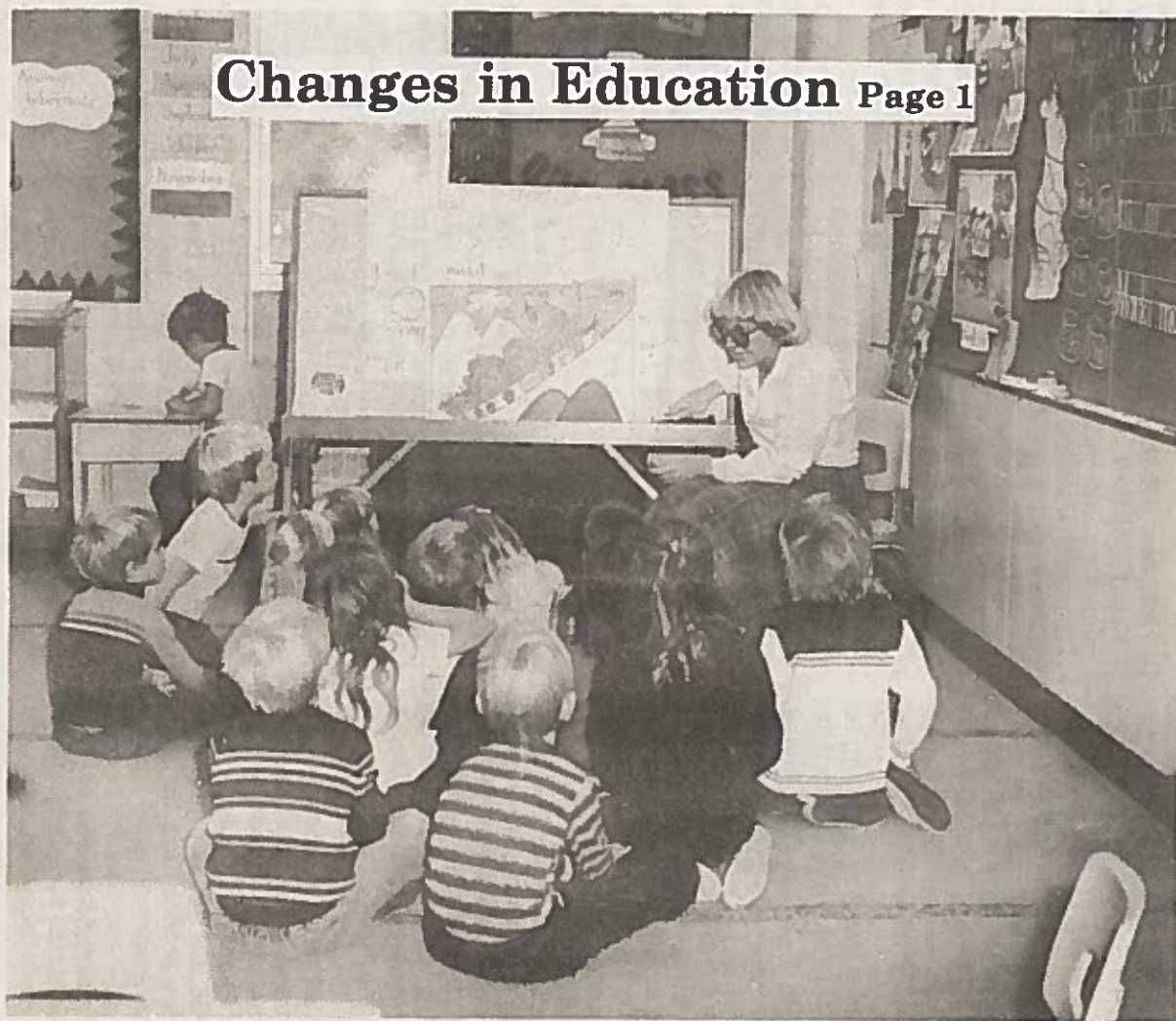


Volume 4 Number 3

NOR'WESTER

LAKEHEAD UNIVERSITY ALUMNI NEWS

Changes in Education Page 1



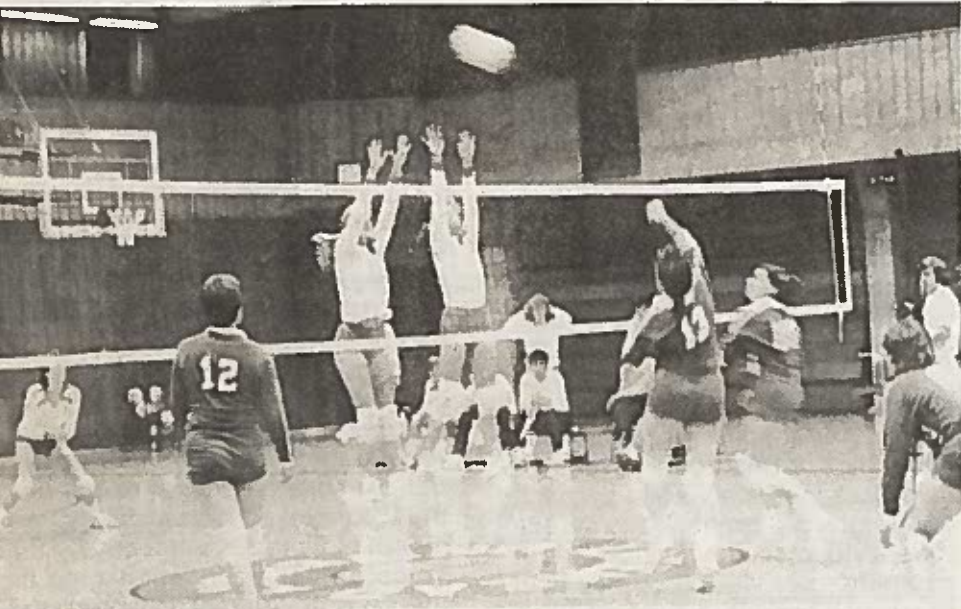
September 1987



NOR'WESTER

LAKEHEAD UNIVERSITY ALUMNI NEWS

Alumnae's Second Win No Walkover



The official watching the play is Shawn Bishop, President of the Ontario Volleyball Association, Region 1-a former LU student. #13 Dee Cook 84 sends a free ball over the net while #12 Linda Henderson 82 85, #15 Catherine Schultz and #9 Marlene Wright provide coverage. Blocking for the varsity team are (left) Cathy Boyle and (right) Susan Malevich. #1 Leslie Ball prepares to make the dig.

by Keith Roy

In testimony of their continued allegiance to Lakehead University, Linda Henderson (HBPE 82 MSc 85 BEd 85) flew in from Vancouver where she is currently pursuing a doctoral program in Education, Dee Cook (HBPE 84) and Catherine Schultz (HBPE 85) came from Toronto and Whitby, while Kathy Chesnick (HBPE 82 BEd 83) and Trish Allaire (HBPE 86 BEd 87) drove from Marathon and Red Rock to join Alison Bode and Marlene Wright who still reside in Thunder Bay. The purpose of their reunion was an invitation to represent the Alumni Association in the Third Annual Alumnae Volleyball Game.

On paper it looked like a bit of a mismatch with the Alumnae players boasting among them two MVP player awards, and two CPAC second team all-star berths with a combined total of 19 varsity seasons, while the much younger Varsity squad had a total of only eight seasons of experience in inter-university competition. But it would be no walkover.

The Alumnae spent two hours practicing team play the morning of the game and some took the opportunity to nap during the afternoon. The five game exhibition match that evening lasted two and a half hours.

In game one the Varsity team seemed a bit nervous and flat while the Alumnae played together as an efficient and experienced unit. The result was a 15-7 win by the Alumnae team. Game two saw the Alumnae ahead by an 8-3 score before the Varsity came alive and took a 13-8 lead. However the Alumnae refused to quit and fought back for a 15-3 win. In game three the Alumnae were ahead 12-11, but the Varsity turned the tables and took the game with a 15-12 score. The last two games resulted in identical 15-13 wins by the Alumnae.

LU coaches K. D. Livingstone and Ken Coffin had prepared their

team well for the match with a new service reception and slightly different defense from previous seasons. Rookie power hitter Leslie Ballan from Brandon played exceptionally well as did team captain, Marilyn Chambers. Setters Allison Dueck and Jacquie Andruski both seemed able to run the Varsity offense. Rookie middle specialist Deanne Geisler from Ashern Manitoba was a stand-out offensively and defensively.

The key to the Alumnae win was determined digging by Catherine Schultz and Kathy Chesnick (to the applause of the spectators), accurate passing, and smooth transition from defense to offense. The Alumnae offense featured quick middle attacks by Marlene Wright, Trish Allaire, and Alison Bode, while Linda Henderson and Kathy Chesnick were able to hit around the Varsity block from the power position or wipe the ball off the blockers hands. Setters Dee Cook and Catherine Schultz took turns hitting from the off-side and ease that comes from long experience.

Perhaps the best quote of the match came in the middle of game 3 when a hard varsity serve was bumped almost to the fieldhouse ceiling by Linda Henderson. The ball seemed to fall at tremendous speed. Standing there, waiting for the ball to drop, Dee Cook exclaimed, "I'm not setting that!"

The win by the Alumni is their second in as many years, avenging a narrow 3 games to 2 loss to the Varsity in the 1985 Alumnae Game.

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Winds of Change in Education

by Dr. R. McLeod
Dean of Education

Forecasting is always a tentative activity. However in the field of education, signs appear to indicate that the winds of change not only may become stronger, but also may take new directions. Two indicators of impending change are the degree of success the Liberal party enjoyed at the September elections, and from earlier this year, the interim report of Fullan and Connelly (January, 1987) entitled, *Teacher Education in Ontario: Current Practice and Options for the Future*. A third indicator which promises change is the recent opening (September 16, 1987) of CONTACT NORTH, the coordinating centre for distance education delivery in Northwestern Ontario.

The Premier's promise of lower pupil-teacher ratios in the primary division if implemented may provide opportunities for additional teacher placement at this level. It may bring with it renewal of the educational system through employment opportunities for recent graduates of faculties of education. Currently surveys indicate that 50-60 per cent of graduates found employment in the first year. Many enter the profession through supply teaching.

The final report on Ontario teacher education by Fullan and Connelly is due this fall. Anticipating that the final recommendations will not differ too significantly from the proposals of the interim report, there are a number of recommendations which will require significant changes if they are to be implemented. One major proposal which stands out is the proposed Ontario Council for Teacher Education. The structure described appears not unlike the shelved College of Teachers.

Under strong opposition from the Teachers' Federation the Tories chose to let the concept of a college gather dust. Will such a proposal be more acceptable under a strong Liberal mandate? We must first wait to see if this proposal is in the final report, and then see the government's intent and the Federation's response. Clearly such a development will mean changes for the

