

Greece forum resounding success

The third World Forum on Early Care and Education was held in Athens, Greece from April 24- 27, 2001.

The resounding success of the world forum was a tribute to the energy, commitment, and genuine enthusiasm of the 600 attendees from 80 nations who gathered together in Athens. Each delegate arrived with a sense of excitement, determined to make this the event of a lifetime for themselves and everyone they met.

Despite differences in culture, language, and economics, children of the world share a common need: early childhood experiences that enhance their growth and development. The forum promoted the improved delivery of quality services for children by bringing together early childhood administrators, trainers, NGO leaders, advocates, researchers, and public officials from six continents to explore the hallmarks of quality.

From the preceding backdrop, Dr. Wayne Eastman, Coordinator of Applied Arts and Access Programs as well as an instructor in Early Childhood Education at the Corner Brook campus of College of the North Atlantic, was asked to present a paper. The unique format of the forum enabled Dr. Eastman to co-present with two colleagues - Diane Levin, Wheelock College,



Wayne, fourth from left, with some friends from the conference.

Boston, and Kishor Shrestha, Tribhuvan University, Katmandu, Nepal. Their topic Media Culture and Media Violence: Its Impact on Young Children Around the World garnered much attention from delegates because of its global significance.

First, Diane Levin framed the issues for workshop attendees. Levin's aspect of the presentation provided an overview of the current media culture in the United States, how it came about, and how it affects children, families, schools, and the wider society. Next Dr. Eastman articulated an overview of the impact of television and the screen media on young children, with a special emphasis on the relationship between television, childhood and vio-

lence. Finally, Kishor Shrestha discussed the effects of television on young children's behavior in Nepal - a developing country. Besides the preceding presentation, other topics addressed included: educating for peace, promoting literacy, children with special needs, children and families impacted by conflict, health and nutrition, preserving culture, managing risks, etc.

From Wayne's diary...

"Athens is considered to be one of the most alluring destinations in Europe, offering the romance and magic of the Aegean and the mystery and wonder of an ancient civilization. Athens, with a population

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Greece con't

of about 4.5 million, is a beautiful city to visit in April. Far from the snow and wet weather of spring in Newfoundland, one could take in the daily temperatures of 19 to 24 degree Celsius. An outstanding feature of the Greek climate is its abundant sunshine, averring 3,000 hours per year. Dining in Athens was marvelous. Greeks use evening dining as a principal source of entertainment.

They dine late and enjoy open-air venues. Shopping in the Plaka, the city market of Athens, is a definite treat. Items most sought after by visitors are traditional handicrafts, jewelry, flokati rugs, pottery, onyx, marble, and alabaster. Of course when visiting Athens one must view the Acropolis at the top of the famed Mount Olympus.

"With all the sights available, it is easy to become a full time tourist. But keeping in the spir-



Atop Mount Olympus. Maybe Hercules carried all that stone up there.

it of a true College of the North Atlantic faculty member, I used the forum as a venue to promote the many programs available at the college. In conclusion, when traveling, a point of considerable pride is taken in the reality that Canadians are so respected all over the world. This was evident by the fact that two of the more sought after lapel pins at the World Forum were the Canadian flag as well as the College of the North Atlantic pin.

College Development headed in right direction

On May 2-3, the newly formed College Development Action Team got together for two days of meetings in Gander.

The purpose of the meetings was to establish a focus and develop action items for the various aspects of College Development.

There was representation from all districts and nearly all the areas of the college. Participating were Rick Penney, Director of College Development, Donna Hobbs, Bev Hulan, Stephen Lee, Enid Strickland, J. Barry, Larry Reid, Greg Chaytor, Winnie Montague, Mac Moss, Suzanne Dawe, and Derrick Hicks. Moderators were Sheldon Brown and Brian Foley.

The team will hold regular meetings throughout the year and work has already begun on some of the excellent ideas generated at Gander.

One of the ongoing challenges being faced in the college is access to promotional materials.

The action team is currently working on developing a process whereby a library of all advertising and promotional materials can be established and access to this material can be granted.

