is to be retroactive to January 1, 1997, the commencement of the College of the North Atlantic.

**The Mac Turner Professional Development Award**

This award is open to employees who have been with the college for at least one year, and whose employment is likely to continue for at least one additional year.

It was established to 1) recognize employees who have already made a substantial commitment to their continuing professional development, but need additional support to complete a required project, 2) encourage employees to develop a program of professional development aimed at enhancing their skills and improving the quality of programs and services offered by the college, and 3) to recognize, in memoriam, the work of a colleague, Mac Turner, who had provided leadership in professional development and needs assessment.

The award is a certificate and a $2,500 cash grant. The deadline for applications/nominations for 2000-2001 is March 31, 2001.

**President’s Awards**

Awards of Excellence

The college offers one award each to faculty, support staff and management annually. Nominees have to be employed with the college full-time for at least two years by March 31 of the year of nomination.

Each selected employee receives a cash award of $500, a recognition plaque or certificate and an opportunity to avail of a professional development activity (value up to $2,000).

**Community Service Award**

The college offers the annual Community Service Award for employees as part of the President’s Awards program.

This award is presented to one faculty, one support staff and one management employee with consideration given to ensuring that all districts of the college have fair representation over the longer term based on the relative number of employees in each district.

The awards will be in the form of college recognition certificates to be presented annually by the President on an appropriate occasion.

**Atlantic Accord Career Awards**

The Career Awards program is funded by the Offshore Development Fund and is cost-shared by the federal and provincial governments.

Funding is made available to assist post-secondary students and faculty in pursuing either an area of study or a short-term work placement that, in the opinion of the Career Awards Board, is directly related to the exploration, development or production of oil or gas.

Career Development Awards regulations are administered under the Department of Education Act.

Each award is a cash professional development grant with the amount depending on the nature of the proposal. There is a matching grant of 25 per cent presented by the college.

**Presentations**

All recognition and awards will be arranged at the campus or district level with appropriate college officials in attendance.

Human Resource managers will track employee service and inform the ADA/DA, or other administrator, when employees are eligible. Presentations can be linked to local social and other events during the year.

For more details on the recognition and awards programs, please see your Human Resources office.
No wonder it’s called “North Atlantic” Forum

College of the North Atlantic played a major role as co-host of North Atlantic Forum 2000 at Marble Mountain from Sept. 24-27.

Delegates from islands all around the North Atlantic rim and beyond (including Bermuda, Sweden, Iceland, the Faroe Islands, the Åland Islands, PEI, and more) gathered for the three-day international conference to discuss economic development and educational opportunities and discover ways to pursue them.

As one of the conference’s major sponsors, the college provided much in the way of services, volunteers and equipment.

President Pamela Walsh was the keynote speaker during the Monday luncheon, sponsored by the college. Walsh spoke about the importance of partnerships in the education sector and how community colleges are strategically positioned to participate in such joint ventures in support of human resource development.

Members of College of the North Atlantic also participated in many of the concurrent sessions offered throughout the event.

Dr. Edna Turpin gave a presentation on The Role of the Public College in Working with Partnerships for Economic Development, Robin Walters, ADA for the Labrador West campus, helped deliver the presentation on the Employee of the Future Program – a partnership between the college, the Iron Ore Company of Canada, and the labour union.

Robert Simms, DA for the Happy Valley-Goose Bay Campus, gave a presentation on Achieving more Scholar for the Dollar in Labrador, while Sheldon Brown, co-ordinator of the Centre for Community Leadership in Stephenville, presented Community Leadership in a Knowledge-based Society.

Finally, the college’s International Liaison Officer, Chris Bowers, teamed up with Principal & Partner Connections Research’s Chris Palmer to deliver the presentation: Inter-regional Cooperation Between Newfoundland and Labrador and Ireland.

The college was also very prominent in the presentation delivered by the Women in Resource Development Committee on the Orientation to Trades and Technology Training for Women program offered through our campuses.

But the college’s involvement didn’t end there. Marketing had a booth set up with draw prizes and lots of stuff to give away to delegates. And speaking of giveaways, all 300 plus participants received a free College of the North Atlantic/North Atlantic Forum 2000 T-shirt.