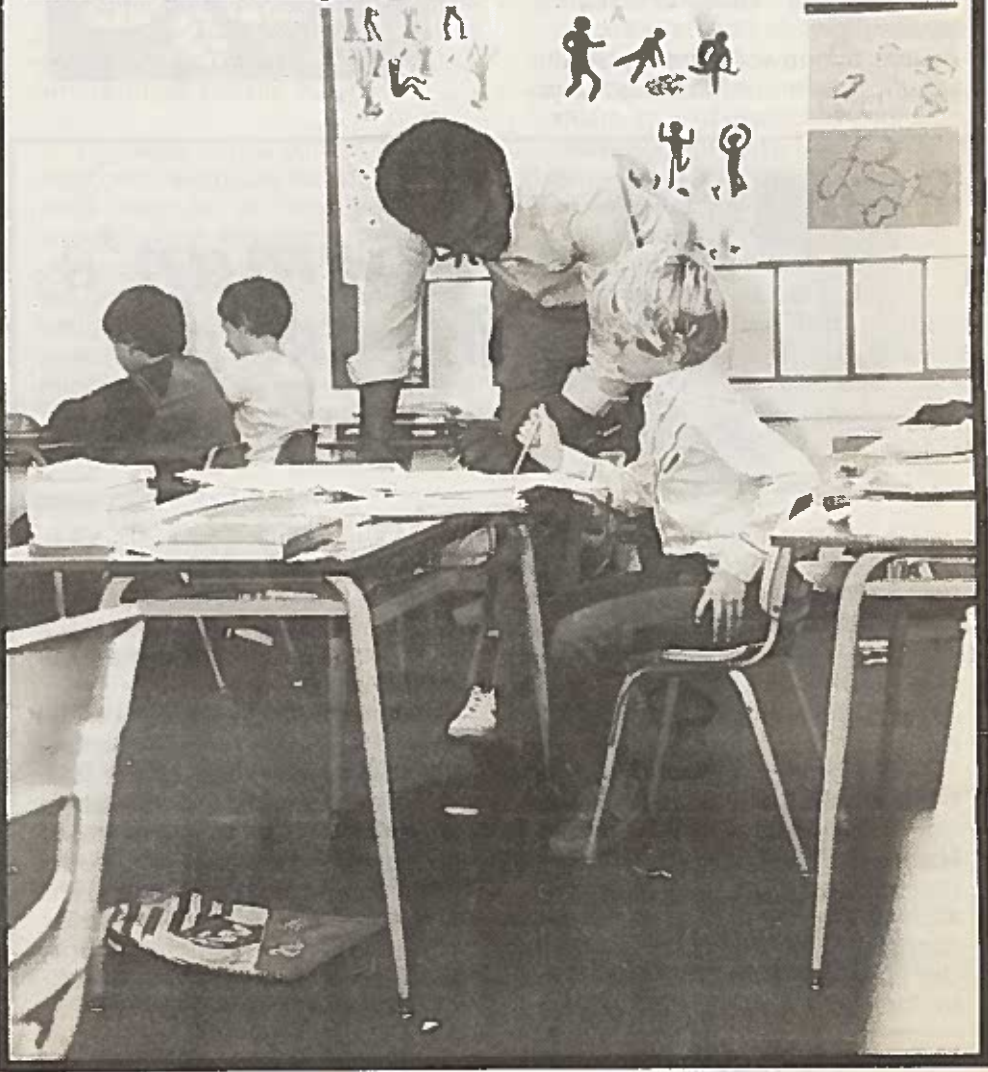
Ministry, Boards of Education, Federations, and Universities. Success will depend on cooperation.

A second recommendation which will require inter-agency cooperation is the proposed regional consortia which would have planning and coordinating responsibilities for not only preservice student teaching and the proposed two year induction but also continuing teacher education. The implementation of such a proposal will require significant cooperation between and among Ministries, Boards of Education, Teachers and Universities. This may prove a challenging concept to operationalize when boundary delineation, turf protection, and empire building continue to be part of distance education delivery of college and university education necessitating the rethinking of a number of traditional structures and procedures.

Again cooperation has been the watchword from the Ministry of Colleges and Universities in their call for proposals for program development. Inter-agency involvement has been required for funding. While development funds have been set in place, delivery and maintenance funds appear yet to be determined. There promises to be much controversy as such cooperation is developed and expanded. Time, human resources, and continuing financial support will be necessary for success as the college and university move into the remote communities of the Northwest through distance delivery technology.

Within Teacher Education at Lakehead University a number of changes have taken place over the past year. The incorporation of the former faculty into the new two-faculty structure is nearing completion. Dr. Dianne Common from the University of Manitoba has been appointed Dean of Professional Studies which now includes Education. Dr. Common, with her strong background in curriculum and administration, brings added strength to our MEd graduate program. We

Continued on Page 3...



Letters and Comments

It was with great delight that I received the news of the Alumni Association's sponsorship of free noon concerts.

I am writing this to thank you for the decision to provide this funding. It most certainly adds to the campus atmosphere. I plan to schedule the concerts on Tuesdays in the Agora. Scheduling by the University will dictate any changes if required.

Thank you again for your support for our efforts to provide popular, day-time, alcohol-free entertainment at Lakehead University. Your assistance is appreciated.

Yours truly
Marsha Ivall

Thank you for your letter of July 17, 1987. I'm very pleased that the Allocations Committee has seen fit to support my Shebandowan archaeological research with a grant of \$500. I will keep you informed of the project's progress and I will certainly be pleased to acknowledge the Alumni Association at every opportunity.

Sincerely,
Joe D. Stewart
Associate Professor

The Canadian Universities Society of Great Britain (CUS) was formed shortly after World War II when alumni from various Canadian universities decided to form a single society here in Britain. Now the CUS is open to anyone who has been associated with a Canadian university or who has an interest in Canada. Its purpose is to promote the welfare and interest of Canadian students studying in the United Kingdom and to provide such students with a means of communication with one another and their Canadian alumni. The CUS also aims to advance the knowledge of Canadian universities among British students and UK based Canadians who intend to study in Canada. The CUS is entirely run by volunteers. The majority of our members, numbering over 400, are doing post-graduate studies in Britain.

What the CUS offers its members:

-Advice for newcomers to Britain (including information on scholar-

ships, how to get on mailing lists, how to get cheap theatre tickets, etc.)

-Social functions for Canadians studying and/or working in the UK.

-A central registration point for Canadians studying in the UK.

-A contact point for the Canadian High Commission and the Provincial Houses in London when organizing functions for students.

-Opportunities for British students to meet graduates of Canadian universities and to discuss their studies and move to Canada with representatives from the Canadian High Commission and the Provincial Houses.

The Society would be most appreciative if your association would mention the CUS in your newsletter or magazine as this would be a most effective way to alert your alumni of our presence in Britain.

Last year a number of Canadian Universities wrote to us requesting our newsletter and a copy of our membership list. These will be forwarded to you as soon as they become available in the mid to late fall.

Thank you for your interest in this matter.

Yours sincerely,
Mark Mullins
Membership Officer

I would really enjoy receiving a copy of the Nor'Wester so that I might be kept up to date with happenings at LU. I have very fond memories of my year there and I would like to refresh them with new information and alumni updates.

Thank you,
Althea Gibb-Carsley (HBSW 86)



Chairman's Message

by Jeff McKenzie BA 84



Oh what a summer! I have experienced life in the fast lane from being a "single", to boyfriend, then fiancé to finally "partner in life" - all within a few short months. (See class news). I hope the rest of you have had an equally interesting summer.

The Nor'Wester Committee has been working on some new directions for your alumni reading. Namely, the addition of feature faculty overviews to keep you abreast of major developments or changes within these departments. Our special thanks to Dean McLeod for his "Winds of Change in Educa-

tion" in this issue.

We are pleased with the response to "We're Missing You" now on the back page. Last issue we recovered almost all of our "lost" alumni!

Special mention must be made of our 99.9 per cent volunteer writers who contribute on a regular or occasional basis, many of whom are alumni. Without their assistance and abiding interest, this paper would not come to fruition. The Nor'Wester Committee looks forward to your letters, queries, story ideas, and yes, even criticisms.

We want to serve you well!

Editorial Notes

by Jo-Anne Black
Coordinator, Alumni Services



As an up and coming second year novice, let me tell you. The "Phonathon Experience" goes something like this. Six weeks prior to this fundraising event, you contact and relentlessly badger potential phoners to catch the spirit, so to speak. A positive prospect is anyone who has made mild reference within earshot, to the Alumni Association, usually an alumnus, always a volunteer. The organizing committee is not above bribery for those who offer to take the plunge with the promise of those wonderful funeral sandwiches, and plenty of prizes (McDonald's anyone?). A subtle reminder of how rewarding it is to work on behalf of one's alma mater punctuates the agreement. By some miracle, or maybe beginner's luck, you've got your cast of thousands.

In the meantime, information fact sheets are updated and printed, inexhaustible supplies of color-coded phonathon forms counted, pledge card packages stacked in preparation for the big event and to set the tone, a videotape on the how to's of phonathons is viewed. Armed with sharpened pencils, a suitcase filled with gift certificates, and the (feigned) confidence of a Wall Street baron, you're off to the races.

The first call is painful. Ever so painful. The inevitable happens. You put out an incomprehensible line of facts and figures about Lakehead

University. The wrong facts and figures. You practically mortgage your loved ones for that first taste of sweet success - a "pledge". You squeak out a request for a donation with the greatest dis-ease. Suddenly numerous excuses for leaving flash through your mind. You wonder what in the world you're doing sitting in this chair. Moreover, you vow you'll never dial another number again...ah, give me a sandwich and a pickle and maybe I'll try again.

A miracle occurs. The shock is complete when the voice on the other end of the phone says, "sure I'll give you twenty five bucks". Now you're hooked. The next one comes easier and within the hour you've raised \$200. What was initially, blind fear is now out and out greed. You're on top of the world and you want to improve your record! It's a competition and you're having fun.

The fact is that over 100 alumni volunteers will be *charges de Ma Bell* over eight nights of phoning in the Thunder Bay area during the month of October, preceded by the Toronto Phonathon (sponsored by the Toronto Alumni Chapter). We will be calling 5,000 lucky alumni to chat about university news, obtain address updates and to ask you for your support of the 1987-88 Annual Fund Campaign!

Last year's volunteer effort raised \$50,000 from over 1,176 alumni donors. The ring of success can be achieved for 1987-88 only with your help.

This year's goal is \$60,000. Don't hang up!

Pajamaki Memorial Established

An award fund has been established in memory of F. M. "Peggy" Pajamaki who taught three generations in the rural schools of Thunder Bay. Since teaching was her life, the Award will be granted on the basis of academic achievement, community and school involvement to a student who resides in the rural area of Thunder Bay who is entering the Faculty of Education. If you wish to contribute to the growth of this endowed award which is presently valued at \$125, you may designate your Annual Fund donation by sending your cheque payable to Lakehead University - Pajamaki Award.

Cost Effective Protection

If you're concerned about protecting the financial security of your family, you will be interested in the Lakehead University alumni life insurance plan.

Underwritten by North American Life, it combines low rates, high maximums and a variety of options which provide a cost-effective package of protection.

Information about the benefits of the program - which is endorsed by the Alumni Association - was mailed to alumni in September and included a special offer ending October 31, 1987.

If you missed the mailing, or if you want to know more about this important Association benefit, you can call North American Life TOLL FREE at 1-800-268-6687 (in Toronto call 229-3000). You can also contact Al Nicholls, the Lakehead alumni insurance consultant, at (807) 767-4155.



NOR'WESTER

LAKEHEAD UNIVERSITY ALUMNI NEWS

Publisher

The Nor'Wester is published by Community Relations, Office of Alumni Services, Lakehead University, three times yearly (Fall, Winter and Summer) and is mailed free of charge to all alumni of Lakehead University.

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Winds of Change

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are pleased to welcome her. As well, the University has appointed two new faculty members in Education. Dr. Ann Osborn has joined us as an associate professor in music curriculum and instruction, and Dr. Robert Sweet is an assistant professor in Educational Psychology. Each brings special academic skills and experiences which strengthen our faculty complement.

Two new chairmen have been appointed. Professor David Bates is the Acting Chairman of our Preservice Teacher Education Program for 1987-88 and Dr. Alan Bowd has recently been appointed for a three-year term as Chairman of Continuing Teacher Education. Each is well prepared to assist with the delivery of teacher education in and for Northwestern Ontario.

The Faculty has enjoyed another successful summer with its Native Language Teacher Certification Program, under the direction of Ms. Mary Mitchell. The program brings together educators and linguists in the Algonquin language from across the country. September

registration saw completed the development of our new four-year concurrent BA/BEd in native education from the two-year diploma course.

The Faculty continues to be creatively productive. Professor Bill McCallum is examining the development of a proposal relating the use of computers and computer software to environmental studies. Dr. Allen Bowd is presently doing a book on children with special needs. Dr. Jim Angus, currently on sabbatical, is completing the work on his book on the Trent and Severn Waterway, which is being published by the University of Toronto Press. Dr. Penny Petrone is finishing a book on Inuit literature, which will be a companion volume to her very well received *First People, First Voices*.

Amid all these changes, student registration for the 1987-88 academic year has remained strong. All programs are filled to capacity. With the harbingers of change mentioned earlier, the year immediately ahead promises to be a busy one.

Canadian Federation of University Women

Education is a lifelong process. To learn is to live: to live is to learn.

Assisting in the development of sound educational values is one of the CFUW's main goals. Founded in 1919 to safeguard and improve the economic, legal and professional status of Canadian women, CFUW, its 121 member clubs and 12,000 plus members, each September celebrate its national week.

The CFUW's commitment is to assist, promote and sustain.

1. education, 2. public affairs, 3. human rights, 4. international cooperation, and to share our educational training with our communities.