Another excellent project generated from the Gander meetings is the development of a college standards manual. This manual will take some time to compile as many discussions and decisions must be made about what guidelines the college will follow in terms of its standards. The debate over the use of the college logo alone could take months!

In all, more than 20 action items were taken on by various members of the team, all to be completed within their own specific timeframes.

There is a strong feeling among team members that College Development is headed in the right direction and all are looking forward to the next meeting.

Bill Fagan retires after 26 years

Bill Fagan, an instructor in the Community Recreation and Leadership program at the Prince Philip Drive campus, has hung it up after 26 years.

Bill was able to combine his education with his favourite hobbies and interests as an instructor in the Community Recreation and Leadership program and as a supervisor of sports programs.

He'll retire now to his cabin on Thorburn Lake, golfing and playing hockey.

Bill was one of the first in Newfoundland to get a Master's in Physical Education (from CBS to the US), but many may be surprised to know that this soft-spoken man is an excellent speaker who is often invited to speak at special occasions, especially sport and athletic events.

An exceptionally talented athlete, Bill played hockey for many years with the St. John's Blue Caps, and was recently inducted into the CBS Hall of Fame. From one friend: "A quiet man of few words, but they are wise and weighty words. A good father, brother, friend, coach and Dad." What else is there? Have a great retirement Bill.



Windsor, here we come!

A large delegation from the college will head to Windsor, Ontario at the end of the month to attend the Association of Canadian Community Colleges' annual conference.

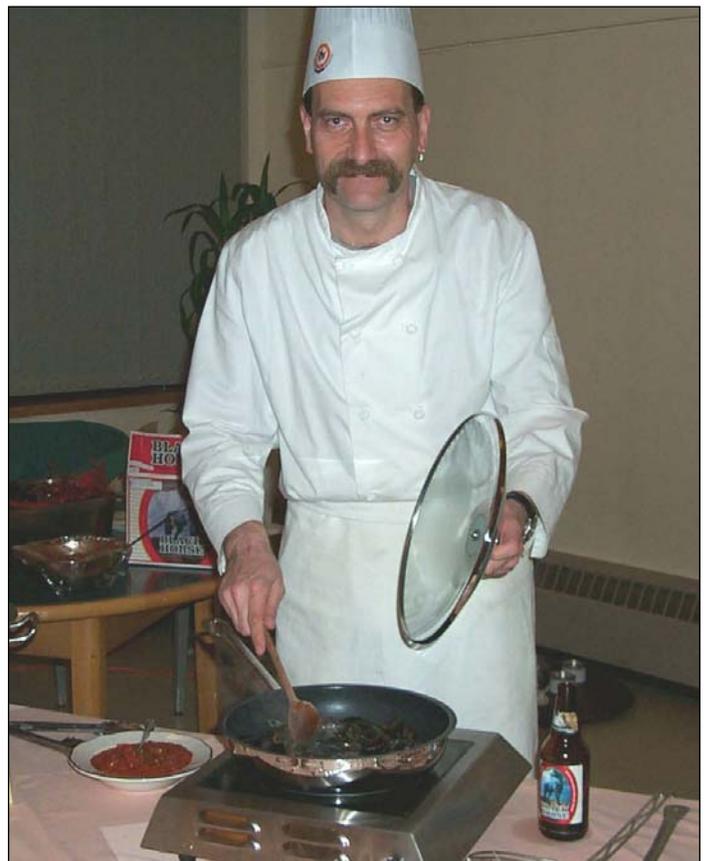
The college would normally have representation at the ACCC conference, but this year's delegation is larger as next year we are the hosts!

Yes, the 2002 ACCC conference is being held in St. John's and the college is already well underway with planning for this event.

While most of the volunteers will be from the St. John's area, for logistics reasons, the Volunteers Committee is looking for volunteers to represent other districts. If you are interested in helping out with the 2002 conference (or attending it), please make your interest known to your DA or ADA. They will forward your name for consideration. The Volunteers Committee will be sending out its own notice in the near future.

We are co-hosting the 2002 conference with the Marine Institute and the theme we have chosen is: Making Waves – colleges, skills and the economy.

Wish us luck!



