



Humber dialogue

A PUBLICATION FOR ALUMNI AND FRIENDS | WINTER 2014

Powerful Partnerships

Humber and TJX: a dynamic duo

WE ARE HUMBER

A new look for the college

the dragons' slayer

DESIGN GRAD IS ON THE RISE

WE ARE OFFERING YOU BENEFITS

TAKE ADVANTAGE OF EXCLUSIVE RATES JUST FOR YOU

ENTERTAINMENT



TRAVEL



FINANCIAL SERVICES



ON CAMPUS:

- \$100 off a membership to our athletics facilities
- Free access to the Humber Career Centre
- Humber library card
- Up to 20 per cent off apparel, gifts and diploma frames at the North Campus and Lakeshore Campus bookstores

Call us to receive your complimentary alumni card



features

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on the cover
Photography by
Geoff George

UPDATE: Mental Health at Humber

Our fall 2012 cover story, *In the Shadows*, turned the spotlight on the growing number of postsecondary students in need of mental health counselling and Humber's leadership role among Ontario's colleges and universities in providing those services to its students. That role was expanded when Humber received \$750,000 from the province's Mental Health Innovation Fund to deliver Mental Health First Aid (MHFA) training to other colleges and universities. "The response has been excellent," says Maureen Carnegie, Humber's Mental Health First Aid facilitator. "More than 1,000 people across the province have already been trained." The three-year initiative will end in 2015, at which time more than 2,700 faculty, staff, administrators and student leaders in Ontario will have received MHFA training.





president's message

"There is nothing more powerful than an idea whose time has come."

That's an idea that I've expressed several times since the launch of our 2013-2018 strategic plan this summer, which was introduced to the Humber community after months of consultation, collaboration and refinement.

The plan lays the groundwork for the college's development over the next five years, outlining what we plan to do, how we plan to do it and how we will know whether we've succeeded.

More than simply being a roadmap, though, the plan also establishes Humber's distinct identity as a leader in polytechnic education—an approach to postsecondary learning that we believe offers our students unique advantages.

A polytechnic framework is sometimes seen as a hybrid model between a traditional university education and the applied programs that characterize colleges. At Humber, we combine theoretical knowledge with practical, industry-relevant curriculum, incorporating work-integrated learning and opportunities for applied research that benefit the economy and promote industry partnerships. In this student-focused and learning-centred environment, we also work toward making it as easy as possible for students to transition between programs, building skills and knowledge within our broad range of credentials.

Of course, this kind of approach is nothing new to Humber. We are continuing to evolve, strengthen and build on what we've been doing for almost 50 years—and we're promoting our vision beyond our walls as a viable third option to our current binary postsecondary education system.

When you read through the stories in this season's issue of *Humber dialogue*, you'll see how powerful a polytechnic education can be. Whether it's one of our design grads winning international recognition for his product, or two International Development alumnae working in the slums of Nairobi to help girls go to school, our students are taking what they learned at Humber and using it in incredible ways.

There is so much innovation, talent and energy at Humber right now. By giving our students, staff and faculty the tools they need to go out in the world and contribute to their communities and to the economy, we are helping to ensure a future that is better for all of us.

Chris Whitaker

President, Humber College Institute of Technology & Advanced Learning

Humber dialogue

issue 7 winter 2014

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Humber's vision

Leadership in polytechnic education

mission

Humber develops broadly educated, highly skilled and adaptable citizens to be successful in careers that significantly contribute to the communities they serve locally, nationally and globally.

values

- student-centred
- excellence
- innovation
- respect
- inclusion
- sustainability

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Publications mail agreement number: 40063415





If you've been on campus or seen a Humber ad in the last few months, then you may have noticed that we look a little different. You may also have noticed our new slogan – WE ARE HUMBER – and the many inspiring WE ARE statements that go along with it. For example:

WE ARE UP FOR THE CHALLENGE

WE ARE PARTNERS IN YOUR EDUCATION

WE ARE BUILDING, GUIDING AND GROWING

To accompany the official launch of Humber's 2013-2018 Strategic Plan, the college unveiled a refreshed brand that's bolder, more colourful and more active.

One of the priorities of the strategic plan is to strengthen the college's polytechnic identity, emphasizing our ongoing commitment to hands-on learning, a variety of credentials, applied research and flexible pathways between certificates, diplomas and degrees.

The new brand does just that by showing students and faculty engaged in activities, whether they're hauling a hose onto a fire truck, having a class discussion or demonstrating their new app to industry insiders.

This is an exciting time for the Humber community as we take our place in Ontario's postsecondary landscape as a leader in polytechnic education—something that we see as an important third option between the traditional university and college systems.

WE ARE HUMBER and we are the best of both worlds.

Faculty achievements

Interior Design degree program co-ordinator **Kelly Gluck** attended the opening of the Salama Vocational Education Centre, the school she and her students helped design in Lyantonde, Uganda. The new school's mandate is to help local children struggling under the pressures of poverty and those left orphaned due to AIDS. The result of a partnership with the international NGO Salama Shield Foundation, the school has been in development since 2008.

Congratulations! Business School Dean **Alvina Cassiani** and Liberal Arts & Sciences Dean **Paula Gouveia** both received doctoral degrees from the University of Toronto. **Wendy O'Brien-Ewara**, a professor with Liberal Arts & Sciences, received her doctoral degree from the University of Waterloo.

Greg Goralski, program co-ordinator of the Web Design and Interactive Media program, raised almost \$45,000 through crowdfunding platform Kickstarter to commercialize AppSeed, a tool he helped develop that allows app creators to go from sketch to functioning prototype. Goralski is co-founder of AppSeed, which has already earned significant media attention from *Forbes*, *Tech Crunch*, *Fast Company* and *Wired* magazines, and says part of his inspiration came from working with his students.

Journalism professor **Joy Crysdale's** second book, *Courageous Women Rebels*, was nominated for inclusion on a prestigious list of feminist books for young readers. The list, developed by the American Library Association's Amelia Bloomer Project, is a widely consulted resource for educators and librarians.



In the next issue Self-described “foodie tree huggers” Humber grads Jake Harding and Gustavo Macias are on a mission to help people eat healthier. Their company, Skyline Farms, uses aeroponic vertical tower gardens to grow fresh greens in urban settings. They've already partnered with the Toronto District School Board and they are laying the groundwork to build a rooftop greenhouse in downtown Toronto that will serve as a community hub/growing site. Read all about Skyline Farms in the next issue of *Humber dialogue*.

“Education is critical to helping young girls in developing countries get themselves and their families out of poverty. By helping girls stay in school, this simple solution can change lives.”



Femme International

In Kenya, adolescent girls miss five more days of school per month than boys. The reason? Menstruation.

Ella Marinic and Sabrina Rubli, recent graduates of Humber’s International Development postgraduate program, are taking action to reduce absentee rates among young women in Kenya by starting a non-profit organization called Femme International. Over six weeks last fall, the two were in Mathare, a

slum outside Nairobi’s capital, to follow up on the pilot project they started as part of a class assignment in early 2013.