The college also provided office space for the forum’s coordinator – Denise Aucoin – at its Corner Brook Campus, and supplied many hard working volunteers who helped with the planning and running of the forum. Among them, 23 first year journalism students from the Stephenville Campus helped out by covering each of the concurrent sessions and the round table discussions.
College awarded funding

College of the North Atlantic has been awarded $650,000 for a new geospatial research facility to be housed in the college’s Corner Brook campus.

The new facility will build databases and research capability for a variety of research purposes. As well, applications of this new facility will serve users in sustainable forest management, environmental assessments and impact studies, and land-use planning.

The funding is part of a $363 million College Research Development Fund announced in July by the Canadian Foundation for Innovation with the aim of boosting research capacity at Canadian institutions.

College of the North Atlantic was one of 10 colleges in Canada to get a share of the money. Also receiving funds were 49 universities, hospitals, and not-for-profit research institutions. The total investment will support 214 infrastructure projects.

“These funds represent an unprecedented infusion of capital that will leverage an additional $545.3 million in funding from the provinces, and from partners in the private and voluntary sectors,” said Dr. David W. Strangway, President and CEO of the CFI.

“This extraordinary level of partnership will not only benefit Canada’s research community, but will also play a critical role in strengthening Canada’s position in the global economy.”

To receive funding, applicants had to demonstrate the excellence and innovativeness of their projects and how they will benefit Canada.

Marking is everybody’s business

College of the North Atlantic recently created the new division of College Development.

Headed up by Director Rick Penney, College Development will be responsible for a variety of functions including communications, marketing, business development, public relations, and community development.

As all aspects of marketing and advertising are the responsibility of College Development, a strategic marketing plan will be developed to increase the sphere of influence of the college in the years ahead.

All marketing, advertising and promotion will be co-ordinated through the office of College Development in an effort to heighten the college’s profile and continue to build a strong and positive image.

Internal and external communications will be addressed, with the goal to increase the two-way flow of information throughout the college. Stephen Lee has recently joined College of the North Atlantic in the capacity of Communications Officer and will be involved in the ongoing preparation of media releases, profiling the activity of the college, its students, faculty and staff. A newsletter will be a regular responsibility of College Development and faculty and staff are encouraged to contribute to the success of communications by sending in ideas for stories.

Business development at all levels of the organization will also be a prime responsibility of College Development.

“Each one of us here at College of the North Atlantic has a vital role to play in attracting new business to our campuses,” says Penney.

“Through visits to each campus, working with faculty and staff, and with the aid of professional development, our goal is to assist the entire college team in becoming comfortable with the concept of marketing and business development.”

Name the newsletter and win!

A rose by any other name is still a rose, but a newsletter - now that’s a different story! College of the North Atlantic is looking for a name for this newsletter and you can help.

Put your thinking caps on, call the family together, search the net, whatever it takes. Then, when you’ve come up with the perfect title, email it to Stephen Lee, Communications Officer. He’s in the email system (Lee, Stephen) or you can use: stephen.lee@northatlantic.nf.ca.

If your suggestion is chosen by our panel of expert judges, you will be the lucky winner of a College of the North Atlantic polar fleece jacket.

Don’t delay, get that name in today. The deadline for submissions is Friday, October 27.
Campus expanding in St. John’s

The portable building at the Prince Philip Drive Campus was torn down this summer – more than 25 years after its scheduled replacement!

The building, which housed 10 classrooms and a campus library, was supposed to serve the college for five years following its original construction. It is being replaced with a pre-engineered two-story building.

A second project at PPD is the construction of a new wing to allow for the relocation of the Medical Sciences programs from the Topsail Road Campus.

Both of these projects augur well for the future of the campus as major initiatives in spearheading a refurbishing of the Prince Philip Drive site. These projects are being designed to allow for further expansion of programs at this campus where the demand from the community is constantly at a high level for new programming initiatives and for increased enrollment in many of the current programs.

After many years of anticipation, the college has funding approved by the provincial government in the amount of $6.5 million to see the construction of the new wing, along with addressing capital equipment needs in support of the Medical Sciences programs. This long awaited relocation of these programs from the aging Topsail Road Campus is scheduled to take place upon the completion of the new wing in the spring of 2002.