CFUW's national executive, headed by President Linda Souter is

headquartered in Ottawa. It and similar provincial counterparts provide a communications and guidance network for national and provincial issues: legislation, Status of Women, Education, Library and Creative Arts, Fellowships/Scholarships, Publications and Resolutions, and facilitate lobbying of government at all levels.

The executive for the coming year is: President, Susan Tiura; Vice President, Gloria Cyr; Past President Christine Bode; Secretary, Margaret Page; Membership, Cheryl Thompson; Groups, Adele Archer; Archivist, Lois Heald; Executive, Diane Grant

Please contact Susan Tiura, R.R.#13, Lakeshore Drive, 983-2258 for further details.



HBPHE '77 gang getting ready for a day of "tubing".

HBPHE Class of '77 Reunion a Success

by Darlene Yakimoski HBPHE 77

HBPHE Class of '77 held their 10-year reunion in Thunder Bay July 2 to 4 this year. It was a great success. The idea behind the reunion was to get as many as we could together and just have a good time, and that we did.

Of course we're all a little older and a little wiser, but the faces haven't changed and the great memories are still there.

Many travelled great distances to be here and it was certainly appreciated. Those attending were:

Mike Beeby & wife, Laval de Rapids, PQ; Ed Cain & family, Fort Frances, ON; Peter Graham & Family, Tottenham, ON; Mark Mahony & wife, Osgoode, ON; John O'Brien & family, Whitecourt, AB; Judy Whiteway & family, Morden, MB; Bob Yolsten, Calgary, AB; Laurie Binkley & friend, Brandon, MB; Bob Dejardins & wife, Kirkland Lake, ON; Garth Hamilton & family, Marathon, ON; Luc Marmellic & family, Calgary, AB; Rodger Perry, Calgary, AB; Angie Kepes & family, Thunder Bay, ON; Stu Jullus & family, Thunder Bay, ON; Darlene Yakimoski & friend, Thunder Bay, ON; Gord McMurtry & friend, Thunder Bay, ON.

Things started off informally on Wednesday July 1 with a few of us getting together at the Red Oak, where most people stayed.

Thursday July 2 got off to a slow start, with everyone having the morning free to do whatever they wanted. That afternoon the group got together at the Fieldhouse and the guys tried to play some basketball. (It's not that easy anymore eh guys?!!) Some took the kids swimming and others went shopping. That evening we all had dinner at Mother Tuckers. The line that came

up most in the conversations was "Do you remember when ...?" Then we went back to the Red Oak where we were generously given a party room, so we wouldn't wake the other guests.

Friday July 3 was golf day. Chaplains Golf Course will never be the same! How are those exploding golfballs Pete?? That evening some of us met at the Fieldhouse where we were supposed to get fitness tested by Norm. Instead we had some bubbies and a nice visit. Then it was off to Ringside Seats, a local sportsbar for a quiet evening.

Saturday July 4 proved to be a very busy last day. It started early with the gang meeting at River Rat Rentals in Stanley. After getting organized, we strapped 27 tubes together and had a leisurely drift down the river. Marmellic's parents graciously opened up their back yard to us later that afternoon for a family barbeque. Later in the evening, we met in the Oak Room for a small party. There was beef on a bun, good music and great company. A short slide presentation brought back old memories for one last time.

Many thanks to those who attended the reunion and made it such a success. Thanks to those who replied and showed interest in coming, but for some reason or another, unfortunately could not make it. Thanks to Norm Lavole, Ron Lappage, and Doc & Mrs. Wildop for showing up to help us remember when.

There was talk that we'll have another reunion in three to five years in Calgary. That way we can all take in the stampede, among other things. Let's all try to keep in touch and make the next reunion even bigger and better.

A NORTHERN VISION

The Development Of Lakehead University

by Harold S. Braun and William G. Tamblyn

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P7B 5E1

Or people locally can pick up their copy at Alumni House.

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HONORARY DEGREES

The Senate Honorary Degrees Committee invites nominations from alumni for the awarding of honorary degrees at 1988 and subsequent Convocations.

The following information about each nominee should be provided: a) name in full; b) permanent address; and c) a brief biographical outline on the nominee, including education, employment, and accomplishments of note. Each nomination should be accompanied by a statement (200 words maximum) with your reasons for

recommending the nominee for an honorary degree from Lakehead University.

Nominations should be sent to:

Lynda Phillips
Office of the President
Lakehead University
Thunder Bay, Ontario
P7B 5E1

Miller Time



by Tom Miller

"The Canadian Charter of Rights and Freedoms guarantees the right and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society." (The Canadian Charter of Rights and Freedoms, 1)

"Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability. (Ibid., 15 (1))

"In Part 1 and in this Part, a) 'age' means an age that is eighteen years or more, except in subsection 4 (1) where 'age' means an age that is eighteen years or more and less than sixty-five years;" (Ontario Human Rights Code, 1981,9.)

In May, 1986 by dint of plain living and high thinking, I attained the dignified age of 65. In June of that year LU terminated me, in accordance with established policy.

Together with two colleagues, I sued for reinstatement, citing the Charter. Our case was deferred pending the outcome of identical cases brought by a group of academics against Toronto, Guelph and Laurentian.

In October the Supreme Court of Ontario judged that universities were too remote from government for the Charter to apply. But the judge also held that had it applied, he would have found for the universities, because to abandon mandatory retirement would exacerbate youth unemployment, therefore mandatory retirement was a reasonable limit, demonstrably justified in a free and democratic society. "When I speak of unemployed youth," the judgment ran, "I am including therein, for example, thirty-five year old lecturers and professors who are being denied an opportunity in the environment of the reduced employment opportunities mentioned...."

But in a further *obiter dictum* the court opined that the definition of "age" in the Ontario Human Rights Code, which applies to everybody, was itself in contravention of the Charter. So it is a slightly mixed message which now lies before the Ontario Court of Appeal, whence it will presumably wend its way to the Supreme Court of Canada, so that in not too many years we may get an authoritative statement.

The Federal government had some time since abandoned mandatory retirement for the Federal civil service. Nor had the provincial government been totally idle, at least not totally, totally idle. In January 1966 it set up a task force. Working feverishly 'round the clock, the task force was prepared for hearings, by January 1967. A gruelling, arduous series of hearings, an

afternoon and evening in Toronto, an afternoon in Sudbury and one in Windsor, left the members prostrate with exhaustion. In not too many years they may recover enough to present a report.

In any case Ontario can hardly go on forever being odd province out. After all, we are bounded on the south by the U.S. of A., which has virtually abandoned mandatory retirement, on the west by Manitoba, the same, on the east by the Distinct Society, the same, and on the north by the High Arctic, where the senior Inuit citizens used to maroon themselves on icefloes.

And there are antinomies (I think that is the word I want) in society's view of the question. We are still plagued by youth unemployment, which seems to demand not only the retention of mandatory retirement but also incentives to promote early retirement. On the other hand, we are an aging society, and support of the aged threatens to become a more and more crippling financial burden.

So there it is: if we keep on working we deny opportunities to youth; if we stop working we exhaust the nation's social service resources! Icefloe, anyone?

And the universities, too, speak with forked tongue. For not always, in fact not often, do they replace a retiree with a tenure track appointee. They much prefer to contract out to sessional lecturers, and in many cases the sessional lecturers are actually the retirees. Such contracting out is not without some very positive features. It is a windfall boon to the universities' budgets. Where the contractor is the retiree, they get professional work for sessional pay. And it offers the retiree a phased withdrawal rather than the abrupt cessation which many find traumatic. There

are official, state-funded "gliding out" policies in effect in Britain, France and the Netherlands.

But it does regrettably little for the thirty-five year old lecturers and professors whose sorry state weighed so heavily with the Ontario Supreme Court.

However, there is also a glaring antinomy (I really must look that word up) in my own position. I loved my work. I enjoyed my colleagues, most of them, and my students, all of them. I resented being summarily cashiered, the bum's rush. But I also thoroughly enjoy my present condition. When I was teaching I earned \$300,000 a year. I was not paid quite that much, but that is what I earned. I now get almost as much as I got when I was working, and I earn not one cent. I find this a very pleasant change.

And the divorce from my alarm clock was without bitterness on either side. As with many divorces, we are both happier.

Be that as it may, in not too many years, either by legislative act or judicial fiat, I will be reinstated. As I write this, it is registration and orientation week. In my mind's eye I envision an LU registration. I see hordes of history students, each one with the wan, distraught look which bespeaks a hopelessly intractable timetable conflict, one which I am expected to resolve.

Icefloe, anyone?

Editor's Note: The Ontario Court of Appeal is considering an appeal of the ruling by the Ontario Supreme Court that universities are within their legal right to enforce retirement at age 65. The appeal was heard in May of this year by five judges. Normally, appeals are heard by three judges, but this case is considered to be particularly important.

Spotlight on Graduate Student "Karen Charles"

by Mary-Beth Minthorn-Biggs 87
President, G.S.A.

It is with great pleasure that the Graduate Students Association presents Karen Charles to the spotlight. Karen is commencing her second year of the MA program in clinical psychology. She received her BA in Anthropology in 1985 and her HBA in Psychology in 1986. Karen is one of those great people who is always willing to assist her fellow students for exams and every day school problems. Those who receive help from Karen are very fortunate indeed because Karen has



won almost every academic award available at Lakehead.

Karen was born in Quebec but attended school in Thunder Bay. Her academic achievements started with a City of Thunder Bay High School Scholarship. But that was just the beginning. Since then, Karen has gone on to receive the Robert Addison Award, 2nd year In-Course Scholarship, the Dean of Arts medal, Abitibi Price Inc. Graduate Fellowship and C. J. Sanders Graduate Scholarship (for the student with the highest marks entering his/her first year of graduate studies), and the Ontario Graduate Scholarship.

Karen said that she really likes LU. She especially likes the size of the University because you get to know so many people. Karen is

presently the president of the Lakehead Anthropology Club. As we can see, Karen's interests are varied. This is most apparent in her MA thesis. Karen is working on establishing native norms for the MMPI (Minnesota Multiphasic Personality Inventory), which is a clinical assessment tool. Karen states that this work is very important because the cultural differences often place the native patients into categories to which they do not really belong. We at the GSA know that Karen will be successful with her work.

What does the future hold for Karen? Ms. Charles would like to continue her studies. We are all positive that Karen will be highly successful at anything she attempts. Good luck Karen!

Illustrated Lecture and Roots in Sweden

by Elinor Barr BA 74

Searching one's roots is a very popular pastime these days, but my "roots" offered much more than personal satisfaction during a trip to Sweden this summer sponsored in part by the Alumni Association of Lakehead University.

The reasons for my sojourn were threefold: to visit relatives I had never met, to carry out research for the Swedish Heritage Project launched in January 1986, and to deliver a paper titled "Swedish Language Institutions and Activities in the Canadian Lakehead Area of Northwestern Ontario, 1900 to 1930" at the Canadian Studies Conference sponsored by the Nordic Association for Canadian Studies at the University of Lund in southern Sweden. I am pleased to report that all three missions met with success.

My paper took the form of an illustrated lecture. The written version will be published later this year in the conference proceedings Canada and the Nordic Countries, along with Geoffrey Weller's paper "Health Care Delivery in Northern Hinterlands: Canada, Scandinavia and the United States". Professor Weller and I were the only two people from Northwestern Ontario among the 90 scholars who delivered papers to 270 participants. The conference was ably organized by Dr. Bengt Streijffert who represents Sweden on the Executive Board of the Nordic Association for Canadian Studies. Dr. Streijffert visited Lakehead University this spring.

The most striking feature about Sweden is its antiquity. The city of Lund was established in 1026 A.D., more than 500 years before Cartier entered the St. Lawrence River. The university itself was inaugurated in

1688. The conference centre in Kungshuset (literally, the King's House) was built in the 16th century as a royal palace, and the entrance features a three storey tower filled with a huge spiral staircase. I was told that the king liked to ride his horse up and down these stairs, just for the fun of it.

The campus offers a fascinating study in contrasts. Not far from Kungshuset stands Ideon, a modern centre for high-tech research and industrial development. Built in 1983, it is the largest research village in all of Scandinavia. Another surprising feature is that the university's English Department boasts a library that includes the most extensive holdings in Sweden of Canadian literature. The setting was a positive one in which to meet European and

Continued on page 10...



Elinor Barr's grandmother, mother (left), aunt and uncle in Rattvik, Dalarna folk costume circa 1907.