“The assignment was to design a water sanitation project for a community in rural Kenya,” says Marinic. “Our group was all female. In doing our research the topic of menstruation was raised and we knew then what we needed to do.”

It didn’t take long for Marinic and Rubli to find that few development organizations were

addressing feminine hygiene in regions that have little access to running water or private latrines. Their research led them to a distressing statistic: a lack of private toilets in schools and not enough money to buy feminine hygiene supplies cause girls in Kenya to miss an average of 4.9 school days every month because they are menstruating.

Femme’s solution: the menstrual cup. “Menstrual cups are practical, sustainable, eco-friendly and inexpensive,”

says Marinic. “They are made from medical grade silicone and women can wear them safely for up to 12 hours a day. For young girls going to school with no privacy to change, the menstrual cup means they don’t have worry about their period all day. The cup itself is reusable for up to 15 years.”

Marinic and Rubli’s pilot project educated 22 girls about sexual health and menstruation—taboo topics in the classroom—and distributed kits that included a menstrual cup and other materials.

First-class graduates

Celebrating the 40th anniversary of Ontario’s first college ambulance attendants program

A little history: In the late 1960s, the training required to work as an ambulance attendant in Ontario was a four-week course called the Fundamentals of Casualty Care. It was offered by the military at Canadian Forces Base Borden, with Humber College helping to deliver the training sessions at the base.

When the Ambulance Act of Ontario changed in the early 1970s, Humber was the first college to offer the one-year Ambulance and Emergency Care Program (AECPP). Last year marked the 40th anniversary for the inaugural graduating class of 17 students.

Fast-forward to this year and Humber continues to be a provincial leader in first-responder training, with faculty helping to shape

standards and curriculum in a much-evolved industry. Today, students enter a two-year Paramedic diploma program at the North Campus, which provides in-depth courses in human anatomy and physiology, pharmacology, and legal and ethical issues in paramedicine.

“Our students get hands-on training by highly experienced working professionals in a world-class lab with a state-of-the-art mock ambulance. Humber is also the only Ontario college with a human cadaver lab,” says Jason Powell, dean, School of Health Sciences. “In the early days, ambulance attendants had a first aid kit and that was about it. Today, the paramedic is a life-saving professional.”



Absenteeism dropped by approximately 75 per cent. Late last year, they expanded the pilot into three schools, reaching more than 300 girls.

Femme International is currently in the final stages of becoming a registered charity in Canada with a goal to expand into southeast and central Asia. "Education is critical to helping young girls in developing countries get themselves and their families out of poverty," says Marinic. "By helping girls stay in school, this simple solution can change lives."

NEW DEANS

Susan Somerville brings more than 20 years' experience working in the health-care and foodservices fields in both the public and private sectors to her newest role at Humber: dean of the School of Hospitality, Recreation & Tourism. Somerville, a registered dietician, joined Humber in 2010 as the program co-ordinator for the new Food and Nutrition Management program, where she has helped grow enrolment from 12 to 140 students and secure accreditation from the Canadian Society of Nutrition Management. As dean, she will shape and implement the vision for the school and help create an innovative and collaborative learning environment with close ties to the rest of the Humber community and with industry.

Jen McMillen was appointed dean of students in the fall of 2013. She first joined Humber in 2010 as the director of Student Access, Wellness & Development. Throughout her career, McMillen has been a champion for students, ensuring they have access to exceptional support. She has taken a leadership role at the provincial level as well, securing funding for and implementing Mental Health First Aid training for the Humber community as well as colleges and universities across the province. In her new role, McMillen will lead the department of Student Success and Engagement and create programs and services to enhance the overall learning environment for students. McMillen holds a MEd in Higher Education from the Ontario Institute for Studies in Education/University of Toronto and a Bachelor of Kinesiology from McMaster University.

Second Annual Humber College Classic Golf Tournament

Tuesday June 3, 2014

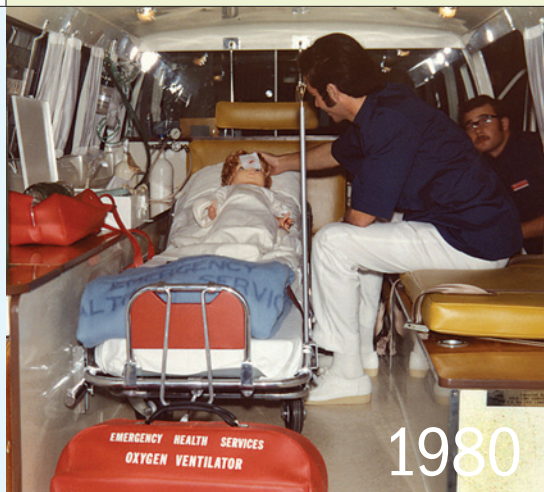
Glen Eagle Golf Club

Information is available at

humber.ca/golfclassic



"In the early days, ambulance attendants had a first aid kit and that was about it. Today, the paramedic is a life-saving professional."



1980



2013



the new humber room

The Humber Room is once again open for business after a top-to-bottom renovation this fall. A new bistro bar for express lunches now complements the restaurant's traditional à la carte dining, and a separate dining room for private events and meetings has also been added.

This isn't just a restaurant, of course—it's a live classroom, where culinary and hospitality students have been learning by doing since the 1980s. "It's a great experience," says Rudi Fischbacher, professor and co-ordinator of Humber's culinary programs. "The Humber Room has evolved with the changing tastes and technologies that shape the food industry. Students design the menus, use state-of-the-art equipment and employ the latest techniques. Everything from the bread to the sorbets is made from scratch."

After each lunch and dinner service, the lead students of the day visit each table to get immediate feedback, then debrief with their classmates at the end of their shifts. "This is reflective of what happens in industry and they get to experience it first in a learning environment," says Fischbacher.

The "PhD" of culinary arts

Congratulations to alumnus Judson Simpson, executive chef at the House of Commons in Ottawa, who is the first Canadian candidate to complete the Certified Master Chef (CMC) program at Humber.

The designation is the highest available certification for chefs and Humber is the only Canadian college to offer it. "This two-year program is for professional chefs with 10 to 15 years of industry experience and at least six years in an executive chef position," says Fischbacher, who helped develop the program.

Canada joins the U.S., Austria, Germany, Switzerland and the Netherlands in offering the designation, but Humber is the only institution to offer the program online. "We wanted to provide more flexibility for working chefs to continue lifelong learning," says Fischbacher. "The second cohort of candidates has just started and the five-day practical exam will take place in June."

Nature's playground

As videogames and organized activities become more prevalent, children in urban environments have fewer opportunities than ever before to experience nature and the outdoors. The trend has even led to a new term: Nature Deficit Disorder.

But what does play look like when children have a more natural environment to play in? What are the implications for learning, socialization and development? These are the questions Humber's newest research facility—a natural playground—is

designed to answer.

