



Year 11: #15

March 20, 1992

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### **Administrative Evaluations**

The reappointment of several Concordia administrators and staff officers will be recommended to the Board at the May 1 meeting. As usual, an evaluation process will be carried out, but in a slightly different manner than has been done in the past.

In an effort to improve the review process, responses will be sought from the following areas as they relate to individual administrators/staff officers:

- A. Appropriate support staff from the administrator's area
- B. Faculty in appropriate areas of academic administration
- C. A peer of the administrator's choice
- D. An external evaluation from someone outside the person's area
- E. Immediate supervisor

The immediate supervisor will share all evaluations with the individual under review, and his/her recommendation will go to the President (through the Vice-President) with the accompanying data. Following review, the President will forward his recommendation to the Board. The decision of the Board on administrative renewal is final.

Individuals whose appointments are being considered for renewal are:

Karen Baugh, Native UCEP Counsellor  
Roslyn Beswick, Counsellor/Coordinator—UCEP II  
J. Barrie Day, Executive Director, CCDI  
Joel DeBlock, Vice-President Finance  
Arnold Dyke, Church Relations Coordinator  
Catherine Eddy, Dean of Academic Affairs  
Dave Eifert, Assistant High School Principal  
Neil Fenske, High School Principal  
Lynn Gergens, Dean of Admissions and Recruitment  
Gail Gilbert, Assistant to the President  
Sandy Gow, Vice-President for Academic Services  
Colleen Hammermaster, Counselling Psychologist  
Marselle Jobs-Thompson, Communications Coordinator  
Ed Klarenbach, Comptroller  
Tom Lademann, Men's Dormitory Counsellor  
Jeannette Lietzau, Director of Church Work Programs/Choir Communications Director  
Linda Nikolaj, Women's Dormitory Counsellor  
Mircea Panciuk, Head Librarian  
Brian Stern, Co-Curricular Coordinator  
Marilyn Westbury, Dean of Continuing Education



**Enter the Contest!  
Rename Drumbeat!**

Among the year's unkept promises is the announcement of a contest to choose a new name for Drumbeat. Well, cross that one off your list, because the opportunity is now before you!

Suggestions for a new name for our in-house publication will be received until Friday, April 10. Jot them on a piece of paper and turn them in to Gail Gilbert, Editor (Rm. 208).

A suitable prize (not yet determined) will be presented to the person with the best suggestion. (Maybe they'll even get to produce the following issue!)

Hint: The "Choose a New Name for Drumbeat Committee" will not look favorably on suggestions like Deadbeat, Dumbbeat, Humdrum, or any of the other less than kind alternatives that have been floating around from time to time!!!

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**Have' Test—Need Place**

Faculty members seeking a quiet place for a student to write a make-up test may book the Conference Room, if it is not in use. Please do not use the Faculty/Staff Lounge, which should be kept available for general faculty and staff use.

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If at first you don't succeed,  
you'll get a lot of advice.

**Mary Goes the Extra Mile!**

The inaugural presentation of the Extra Mile Award was the highlight of the Faculty/Staff Recognition Dinner held on Tuesday evening (March 17th) at Bethel Lutheran Church. To no one's surprise (except maybe her own!), the recipient was Mary Wagner. Nominees commended her service as President of the Support Staff Committee, chairperson of the Enrollment Management Task Force's Climate Committee, a Support Staff representative on the Budget Steering Committee, and particularly the fact that she gives 150% to everything she does. Mary was presented with a certificate noting this achievement, and a commitment from the College to underwrite the costs for dinner for two at a restaurant of her choice. Congratulations again, Mary!

Approximately 120 members of the campus community were present for this annual event, which is designed to recognize the achievements of Concordia's faculty and staff. Included in the presentations and acknowledgements were:

Years of Service Awards (a 10-year pin was added this year): Betty Clark—10; George Schneider—10; Bob Thompson—10; Randy Ritz—10; Gail Gilbert—10; Bill Quast—11; Keith Kruse—12; Sheri Dalton—12; Ruth Mathes—12; Mircea Panciuk—15; Richard Kraemer—15; Bill Freed—20.

Advancement in Rank or Position: Pat Kuntz from Instructor to Assistant Professor; Lisa Scherer from Instructor to Senior Instructor; Donna Kayne from Acting Director of Development to Director of Development.

Special Achievements: First five-year permanent contracts for Gary Colwell and Neil Fenske; a move from visiting to permanent-stream status for John Jayachandran and Gerald Krispin; completion of a Th.D. in Systematic Theology by Gerald Krispin; receipt of the 1991 APEGGA Award by Laura Pankratz; publication of a book by Barbara Mensch.