Advancing Your Career: Present Job Market Trends

by Peter Gacuk

Eng. Tech 80 BEng 82

Jo-Anne Black, the Alumni Coordinator, asked me what suggestions I had for improving the Lakehead University Alumni newspaper. With the exception of a good cartoon, I told her it had everything I thought it should; news about the school, profiles of graduates and professors and news about long lost friends. However, I thought the paper could be a little more practical. In addition to the newsy articles, perhaps a self-help type article could be included. I should have known better and realized that discussing my recommendation with Jo-Anne would turn into a promise to write an article.

They say all writers write from experience so I will relate to you the things I've learned from my search for the "second job". I refer you to the experts at the Canada Manpower Centre for the statistics of the situation and the fundamentals of resume writing, interviews etc. I will write about the trends that I have observed in the present career market place. Although this article is about the second job, meaning the one after the job you entered upon graduating, the practical information is applicable to undergraduates seeking summer employment or their first career position.

Prior to the wave of high employment in the early eighties, there was a time during which it was necessary to change companies every three to five years to advance your career. I believe those time are soon upon us.

The technique of job hopping is effective until you break above the level of first line manager. Beyond this, general experience and seniority will help propel your career forward. Upper management will gain a greater trust and familiarity of your character the more years you are involved with the same company and consequently provide you with increasing responsibility.

I sense an overall management attitude in many companies of not investing in the long-term future. Present planning is for the next few years to be profitable for stock holders even at the cost of abandoning research and development programs.

This survivalist mentality I believe has been brought on by a number of economic factors. Powerful mutual funds are demanding consistent high profits and this

has changed the way blue chip companies are doing business. Corporations known by investors for stable long-term growth are becoming lean by imposing hiring freezes and cutting expenses. Only low risk projects and venture schemes which guarantee profits from tax breaks are being pursued. These changes do not foster real growth or raise efficiency but rather help to stabilize share prices. Increased competition has spurred corporations to issue high dividends in order to retain their investors and hold on to any possibility of future growth.

A "take-over and merger" frenzy is occurring. The quest to be the most innovative is being replaced by the desire to be the largest. Cash rich firms are purchasing their competition and increasing their asset base to avoid being swallowed themselves. Mergers and licensing agreements have become the standard method of buying expertise rather than cultivating it. Some raiding is occurring as companies take over others just as a product is ready to market rather than fund the risky research and development phase themselves. Reduced oil prices and the increase of Canadian content requirements have had both negative and positive effects on the job supply in different industries.

All these conditions have produced a job marketplace which is not very promising. Non-investment in the future by corporations has greatly cut down on new graduate hiring and career development of existing employees. Many skilled, post secondary educated people are unemployed. Mergers have made some jobs redundant. Branch office functions have been consolidated into central departments. Marketing and other management-related positions are absorbed by the company taking over. High technology companies which produce complex products, prefer to buy maintenance contracts with established service networks rather than employ their own repair staff.

Employers enjoying a large choice of applicants, are hiring above the skill level required for the position and sometimes offering subordinate salaries.

This inhospitable job market should cause you to do a thorough analysis of your present situation before considering changing jobs. Most companies in the same industry practice similar management styles. Changing companies may not necessarily provide a better en-

vironment. The important thing to focus on is the local circumstances of your employment. Do you enjoy your duties and the type of projects you work on? Do you like working for your supervisor? Are there any internal job opportunities available?

A change of industry or size of company can be beneficial both in gaining new experience and overall enjoyment of your occupation. Moving from a multinational corporation where job descriptions are well defined to a small or upstart company where you will be involved in all aspects of the business may be the change you need.

In almost any profession, computer literacy is becoming a prerequisite. New jobs are constantly being created as computer applications are combined with more traditional business fields. Applying new skills or taking on a new role in your existing job can rejuvenate your work interest and impress management.

Temporary placement agencies can help provide full-time employment through a series of short term contracts. Working under this arrangement, the wages are generally higher than being on the source company's payroll. There are however no fringe or basic benefits such as health plans and definitely no job security in an economic crunch. Managers who are responsible for daily operations are using contractors extensively to complete short term projects. This method allows them to increase their staff and meet commitments while adhering to upper management's survivalist policy by not increasing corporate salary obligations. Agencies are also being used as a means to set up a nonofficial trial period. Temporary contract employees can be dismissed with less severance problems than if they were governed by the company's own probation policy.

People who enjoy working on a temporary basis or those who have spouses with adequate benefits, may find contract working profitable both financially and in the wide array of experience they gain. The major disadvantage is you are prohibited from working for any of the agency's client companies for a period of around one year if you leave the agency. If the host company decides they would like you to join their staff they must pay a large penalty to the agency.

Executive recruitment agencies or "head hunters" as they are com-

monly referred to, have become a necessary evil in today's job marketplace. It may seem ironic that agency advertisements occasionally outnumber source company advertisements in the career sections of newspapers. Many jobs are not publicly advertised, they are only listed with recruitment agencies. Companies which have downsized their personnel department as a cost-cutting measure use agencies as needed. When a firm is starting a new division, a large number of people with varying experience will be required. This may be too large for the source company's human resource department and agencies are called in to help.

Recruitment firms are also used to shield companies from the sheer number of applications. A recruiter once told me he does his sorting of applications while sitting in the bathroom. He starts with a large stack of resumes and fills the bathtub with the ones he rejects on first reading and the sink with the ones which look promising. The bathtub, sink proportions give a true indication of how many people apply for widely publicized positions.

Head hunters work for a commission they receive from the companies for which they find personnel. There is no cost to you for their help. Generally the commission is a percentage of your starting salary. At one time agents may have helped negotiate larger salaries but with today's increased competition both for jobs and from other agencies, some have gained a bit of a bad reputation by coercing people into accepting inappropriate positions. Agencies can help you assess where you want your career to go. The majority of the agents have worked in the industries they serve and have built up valuable personal contacts. My overall impression is that head hunters are more useful for people with an interest in supervisory or management career progression rather than research or technical specialization. If you decide to go after the second job, don't be any less professional in your "search" for it than you would be when you land it. This professional approach should be displayed in all written communication, interviews, dress and deportment.

A resume is the key that unlocks the door to an interview. Organize

Continued on page 9...



Merrill's Musings

by
Dr. George
Merrill

A friendly voice which has become increasingly familiar to CBC listeners across Canada has returned to Thunder Bay and radio station CBQ. The owner of the voice is Margie Taylor who graduated with an HBA in English and a History minor in 1972. After spending a year in London, England, Margie returned to Thunder Bay in the fall of 1973, looking for work.

She was hired by the brand new CBC radio station, CBQ, in December of that year as the only female on the air. The station manager at the time was Doug



Ward. In 1976, after working in Montreal during the Olympics, Margie left the station and the following year went west to Vancouver where she co-hosted a regional morning show called "Daybreak". They referred to it as "The Show for Those Beyond Hope" because that was the first community in their broadcast range. She produced the program for a year, then produced other programs and was the network producer as well for CBC Vancouver.

In 1981 she got married and after the arrival of her first child, Sarah, she quit full-time work and started contributing items to a CBC network show called "Variety Tonight", hosted by Vicky Gabereau. When Vicky was on holidays Margie filled in as host and appeared as a commentator on such programs as "Midday" and "The Journal". For four summers in a row she was a publicity writer for the P.N.E. (Pacific National Exhibition) as well as doing occasional commercials and some writing.

In 1983, after the birth her son, Jesse, Margie wrote "The Vancouver Baby Book", a handbook for expectant parents in the Vancouver area.

Last year, she concentrated more on writing and completed a financial article for "Your Money" magazine. Margie began writing short stories and researching a novel set in Thunder Bay. With her 17-year-old stepdaughter safely graduated from high school and launched into University and a modelling career, Margie and her husband decided it was time for a change. They sold their 83-year-old home in North Vancouver, packed up the kids and the cat, and arrived in Thunder Bay.

At present Margie is working full time as a contributor to "Voyage North", CBQ's afternoon show, and writing a weekly television review piece for the network. If she can find the time (!!) she hopes to complete her short stories by next spring.

Welcome home, Margie!

Treasures Unburied



Students and public find bargains galore! The second Annual Fall Flea Market raised \$1,000 from the sale of used goods.



Chefs and sous-chefs at Alumni Fall Flea Market September 18. Hot dog preparations by: left to right, Lynda O'Brien 85, President Rosehart, Pat O'Brien 70, Jo-Anne Black, Betty Hygaard, Cathy Trojan and Jan Korteweg.

President's Perspective

By Dr. Robert Rosehart
President
Lakehead University



The return of September to Thunder Bay brings cool nights and the return of students, our future alumni. The year 1987-88 looks like it is going to be an interesting one at Lakehead University. Changes continue to be made in both our physical and educational environments. One of the most striking physical changes this year is the movement of several "nerve" centres at L.U. to adjacent areas close to the Agora. Our new central telephone information office is just outside the Senate Chambers, the Security Office that used to be in the basement is now across the hall from the University Centre Theatre, the Student Services - Health Centre is in the old LUSU offices and our new student counselling and career centre is located in the old Student Services area. A major improvement in this arrangement will be to bring the campus health service into a more visible location, formerly you will remember it was located in the Student Residence complex.

As I write this, a pile driver outside my office is working on rebuilding the dam (fishway/spillway) of Lake Tamblin. Ever since the Lake was created in 1969 it has been a thorn in the side of LU relations with the local sports fishery because of the negative impact it has on the rainbow trout spawning run in the spring. Although we often pointed with pride to our fish ladder, I guess it didn't work all that well. The new fishway/spillway should prove to be a real tourist attraction in the spring as it will be a series of cascading pools. The money for this project which in total will cost about \$300,000 is coming from many sources: LU, the Lakehead Region Conservation Authority, the City of Thunder Bay, the local Steelhead Association and the Ministry of Natural Resources. The Ministry of Natural Resources contribution is from the revenue from the recently instituted fish license program in Ontario.

Another existing project just about to start construction is the Nanibijou Child Care Centre located in the old Health Centre in the Residence complex. The Nanibijou Child Care Centre is expected to open on January 1, 1988.

Finally, in October the first of a series of parking lot pavings will occur at LU. This will be a phased in

program over several years that should significantly enhance the appearance of the campus. The monies for the project will come from parking lot revenue. As well, this fall the new Forest Biology Research Centre will most probably be put to tender with some work to be undertaken this fall but with serious construction to start in the spring.

Programming changes at LU for this fall have been minimal with two significant exceptions. In Education, the Native Teacher Diploma program is now a Degree program and in Nursing the first graduates of our "Native Entry into Nursing" program are entering Year 1 of the Nursing program. This past year the Senate of Lakehead University passed a detailed Academic Planning report which will see some significant changes during the coming years. If you would like a copy of this report it is available without charge from Prof. G. Weller, Vice-President (Academic) at LU.

ALUMNI POLITICIANS

I am finishing this article the morning after the massive Liberal election victory in Ontario on September 10 and Lakehead University has done rather well in the results. One of our Sociology Professors, Chris Southcott finished a close second in the Port Arthur riding while two of your fellow alumni and current Lakehead University Board of Governors' members, Lyn McLeod (HBA 84 MA 86) and Taras Kozyra (HBA 68) were both elected as Liberal members of the Peterson government.

CHRISTMAS SHOPPING FOR LU ALUMNI

In 1977 when Dr. Harold Braun retired as Dean of University Schools he undertook to write a history of the development of Lakehead University. In November the book will be ready for sale and elsewhere in the Nor'Wester is further information on how to get your copy. The book entitled "A Northern Vision, the Development of Lakehead University" is hard cover and has an extensive collection of photographs which depict Lakehead University in various growth phases. The project was completed as a joint effort of Dr. Braun and William Tamblin, the first President of Lakehead University.

REUNIONS

REUNION 1990

July 1, 1990 - MARK IT ON YOUR CALENDAR NOW!

Plans are underway for Lakehead University's 25th anniversary. All faculties will partake in reunion festivities and all former students, faculty members and staff are invited. Join us for this special occasion. The date is the July 1st weekend, 1990.

TO ALL 1979 HBPHE GRADS

Now is the time for organizing!

1989 is approaching and we have to get started on plans for a reunion. If you are interested in being included or wish to help organize please send names, addresses, and telephone numbers to: Wayne Crawford, 181 Niagara Street, Welland, ON, L3C 1J6

A letter outlining proposed dates and activities will be sent soon.