Mussel man

Commercial Cooking student Gerald McLennon prepares mussels in beer and salsa during the recent national Legion curling championships held in Stephenville.

College hosts Legion curlers

The Royal Canadian Legion held its National Curling Championships in Stephenville this past winter and College of the North Atlantic played a big part in its success. On two occasions the college put off a magnificent dinner for the out-of-town guests, one at the college and the other at the Legion in Stephenville. Here are a few pictures from the dinner at the college. The sculpture of the curler was done by instructor Tom Morrissey, and is made entirely out of lard.



Who said volunteering was taxing?

Rick Martin’s AC1350 Taxation course in Clarenville proved to offer more than lessons in Capital Cost Allowance and complicated tax calculations — it turned into a learning experience in volunteering.

As part of their Taxation course, second-year business students participated in Canada Customs and Revenue Agency’s (CCRA) Volunteer Tax Preparation Program. All the taxation students and interested Business/Office Administration underwent a training session in tax preparation from CCRA staff at Clarenville campus in early February. This training was part of CCRA’s annual effort to educate interested members of the local community so that they, in turn, can assist seniors and low-income taxpayers in the preparation of their taxes.

“This is the fifth year we have done this, and it has always been a real success!” said Martin. “Through the training session and in the preparation of client’s taxes, students get a much better understanding of how the personal tax system works.”

On the evenings of March 14 and 21 the students of the Taxation class, as well as business instructors Rick Martin and Paul Tilley, held open sessions in the campus where students and members of the community were invited to come to have their taxes completed by the students.

“We advertised the sessions through CCRA and on our local community channel. We also placed



Students Jill Tavenor and Chantil Muggridge complete a tax return during the tax preparation seminar at Clarenville Campus.

posters around Clarenville,” said Tilley. “We had several students come with their taxes, and we also completed tax returns for several seniors.”

Rosalie Blundon, a second year Business student and one of the volunteers, really found the exercise useful.

“As a class we worked together and we learned a great deal - it helped to make sense of the theory!” she says.

If any other campus is interested in volunteering contact Lisa Gosling, with the CCRA Volunteer Tax Preparation Program at 1-877-772-2879.

Going to the ACCED Conference

Erika Hamilton was the winner of an all expenses paid trip to next year’s Atlantic Colleges Committee for Entrepreneurial Development (ACCED) Conference being held in Charlottetown, PEI. Hamilton attends the Bay St. George campus of College of the North Atlantic and won the trip while taking part in the campus’ second annual Entrepreneurship Workshop held March 21. Here Hamilton receives her prize from Paul Chafe, ACCED President.



Jack McGrath Award honors student excellence

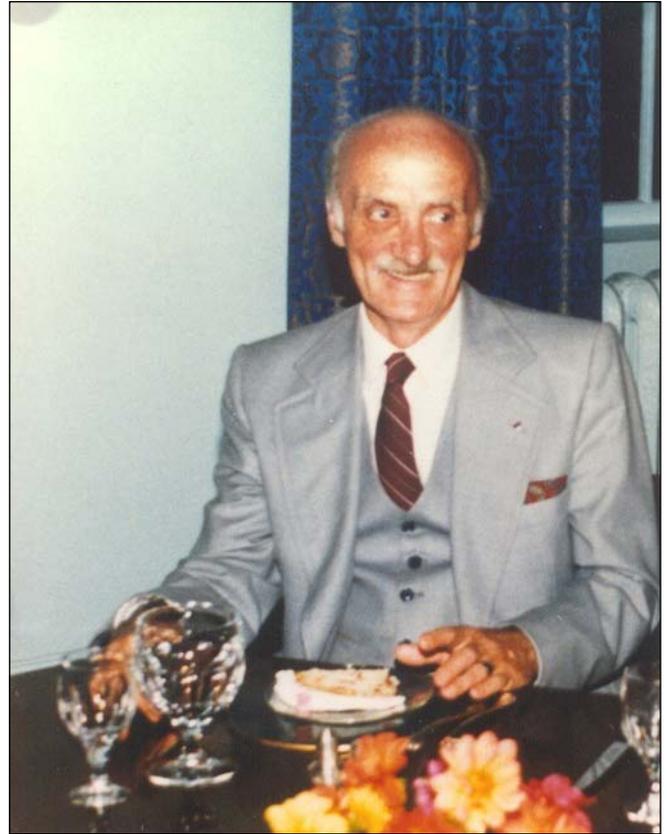
Late in May, faculty, staff and students at Seal Cove Campus, along with invited guests, will gather for what has become an annual event at the school: the Jack McGrath Memorial Award dinner.