Farewells: To those on sabbatical leave next year—Annabel Evans, Bill Freed, Pat Kuntz, Parke Kuntz, and Bob Rogers; and to Randy Ritz, who will be on special leave.

Retirements & Resignations: Retirement of Dr. David Appavoo.

Special thanks to the Planning Committee (Catherine Eddy, Sandy Gow, Mary Wagner) for another successful event!

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SIGN in a travel agency window: "Please go away."



## April Birthdays

2	Iris Bruce
4	Justin Wong
5	Harriet Harris
5	Bernie Potvin
6	David Appavoo
6	Keith Kruse
8	Ruth Glancy
10	Lynn Gergens
10	Michael O'Hea
12	Stanya Cunningham
13	Susie Kratzmann
14	Betty Clark
14	Adrian Leske
16	Anita Wagner
17	Surendra Narayan
19	Ed Klarenbach
20	Judy Meier
21	Eileen Goodfellow
22	Sandy Gow
22	Nigel Gregory
22	Parke Kuntz
24	Zoltan Berkes
24	Dorota Jakobs
27	Rebecca Bersagel
27	Lowell Eckert
28	Marselle Jobs Thompson

*"Teach us to number our days  
and recognize how few they are;  
help us to spend them as we  
should."* Psalm 90:12

April Birthdays Celebration:  
Thursday, April 9—in the  
Conference Room immediately  
after Chapel.

## VPSS Candidates on Campus

The two candidates being interviewed for the position of Vice-President for Student Services will be on campus from March 22-26. Neal A. Kaspar is here on Monday and Tuesday, and Ronald W. Jones on Wednesday and Thursday. Similar schedules have been prepared for both:

### Monday/Wednesday

9:15am	'Getting to know you' time with Student Services personnel
9:50am	Meeting with President
10:45am	Chapel
11:15am	Campus tours/lunch
Afternoon	Walk-in meetings with personnel in Student Services area
6:00pm	Dinner in Conference Room with Dean of Student Affairs/Co-Curricular Coordinator/Student Life Committee Chairman and executives of high school and college student councils

### Tuesday/Thursday

9:50am	Forum Presentation—Auditorium
10:45am	Chapel
11:05am	Search Committee Interview
1:00pm	Lunch with Cabinet team
3-5:00pm	Candidates available in Conference Room for visits with individuals/groups
5:30pm	City tour/dinner

The candidates' philosophy of student services in a Christian liberal arts college, with challenges and directions for the future, is the forum topic. Faculty, staff and students are encouraged to attend. The candidates will speak for 20-30 minutes, followed by a time for dialogue with the audience.

Please also note that the candidates will be available in the Conference Room from 3-5:00pm on Tuesday and Thursday afternoons to meet with anyone interested in dropping by.

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## King's College Admitted to AUCC Ordinary Membership

The King's College was recently admitted to Ordinary Membership in the Association of Universities and Colleges of Canada. They had been a Provisional Member of AUCC since 1988. Change of membership status was approved by a visiting committee which ascertained that the College had fulfilled all criteria of Ordinary Membership.

Said Dr. Henk Van Andel, "Ordinary Membership in the AUCC represents an important step in the development of The King's College. It provides us with recognition of the quality of our programs and our institution as a whole. It also makes important resources available to the College which will allow it to function better as a small undergraduate university."

King's College currently has 410 students enrolled in arts, science, education and business programs.



## Symphony in Concert

You are invited to the next Concordia College Symphony Concert—Wednesday, April 8 at 8:00pm in the Auditorium.

The program will include:

- Magic Flute Overture by Mozart
- "New World" Symphony by Dvorak
- Violin Concerto in G minor by Bruch (featuring Edmonton violinist Yuri Cho)

Faculty and staff may pick up one free ticket from Betty Clark at the Switchboard; extra tickets are available @ \$5.00/adults and \$3.00/students and seniors.

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## Pro Coro Concert Tickets

Tickets for Bach's St. John Passion on April 5th are available through Connie Bromley. Soloists: Linda Perillo, Catherine Robbin, Warren Hoffer, George Evelyn, Mel Braun; Evangelist—John Martens. Tickets are also available through the Pro Coro Office (420-1247) and BASS outlets.

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## Staff News

Our Christian sympathy is extended to Karin Gregory, whose mother died recently. The funeral took place in Mission, BC on March 16th. Karin will be returning to her work in the Admissions Office next week.

## Speakers Lined Up for Graduation Events

An impressive list of speakers will be featured at Concordia graduation events this spring.