Book Review - Simon J. Dawson

by Elinor Barr BA 74



Many fascinating characters have marched through the pages of our past but only a few of them are well known. This situation is about to be remedied, thanks to Thunder Bay Historical Museum Society which recently launched the first in a series of local biographies, *Simon J. Dawson, C.E.* by Elizabeth Arthur.

The book's cover frames in appropriate Tory blue the Notman portrait of Dawson, and he seems to nod approvingly at the restrained scholarly style of the text, supplemented by Iain Hastie's maps, period photographs, and endnotes. In a work such as this, the several spelling errors and omission of accents on French words are obviously the fault of the printer.

Surprisingly, the book does not include information about its distinguished author. Elizabeth Arthur, formerly a professor at Lakehead University, enjoys an international reputation as a Canadian historian. A recent issue of the publisher's own annual, *Papers and Records*, listed her published works and it is an impressive list indeed. Although this book is geared for adult students, any reader with an avid interest in the past will find it both interesting and instructive. Simon Dawson was the father of Port Arthur, now part of the city of Thunder Bay.

He conceived and gave birth to the community as terminus of the famous (some say infamous) Dawson Route to Manitoba. He nurtured his child as elected representative provincially 1875-78 and federally 1878-91, before

slipping into the obscurity and poverty that characterized his old age.

His story is singularly apt as the first in a series to encourage rediscovering fascinating characters from the past, especially in Northwestern Ontario. Many of the local problems he identified have not yet been solved.

Simon J. Dawson is published by the Thunder Bay Historical Museum Society and priced at \$5 per copy and is available from the Thunder Bay Historical Museum Society and local Thunder Bay bookstores or by mail from Singing Shield Productions, 104 Ray Boulevard, Thunder Bay, ON, P7B 4C4.

This book review was reprinted from the June 1987 issue of Thunder Bay Magazine.

Employment Equity: All Can Benefit

The position of Employment Equity Coordinator has provided me with an interesting and active year and one half. In May of 1986 when I came to Lakehead University the position was new and there were no footsteps to follow. After several information sessions attended by 155 very vocal and interested staff members, many ideas about what I might tackle first, including some very unique suggestions, provided a good starting point for the program.

Staff, faculty and students have continued to provide useful input both through individual visits and through the Employment Equity Advisory Committee which meets on a regular basis. This is essential if the Program is to reflect the concerns and goals of the University community.

Before highlighting some of the findings in the Employment Equity Report which was completed in February, it might be useful to explain just what this thing called Employment Equity is. The role of an Employment Equity Coordinator is basically to help an organization examine the systems, numbers and attitudes which characterize it to ensure that they are free from bias which may have a negative impact on females, Native people, visible minorities and people with disabilities. Once these areas are examined changes may be necessary to ensure that the organization is adhering to the Ontario Human Rights Code which prohibits discrimination on a number of grounds. The Code also prohibits systemic discrimination. Systemic Discrimination covers policies or practices that may be applied equally to everyone, but have a negative impact on one particular group. By cleaning up these systems all employees can benefit.

Employment Equity Report was completed in February. It showed that as of December 1986 the permanent support staff comple-

ment was comprised of 55.3 per cent females and 44.7 per cent males. LUFA unit #1 which represents all full-time faculty included 33 females and 211 males. The Librarians represented in LUFA Unit #2 were comprised of 7 females and 4 males.

Broken down further by individual employee groups the numbers were as follows: Service Employees Union 41 males, 23 females, International Union of Operating Engineers 11 males, 0 females, Canadian Guards Association 12 males, 1 female, Office and Professional Employee Union 6 males, 103 females, Technical Staff 35 males, 9 females, Schedule #1 - 3 males, 17 females, Schedule #2 - 25 males, 28 females, Senior Administration 15 males, 1 female.

The report goes on to examine by gender the comparable age, education, salary, and years of service for Schedule #1 and #2 employees. For Technical Support Staff factors such as distribution through the ranks, salary increases for a two-year period, record of promotion, year of hire, education and experience were compared by gender.

These comparisons resulted in an expanded report on Schedule #2 which was completed in July and, recognition that the distribution of merit and anomaly for the Technical Support Staff group for the 1986/87 year had to address a wage gap between the males and females.

The report outlines several Employment Equity activities which have been implemented. These include the Pathmakers Project which was sponsored by the Ontario Women's Directorate and the Ministry of Colleges and Universities. Through this project, female students from Confederation College and Lakehead University who were enrolled in non-traditional courses visited local high schools to talk to male and female students. This project will continue in September. Dr. Roberta Bondar, an

astronaut with the Canadian Astronaut Program visited Lakehead to present a lecture entitled, "Space: An Experience For All To Share". Employment Equity Sessions were conducted for all staff in Physical Plant. Employees were encouraged to discuss their views including concerns regarding females moving into jobs other than the Custodian II position. Human Rights In Recruitment Sessions were conducted for staff and faculty. A panel comprised of female representatives from the fields of medicine, biology, physics, forestry and engineering spoke with female students who are currently in or considering enrolling in the sciences. And finally, a Status of Women Committee was established.

Since the report was completed, a Career Development workshop was offered jointly by Student Services and the Employment Equity Office for female employees. Co-ed sessions will be offered in the fall. As well, sessions covering resume writing and job interview skills will be implemented.

PLANS FOR THE COMING YEAR

Four sessions for supervisory staff will be offered jointly by the Personnel Office and the Employment Equity Office in the fall. These will include seminars on Recruitment, Performance Appraisal, Human Rights and Career Development.

A Pay Equity Plan will be developed for Lakehead University during the next year. As Employment Equity Coordinator I will be involved in this process. The legislation requires that the salary and benefits for all female dominated jobs be compared to the salary and benefits for all male dominated jobs of equal value. Most employers are presently waiting for the Legislation to be proclaimed and for a Pay Equity Commission which will develop

the guidelines for the legislation to be appointed before any significant work begins.

Another project soon to begin is a review of the current Personnel Policy Manual. Policies will be reviewed to determine if gender bias exists and to determine which policies require updating or further development. Along with this, new standardized procedures will be developed to complement our Employment Equity Policy Statement. Procedures regarding recruitment including advertising, employee training and development, and use of the Personal Harassment Policy are only three examples of areas which will be standardized and developed for better use by all employees.

The Status Of Women Committee will be hosting a Speakers' Forum aimed at enhancing the profile of women on campus. Funds for the Forum have been donated by the Alumni Association. Anyone interested in joining the Status of Women Committee should give me a call.

Lakehead University has done very well during the first year of the Employment Equity Program. There is no lack of energy from administration, staff, faculty and students when it comes to seeking input and advice. Like all new programs, a review of our direction will be necessary in the fall. The Employment Equity Advisory Committee will be meeting in early September and plans for the next academic year will be finalized.

On a final note, I would like to encourage anyone who is interested in the program to give me a call or drop by. My office is located above the Agora next to the President's Office and the coffee is sometimes fresh!

Myrna Holmgren
Employment Equity Coordinator
343-8356

Agony of Defeat

by Lynne Merritt BPE 78 BEd 82

Competitive sports can be both psychologically and emotionally destructive. Many athletes enter competition with their bodies and physical performance in peak condition. But how many of them have psychologically and emotionally prepared themselves for the challenge ahead. Will they be able to meet the challenge head on and survive anything that the competition may put in their path? Will they be able to handle the "agony of defeat" and compete another time? Sometimes you wonder just how much emotional and psychological stress one body can endure before it buckles under the weight of the onslaught. The following story is true and hopefully will give you some insight to the pressures athletes can be under.

I would like you to get involved with this commentary and do a little role playing. I would like you to put yourself in the running shoes of Patricia Puntous, a Canadian triathlete who has been a top contender in international triathlon competition for several years. She has placed second and third in the Hawaiian Ironman competition but has never won the event. She and her twin sister Sylvia compete together, they motivate each other throughout the duration of each and every event and literally become the

other's coach and emotional support. Patricia has never felt the thrill of victory in this triathlon - but her sister has.

So now that you have a little background information, pull that swim cap onto your head and be prepared to dive into the ocean water for a 2.4 mile swim with 1,500 other anxious athletes. Prepare to take on the event as Patricia Puntous did. Are you ready? On your mark! Get set! GO!. You dive into the ocean prepared to swim 2.4 miles. Elbows are knocking you in the head, you have been kicked in the ribs twice, some wise guy behind you is literally crawling up your back in an attempt to get ahead, and the person in front of you is trying to rearrange your face with his feet. You push on and just when you think you're never going to see terra firma again it's over - you're up and out of the water, trying to orientate yourself as you run over hot sand on your way to the first transition area. Salt water is drying quickly on your body and becoming very abrasive. A quick rinse under the shower and you're off and running to the cycle area. You pull on your shoes, helmet and gloves. Your legs are still a little shaky but you jump on the bike and set your psyche to pull you through 112 long miles of highway - not just highway, but highway that cuts

through the black lava field of Hawaii - highway that shimmers from the heat - highway that breathes flames into your already burning body. A long stretch of roadway that tries to eat away at your psyche and your will. Mile after endless mile of temperatures that hover around 104 degrees, hills that continue forever upward as you push through 30 m.p.h. Kona headwinds. A course that has been set up in such a way that you eventually come face to face with the competitors who are ahead of you - or worse than that, those who are quickly closing in from behind. A bike ride that is guaranteed to take its toll of unprepared athletes who eventually succumb to its challenges.

But you're feeling strong. You know you and your sister share second place at this time and that the leader is only a few minutes ahead. Your focus and concentration is on the long ride ahead as you shift gears and maintain a steady even pace. You realize that 60 miles are behind you - you have passed the halfway point and you are feeling great. Up ahead there is a fairly large group of cyclists. You challenge yourself to catch up to the pack - set a short-term goal for yourself and succeed. You've reached them but you are forced to stay with them until an opportunity presents itself and

you are able to pass the group and move ahead. You continue on with your ride, making up time and distance on the not-so-elusive leader. Ah, the next transition area. You gratefully hand over your bike and grab your running shoes, mentally preparing yourself for the final leg of this endurance event - the marathon - a 26 mile run along the same highway you just cycled. Your goal? To pass the person who is in front of you and win this event. Your knees are a little rubbery as you head out and your legs seem to want to pump up and down but you work through that and soon you're in full stride, pounding the hot burning pavement. You look up and realize that at last your efforts are to be rewarded. There in the distance is the woman who has set the pace for this event from the very beginning. You set your sights on her singlet and tear yourself away from your sister's side. You push on - and pass, noticing that this fallen leader is having a problem with cramping probably caused by dehydration and overwork. You still feel strong but know that there are at least two hungry competitors closing in behind you. The pain you are feeling in your legs, arms and back has got to be ignored so that you can keep your emotional and

Continued on page 10. . .

Profiles

Ronald J. Duhamel

"A Leader in Education"



by Dinah Waddell
BA 73 BEd 75 MEd 85

Ronald Duhamel BA 68 is currently a tenured professor in the Faculty of Education at the University of Manitoba. Last year the Government of Manitoba granted his request for a one-year leave of absence while he taught at the University. This May, Ron decided to continue his university career and resigned from his position of Deputy Minister of Education and Chairman of the University Grants Commission. He achieved a great deal by reorganizing the department into a highly effective operation. He is proud to have negotiated substantial additional human resources for the development of French-language education in Manitoba and he extended French-language services without causing any negative reactions. He also assisted the government in avoiding many potentially costly problems.

APPEAL OF POLITICS

Candidly Ron admits that he finds politics appealing for three main reasons. "First, our most important issues and concerns, as a nation, a province, a city and in fact, often even as individual citizens, will be affected by the political process. Therefore, I believe we need to become involved in some way. Second, politicians can and sometimes do give a sense of vision and direction to their community—something which is often lacking. Third—but not last—the political process can help the 'common, ordinary citizen'. It can ensure that 'wrongs are righted' and it often does."

As Deputy Minister of Education Ron enjoyed being at the centre of the decision-making process most. He was called upon to address a great variety of problems, issues and concerns, and he spent almost five years in that capacity. Two negative aspects of the job were that one's timetable was not one's own and often, neither was the agenda. One view Ron has held for a long time, he divulged, is that "chief executive officers—no matter how successful they happen to be—need to change every three to seven years."