At this dinner, one student will be recognized for academic excellence in his or her chosen program of study, along with personal characteristics such as dependability, cooperation, initiative and enthusiasm. He or she will be presented with a \$500 check, along with an engraved plaque. This ceremony is held each year to remember a former instructor's valuable contribution to the vocational education system and to the students and staff with whom he worked.

Jack McGrath joined the staff of what was then the Seal Cove District Vocational School in September 1975, having gained 30 years' experience in the construction industry. He was also a veteran of the American army, having served in the Pacific during World War II.

Jack taught in the Pre-Vocational Woodworking Program until 1988, earning his Diploma in Vocational Education from Memorial University in 1977. During his 13-year tenure at Seal Cove, Jack taught thousands of high school students from the Conception Bay South, Conception Bay Centre, and St. John's School Boards. Active in the provincial government's Youth Representation Program, he also had opportunity in the mid-1980s to teach House Construction and Forestry as part of Memorial University's Industrial Arts Teacher Education Program. Beyond these professional accomplishments, Jack was known as a quiet-natured, witty and pleasant person who was dedicated to his family. He was, in the words of one former colleague, "as good as gold."

After Jack's death in January of 1989, Seal Cove staff members decided that a student award would be an appropriate way to honor an instructor who was dedicated to youth advocacy and to instilling a sense of self-worth and confidence into every student he taught. As an instructor, Jack was noted for making every student feel important, and for encouraging students to believe in their own abilities and the value of their work. He was also known to donate his woodworking projects (in which he took great pride) for various educational



Jack McGrath

achievement awards. With this in mind, staff members cooperated with the Student Activities Council and the McGrath family to establish and fund the award, which was first presented in 1990.

Past Winners

1989-90	Glenys Dawe
1990-91	Roxane Butler
1991-92	Catherine Grace
1992-93	Terry Barron
1993-94	Austin Penney
1994-95	Jeannie Dalton
1995-96	Gertrude Scott
1996-97	Sylvia Butler
1997-98	Tara Cryderman
1998-99	Henry Pike
1999-00	Marie Brookings

We're doing it for the kids!

Campus helps fix up playground equipment in Clarenville

By Paul Tilley

A fresh coat of paint is not the only thing this playground equipment is getting. During the winter, workers have been busy removing equipment from Clarenville's playgrounds and bringing it to College of the North Atlantic's shops for refurbishing and refinishing.

When the town began this project the college resources were made available. Clarenville campus has been providing assistance in welding, cutting and providing a heated space so that the equipment can be scraped and painted.

"The college thought this was an excellent initiative and the campus would like to assist in any way to improve the playgrounds in Clarenville," said Larry Reid, Assistant District Administrator for the campus.

Playgrounds and play spaces have become an issue in Clarenville over the past year since concerned parents in the community began to push for safer play areas for their children. The town is investing in excess of \$10,000 into bringing playgrounds and play spaces up to CSA standards.



Hundreds doing work-terms

If the number of Business Management and Office Administration students on work-terms in the St. John's area is any indication of what employers think about the quality of our graduates, then we must be doing something right.

Currently, there are 200 students in these two programs from the Prince Philip Drive campus taking part in work-terms.

"As you can imagine, it did take quite a bit of time to contact all the employers, but when you work with such a great staff, the job of finding 200 work-terms positions is not too difficult," says Joan Fogarty, coordinator of the office administration program at the campus.

"I think our reputation with the city's business community certainly helped contribute to another very successful year. I am looking forward to personally thanking each and every one of them at the Employers' Reception.