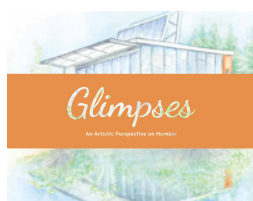
One of the key goals behind the Humber's natural playground is to inspire early childhood educators (ECE) nationwide to find ways to encourage children and families to reconnect with nature. "In traditional playgrounds, equipment has a defined purpose. In a natural play space, children assign the purpose and decide how they will engage, which builds problem solving and critical thinking skills and fosters creativity," says Bridget Woodcock, director of Humber's Child Care Centres.

The playground, which will be used by

the two on-campus child care centres and also double as a lab for a variety of programs, was proposed as a research project by the School of Health Sciences. "The researchers had looked at nature play in the Humber Arboretum and wondered what happens when you change the playscape," says Patricia Morgan, Humber's dean of Research. Staff and faculty worked with industry partner Bienenstock Natural Playgrounds as well as



Creativity unbound



A page has turned for Humber Press: the longtime faculty-exclusive publisher is now also publishing works by students and alumni. Most recently, Humber Press published *Ottawa: Gateway to Carp*, a history of comedy in Canada's capital by comedy program alumnus John Mazerolle. This followed the release of *Glimpses*, a collection showcasing watercolours of Humber by two Visual and Digital Arts students, and *Through Their Eyes*, which features the work of students in the Creative Photography diploma program.

This latest evolution of Humber Press, which has been publishing since 1974, is part of an expanded mandate to broaden academic publishing beyond faculty. "In today's environment, it's the collective that has the expertise—not just faculty," says Eileen DeCourcy, associate vice-president Teaching and Learning. "We are building a knowledge community that is open, collaborative and mirrors what's happening in education today."

To encourage ease of collaboration and use, faculty, students and alumni are all able to submit concepts for a publication to the Press's website (humberpress.com). A magazine, the *Humber Literary Review*, will be launched in May 2014.

TD Friends of the Environment and the Colleges Ontario Network for Industry Innovation help fund and design a natural play space that will be twice the size of the former traditional playground and features rolling hills, seating carved into logs, a climbing wall and a mural by Aboriginal artist Jay Redbird.



hawk's nest



Doug Fox, Humber's long-time athletic director, retired after 35 years of service to Humber College. Fox came to Humber in 1978 to coach men's basketball and was then hired to oversee the development of the new Humber Athletic Centre in 1979.

Fox's commitment and passion helped Humber's varsity program grow to be the largest in Canada, with players from the college's golf, badminton and volleyball teams going on to represent Canada at the World University Games. This past season alone, the Humber Hawks have won 13 team and individual provincial gold medals and three national championships. Fox also laid the groundwork for significant building improvements to the Lakeshore Campus and enhanced playing fields at the North Campus.

Thank you, Doug, for all you've done for students and athletics at Humber.

Ray Chateau, previously program co-ordinator for the Business Administration—Professional Golf Management diploma, is now the new Athletics and Recreation director. While at Humber, Ray has been recognized with the Leadership in Faculty Teaching (LIFT) award, as well as the college's Distinguished Faculty Award. Joining Chateau on the Athletics leadership team is **Michael Kopinak**, formerly with Humber's Department of Public Safety, who is in the newly established position of associate director.

Chateau and Kopinak are certainly no strangers to Humber Athletics. Chateau has led the school's varsity golf team for 12 years, during which time the team has won 10 Ontario Colleges Athletic Association (OCAA) championships. In 2012, he received the Canadian Collegiate Athletic Association's (CCAA) Coaching Excellence Award Across All Sports.

As co-ordinator and one of the coaches for Humber's varsity badminton team, Kopinak helped take the team to four consecutive provincial championships and eight individual national medals. He has received the Extra Mile Award and the Distinguished Service Award from the college.

"Humber Athletics is in great shape with these two taking on significant roles and they are poised to continue moving the department forward," says Fox. "Both Ray and Mike have been able to lead their teams to national prominence and they will translate this experience and commitment to their sports across the entire athletic scene at Humber."

2013

Premier's AWARDS

n o m i n e e s

"I'm proud to have represented Humber because my education is one of the biggest reasons I've been able to accomplish all that I have."

Humber
graduates

SHINE



While you may not know Lee Renshaw

(Industrial Design, 2009) by name, you may have seen him on TV. The inventor of Rise and Hang Travel Gear and president of Round Circle Group Ltd., Renshaw appeared on the CBC television show *Dragons' Den* in 2012 where he was offered two deals. From there, his hanging luggage system has appeared on *The Shopping Channel* and the *Today Show*, which led to his invention being named one of the top Christmas gift ideas for 2012. Renshaw's Rise and Hang, which features a duffel bag with collapsible hanging shelves, will be included in the gifts available to the stars at the 2014 Academy Awards. He also licensed his technology to global firm California Innovations, a move that generated sales of \$3 million in 2013, in addition to his own sales of more than \$500,000.

Renshaw capped 2013 by winning a Premier's Award in the Recent Graduate Category.

The Premier's Awards recognize the social and economic contributions of Ontario's college graduates to the success of the province and beyond. Renshaw was one of 119 nominees from Ontario's 24 colleges and one of six nominees from Humber.

"It's quite an honour," says Renshaw. "I'm proud to have represented Humber because my education is one of the biggest reasons I've been able to accomplish all that I have."

His journey: "I was a student in Industrial Design at Humber and I lived in Kitchener. I travelled back and forth, spending nights at friends' houses and pretty much living out of a bag for four years," he says. "My clothes were always wrinkled and smelly. I needed a better duffel bag." He bought a sewing machine, taught himself to sew and made a prototype that featured a built-in shelving system and hamper to separate laundry from clean clothes. "I used what I was learning in class and presented the bag in my fourth year at the Industrial Design thesis show." The bag caught the attention of the owner of organizational hockey bag manufacturer Grit Inc., who hired Renshaw. The designer and budding entrepreneur spent his spare time over the next three years refining Rise and Hang Travel Gear, landing Air Miles as a client in 2011.

Of note: Renshaw is expanding his product line. The travel gear will be in retail outlets in Canada, the US, Europe, Asia and Australia by the end of 2014.

In his own words: "Humber helped jump-start my career. The design competitions I participated in gave me practical skills such as learning the art of public speaking—a skill I use today to pitch ideas and market my products."

Renshaw is not alone in his success. Follow the rest of our Humber's 2013 Premier's Award nominees:



COMMUNITY SERVICES

Jabari Lindsay

Manager, Youth Development

City of Toronto

Social Service Worker, 2001

Profile: From front-line worker to program developer to educator, Lindsay has had an influential career helping at-risk youth. He is currently working on a youth equity strategy.

His journey: In 2009, Lindsay joined the City of Toronto where he designed, developed and implemented a \$5 million gang prevention and intervention project. The program has helped support more than 300 at-risk youth, many of whom credit Lindsay and his programs with saving their lives.

Of note: Lindsay received the Civic Action DiverseCity Fellow award for 2013 and the Humber School of Social & Community Services Alumni of Distinction Award in 2008.

In his own words: "Humber was the turning point of my life as I realized my calling in the social service sector. The professors established a professional and supportive atmosphere that encouraged me to become a social worker and help create change in others' lives."