Ron confessed that he enjoys "setting goals which are often extremely difficult to reach...I have a particularly strong desire to occupy roles that are not easily attainable." He is critical of universities that are generally "quite insular in terms of selecting administrative personnel. They do not often reach out to the broader community to recruit. Being Nor'Wester Fall 87 Page 8

selected for an administrative role when you come 'from the outside' is a real challenge."

STUDENT DAYS-FOND MEMORIES

Working in the north in a university setting is most appealing to Ron. In 1968 he graduated from Lakehead University majoring in English. He had chosen LU simply because of its convenience but tells that he became extremely fond of what he calls 'our little university'. "Frankly, I was blessed with extremely talented professors. And the students with whom I studied were also very bright and competent. The 'smallness' of the university gave me an opportunity to get to know people much better than would normally have been the case". Ron's graduate studies were completed at O.I.S.E. and he received his Master's degree and his Ph.D. from the University of Toronto. He has high praise for the Ontario Institute for Studies in Education, commenting that it "had then, as it does now, exceptionally talented professors and students. It was and I believe still is, a particularly fine place to study." His doctoral thesis is entitled *Various Forms of Support and Non-Support of Bilingual Immersion Programs in Schools*.

AWARDS

The Strathcona Trust Bursary was granted to him in 1961 in recognition of teaching proficiency, personality and interest in physical training the year he attained his Physical and Health Education Certificate. In 1968 he won the Lakehead University Chancellor's Medal for the highest ranking part-time student. The following year the Ontario Public School Men Teacher's Federation awarded him the Win Davies Memorial Scholarship for having shown most acceptable evidence of superior scholarly achievement.

Ron was one of two Canadians to receive the 1981 Phi Delta Kappa Young Education Leaders of America award. He has also received a fellowship and assistantship from the University of Toronto and a Canada Council Grant. In 1986 he became a Fellow of the Ontario Institute for Studies in Education. Most recently Ron was presented with the Lieutenant-Governor's Medal for Public Administration in Manitoba. This year is the first time which this award has been given by the Manitoba Chapter of the Institute of Public Administration of Canada. It has been established to recognize exceptional achievement of a person who has shown distinctive leadership in public administration in Manitoba or who, by writings and other endeavors, has made a significant contribution in the field of public administration in Manitoba.

PUBLICATIONS

Much of Ron's work has involved research and writing. During his career he has produced more than forty publications, many in refereed journals. He co-authored a book addressing post-secondary issues and he published chapters in others books on the subject of French-language education issues and provincial governments' legal involvement in curriculum and related matters. Ron is especially proud of a research project entitled *A Study of Matching French-Speaking Students and Textbooks in Manitoba, 1981*. His publications deal with a variety of timely educa-

tional issues but he considers three themes to be most important: the evaluation of programs and personnel, French-language and other minority language education issues and questions related to the administration and governance of educational organizations. He has been the Editor and reviewer of the Canadian Journal of Higher Education and other journals in Alberta and Manitoba.

PROGRAM EVALUATION

Ron has been involved in the evaluation of a number of various programs where the recommendations resulted in substantial change; for example, the equitable funding of small and large schools in the Kapuskasing Board of Education; the improvement of the French-language Immersion program in Duncan, BC; the identification of the need and the response to the need for expanded French-language services in the Canadian Education Association in Toronto; and the development of strategic planning competencies to respond more effectively to some of the changing education needs of the Eastern Caribbean countries. He is continuing to lead seminars on strategic planning and on human resource development there.

DIVERSE EMPLOYMENT

From 1973 to 1975 Ron held the position of Director of Education (Chief Executive Officer) of the Kapuskasing Board of Education. Prior to that he was a Superintendent for two years in Peterborough. From 1965-69 Ron was the Supervisor of Programs at the Lakehead Board of Education and he lectured at Lakehead Teachers' College. This was his first-ever university program for certification of teachers in French.

Ron's resume is very extensive. "From the beginning of my work experience, in the fifties, I have worked over thirty different jobs besides teaching: in a store, on a farm, in the bush, at a sawmill, in a mine, in a paper mill, on road and building construction, as a police officer, in sales, and so on." He has taught and been principal in approximately a dozen centres, to all grades and most disciplines. As a consultant he has been involved in more than a dozen major research and field development activities and he has been involved in more than

one dozen theses committee memberships and has been an external examiner of theses. His keynote addresses at more than fifty conferences, workshops, seminars, and professional development activities reflect his popularity.

This year Ron is President of Presse Ouest Ltee. He has been a member of over thirty different associations for professional and community activities. "My hobbies—besides working—are travelling and reading. I do as much of each as often as I can."

FAMILY

Carolyn Duhamel is Ron's wife. She is a BSc graduate from the University of Toronto in psychology and sociology. She also has a Masters' degree from the University of Ottawa in educational administration. Carolyn is a graduate of Lakehead Teachers' College (1969). She has chosen to work at home raising their 2 children. Natalie (age eleven) and Karine (age seven) both attend a school for native French-speaking students. Both daughters are fluent in English and French. Ron has a daughter Kathleen from a previous marriage. Kathleen has recently graduated from an RNA program and lives in Manitoba.

TODAY

As you read this Ron is busy teaching six different courses at both the undergraduate and graduate levels (the latter is two-thirds of his work load). His courses cover the foundations of education, critical and recent development in higher education and in educational administration, theories of leadership and educational administration, and politics of education. He describes his prime areas of research interest now as including the evaluation of personnel, programs and organizations, standards in education, the process of change including the transfer of technology, English-French and minority group relations. We wish him well in the pursuit of his diverse ventures. Lakehead University can be extremely proud of Dr. Ron Duhamel—truly a leader in education who has very successfully built a career around a myriad of educational, research, and administrative undertakings.

Coming Events

THUNDER BAY PHONATHON

OCTOBER 19-22, 26-29, 1987

THUNDER BAY HYDRO OFFICE

5:30 - 9:00 p.m.

The Alumni Association of Lakehead University will conduct its 1987-88 Annual Fund Phonathon October 19-22 and October 26-29, 1987 at the offices of Thunder Bay Hydro. Over 100 alumni volunteers will phone grads living in the Thunder Bay area to inform them of University events, update addresses and request their support of the Alumni Annual Fund. Fundraising efforts will be reflected in a variety of awarded bursaries, scholarships and faculty and staff projects.

LAKEHEAD UNIVERSITY AND CANADA COUNCIL ART BANK LECTURE TOUR AND RECEPTION

The P.R.I.D.E. Committee of Lakehead University with the support of the Alumni Association of Lakehead University, LUSU and Lakehead University Administration has rented 83 works of art for a period of three to five years from the Canada Council Art Bank. The new look on campus will be celebrated with an official opening on Thursday, October 29, 1987. For further information call (807)343-8193.

ALUMNI CURLING BONSPIEL

FRIDAY, FEBRUARY 5, 1988

9 p.m.-1 a.m.

Come out and enjoy this Alumni Association special event! Enter individually and we'll place you on a team or make up your own team. Enter early. Entry fee T.B.A. Prizes galore! For further information call (807)343-8155.

Mems' N Jots

"Memory, the Warder of the brain" (Macbeth 1,7)

Many of you will recall that Dickens used working memoranda ('Mems.' he called them) as guides for the novels he wrote after 1847. With his Mems, he could keep straight the ideas that he had about themes, characters, plot etc. for his work. We've borrowed his term (and his idea) as a means to keep in touch with those who are interested in literature and who may be interested in knowing what has been happening in the Department of English and what is planned for the future.

But we hope our column will not be merely a sentimental journey down memory lane, or a clinical account of what we hope the future will bring. We also hope that Mems'n Jots will be full of the vitality of the present, and so the 'Jots' (jottings) of our title: short notes in brief form of the sayings, doings and writings of those connected with the life of the Department as it is being experienced now. In this way, we can keep you in touch with your academic roots, make you aware of present happenings and let you in on plans for the future.

MEMORY LANE

Dr. John Rideout, Dr. Gordon McLeod and Dr. Fayek Ishak have all retired: Dr. Rideout in 1980, Dr. McLeod in 1986, and Dr. Ishak this

past June. Drs. Rideout and McLeod continue to live in Thunder Bay, Dr. Ishak has moved to Toronto. All would be delighted to hear of and from former students.

CURRENT FACULTY

The full-time complement of the Department consists of Professors Dan Crozier, Joyce Forbes, John Futhey, Jim Gellert, Bill Heath, Claude Liman, Dick MacGillivray (current Chairman), George Merrill, Dave Parsons, and Mike Richardson.... Joining us this year is Rick Holmes. Rick's specialty is modern British, and he will assume teaching responsibility for both undergraduate and graduate courses in that area... The full-time complement is ably assisted by, Karen Bishop, Cindy Soldan, Lisa Richardson, Pat Warywoda and Joan Dolphin.

SUPPORT STAFF

Mrs. Diane Ball is the one who really makes the Department office function well, ably assisted by Mrs. Donna Hardy.

FACULTY DOINGS

Joyce Forbes and Bill Heath return from sabbatical years, while John Futhey leaves for his... Several members of the Department have decided to help expand the number of serial titles in the Library's holdings by assuming personal responsibility for one title each. Who says positive things can't be done in a time of fiscal restraint?... Professor Rupert Schieder, emeritus, University of Trinity College (Toronto), presented the Library with a number of volumes of Victorian Studies during

a visit to Thunder Bay and environs in March... A dozen conference papers, readings, workshops, and presentations were given by faculty in the past year... Especially noteworthy was the invitation extended to Claude Liman to read his poetry at Harbourfront in Toronto... Equally interesting is the invitation to Jim Gellert to read a paper at an international children's literature conference to be held in West Germany in October... In addition there were five papers and reviews published... The Department Lecture Series had a successful year. Upwards of two hundred people enjoyed the papers presented by Mike Richardson, George Merrill, Bill Heath, Jim Gellert, Cindy Soldan and Fayek Ishak. The Series was ably coordinated by George Merrill, who will look after the upcoming year's activities as well. Those in the Thunder Bay area are cordially invited to come to the meetings, which are held monthly. Fayek Ishak's journal *Coptologia* won an international award for excellence and Joyce Forbes won recognition from the 3M Company for excellence in teaching... Since April the Department has had the pleasure of having Mr. Pan Zhen-duo, an English teacher from the Northeast Forestry University, Harbin, People's Republic of China, as Visiting Scholar. Mr. Pan returns to China in October.

STUDENT DOINGS

With faculty encouragement a planning Committee consisting of Cindy Soldan, Ellen MacDonald, Joan Dolphin, Rita Pradissitto, and Mike Chevrier founded the Literary society, a body the principal aim of which is to provide a vehicle for the exchange of ideas about literature in an informal, out-of-class situation. Monthly meetings in the Aesthetics Lounge provided opportunities to meet such guests as William McIlvanney, the Scottish exchange poet/novelist for 1986/87, and professor Rupert Schieder, Professor Emeritus, University of Trinity College (Toronto). Marita Haavisto and Peter Ewart were the winners in the past year of the Munro Family Literary Awards. Marita won for prose, and Peter for poetry. Nancy Adderley won the Iris Jean Richards award for the highest mark in English 1100 for a first year student... There were four Honours degrees and twenty-one regular degrees in English awarded at the

May Convocation... There are currently eleven graduate students engaged at various stages of MA work.

AT LARGE

Mike Richardson, Department Library Representative, arranged in August an eye-catching display of Department materials in the Library's main foyer showcases... George Merrill was the Chief Marshall for this May's convocation ceremony, held for the first time ever in the Thunder Bay Community Auditorium... Most people were delighted with the venue... The University has a new phone number as a consequence of the installation of the new telephone system: 343-8110. The Department office can be dialled directly: 343-8292... A new course Canadian Indian Literature, English 2702 is an available option in the English program beginning this fall. Penny Petrone, author of *First People, First Voices*, will offer this course... The Department office has an official guest book which rests on an attractive reading stand. Acquisition of both came about as a result of a valuable suggestion by John Futhey. The honour of the first entry went to Mr. Pan Zhen-duo... Lisa Richardson has recently returned from a trip to Greece. Initial reports have it that the weather was too hot and the time too short for her to do all the things she had hoped for. Another visit (visits?) is very much in the offing... The Dean of Arts and Science has very generously financed the refreshments offered after each of the Lecture Series presentations. It is hoped that he will continue to do so... Dan Crozier is bending his considerable woodworking skills toward the creation of a lectern for the Department's copy of the *Webster's N International Dictionary*... Through the generosity of the Alumni Association over the past three years, the Department has about a dozen expensive reference books from Oxford Press, including the Oxford Companions to American, Canadian and English literatures...