Continuous Learning in the Workplace

By Sheldon Brown
Professional Development Coordinator

College Policy HR-404 outlines roles, responsibilities and processes for professional development at College of the North Atlantic. Section 3.1(a) states that “Employees will recognize their roles in self-improvement through the development of a Personal Professional Development Plan.” The policy goes on to indicate that requests for college support of employee-initiated learning activities must be made within the context of a personal development plan (PDP).

A PDP helps to identify training and learning priorities. A PDP can take many forms; however there are generic components that should be part of any PDP. This article will present a basic PDP framework for your consideration. Adaptations to the framework can be made, based on individual need. Although the focus here is on occupational skill development, the same process can be applied to personal and organizational skill development.

When developing a PDP, you generally consider four questions:

- 1)What should I learn?
- 2)Why should I learn?
- 3)How can I learn?
- 4)What will be the result?

The answers to these four questions essentially lay the foundation for the content of the PDP.

The answer to “What should I learn?” can either be self-determined or driven by the organization. Self-determined needs can be identified through a structured needs assessment or career planning process; as well, some people can intuitively identify needs based on self- observation or feedback from others. Learning needs driven by the organization usually result from the implementation of new work processes, new technology, a change in duties, performance evaluation or organizational strategic direction.

With “Why should I learn?” , you are essentially asking “What’s in it for me?” The

answer to this question often influences how effective the learning process will be - you need to understand how the learning will fulfill a personal need; as well, it is equally important to understand how the learning will contribute to the specific job function and the organization’s ability to fulfill its mission. Understanding why the learning is important is an essential component of the learning process.

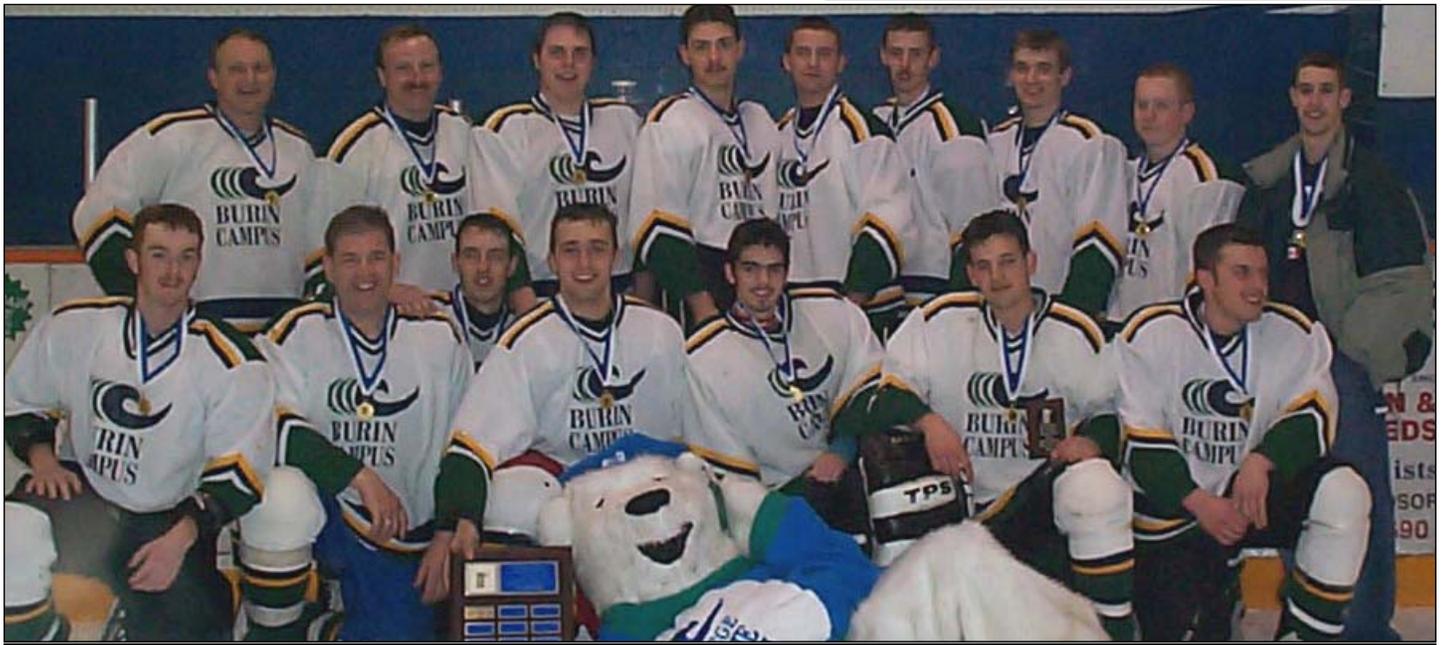
Personal Development Plan			
Objective: to learn how to use Power Point software in presentations			
Rational: presentations are a defined part of my role; Power Point adds quality to the presentation process, thus improving the effectiveness			
Strategy	Resources	Evidence	Target Date
1. Enrol in a continuing education course offered by the college	1. Course materials; access to computer with relevant software	1. Completion of the course objectives (certificate!)	1. June 29, 20001
2. Complete a self-directed course on CD-ROM	2. CD: Interactive Guide to Microsoft PowerPoint 2000; access to computer with relevant software	2. Production and delivery of a Power Point presentation before a live audience	1. June 29, 2001
Support Required: Access to content experts on staff; permission to attend course; financial support from supervisor to purchase the CD		Additional Considerations: Due to nature and travel requirements of my job, target dates may need to be adjusted.	