TECHNOLOGY

Don Evans

Former Chief Operating Officer

Cofely Adelt GDF SUEZ

Solar Engineering Technology, 1984

Profile: Evans is an established and respected leader in the plumbing, heating and air conditioning industry, working on industrial, commercial, institutional and biotech facilities. He also volunteers with the Niagara Neighbourhood Association in Toronto where his initiative and innovative thinking improved the design of a neighbourhood building.

His journey: Evans built his career at Adelt Mechanical Works, the third-largest mechanical contractor in Toronto. Soon after joining the company he became a partner.

Of note: In 2005, Evans purchased half of Adelt Mechanical Works and, in only five years, increased the revenues from \$12 million to \$70 million. In 2012, he sold the company to Cofely GDF SUEZ, the largest mechanical contractor in the world.

In his own words: "My role in Humber's student association helped me cultivate my leadership skills and better understand how to work as a team. Developing strong friendships and learning how to socialize proved to be invaluable for my career."



BUSINESS

Lisa Zbitnew

Chief Executive Officer

Bandwidth Music and Marketing

Marketing, 1982

Profile: Zbitnew is one of Canada's most successful female music executives. She was recognized for her excellence in sales, marketing and promotion by the Canadian music industry in 1989/90 and was named Music Industry Executive of the Year in 1994 and 1999. In 1996, her team was recognized as Marketing Team of the Year by the Canadian music industry.

Her journey: Prior to owning her own company, Zbitnew was president of BMG and became the highest-ranking woman in the Canadian entertainment industry. She was responsible for the merger of BMG and Sony and became president of Sony BMG. In the process, she created a \$225 million division of the second-largest record company in the world.

Of note: Zbitnew is also a committed philanthropist. As the CEO of War Child North America, she oversaw the Canadian charity's expansion into the US market and built a recording studio in Sierra Leone to help youth gain literacy skills and increase opportunities for employment.

In her own words: "Humber's two-year marketing diploma had the perfect balance between theory and practice and gave me the fundamentals to succeed in this industry."

HEALTH SCIENCES

Lisa James

President

Environmental Advisory Group Inc.

Pharmacy Assistant, 1977

Profile: James is a trailblazer who has made a major impact on environmental sustainability by working with pharmaceutical companies, pharmacies and hospitals to find efficiencies in packaging design and waste.

Her journey: A pioneer in her field, James is at the forefront of the national and provincial movements for the safe disposal of medicines. She is also a leading expert in helping pharmaceutical companies reduce their environmental footprint and achieve compliance targets.

Of note: James is the founder and a lifetime honorary member of the Canadian Association of Pharmacy Technicians.

In her own words: "As a pharmacy technician student at Humber, work placements were incredibly important to me. At these placements, I could put theory into practice and develop the job-ready skills I needed to start my career immediately after graduation."



CREATIVE ARTS and DESIGN

Jason Parsons

Executive Chef and General Manager

Peller Estates Winery Restaurant

Cook Apprentice, 1992

Profile: Parsons has built an illustrious 20-year career in the culinary world, most recently as executive chef and general manager of Peller Estates Winery Restaurant, a premier dining venue located in Niagara-on-the-Lake, Ontario. Parsons often appears on the Toronto TV show *Cityline*, where he demonstrates how to cook nutritious meals using local ingredients.

His journey: Parsons has worked with leading international chefs and at some of the top restaurants in the world, including two Michelin Star restaurants, six Relais & Chateaux properties and numerous Leading Hotels of the World destinations. He is one of the few chefs invited to cook at James Beard House in New York.

Of note: Since Parsons' arrival, Peller Estates Winery Restaurant has won numerous awards including a CAA Four-Diamond rating, three stars in Toronto Life magazine, the Golden Plate Award from Le Cufs d'Or, and the highest-available Zagat rating, which is based on international customers' rankings.

In his own words: "Humber's flexible program allowed me to practise my skills at Langdon Hall while attending classes. I learned the importance of discipline and a strong work ethic, which allowed me to gain increasingly responsible positions throughout my career."

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YOU ARE

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REGISTER NOW!



humber.ca/continuingeducation

WE ARE

HUMBER



> TRACY COCIVERA

A radical solution to the silo problem

Is your management team continuously fighting about who is doing what and blaming each other when things don't get done? Are you tired of your teammates hoarding information and not collaborating? Are you frustrated because performance is suffering and no one is stepping up? You probably have a silo problem.

I recently worked with a team that was suffering from this challenge. The team's leader was at a loss for how he was going to get the team to work collaboratively across their functional areas. Then it dawned on him—if he couldn't tear down the silos, he would change who was in them. He decided to switch their roles.

For four months, he asked three members of his five-member executive team to switch roles. His finance leader moved into an operations role, his operations leader moved into a production support role and his production support leader moved into the finance role. The team leader and the HR leader stayed put.

The team was highly skeptical at first, but by the end of the four months they were a much more cohesive team. They had to be—they could no longer rely on their functional expertise to move key pieces forward. **The team highlighted the following lessons learned:**

1 Significant Results The team moved significant pieces forward that had been stalled for months. Day-to-day work continued on without any big disruptions. They achieved strong results at the end of the quarter.

2 Broader Perspective The team had a better appreciation for each other's portfolios, priorities, challenges and solutions. They went back to their original roles with broader, more integrated and collaborative perspectives. They trusted their team members more.

3 Clearer Roles and Responsibilities The team discovered that handoff points were not clear between the functional areas. At the beginning, team members tripped over each other as they independently tried to deal with issues. By the end, they had a clearer understanding of roles, responsibilities and interdependencies and were more willing to help in other areas.

4 More Timely Decisions During the rotation, the team found that, in many instances, the direction and priorities were unclear and not aligned. As a result, decisions were not always timely

and/or were re-opened for discussion unnecessarily. Feeling the pain, the team aligned their direction and priorities. This led to more timely decisions.

5 Full Team Engagement The team could no longer lead based on functional expertise. As a result, each team member empowered the team by adding their value at the right level. This had the added bonus of increasing communication and decreasing tensions. The team became more integrated and fully informed.

After the rotations, team members were more motivated to solve the challenges facing the team—and to solve them as a team. They realized that each team member was committed and invested.

Working through challenges became easier as each team member had a better understanding of what each of them was dealing with in their own areas. To this day, the team members continue to work collaboratively and solve challenges as a team. If you're on a siloed team, consider rotating roles. It may not solve all of your challenges but it will go a long way to enhancing communication, collaboration and trust.

“Working through challenges became easier as each team member had a better understanding of what each of them was dealing with in their own areas.”

Tracy Cocivera, Ph.D., C.Psych., is a principal in the Leadership Solutions practice at Knightsbridge Human Capital Solutions. Her expertise is in executive assessment, coaching and team effectiveness.



A window on the Fashion Institute

Launched in 2010, the Fashion Institute is a learning hub that brings together students from the Fashion Management degree and Fashion Arts diploma programs.