YOUR VIEWS

Please let us know what you think of MEM 'N JOTS and of any items in it. Let us know what we may have inadvertently omitted. Your opinion is valuable, we'd like to hear from you. Write to: MEMS 'N JOTS c/o Department of English, Lakehead University, Thunder Bay, ON, P7B 5E1

Toronto Chapter First Family Picnic



On August 16, 1987 the Greater Toronto Chapter held their first Family Picnic. Over 50 alumni diehards and friends sardined in with weekend ferry crossers at temperatures in the high 80's, met at Halin's Point, Toronto Island for a day of fun, food and frolick. Great organization by Peter Gacuk 80, 82 and Laurence Waring 80, 81.



Alumni dads coaching up and coming alumnae in a race to the finish (for skipping ropes and paper airplanes!).

Advancing Your Career:

... Continued from page 5

your resume so your education and job title is easily identifiable. If you are changing industries, tailor your resume for each new industry. Emphasize the work experience which you feel is most valuable to each potential employer. In the employment history section clearly indicate if you want your present supervisors to be contacted. It is a good idea to wait until the new company is interested and you have had a first interview before supplying names of supervisors and references. This is especially important if you are sending out many applications. Too many calls to previous employers and references may annoy them.

On the subject of references, most people do not choose proper ones. When you have just graduated, the classmate you met in first year is not a good reference for business. The ideal situation is to have references in each of the following categories: a business contact, not one of your supervisors who is listed on your resume but rather a co-worker who is knowledgeable about your abilities

and can describe the nature of the business you were engaged in; a family friend who has known you personally for many years; an education contact, particularly if you are just out of school or continuing your education part-time. Ask permission of your references prior to giving their names to prospective employers. Review with your business contact the work you would like discussed.

Follow all leads and don't be discouraged. To find the right position and take a quality step in your career will probably take at least six to twelve months of searching, if not longer.

During your job search be considerate to your present employer and only pursue the search on your own time. Most companies will schedule interviews after working hours. If you are going to take a new job leave your present company on good terms. Discuss with your manager a plan for transferring work in progress to your colleagues, complete what you can and write status reports prior to leaving.

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Illustrated Lecture

... Continued from Page 4

North American scholars with interests similar to mine.

I also visited Uppsala University's Centre for Multi-Ethnic Research and the Emigrant Museum at Vaxsjö which houses such vital documents as ships' registers. It is no secret that Sweden has documented its citizens very well, perhaps better than any other country. For the past several centuries nobody escaped being recorded, principally by the state church. Today these materials are safely housed in state-supported archives throughout the country, including such federal repositories as the Royal Military Archives in Stockholm. My ancestors

became hapless guinea pigs for specific research as I plumbed the depths of a foreign cataloguing system and established contact with archivists.

Thanks to the generous assistance of the Alumni Association and other university sources, the Swedish Heritage Project has taken a significant step forward. Contacts are in place for human resources, archival material and reference tools. The groundwork has begun for a solid data base. All that remains to put Thunder Bay on Canada's and Sweden's ethnocultural research map is the will and the resources.

Agony of Defeat

... Continued from Page 7

psychological stamina up. You know that from here on in it's going to be a mental game between you and your body and you and the competition.

What's that up ahead? It's the finish line! You've done it! You've won the Ironman! You've not only won it but you've set a new world record! The traditional Hawaiian lei is placed around your neck and welcoming, congratulatory arms reach out and grab you and lead you to the recovery station. You look over your shoulder, looking for your sister, knowing that she can't be far behind, wanting to share your win with her, knowing that both of you will bask in the thrill of your victory!

What's that thraffing? Who me? Joy turns to horror as the words uttered from the course marshall's lips start to sink in. I've been disqualified? Why? How? When?

...Drafting in the cycling portion of the event...You think back frantically. A picture flashes in, scattering your jumbled thoughts - that group of cyclists - your short term goal. "But...but...I was stuck behind them...I wasn't using them to break the wind", you scream silently at the official. You feel your knees buckling under you. Someone, you're not quite sure who, grabs you and yells at you to hold on. Your world is tumbling down around you - you feel broken. Emotionally, psychologically and physically broken. You have come face to face with the agony of defeat.

Lynne Merritt is Supervisor of Fitness and Aquatics for the Canada Games Complex and is a regular contributor to CBQ's "Radio Afternoon" program.

Class News....

1967

Linda Angus (BA) has been working for the Elliott Lake Family Life Centre since 1986 as a Family Violence Program Coordinator.

Colleen Cupples (BA) will become Canada's next ambassador to Zaire. She joined the federal Employment and Immigration department 20 years ago and has served abroad in Paris, London and Nairobi. In 1981-81, she was Canadian consul in Los Angeles; first secretary and consul in Buenos Aires from 1981-84; and first secretary in Colombo, Sri Lanka from 1984-86. Colleen takes up her first ambassadorial posting in mid-September in Kinshasa, capital of the African republic.

1969

Maurice (Moe) Siemieniuk (BA 72 Bus. Dip.) has returned to Thunder Bay, ON with his wife Melanie and daughters Stacey and Stephanie. Moe has become a partner in the accounting firm now known as Loewen, Fitzpatrick, Trochimchuk, Siemieniuk.

Ed Zurbyk (BA) is a school principal in Dryden, ON.

Glen Miller (Bus. Dip. BSc) is the manager of the recently opened Connors Brewing Company in Thunder Bay. The brewery produces English-style beer.

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1970

Peter (Bus. Dip.) and Judy (nee Graveson) (BA 71 BEd 72) Prior visited in Thunder Bay in August with their daughter Katie (Kathryn Gina Marie) born November 25, 1986. They live in West Vancouver and find life is very fulfilling.

1971

After having lived for thirty-three years in Atikokan, ON Daphne Eoll (BA) and her husband, of almost 50 years, George are moving to Colborne, ON.

Judy Graveson (BA BEd 72) see Prior class of 70.

Catherine Farrell (BA 73 BSW 74) is the Executive Director for Wesway Inc. in Thunder Bay, ON. Catherine is married to Keith Nymark.

Stephen Sipos (BA) has retired after teaching for 35 years. As of November 87, he will be leaving Dryden, ON and attempting to ease his arthritic pains in the dry, sunny Okanagan Valley, in Summerland, BC

1972

Ellen Taylor (BA) went directly into real estate sales after graduation. In 1976 she became a broker and FRI (Fellow of the Real Estate Institute). Ellen has taught a real estate course at Confederation College in Thunder Bay and is now working on CCIM (Certified Commercial Investment Member) designation. She was the first and only female president of the Thunder Bay Real Estate Board. Ellen and husband Keith have two daughters, Lauri and Gwen, both working in Toronto, ON.

1973

Margaret (Peggy) Hunter (BEd) is a Math teacher at Port Perry High School in Port Perry, ON.

Fred Porter (BA MEd 80) has accepted the position of Regional Superintendent of Education with the Northwestern Regional Office of the Ministry of Education in Thunder Bay, ON.

1974

Margaret (nee Wilson) MacLean (HBA BEd 83) is now an Assistant Professor and Acting Director for the School of Library Technology at Lakehead University. She was formerly a Reference Librarian at the Brodie Resource Library in Thunder Bay, ON.

Boa John Metcalfe (Forest Tech. BSc 76) has accepted a position as Regional Programs Manager for the Department of Indian and Northern Affairs, Canada, in the Regional Office, Yellowknife, Northwest Territories.

ber Mark Leschishin (Forest Tech. HBScF 78) See class of 78.

1975

Debbie (nee Wickett) (Forest Tech.) and John (Forest Tech. 76) Breen have moved to Orangeville, ON and are doing fine. John is with Ontario Hydro as an Assistant Training Officer.



Jean (nee Malinowski) (BSc) and Michael Ward (BA) announce the birth of their first child, a son, Gregory Michael on June 29, 1987.

1976

Marilyn Black (BA BEd 77) is a teacher at Frontenac Secondary School in Kingston, ON.

Sue-Ellen and Henry Blekkenhorst (Eng. Tech. BEng 80) are pleased to announce the birth of their second child, Jonathon Hendrik, on July 28, 1987, weighing 7 lbs. 13 oz. Sue-Ellen was secretary in the Alumni Office from 1979-86.

John Breen (Forest Dip.) see class of 75.

Ken Mutkala (Eng. Tech. BEng 78) was recently appointed Maintenance Engineer at the Domtar Packaging (Container Division) Red Rock Mill after serving as a Project Engineer at the mill since 1980. Ken is looking forward to learning and assisting in the maintenance side of mill operations following seven years of designing, appropriating and installing various capital projects at the mill.

Janet Stalker (HBA) won the women's overall title at the Montreal World Triathlon on August 30, 1987. Janet finished the 1,500-meter swim, 40-km cycle and 10-km run in a time of two hours, 18 minutes and four seconds.

1977

Robert (BEd) and Wendy Beasley have been appointed by the Salvation Army as Divisional Youth Secretary in Manitoba and North Western Ontario. This is a similar appointment to one they had for three years in Alberta.

Sharon McDonald (HBPE) is the Coordinator of Aquatic and Fitness Services for the City of Barrie, ON Recreation Department.

1978

Mary (nee Ouellette) (BA 80) and Gerald (HBScF) Dickie and son Ryan are pleased to announce the birth of Michelle Chantall born January 25, 1987, weighing 8 lbs. 10 oz. The Dickie's would like everyone to know they are moving to Vancouver BC.

opn Barb (nee Aseltine) (BSc) and Mark (Forest Tech. 74 HBScF 78) Leschishin are still living in Wawa, ON. Barb now works at the Resident Geologist office of the Ministry of Northern Development and Mines and Mark is a Unit Foreman with the Ministry of Natural Resources. Barb and Mark invite any of their friends passing through Wawa to stop in and visit!

In Memoriam



ROSE WILSON

To those who knew her:

Rose Wilson was "mom" to many Malaysian students who joined the Friday night get-together at First Baptist Church. She made friends with many and invited them into her home.

Rose passed away June 13, 1987 in Thunder Bay, ON. She is survived by a son, Ronald, two daughters, May Carlson and Wilma Perttula.

Should her Malaysian friends wish they can contact the family: c/o Rev F. L. Stone, First Baptist Church, 308 Red River Road, Thunder Bay, ON, P7B 1B1

Ken Mutkala (Eng. Tech. 76 BEng 78) see class of 76.

Marlene Stirrett (BA) and husband **Alan Matson** announce the birth of their first child, daughter, **Kayla Marie** on March 23, 1987 at McKellar Hospital in Thunder Bay, ON.

1979

James Baskerville (Forest Tech.) and his wife **Joanne (nee Holmes)** reside in Vancouver, BC. They have one daughter, **Jessica Lauren**, 2.

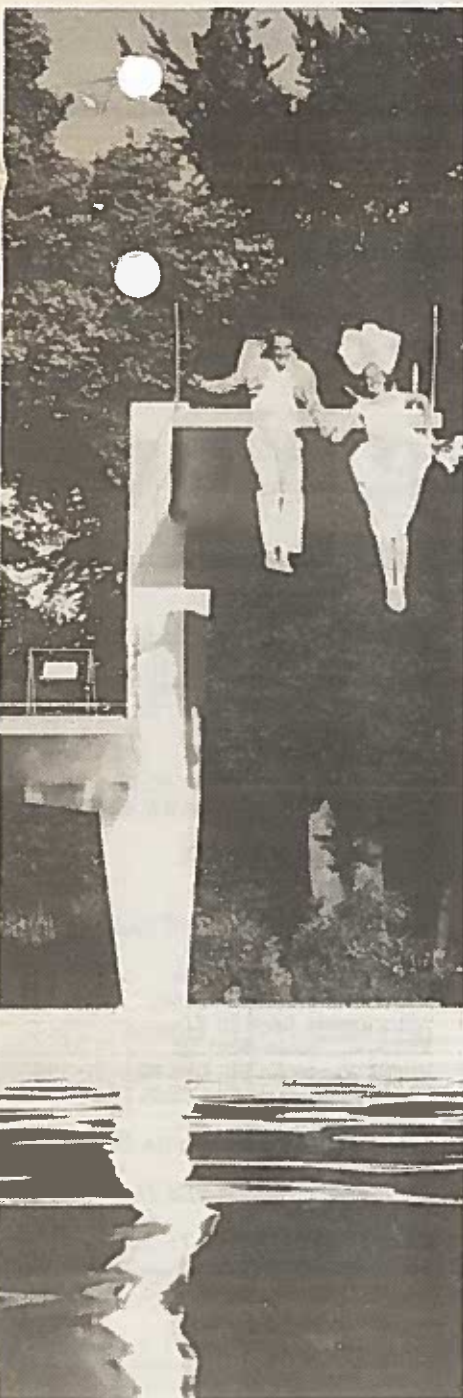
Robert French (MEd) is returning to a principalship at Gimli Composite High School in Gimli, MB after a year's sabbatical in Nelson, BC.