Having identified what to learn, and having rationalized same, the next step is identify the appropriate learning strategies and resources with which to accomplish the learning objective. When considering “How can I learn?”, a good place to start is to determine learning preferences: Do you learn better in a structured or an unstructured environment? Do you need an established time frame, or would you

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Burin wins college hockey crown

College of the North Atlantic held its annual hockey tournament over the winter with many of the campuses being represented. The tournament's Most Sportsmanlike Player was Howie Drake. The Burin team won the tournament, defeating Ridge Road by a score of 8-1 in the championship game. Calvin Power, captain of the Burin team, accepted the championship plaque.



Continuous Learning con't...

preferred a self-paced activity? Would you prefer to be part of a group of learners, or would you rather learn alone? Do you learn best by seeing, hearing or doing? Other factors to consider include availability of the resource, costs, time and available support. Taking this information into consideration, the next step is to identify all of the available options, and decide which one(s) are most appropriate. Remember that resources include people!

The answer to the final question provides concrete evidence that you've accomplished your objective. By defining "What the result will be", you'll be able to confirm that you've achieved your desired outcome. For example, if your objective was to learn how to use power point, the desired outcome (for the purpose of providing evidence) might be the development and delivery of a power point presentation for your peers. As the old saying goes: "If you don't know where you're going,

how will you know when you get there?" Identifying "What the result will be" allows you to know when you "get there".

It may help to map out your PDP. The following is a simplified illustration of a PDP format:

(Note: Two strategies were included for the purposes of illustration. In reality, either one could have sufficed.)

The development of a PDP rationalizes employee-initiated requests for college support for Professional Development, and therefore should assist the decision-making process. More importantly, the creation of a PDP can perpetuate a continuous learning cycle, thus promoting a culture of lifelong learning at College of the North Atlantic.

It is appropriate to create a PDP in consultation with your colleagues - peers, administrators, HR personnel, PD Coordinator, and so on. Please feel free to contact yours truly for information or assistance.

Janet Fraser: Librarian. Poet. Journalist. Reviewer. Media Librarian. Award Winner. Information Scientist... (ran out of ink using “bold” for title)

By Irene O'Brien

Please, let me introduce you to one of the most interesting, versatile people you would ever want to meet. “How did we get her?” I asked myself. Not content with my own answers, I decided to ask her. Explaining quietly and slowly so I would understand, her soft, melodious voice was as soothing as a good massage therapy session. I quickly realized that the calm exterior is a clever front for a vibrant, creative personality with an

extremely interesting background and who now works with us! The next time you are at the PPD campus in St. John's, you can drop in to our library and meet our “new” librarian (March, 1999) and newly-published author, Janet Fraser.