The Fashion Institute:

- Offers a place for students to interact, collaborate and innovate.
- Is located in a renovated 19th-century building.
- Gives students the chance to showcase their merchandising skills in its storefront window, while the atrium provides an effective space for store planning and presentation.
- Features a resource library that is focused exclusively on fashion and its history, evolution and trends.
- Hosts a variety of workshops and lectures.

RICHARD TOLEDO

the POWER of partnerships

Richard Toledo was 11 when his family migrated to Canada from Venezuela. Like many new immigrants to Canada, his parents wanted to give their children opportunities they would not have in their native country.

Access to a quality education was a key aspect of the couple's hopes for their children. Toledo is now completing his final semester of Humber's Bachelor of Commerce—Fashion Management degree. "It took me a while to realize I wanted to be in fashion," says Toledo, who is now 30. "When I found Humber's Fashion Management program and learned about its close connection to industry, it gave me peace of mind that it was the right choice."

As part of his summer work term, Toledo found employment at TJX Canada, whose stores include Winners, HomeSense and Marshalls. The placement was extended and he is currently merchandise assistant at the company's head office in Mississauga. He is

already looking into full-time opportunities when he graduates in April.

TJX Canada is the most recent of Humber's valued industry partnerships. In October 2013, Humber entered into a five-year strategic partnership with the global retailer to help students and graduates from three Humber faculties—The Business School, School of Social & Community Services and the School of Applied Technology—to gain a better understanding of and experience in retail. Students in fashion, law enforcement and design programs will receive first-hand experience working in areas such as merchandising, buying and loss prevention. The partnership will see TJX Canada hosting information and career-building days, helping students with their interviewing skills and resumes, and providing opportunities for work placements and internship roles. TJX



Colleges are flexible and able to adapt quickly to student and market needs. We have to change to reflect what's happening in industry in order to provide job-ready graduates to industries."

Alvina Cassiani, dean, The Business School

FROM LEFT: STUDENT-DESIGNED WINDOW AT THE FASHION INSTITUTE; STUDENTS CELEBRATE HUMBER'S NEW PARTNERSHIP WITH TJX CANADA; CONNIE MCCULLOCH OF TJX CANADA (LEFT) WITH HUMBER PRESIDENT CHRIS WHITAKER.

Canada is also developing a scholarship award for the Fashion Management degree program based on academic achievement.

"The programs offered at Humber College are hands-on, relevant to our business and align with our current and future talent needs," says Licinia Bennett, assistant vice-president of Talent Acquisition with TJX Canada. "To date we have had great success with hiring students from Humber College into our Student Placement Program. In 2013, we hired interns and co-op students in several departments including merchandising, planning and allocation, marketing, and store design.

For Humber, industry partnerships are critical to ensuring students have the skills they need to build the careers and lives they want. "Colleges are flexible and able to adapt quickly to student and market needs. We have to reflect what's happening in industry in order to provide job-ready

graduates to industries," says Alvina Cassiani, dean of The Business School. "That's why every program we deliver has an advisory committee panel comprised of industry leaders who advise on where the job opportunities are and the new skill sets that should be added to our curriculum."

Humber's current partnership with TJX Canada is the latest evolution of a longstanding relationship. When Humber launched the Fashion Management degree program in 2008, Cassiani took the opportunity to ask Connie McCulloch, executive vice-president, Home and Planning Allocation and Analysis at TJX Canada, to join the program's advisory committee. McCulloch continues to serve on the committee.

In celebration of the partnership, TJX Canada and Humber offered students and alumni of the Fashion Arts diploma and Fashion Management degree programs the

opportunity to design the Fashion Institute's storefront window using products from HomeSense, Winners and Marshalls. The window was such a success that it will be an annual opportunity for students to apply the skills they are learning in the store planning and visual merchandising courses.

"We want our programs to be as relevant as possible," says Cassiani. "TJX Canada brings a current understanding of how the retail world is evolving. It's an incredible opportunity for students."

It's certainly an opportunity Toledo appreciates, particularly as he prepares for graduation. "The Fashion Management program was eye-opening for me. Even with my previous retail work experience, I learned things I did not know about buying, planning, brand and product development, and colour-trend forecasting," he says. "And I was able to put all that to use when I landed my work placement at TJX Canada."

Sustainability

AT HUMBER

By considering sustainability in all of our decisions, Humber is showing that a large organization can green its operations and connect with the community. We are constantly implementing innovative practices in areas ranging from classrooms to operations and communal space.”

Lindsay Walker, Humber's Sustainability Manager

Environmental preservation, economic strength and social responsibility are the goals of Humber's first Sustainability Policy and Action Plan, to be introduced in March, 2014.

The Lakeshore Commons building features energy-efficient ventilation and lighting, a green roof, and a heat recovery system.

The new Learning Resource Commons at the North Campus is currently being constructed to LEED Silver certification.



The Centre for Urban Ecology is part of the Humber Arboretum, which features 250 acres of botanical gardens and natural parkland at the North Campus. A venue for education and research on urban ecology, it also serves as a learning centre for primary and secondary school children and the local community. The facility was one of the first Leadership in Energy and Environmental Design (LEED) Gold-certified buildings in Toronto and features solar heating, natural cooling and ventilation, a green roof, and a bio-filter to process waste water. The Centre is part of the Sustainable Sites Initiative, and is the first building in Ontario to achieve Platinum Certification from Ontario EcoCentres.





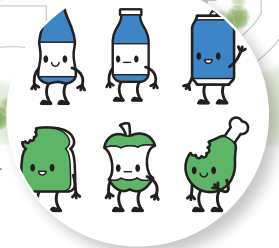
The University of Guelph-Humber is home to a four-storey living, breathing biowall. Connected to the ventilation system, the biowall, which is made up of hundreds of orchids, ferns, ivy and hibiscus plants, draws dirty air over the roots of the plants which then biologically remove the pollutants.



Complementing the Arboretum's mandate to promote conservation and education, and made possible by a bequest from the estate of Frances Ethel Thompson, Humber has teamed up with the Ontario Ministry of Natural Resources to help preserve the endangered butternut tree. Staff and students planted five saplings in an enclosure at the Arboretum, with plans to plant up to 20 more.



- In order to help drive engagement with sustainability, Humber implemented a recycling initiative in 2012 and called on graphic design students to help create an awareness campaign. Their efforts have been on display across campus since January 2013. The result: Humber's diversion rate (the percentage of material diverted from landfill and recycled instead) jumped from 42 per cent in the fall of 2012 to 50 per cent in the fall of 2013.
- In November 2013, Humber completed the Association for the Advancement of Sustainability in Higher Education's Sustainability Tracking Assessment and Rating System (STARS) certification. Humber is the first college in Ontario to achieve the STARS Silver rating for sustainability, and is now developing a five-year sustainability strategy based on STARS results.
- Other sustainability achievements include:
 - Linked ventilation and lighting sensors that power down when classrooms are empty.
 - A state-of-the-art chiller plant for air conditioning at the North Campus that uses 60 per cent less energy than the previous system, saving more than \$100,000 a year in energy costs and lowering greenhouse gas emissions by 488 tons of CO₂ annually.
 - High-efficiency automatic hand dryers.
 - Low-flow toilets with automatic flush and low-volume shower heads.