UCEP, April 23: Dr. John Friesen  
Department of Educational Policy and  
Administrative Studies, University of Calgary

College, May 2:  
Baccalaureate: Dr. Milton Rudnick, President  
Concordia Lutheran Seminary  
Convocation: Dr. Ronald E. George  
President and Chief Executive Officer  
ACTC Technologies Inc., Calgary

High School, May 15-16:  
Baccalaureate: Dr. Gerald Krispin, Assistant Professor  
Concordia College  
Commencement: Mr. Daryl D. Becker, Principal  
Zion Lutheran School, Cloverdale, BC

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## Neil Fenske Elected to Education Society Executive

High School Principal Neil Fenske was elected to the Executive of the Education Society of Alberta as Secretary at the Society's March meeting.

The Education Society is a limited membership organization which promotes and supports all levels of education. Members are senior educators from the University of Alberta, Alberta Education and Advanced Education, and the local school systems. Some who may be known to the Concordia family include: Dr. Reno Bosetti, Dr. Julius Buski, Dr. Myer Horowitz, Dr. Gerry Kelly, Dr. Terry Moore, Dr. Bob Patterson, Dr. Brent Pickard, Dr. David Sande, Mr. Mike Strembitsky, Mr. Keith Wagner and Dr. Walter Worth.

Neil's election is unprecedented on two counts: 1) he is the youngest member to ever serve on the executive, and 2) this is a first for an employee of a private college.

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SONG PARODIST Alan Sherman's success formula for operators of luncheonettes and delicatessens:

*Do not make a stingy sandwich;  
Pile the coldcuts high;  
Customers should see salami  
Coming through the rye.*



**Chapel Worship Schedule**  
March 23-April 24, 1992

March 23-27 Spiritual  
Emphasis Week

March 30 Neil Fenske  
March 31 Catherine Eddy  
April 1 College Choir  
April 2 Student  
April 3 Rev. Al Schmidt  
Redeemer  
Lutheran Church  
  
April 6 Lloyd Grosfield  
April 7 Lynn Gergens  
April 8 High School Choir  
April 9 Lowell Eckert  
April 10 Keith Kruse  
  
April 13 Russ Nelson  
April 14 Gerald Krispin  
April 15 Wayne Stuhlmiller  
April 16 Richard Kraemer  
  
April 17 Good Friday  
April 20 Easter Monday  
  
April 21 Arnold Dyke  
April 22 Brian Stern  
April 23 Gary Colwell  
April 24 Bill Quast

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**College Viewbook**

The Admissions Office is preparing the College Viewbook for production. Please feel free to suggest additions/deletions and changes in writing to Lynn Gergens (Office 216) prior to March 27.

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*Some politicians mend their  
fences by hedging.*

**Grade 12's Do Well on January Diplomas**

According to Principal Neil Fenske, Concordia High School's Grade 12 students did extremely well on the latest round of Diploma Examinations. Comparative statistics follows:

<u>Course</u>	<u>Provincial Average</u>	<u>Concordia Average</u>
English 30	62.7	66.0
Social Studies 30	63.4	73.9
Mathematics 30*	63.3	63.9
Biology 30	63.1	69.0
Chemistry 30	65.1	66.4
Physics 30*	64.9	65.6

\*Only results from students registered for a full program are counted.

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**Support Staff Retreat '92**

Date: Friday, June 19, 1992  
Theme: "Building and Growing with Change"

In growing institutions, 'change' is an inevitable factor, frequently causing difficulty and stress. The workshop for this year's Support Staff Retreat promises to be both educational and entertaining as it seeks to provide employees with coping skills to meet these 'changes.'

The Retreat Committee invites comments and suggestions regarding activities that you may wish to include on the agenda. Contact Anna Kaminski, Ruth King, Richard Mensch or Norm Schlag.

Further details on Retreat '92 will be published in Drumbeat as they become available.

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**Alumni Directory**

Are you interested in purchasing a copy of the new Alumni Directory recently published for the College by Harris Publishing? The Directory provides names, addresses, and occupations of Concordia alums in both alphabetical and geographical listings.

The cost is \$86.15 (includes GST), and orders are needed before March 31. Contact Kim Goebel at the Development Office.

If you are charging this to a departmental budget, supply a duly signed requisition form noting the appropriate account number.



## Special Awards Honor Local Members of the Concordia Community

Concordia College will honor Carlene Rudnick and Walter Dorin with special awards this year.

The Christo Et Ecclesiae medallion will be presented to Mrs. Rudnick at the College Convocation in recognition of more than thirty years of service to our Church community as a teacher and musician. Carlene has given her life in service to Christ and His Church through the ministry of music and teaching at Concordia College, St. Paul and here in Edmonton. She has given organ recitals/concerts, written music for special occasions, and served as a resource person for many individuals/groups. She is Music and Seminary Chorus director at Concordia Lutheran Seminary, and the accompanist for the Concordia College Community Chorus.