Janet arrived in Newfoundland from the cultural backwoods of Canada (Toronto) in 1994 when her husband started a job at MUN. She found our province, and St. John's in particular, a great place to kick-start a career in writing that she says she had pretty well ignored for about 15 years. With her education and experience, she also had no trouble getting freelance and contract work that was compatible with her growing family's schedule. Eventually, she found herself in a full-time position at CNA's library at PPD campus.

But..in the meantime and on weekends, what does a librarian with two Master's degrees do - if not work in a library? This particular librarian has been found teaching writing at MUN, publishing poetry in *The Antigonish Review*, or writing articles for many magazines, including *TickleAce*, *Atlantic Business*, and *CoastLife*. She has worked as a researcher for *Maclean's*, *The Toronto Sun*, and *The Halifax Chronicle-Herald*. She has been a database librarian for the *The Globe and Mail*, developing “GAM”, *The Globe's* online newspaper. She is the founding editor of a prestigious literary work, the *Canadian Literature Index*, and one of the editors of the *Voisey's Bay Environmental Assessment*, a report that is bound to have major



impact on the economy and environment in Newfoundland and Labrador.

She has edited for publishing companies, taught, written book reviews, edited publications (both small and large), done freelance library work, and conducted writing workshops for adults and writing camps for children. (How old is this woman?) Of course, she works with us now and still keeps an interest in her other projects, especially her writing.

Oh, and did we mention she recently attended the Writer's Alliance awards night where her book of poetry, *Long Girl Leaning Into The Wind* (Killick Press, Sept.2000) was on the short-list for a provincial book award.

A word of advice from Janet to those that think they want to write: “Don't invent excuses not to write. You have to have the drive, and not let anything get in your way.... Of course, you have to eat, but that doesn't mean you stop writing. And for heaven's sake, don't do it for the money.”

Three from District 3

By John Whalen

Moore's earns certification

Lillian Moore's, who works at the Literacy Outreach Centre at the Grand Falls-Windsor campus, was recently elected the Provincial Training Officer for Luabach Literacy for Newfoundland and Labrador.

In this position, Lillian travels around the province delivering a 10-hour training workshop to volunteers wishing to tutor adults. She is also responsible for arranging all training in Newfoundland and Labrador for Luabach.

Lillian became a certified Trainer for Luabach this past January in Toronto, Ontario.

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Consortium developing virtual college

The Atlantic Colleges Consortium is a partnership formed in 1998 among the four Atlantic Community Colleges and the four Atlantic Government Departments responsible for Advanced Education.

The strategic goals of the 'Consortium' include enhancing the quality and cost-effectiveness of the community college systems of the four Atlantic provinces through cooperative and collaborative initiatives. It is based on this objective that the concept of @College – Atlantic Canada's Virtual College - is proposed.

The pan-Atlantic @College initiative will be an innovative, capacity-building project that will serve the socio-economic development agenda of Atlantic Canada. It will position the region's public colleges to compete cooperatively in the global distance education marketplace without compromising existing educational services.

It will focus the existing expertise and resources of the colleges to an area of concern to industry and government in Atlantic Canada – productivity. Research indicates that Atlantic Canada is lagging behind the rest of Canada and the U.S due to skill shortages, constrained spend-

ing on workplace training, deficiencies in workplace education and training, and modest technical progress.

Activities will also include the design, development, commercialization and delivery of web-based learnware in workplace environments. Workplace training is recognized as a key ingredient in the growth and competitiveness of a region, and there is a need for more applied research in this area.

The Consortium will also develop a partnership with a research agency to focus on specific issues negatively impacting the productivity of Atlantic Canadian businesses related to education and training. This will consist of 'online' initiatives and 'just in time' performance support initiatives with a view to understanding and impacting productivity gains at both a remedial and innovation levels. A current example is College of the North Atlantic's partnership with North Atlantic Refining Limited to convert classroom based training to online on-the-job training, which is expected to improve overall productivity and safety performance.

Harold Baker and his other brother

By Heather Pumphrey

For those of you who do not know Harold Baker, he works in the Audio-Visual department at two of the St. John's campuses (Ridge Road and Prince Philip Drive).