WELCOME TO THE digital receipt revolution

One trip to the grocery store and a long paper receipt proved to be an “aha” moment for alumni Nicholas Wiktorczyk and Vincent Panepinto, founders of Spently (spently.com). The long-time friends and then-students of Humber’s postgraduate Global Business Management program started brainstorming and putting what they were learning in class into practice to create a business plan. Their plan was simple: help retailers move from paper to digital receipts.

In 2011, a professor suggested they enter Humber’s New Venture Seed Fund business plan competition. The pair received an \$8,000 grant. “It was what we needed to get started,” says Panepinto. “More importantly, being one of the winners gave us confidence that our plan was viable.”

Panepinto and Wiktorczyk, who graduated in 2011, went on to raise funds, build a team and refine their product. Spently has evolved to help retailers extend the client relationship beyond an initial sale by including advertising and loyalty reward offers. “Research shows that while most marketing emails are never opened, e-receipts are important to consumers. Between 60 per cent and 80 per cent are opened, viewed or saved,” says Panepinto. “Stores are now using our e-receipts to drive traffic to their online sites.”

Spently has partnered with Shopify, an Ottawa-based e-commerce platform

FROM LEFT: VINCENT PANEPINTO AND NICHOLAS WIKTORCZYK

that allows small businesses to start an online store. “Shopify is one of the fastest growing companies in Canada with 60,000 stores in its marketplace,” says Panepinto. “Our application is available to all its merchants.” The seed funding from Humber is already benefitting the college, as Spently has hired graduates from Humber’s web development programs.



upcoming

FEBRUARY 2014

Feb. 9
Humber Hawks Alumni
Throwback Night Volleyball
Humber vs. St. Clair
1 p.m. and 3 p.m.
Humber Athletic Centre,
North Campus, Free

Feb. 14
Latin Jazz Night Concert
8 p.m.
Auditorium,
Lakeshore Campus
General admission, \$10;
students, \$5
Tickets sold at the door
For more information call
416-675-6622 ext. 3427

Feb. 19
Diversity and Inclusion
Dialogues
Working with Trans* Students
in the Postsecondary
Environment
1 p.m. to 3 p.m.
Humber Centre for Human
Rights, Equity and Diversity
presents Will Rowe,
Transgender Outreach and
Advocacy co-ordinator, LGBTQ
Community Wellness Centre,
Hamilton
L1017, Lakeshore Campus
To register call
416-675-6622 ext. 4808
Free

Feb. 19
Humber Hawks Alumni
Throwback Night Basketball
Humber vs. Sheridan
6 p.m. and 8 p.m.
Humber Athletic Centre,
North Campus, Free

Feb. 24
Nursing Photo Exhibition
Runs until March 12, 2014.
Nursing students in the
School of Health Sciences
travelled to Tanzania and
Jamaica and worked with
local communities to
explore concepts of
cultural awakening and
civic engagement

L Space Gallery, Lakeshore
Campus, Free

Feb. 27
President's Lecture Series
1 p.m. to 2:30 p.m.
Dr. Tricia Rose, director of the
Center for the Study of Race
& Ethnicity in America,
Brown University, author,
The Hip Hop Wars, Longing to
Tell and Race & Ethnicity
in Popular Culture (working
title) Seventh Semester,
KB 111, North Campus
Free

“We are helping emerging entrepreneurs transition from being students to being business people. Those skills don’t suddenly happen.”



New ventures, new opportunities to launch

More and more in the Canadian economy the conversation is turning to the power of entrepreneurship. Why? Because the career model of advancing up from the mailroom to the C-suite is dead, says Patricia Morgan, Humber’s dean of Research. “Many Humber graduates are going to have several careers and entrepreneurship is likely to be part of the mix. We need to help student entrepreneurs try things out in a way that is supportive and allows them to think and dream bigger.”

Enter two unique-to-Humber competitions. The New Venture Seed Fund Competition sent its first winners off with \$8,000 each in 2011, and has since provided 26 start-ups with much-needed funding. LaunchPad (formerly known as Friendly Fire), a business pitch competition, is now entering its second year, and gives Humber entrepreneurs the opportunity to win a share of \$40,000 in grant money to get their businesses started.

Both competitions are open to students

and recent alumni, who can then also take advantage of the HumberLaunch Incubator.

“We offer a physical space with computers and a 3-D printer as well as mentorship opportunities with faculty, industry and alumni who provide advice and direction,” says Cheryl Mitchell, HumberLaunch’s program manager. “We also help develop business plans, host workshops on topics ranging from cash flow management to social media strategy and provide access to a lawyer who donates one hour’s worth of free legal advice.”

The goal is to help take students from idea to proof of concept in order to move on to the next stage of development. “We are helping emerging entrepreneurs to transition from being students to being business people. Those skills don’t suddenly happen,” says Morgan. “Our facilities and the competitions create great possibilities for young people to follow their passion and be successful doing it.”

MARCH 2014

Mar. 5 Artist in Residence New York Voices

8 p.m.
Auditorium, Lakeshore Campus
General admission, \$25;
students and seniors, \$15
Tickets sold at the door
For more information,
call 416-675-6622 ext. 3427

Mar. 18 Industrial Design Exhibition

Open until April 1, 2014
L Space Gallery,
Lakeshore Campus
Free

Mar. 19 Artist in Residence Showcase Concert

8 p.m.
Auditorium, Lakeshore Campus
Free

APRIL 2014

Apr. 4 Spring Showcase Concert

8 p.m.
Auditorium, Lakeshore Campus
Free

Apr. 4 Humber Art Show

Runs until April 11, 2014
L Space Gallery,
Lakeshore Campus
Free

Apr. 12 Spring Open House

10 a.m. to 2 p.m.
For high school students,
parents and adult learners.
No registration required.
Humber North, Lakeshore
and Orangeville campuses.
humber.ca/experiencehumber.
Free

“There is no true understanding of the exhilaration of the heights without an intimate knowledge of the depths. It isn’t failure that’s dangerous—it’s the fear of failure.”

Joseph Boyden, 2013 fall convocation

Honorary degrees

Excellence was well served at Humber’s 2013 fall convocation, which saw the college grant honorary degrees to two outstanding individuals in recognition of their impressive achievements.

▼ **Joseph Boyden** has been described as one of Canada’s most acclaimed writers. Born in Willowdale, Ontario, his roots are a blend of Irish, Scottish and Anishnaabek (Ojibwe) cultures. His first novel, *Three Day Road*, which chronicles the story of two Cree soldiers serving in the Canadian military during World War I, was shortlisted for the Governor General’s Award for Fiction and won the Writer’s Trust Prize, among other awards. His second novel, *Through Black Spruce*, won the Scotiabank Giller Prize and his most recent novel, *The Orenda*, is also receiving critical acclaim. Boyden currently lives in New Orleans, Louisiana where he teaches creative writing at his alma mater, the University of New Orleans. He returns to Ontario often to work with colleges and universities, supporting Aboriginal studies programs and mentoring young writers, including those from Humber’s own School for Writers.