As for the new building, at the completion of this project the college will acquire a new library (Learning Resource Centre) along with approximately 2,000 square metres of program delivery space.

Approximately 1,000 sq. m of this space will be finished at this point in time, with the second 1,000 sq. m. of unfinished space being provided to allow for future expansion of programming within the St. John’s area.

“These new developments present the Prince Philip Drive Campus with a number of major challenges in providing areas of program delivery during the construction phase,” says Paul Facey, District Administrator.

“Interim arrangements have been made to accommodate students with quality program delivery during this period. The final completion of both of these projects will, without doubt, result in a major step forward in the St. John’s and surrounding area in enabling the college to meet the growing needs of the community.”

Former Prez moves back home

Dr. Ronald Sparkes, former President of the College of the North Atlantic, has moved back to the land he loves – Labrador – to serve as the new director of Memorial University’s Labrador Institute.

Dr. Sparkes served as president of the provincial college system from 1996 to 1999 and was president of the Labrador College, now part of College of the North Atlantic, for the 10 years prior to that.
As a result of the successful work of many of the college employees, we are developing a strong presence in many countries around the world. We wish to build on this momentum. I hope the international section in this newsletter will be interesting and informative but more importantly, I hope it will encourage you to get involved in the college’s international efforts in one way or another. Maybe you can provide us with a lead for a new project, or maybe help us in welcoming a new international student. Whatever venue you choose, you will find your efforts both personally and professionally rewarding.

Keep your eyes open for our ‘Horizons’ section. This regular feature will provide you with information on upcoming international opportunities for staff and faculty. If you have any suggestions on items you would like to see included, please let us know.

Our door is always open and our e-mail is always on. We’d love to hear from you.

Linda Spurrell, Manager

Current Projects

Peru: Technical Education Reform

This four year Association for Canadian Community Colleges (ACCC) project was officially completed on March 31, 2000.

In April, the Canadian Embassy in Peru, through the Canadian International Development Agency (CIDA), confirmed additional funds of $24,820 with, hopefully, another similar amount to become available a little later this year, to continue for another year with this project. The International Office is currently planning, in collaboration with the Peruvian Ministry of Education, activities to be undertaken with this additional funding.

During the first four years of this project several college faculty had the opportunity to work with the project in Peru and further opportunities will become available later this year.

Peru: Mining Technology Programs

April 2000 was the start of the third year of this ongoing ACCC project. College of the North Atlantic is partnered with Cambrian College, Sudbury, Ontario and Universidad Nacional de Ingineeria (National Engineering University) in Lima, Peru through their Centro de Formacion Tecnica Minera to develop Mining Technology programs.

Faculty from both CNA and Cambrian have visited Peru on this project and there are further Canadian faculty visits planned for this year.

India: Women’s Environmental Programs

This project is now entering its second year of a four-year program.

College of the North Atlantic, in partnership with University College of Cape Breton (UCCB), is working with the Periyar Maniammai College of Technology for Women in Tamil Nadu to provide new opportunities for women through human resource development in the areas of environmental awareness.

Several faculty have already worked with the project and there will be further opportunities to become involved in the next two to three years.

For information on Peru & India, contact Vicki Shawyer, email: vshawyer@northatlantic.nf.ca.

China: Energy Management Systems

As part of a Canadian College Partnership Program (CCPP) project funded by CIDA and administered by ACCC, College of the North Atlantic’s Chair of the School of Engineering Technology recently participated in the 40th anniversary celebrations of Sichuan University of Science and Technology (SUST) in Chengdu, China.

While on a technical assistance mission, Danny Wong represented the Canadian College partnership and presented SUST with a plaque to commemorate the occasion.

This four-year project began in 1999. Its goal is to contribute to the development of a sustainable and energy efficient building strategy in Chengdu, through human resource training and education programs, industry development and technology transfer in the sector of energy management.

This year’s planned project activities include extended in-Canada study tours by four Chinese faculty, as well as site visits by administration.

Gaza/West Bank: TVET in the Marine Technology Sector

College of the North Atlantic (support college) and Marine Institute International (lead college) are partnered with the Palestine National Authority Ministry of Higher Education in a project with a goal to enhance the capacity of the TVET system in Palestine to efficiently develop its national human resources.