Joe T. Johnson (HBScF) is employed by the Ministry of Natural Resources in Parry Sound, ON. Joe and his wife **Trudie** have two sons, **Andrew Thomas**, 3, and **Ian Henry**, 1.

After graduation **Roger Lee (Eng. Tech. BEng 81)** worked in Nigeria, West Africa in manufacturing. In 1983 he returned to Hong Kong to work in the China trade and is presently Marketing Officer for a bank in Hong Kong.

Kim (HBScF) and **Lee (nee Yoong) (BScN)** Leonard announce the addition to their family, son **Keith**, brother to **Ryan**. Keith was born in August 1986, six weeks premature. After 11 days at Sick Kids, he is doing extremely well now.

Shiv Nalmpally (BSc HBSc 85) is a Software Engineer for Bell-Northern Research in Ottawa, ON.



Matt Weeg (BSc) graduated from medical school in 1986, got married and started to work (too much) as a surgical assistant at the University Hospital in West Germany. Matt and his wife **Heike** had a son, **Jan**, born in July 87. Matt says hello to everyone who still knows him and extends an invitation to drop by if ever in Europe.

Darrell Whidden (HBScF) is a Consulting Forester in Nanaimo, BC.

1980

Anthony (HBScF) and **Lydia (nee Kruz) (HBScN 82) Ritchie** and daughter **Erin** announce the birth of their son, **Matthew Anthony Joseph**, born May 22, 1987. They reside in Chatham, NB where Anthony works for the Canadian Forestry Service.

George Mason (BSc HBScF 81) was married on July 24, 1987 to **Maureen Beagan** in Johnson's River, PEI. They reside in Charlottetown, and welcome any classmates visiting the Island.

Elena Soldera-King (HBComm) is a Human Resources Specialist for Northern Telecom Ltd. in Mississauga, ON.

1981

Jack P. Christy (HBComm) has returned to Thunder Bay after spending 18 months doing graduate studies at the European Institute of Advanced Commerce Studies in Strasbourg, France. Jack recently accepted a position as a Management Consultant with Woods Gordon, Toronto in their Financial Management Practice.

Norma Fox (Native Lang. Instr. Dip.) is currently enrolled in the French Bursary Program at Laurentian University.

Iain (BA) and **Janet Hastie** announce the birth of their daughter, **Karen Catherine**, born September 9, 1987. She is a little sister for **David**, 6 and **Robyn**, 3. Iain is enrolled in the BSc (1 year) program at LU.

1982

After spending three "interesting" years as a Field Auditor, for Revenue Canada **Lloyd Da... (HBComm)** escaped to the very busy and constantly changing world of Head Office Systems. He and wife **Solange** were married after a relatively short courtship, after which she learned English and Lloyd learned a little French. They have a son **Stephen** born in January 1986 and are expecting another child in February, 1988. Lloyd and his family live in Ottawa, ON.

Barbara (nee Golden) (BA BEd 83) Frankow has been employed as an English teacher with the Lakehead Board since 1983. Barbara and her husband **Paul** are the proud parents of a daughter, **Alexandra**, born in December, 1985.

Lydia Kruz (HBScN) see Ritchie class of 80.

Michael Lipa (HBScF) see Bower class of 85.

Reg Marte (BEng) is working with Northwood Pulp & Timber in Prince George, BC as a Project Engineer.

Robert Tansley (HBScW) finished his MSW at the University of Toronto in June, 1987. He has accepted a position at the Family Service Bureau of Brantford as a Marital and Family Therapist.

As of September **Ghislaine Yergeau-Berg (BA BEd 83)** will be writing curriculum for the Lakehead District Catholic School Board at Ecole, St. Edouard in Thunder Bay, ON. Her family went to Montreal in the academic year 1985-86 so that she could attend Universite du Quebec a Montreal where Ghislaine obtained an MA in education/curriculum. She is married to Dr. Richard Berg.

1983

Tom Boland (BAdmin) spent two years in Winnipeg, MB at Man-Pool head office before he and **Leanne** returned "home" to Thunder Bay, ON. Home is where the heart is!!! Tom is now enjoying financial planning, career investments, R.R.S.P.'s, insurance, etc. at Sunlife of Canada.

Following three consecutive seasons as a grill chef, **Steven Dieter (HBOR BA)** is now looking for a managerial position in a Vancouver, BC franchise of the world renowned McDonald's restaurant chain.

Thomas Doak-Dunelly (BEng) has moved to Gold River, BC where he is employed as a Systems Engineering Superintendent with CIP.

Jill Paddock (nee Duckert) (BSc) resides in Glendale, Wisconsin where she is a Fisheries Biologist. Her husband **Robert** is an Environmental Analytical Chemist.

Karl Subban (BEd BA 83) is a teacher with the York Board of Education at Cordella Junior School. Karl and his wife **Maria** live in Brampton, ON.

Barry Sutton (BEd) was recently appointed Special Education Teacher at Hillcrest and Lincoln Avenue both located in Cambridge, ON. Barry would like all his friends to write to him at 410-444 Connaught St., Kitchener, ON, N2C 1C3.

Janet (HBScF) (nee Sliz) and **Tim Twomey (HBSc)** live in Kirkland Lake, ON where Tim is a consulting geologist for Newfelds Minerals. They have a daughter, **Sarah**, born November 5, 1987. Tim loves his job and Janet loves being a full-time mom.

1984

Ruth Cox (BAdmin) (nee Amand) has been living in Vancouver, BC since January, 1987. Ruth and husband **Stephen** went back to North Bay, ON to get married on June 13, 1987. Stephen is presently working in the Canadian Armed Forces Recruiting Center in downtown Vancouver and Ruth is Assistant to the Controller of **Chuck Walker & Associates**. Ruth would like to get in touch with the girls from Vancouver that she graduated with. She can be contacted through Captain Cox at the Recruiting Center.

Grant Marcinkow (BAdmin) is employed by Schlumberger-Engineering in Toronto, ON.



Jeff McKenzie (BA) was married to **Cathy Armstrong** in Thunder Bay, on September 4, 1987. Jeff is the Chairman of the Nor'Wester, Alumni News Committee at LU. Congratulations Jeff and Cathy!

Cheyne Sherman (MSc) and his wife **Pamela** reside in Victoria, Australia where Cheyne is the head of the P.E. Department at a grammar school. They have a son **Matthew Cheyne**, born in June, 1986, "pudgy but cute". Cheyne sends greetings to all in the P.E. Department and 1983-84 Post Grads. Stewart Gray write some day.

Karl Subban (BA BEd 84) See class of 83.

1985

Penny Bower (Lib. Tech.) upon graduation married **Michael Lipa (HBScF 82)**. They now live in Murillo, ON. Penny is working for the Lakehead Board of Education and Michael is a Forester with Abitibi-Price Inc.

Barbara Anne Browczuk (BA) is presently living in London, ON where she is working at St. Joseph's Hospital and at the Centre-Branch YM-YWCA. She has been accepted to the Ambulance and Emergency Care Program in London which began in September.

Fred Dewsberry (HBScF) and **Sandra (nee Elliott)** were married June 6, 1987. Fred is a Forester for the Ministry of Natural Resources in Thunder Bay, ON.

Cameron Gatey (Eng. Tech. BEng 87) and **Lori** were married on July 7, 1987. They are now residing in Toronto, ON where Cameron is employed as Site Superintendent with Vroom Construction of Rexdale.

Michael Genovy (BEng) is a Systems Engineer for Polysar Ltd. in Sarnia, ON where he resides with his wife.

Peter Harper (HBScF) and **Jacqui Sands (BSc)** were married in her parents' backyard in Nipissing, ON. They reside in Weston, ON where Peter is working for the Forestry Department in Etobicoke and Jacqui is looking for a teaching position.

David (BEng) and **Luthy McColl** announce the birth of their daughter, **Jillian**, on July 3, 1987 in Mississauga, ON. Dave has been involved in a wide range of transportation systems planning and design projects in the Toronto area since graduation.

Rick Overseem (BAdmin) is the Manager of The Music Place in Thunder Bay, ON.

Thom Ryan (HBPE BEd) and **Leslie-Ann (nee Dodds) (HBScW)** have moved to Toronto where Leslie-Ann will be attending the University of Toronto, in the MSW program. Thom recently completed his MEd at the University of Saskatoon.

1986

Glen Beltz (BAdmin) is a Financial Advisor for Midland Doherty in Thunder Bay, ON.

Monica Burchert (BEd HBPE 85) began teaching in Mississauga, ON at Mount Carmel Secondary School. She will be commuting from Hamilton, ON where she resides. Monica is very excited about teaching full-time and coaching basketball and volleyball.

J. Althea Gibb-Carsley (HBScW) is employed at Family and Children's Services Lanark County.

Bob Hanley (BEd HBPHE 82) recently obtained a full-time teaching position in Whitehorse, Yukon. He is teaching Physical Education and Science.

Mark Lenters (BEng) resides in Oshawa, ON with his wife **Sylvia**. Mark is employed as a Civil Engineer.

1987

Cameron Gatey (BEng Eng. Tech 85) see class of 85.



-85

KEEP IN TOUCHme
70

sure

NAME _____

YEAR OF GRADUATION _____

PREVIOUS SURNAME _____

MARITAL STATUS _____

HOME ADDRESS _____

HOME TELEPHONE _____

BUSINESS (Name & Address) _____

BUSINESS TELEPHONE _____

POSITION _____

SPOUSE'S NAME _____

DATE OF MARRIAGE _____

SPOUSE'S OCCUPATION _____

UNIV./COL. ATTENDED _____

If your name has changed or is incorrect and you would like your records at Lakehead University amended, please complete this section:

NAME ON RECORD: _____

NAME SHOULD BE: _____

SIGNATURE: _____

Please use the following section to let us know what is new in your life, so that we can pass the information to your former classmates (e.g. new career, promotion, another degree, marriage, children)

**FEEL FREE TO ATTACH ANY PHOTOGRAPHS OF YOURSELF
AND/OR FAMILY WITH YOUR COMPLETED FORM
AND RETURN IT TO:**

**ALUMNI SERVICES
LAKEHEAD UNIVERSITY
THUNDER BAY ONTARIO, P7B 5E1, (807) 343-8155**

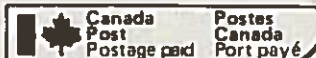
We're Missing You

Increased alumni mobility results in our losing track of where you are. Please notify us whenever you move so that we can keep you up to date on your alma mater. We do not have addresses for the following:

Carl Abbott BEd 72
Catherine Arges HBSW 80
Nancy Ball BScN 75
David Bonk Eng. Tech. 81
Rhonda Clarkson BA 79
Joseph Cote HBPHE 81
William Delay BA 84
Beverley Dziver HBSW 80
Clarke Elliott BA 78 BEd 79
Mary Ernewein BA 70
Roman Fedorowycz BSc 70
Mark Frenette Ed. Dip. 71
Yvonne Gaudet HBPE 83
Ronald Gellatly BAdmin 83
Bradford Halonen HBComm 75
Karan Helton BEd 78
Lyn Ann James BEd BAdmin 83
Kevin Jesseau BA BEd 72
Diane Kells BScN 69
Cindy Kolding BA 76

John Lalonde BA 69
Norman Lawrence Eng. Tech 81 BEng 84
Duncan MacAskill BEng 80
Wendy Jo Murphy (Benson) BA 73
Janice Anne Northan Ed. Dip. 70
Larry Novak BEng 78
Eldon Oja BSc 69
Joanne Otway (Cole) BA 70 BEd 71
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