► **Robert E. (Bob) Adams** built his career at two of the world’s largest and most successful corporations: IBM and Andersen Consulting/Accenture. During his 25 years at IBM, Adams helped transform the organization from a computer company to business solutions specialists. Adams joined Andersen Consulting in 2001 as an associate partner in its Canadian financial services practice, where he helped the company transition to a publicly traded corporation. In 2011, he brought his wealth of knowledge and experience to the Humber Business School where he continues to serve as Marketing Executive-in-Residence.



1970s

Brian J. Perdue (Law Enforcement, 1976; Radio Broadcasting, 1980) built a 28-year career with Canwest-Global TV as manager of programming before moving on to his current role as director of programming with Accessible Media Inc., a unique Canadian broadcast initiative and the first of its kind in the world. AMI makes print, broadcast and online media accessible to more than five million Canadians who are blind, deaf, vision, hearing or mobility impaired, learning disabled, print-restricted or learning English as a second language.

1980s



Angelo Perri (Marketing, 1985) is the co-founder and managing partner at MHz Design Communications Inc.

His firm has been internationally recognized for its exemplary work in marketing and design, winning three prestigious Summit Creative Awards.

1990s

Kas Rigas (PR Certificate, 1995) was recently promoted to managing director of MWW’s award-winning consumer practice. MWW is a top-five global independent public relations firm located in New York City. Rigas has served as a trusted adviser to Fortune 500 companies, start-ups and was on the team that launched MINI in North America.

Rob Tardik (Television Production, 1994) recently released *Limitless*, his fourth CD. Tardik is an award-winning guitarist and recording artist. In 2007, he was named performing artist of the year by the City of Mississauga and followed this up in 2010 by being named Canadian smooth jazz guitarist of the year. In 2011/2012, he was a Top 10 Billboard charting artist. In addition to performing, Tardik teaches at the Metalworks Institute of Technology and the Merriam School of Music.

2000s



Lesley Carlberg (Comedy Writing and Performance, 2005) is a comedian and well-rounded music, dance,

clowning and writing artist. She has written and directed four musicals for the Toronto Fringe Festival, including *How I Lost One Pound, The Musical*. Carlberg was nominated for four Marty Awards sponsored by the Mississauga Arts Council. She teaches workshops in creativity and humour in the GTA.

Mathieson Facer

(3D Computer Animation, 2007) has worked on a number of television shows, commercials and high-profile movies including *Final Destination 5*, *Immortals*, *300: Rise of an Empire*, *The Wolf of Wall Street* and *Iron Man*. He is now bringing his talents to video games and is currently working at EA Sports.

Mark Latimer (Industrial Design, 2005) is the founder of Eduttain, a company focused on helping businesses achieve their goals through the development of digital assets and internet marketing strategies. He was recently recognized as a Rising Star entrepreneur in Mississauga.

Justin West (Early Childhood Education, 2002) was recently recognized by Child Care Connection Nova Scotia with the ECLC award of excellence for his work with children in the education and art fields. Since receiving his BFA in 2012, he has enrolled in Boston University's Master of Art Education program. His research and work is focused on connecting children with the healing and learning aspects of art and he has written about the topic in *Young Children* magazine.

2010s

Desiree Giralto (Fashion Management, 2013) is a self-taught designer and owner of Armed, the jewelry store she opened in 2011. Giralto was recently named one of Flare magazine's seven favourite jewelry designers, and was among the inaugural winners of the Friendly Fire (now LaunchPad) pitch competition run by the Innovation Humber Incubator.



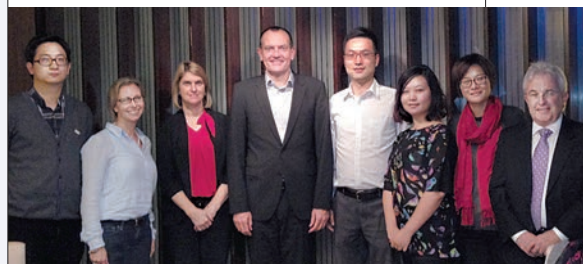
Tom Grosset (Music, 2013) recently set the Guinness World Record for fastest drummer, with

a stroke count of 1,208 per minute. Grosset is the only Canadian drummer ever to win the fastest hands title, an achievement made possible by practising his fundamentals for an hour a day, every day for the past seven years.

Phil Hong (Radio Broadcasting, 2012) has worked with two of the country's largest broadcasting companies in five different markets. He is currently the new associate producer for HumbleandFredRadio.com.

Jamil Jivani (Liberal Arts and Sciences, 2006) is manager and project associate at the Innovation Expedition Global Network. He recently received his J.D. from Yale Law School, where he was program director of the Marshall-Brennan Constitutional Literacy Project and president of the Yale Black Law Students Association. Jivani currently serves as a member of the board of directors of the Children's Aid Society of Toronto.

Sophia Serdaridis (Advertising and Graphic Design, 2012) recently published a fun children's rhyming picture book called *Jimmy The Piggy*. She wrote and illustrated the book with the goal of teaching children about colours, the seasons and the magic of playing with friends.



PRESIDENT CHRIS WHITAKER (CENTRE) AND VICE-PRESIDENT OF ADVANCEMENT & EXTERNAL AFFAIRS ALISTER MATHIESON (FAR RIGHT) WITH COLLEAGUES FROM HUMBER-NINGBO PARTNERSHIP

International alumni chapters

On a recent visit to Humber's partner universities in Asia, President Chris Whitaker launched the first two international alumni chapters, one each in China and Taiwan.

China-Ningbo University

Humber's Business School has an ongoing partnership with Ningbo University. Since the partnership began in 1995, more than 1,500 Ningbo students have attended Humber. Several students are now living and working in Canada.

Taiwan-National Kaohsiung University of Hospitality & Tourism (NKUHT)

The School of Hospitality, Recreation & Tourism's partnership with NKUHT is now 10 years old and 163 students have studied at Humber. All the students attending Humber earned an Advanced Diploma in Hospitality & Tourism Administration and are now working around the globe.

Join the conversation...

Keep up with your fellow alumni and what's happening at Humber.



Like [HumberCollegeAlumni](#)



Follow [@HumberAlumni](#)



Join our Humber Alumni group
humber.ca/alumni

alma matters

focus on nature

The inaugural Shutterbug contest was a huge success. Here are last year's best:



**FIRST
PRIZE**

Jokulsarlon - **Robert Robson**

RUNNERS UP



Ghost Tree - **Jesse Herzog**



Breakthrough - **Leone Scully**



HONOURABLE MENTIONS



From top: *Sky on Skye* - **Steve Urszenyi**
Vertices - **Luis Miguel Pacheco**



FIRST PRIZE
\$500

DEADLINE
**March 31
 2014**



Shutterbug contest

It's time to show us your photographic talent. This year we want images that capture "a sense of place." Send us photos that inspire, that capture the beauty of life or show familiarity with a new perspective—images that make us want to pack our bags and hit the road.