Activities planned for year four of this ACCC project will primarily take place in West Bank and Gaza in efforts to maximize reach.

For information on China & Gaza/West Bank, contact Laura Cowan, email: lcowan@northatlantic.nf.ca.

Vietnam: Business Management in the Aquatic Resource Sector

Partnered with Marine Institute International, College of the North Atlantic is assisting the Vietnamese Ministry of Fisheries and its Technical Fisheries Colleges to increase their productive capacity to implement new training programs in market orientated business management for the aquatic resources sector.
For information on Vietnam, and activities planned for this year contact Blake Cryderman in Burin at 709-891-1253 or via email at bcryderman@northatlantic.nf.ca.

Environmental Education - India

In partnership with Cambrian College and Nachimuthu Polytechnic, Pollachi, Tamil Nadu, a proposal was submitted to contribute to environmental sustainability in India through industry-institute interaction, technology transfer, and development of appropriate environmental education programs to provide industry with skilled technicians capable of implementing environmentally sound practices.

CIDA RFP - Palestine

The International Office recently responded to an RFP from CIDA, and in consortium with Deloitte Emerging Markets, developed a proposal for the Technical and Vocational Training for Palestinian Women Project in West Bank and Gaza.

The goal of the project is to increase the capacity of low-income and/or refugee women to become income-earners by decreasing their dependency on government welfare services.

Eastern European Training Program for National Parks

World Wide Fund for Nature’s (WWF) PAN PARKS program and the College of the North Atlantic are partnering to deliver specialized training for communities in four Eastern European countries.

The project is designed to assist stakeholders to sustainably manage tourism in several protected areas in Poland, Czech Republic, Slovakia, and Hungary.

Zoltan Kun, Regional Coordinator for PAN Parks in Eastern Europe, recently traveled to western Newfoundland to meet with faculty from the college’s Adventure Tourism and Environmental Technology programs.

During his visit, Mr. Kun met with and interviewed college multimedia graduates for an e-commerce pilot program in a rural community in Poland. Lisa White was hired and will be working in Hungary with the PAN PARKS Eastern European office for the next six months.

News

West Coast Hosts Irish President’s Award Participants

Bay St. George and Corner Brook campuses hosted the Irish President’s Award participants from June 12-27.

Thirteen Irish youth and three project organizers participated in outdoor activities and community development projects on the Port au Port Peninsula, Burgeo and Ramea.

While the group was here, the college hosted an Irish Business Development Workshop and Youth Conference dealing with issues relating to rural communities. The event was a great success, and it is hoped that a reciprocal exchange of youth from Ireland and Newfoundland will take place in 2001.

For information on Hungary & Ireland, contact Chris Bowers, email: chris.bowers@northatlantic.nf.ca.

Horizons:

International Opportunities - India

ACCC are inviting colleges to submit proposals for

a) the State Level Management Capacity Building sub-component (2 persons for 2.5 weeks each)

b) the Institute Level Management Development sub-component (3 persons for 4 weeks each) and
c) the Partnership Officer Development sub-component (1 person for 1.5 weeks) of the CIDA Canada-India Institute Industry Linkage Project (CHILP).

The International Office will be responding to these RFPs and is looking for college faculty who are interested and have the experience and qualifications for any of these positions. Please contact our office for further information. Emails were sent to as many faculty members as possible, but we undoubtedly missed some people!

Upcoming

Watch out for opportunities for faculty in India, Peru and China later this year. Contact the International Office if you are interested in opportunities in these countries.

In the year 2000, Vikings are not born, they are trained.

The St. Anthony Campus of College of the North Atlantic provided the venue for a unique training program during the 1999-2000 academic year, with the focus on training local individuals from the surrounding communities on the Great Northern Peninsula into the culture and ways of the Vikings 1,000 years ago.

These individuals were to be hired by the Viking Trail Tourism Association as interpreters at the Norstead Viking Village in L’Anse aux Meadows. The Norstead site was being designed and constructed concurrently with the training. All of this had to be completed for the climactic event of the Viking 1000 Celebrations held in July.

Students enrolled in this intensive 36-week program came from all walks of life, both male and female, young and mature.