Actually, many people believe Harold is the AV department!

Apart from knowing every piece of audio-visual equipment inside and out, Harold, like many college employees, has a creative side that he has honed into quite a polished talent.

If you are reading this on the electronic version of the newsletter, then you will be able to click on the attachments to see what I am talking about (you will need a media player on your computer). If you are reading the paper version, then let me explain.

Harold loves to sing and his expertise in the audio-visual world has allowed him to make recordings of his songs. On these tracks he sings with his "other brother" – the one who works at the Department of Municipal Affairs in St. John's. This is not to be confused with his brother – the one who works in another department at Prince Philip Drive campus. (Did I say 'not to be confused?')

Anyway, what makes these recordings unique is that Harold played bass and sang all the melodies and harmonies – in fact, he does three-part harmony with himself! Other brother plays all keyboards and guitar.

Click on the address below and enjoy. Sorry to those reading this on paper.

http://www.northatlantic.nf.ca/news/newsletters/burning_love.mp3

http://www.northatlantic.nf.ca/news/newsletters/sea_of_heartbreak.mp3

Students take part in anniversary celebrations

By Irene O'Brien

The Medical Radiography students at Topsail Road campus recently took part in the provincial Medical Radiation Technologists Association's annual conference and 50th anniversary celebrations held in St. John's.

The students from the class of 2002 set up an exhibit called "Caught in the Web", a directory of websites for Medical Radiation Technologists, and were awarded a cash prize for their efforts.

Irene O'Brien, an instructor at the campus, and a former student collaborated on a research project earlier in the year on the effects of aldehydes on medical radiation personnel and won \$200.

Keeping on with the good news, Kenneth Ralph from Port De Grave, won the NAMRT 50th anniversary scholarship of \$250 and a framed certificate. Also, Melanie Murphy from Parker's Cove won the student essay competition for her submission called: "The Invisible Enemy: Occupational Radiation Exposure to Miners of St. Lawrence, Newfoundland." She won \$150 and received a framed certificate.

And finally, Dr. E.R. Reddy, chairperson of the Medical Radiography program's advisory committee, was given a lifetime honorary membership in recognition of his commitment to the profession. The last award in this category was given 28 years ago.

Congratulations to all!

District Three continued...

Still with the Outreach Centre

Cindy Dancey, an Adult Basic Education student at the Literacy Outreach Centre in Grand Falls-Windsor, has been awarded the David E. Lawrence Scholarship.

This is a \$500 scholarship given to a Level I ABE student registered for two consecutive semesters. It is based on financial need, occupational goals, perseverance and attitude.

Second year editor

Leonora Furey, Library Technician at the Baie Verte campus, is starting her second year as editor of the Newfoundland and Labrador Library Association Bulletin. Congratulations Leonora!

Students win awards

Kenneth Ralph from Port De Grave, a Medical Radiography student at College of the North Atlantic, recently won the Newfoundland Association of Medical Radiation Technologists 50th Anniversary Scholarship. The award, \$250 and a framed certificate, will be awarded annually to the Medical Radiography student with the highest average mark for Semester 4 and 5 combined.

Melanie Murphy from Parker's Cove, a Medical Radiography student at College of the North Atlantic, recently won the student essay award competition for a submission called "The Invisible Enemy: Occupational Radiation Exposure to Miners of St. Lawrence, Newfoundland" at the Newfoundland Association of Medical Radiation Technologists annual conference held in St. John's. Murphy received a framed certificate and \$150.

The Medical Radiography Class of 2002, College of the North Atlantic, was given an award for an exhibit called "Caught in the Web," a directory of websites for Medical Radiation Technologists compiled by the class, during the Newfoundland Association of Medical Radiation Technologists annual conference held in St. John's recently. Here, student Nicole Budgell of St. John's demonstrates how to use the directory.



Happy retirement Andy!

Andy McLean, a security guard at the Bay St. George campus, retired last month after 30 years on the job. From left, campus ADA Cyril Organ presents McLean with a framed photograph and a certificate of appreciation.