Eligibility

- Contest is open to Humber alumni
- Entries are accepted from amateur photographers only and must not have been previously published

Entry submission

- Email your entry to alumni@humber.ca with the subject line "Photo Contest"
- In the email, please include: your name, address, telephone number, the title of the photograph and a brief explanation of the picture including when and where it was taken

Photo requirements

- File must be 300 dpi. A high resolution image is required.
- No larger than 3MB, black and white or colour are accepted
- Name your file: YourFullName_ImageTitle

Deadline

- Entries must be received by March 31, 2014

Prize

- First prize winner: \$500
- Runners up: Humber prize pack

Judging

- Entries will be judged on creativity and quality of image. The winner will be selected by April 30, 2014 by a panel of judges in Toronto
- The winner's name and winning photo will be published in the next issue of *Humber dialogue*

*By submitting an entry, the winner grants Humber College the rights to use their name and photo in Humber print and online sources.



Although the publication's name has changed, the campus newspaper remains the voice of the Humber student community, providing hands-on experience for many prospective journalists.

The constant voice

From a few hundred students in an Etobicoke elementary school to more than 27,000 full-time students across three campuses, much has changed since Humber opened its doors in 1967. One thing that has stayed the same, however, is the student newspaper, reporting on issues across campus and beyond since Humber's beginning. In its early days, the paper, known as *Ad Hoc*, was guided by a prestigious advisory committee that included noted Canadian author and journalist Pierre Berton. From 1967 to 1971, the college paper's name changed from *Ad Hoc* to *Camelion* to *Hum Drum*.

During the early 1970s, students pushed for a more global focus and, with this new direction, *Coven* was born. For more than 20 years, students challenged faculty, advisors and administration with questions on important social issues such as civil rights, women's equality and abortion.

Shining a spotlight on these issues raised some eyebrows but also initiated change on campus. For example, the paper's first editorial group shut down the corner of Highway 27 and Humber College Boulevard, known then as "crash corner," to spearhead the installation of traffic lights at that intersection.

In 1982, Humber became the first college in North America to produce a newspaper using video display terminals—the precursor to desktop computers. The current *Humber Et Cetera* was established in the early 1990s and continues to evolve and attract readers on a weekly basis. The paper has won numerous awards over the years from College Media Advisers and the Columbia Scholastic Press Association. In 2012, the *Et Cetera* was recognized as the top Canadian campus newspaper by the Canadian Community Newspaper Awards.

Do you have a good story about an old photo of your time at Humber? You can be featured in a future Flashback. Send your photo and 200 word story to alumni@humber.ca.

Did you hear the one about
the man who didn't have
Health & Dental Insurance?

His tooth fell out and he couldn't
see where it went.

Is this mic on?



Not having adequate medical coverage is no joke.
Reduce your out-of-pocket expenses now.

**Dental Care • Vision Care • Prescription Drugs
Massage Therapy • And Much More**

Visit healthplans101.ca/humber or call toll-free
1 866 842-5757 for more information.

SAVE!

**Apply by March 31, 2014,
to lock in at 2013 rates.***

ALUMNI

HEALTH & DENTAL INSURANCE

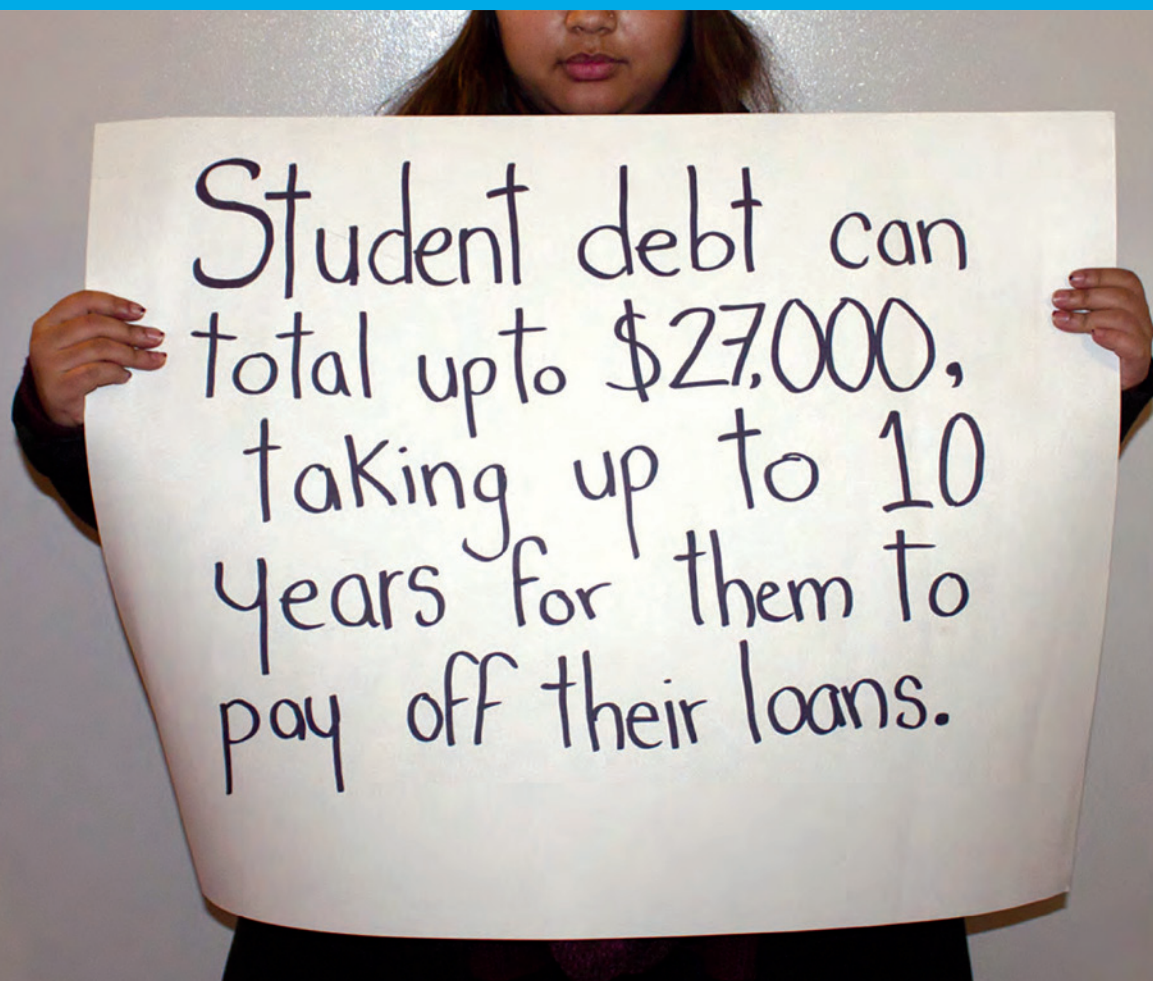


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MY DREAM

is to use my nursing degree to help people in developing nations.
But I will be 33 years old before I can pay off my student loan.



Student debt can
total up to \$27,000,
taking up to 10
years for them to
pay off their loans.

GIVE TODAY.

humber.ca/giving

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GIVES