Viking Thorstein (Cory Pilgrim) demonstrating tools used by Vikings 1,000 years ago.
Vikings continued from 7...

students. The training not only gave them an introduction to the Viking culture some thousand years ago, it also gave them an appreciation for our own culture and province.

The program was delivered in two parts. The first two semesters comprised the Heritage Interpreter program developed by the college and delivered at the campus with college staff. This portion of the training provided courses in Newfoundland and Labrador culture, folklore, marine and terrestrial related areas and botany. The second part was a six-week Viking Re-Enactment industry specific training completed in partnership with the VTTA. An independent trainer provided this training with portions completed both at the campus facilities and at the Norstead Site.

Completion of the training provided these individuals with the knowledge and tools required by Vikings Re-Enactors living on the Great Northern Peninsula who would be called upon by tourists from all over the world visiting the Norstead site to answer questions not only of the Vikings, but also of their own Newfoundland and Labrador roots.

There were 44 students registered in the program and all obtained employment at the Norstead site immediately upon completion of their training.

Brown named Professional Development coordinator

Sheldon Brown is the college’s new Professional Development Coordinator, however he’s not new to the college.

Brown began his involvement with College of the North Atlantic in 1987 as an instructor with the Community Studies program. Since that time he has held the positions of guidance counsellor, instructional coordinator, and most recently, coordinator of the Centre for Community Leadership.

In his role as Professional Development Coordinator, Brown will facilitate the college’s growth as a teaching and learning institution, in support of the college’s mission, vision and goals.

Through a process of consultation from all staff, he plans to develop a college model for professional development that provides a framework for addressing the lifelong learning needs of individuals in the areas of personal, technical skill and organizational development.

“To this end, I will seek input across occupations, departments, campuses and districts, programs and schools, and the organization as a whole,” says Brown.

“This integrated approach will facilitate strategic professional development at College of the North Atlantic.”

Brown holds an M. Ad. Ed from St. Francis Xavier University, which focused on how cooperative group learning activities meet the needs of adult learners. He has been certified as a Master Trainer by Achieveglobal and is an associate instructor for the Crisis Prevention Institute. He is also certified to facilitate Great Teachers seminars and Instructional Skills Workshops.

While at the college, Brown has also developed and facilitated “Train-the-Trainer,” and was a facilitator for skill development and organizational development workshops for the public and private sectors, as well as for international college faculty. He has presented workshops on participatory learning and leadership skill development at provincial, national and international conferences.

Stephenville Campus essential for judo event

According to Aden White, without the College of the North Atlantic, the Commonwealth Judo 2000 competition could not have been held in Stephenville.

The general manager for the event says the college played an integral part in hosting the international competition and training camp which saw hundreds of athletes and coaches from all over the world converge on the western Newfoundland town in July.

“The college in Stephenville is situated in such a way that it’s a focal point for many things which happen in the town,” says White.

“And the board (of governors) and management allowing the college to be a part of the community is great.”

Many of the athletes involved in the competition stayed at the college residence. But just as important, the college provided much needed equipment, resources and knowledge which helped the Commonwealth Judo 2000 competition to be such a huge success.

This is the smallest region to ever host the event and White says having use of the college and its resources was a big selling point to the Commonwealth site selection committee.

But it wasn’t just the facility and its equipment which led to the success of the event. White says many volunteers came from the campus as well.

“You can find a building and equipment anywhere, but the type of people who work at the college are irreplaceable,” he says.

“Cyril Organ and Pat Power were always there and did everything we asked of them. And there were so many college staff members who helped out.”

One of those is Judy Park, apprenticeship admissions officer with headquarters.

“I have to say many of our staff did an excellent job helping out with that event – Bob Houston and the security staff just to name a few,” says Cyril Organ.

“But I also have to commend Judy. In terms of handling the accommodations she was up to her neck. Her performance was exemplary. She was here day and night, went above and beyond the call of duty and no matter how hectic it became, she was always the consummate professional.”

And Judy didn’t even like judo.

“I wasn’t a judo fan. In fact, this was my first time seeing the sport,” says Park.

“I consider myself a sports enthusiast, but judo was not one of the sports I watched.”

Part of the reason for that is the lack of exposure judo receives on television.

“I made a point of watching the nationals prior to the Commonwealth and after seeing both events I couldn’t wait to see it in the Olympics this year.”