Walter Dorin will receive the Distinguished Service Award at the High School Commencement in mid-May. Walter is a devoted volunteer worker both in the Church and the community at large. He has been involved extensively with the Lutheran Layman's League and the Downtown Kiwanis Club over the years. In 1973 he signed up the 100,000th Lutheran Hour sponsor, and he was the first Canadian Lutheran to visit the Korean Lutheran Seminary.

Congratulatory messages are invited for presentation to these deserving individuals at the respective events. You can leave them at the President's Office (208).

## Publication

By Phillip M. Fedorak and Robert E. Rogers: "Assessment of the Potential Health Risks Associated with the Dissemination of Micro-organisms from a Landfill Site." In *Waste Management & Research* (1991) 9, 537-563.

In planning for a new sanitary landfill site, the City of Edmonton considered the potential for dissemination of micro-organisms via aerosols and by gulls that feed on the refuse. The health impacts on the residents and chicken and mushroom farming activities in the vicinity of the proposed location were assessed. Conclusions based on a review of information in the literature and in the City's planning documents were: 1) the densities of airborne microbes generated at the landfill site would be less than those observed at sewage treatment plants which cause very little health risk; 2) chicken and mushroom farming operations generate very high densities of airborne microbes and the small numbers of microbes that might originate from the landfill site would be insignificant; 3) the proximity of the proposed landfill location to an existing landfill would not likely change the number of gulls in the area; 4) sound agricultural practices (such as preventing wild birds from contacting poultry, or their water supplies, food and new litter) will minimize risk of the spread of pathogens to chickens from gulls.

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## Coming Events

### Choir Mini-Tour:

March 20-22; Taber, Didsbury, Red Deer, Thorsby

Spiritual Emphasis Week: March 23-27

Confirmands on Campus: Saturday, April 4

### College Farewell Banquet and Awards Night:

Saturday, April 4

(Tickets are available at a subsidized price from the Student Association)

### High School Spring Awards Banquet:

Saturday, April 11

UCEP Graduation: April 23

St. Andrew's Church, 12720 - 111 Ave.

Spring Choir Tour: April 24-30

College Graduation: Saturday, May 2

Baccalaureate—10:15am, Auditorium

Convocation—3:00pm, Convention Centre

High School Graduation: May 15-26

Baccalaureate—7:30pm, May 15

(St. Matthew Lutheran Church, Stony Plain)

Graduation—11:00am, College Front Lawn



## News from UCEP

Graduation will be a little different this year!

UCEP will celebrate graduation differently this spring. In past years, the end of term was marked by formal exercises in the afternoon, and a party in the evening of the same day. This year two separate celebrations will be held.

On March 28, students and guests will gather at the Knights of Columbus Hall for an end-of-year dinner and dance.

Formal graduation exercises will be held at 7:30pm on Thursday, April 23 at St. Andrew's Church (12720 -111 Avenue). A reception at the St. Andrew Centre will follow. Everyone is invited to these exercises.

Who enrolls in the UCEP program?

Dr. Colleen Cooper, a mathematics instructor at Braemar, has completed her profile of UCEP students. Basing her comments on 102 student responses (of a possible 112), Dr. Cooper has provided the staff with invaluable information about the students we teach.

Who does attend the program? Well, the "average" student is nearly 28 years old and has been out of school for eight years. S/he heard about UCEP from an acquaintance (usually a former graduate) and now attends the program full-time. Most UCEP students are university or college-bound.

Comparing the results of this year's survey with last year's, Dr. Cooper notes that the average age of our students has increased slightly.

Physics, Anyone?

Sue Mills, chemistry instructor at Braemar, is busy planning the curriculum and gathering resources for the eight-week Physics 90 course which she will begin teaching in April. Offered for the first time this spring, the course is designed especially for students who are planning to enter university science faculties. Students taking the course will need Math 30 or 90 as a prerequisite.

Contributed by Mary Nelson

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## Lutheran Missionary Killed in Middle East

The February 24th edition of The Reporter carried this news item about Rev. Albert Glock, who may be known to some members of the Concordia family.

A masked gunman shot and killed retired Lutheran missionary Albert E. Glock Jan. 19 near Jerusalem. Glock, professor of archeology at Birzeit University in the Israeli-occupied West Bank for 16 years, had parked his car at the home of a research assistant when an unknown assailant shot him twice at close range. Police said the motive for the slaying was unclear.

Glock, 66, was a 1950 graduate of Concordia Seminary, St. Louis. He was a pastor at congregations in Vermont and Illinois before serving as professor of theology at Concordia College (now University), River Forest, Ill., from 1957 to 1970. While in the Middle East, Glock served as a missionary under the auspices of the former Lutheran Church in America and the Evangelical Lutheran Church in America. He retired in June 1991, but continued his work at Birzeit University.

## Meetings

### Friday, March 20:

- Budget Steering Committee  
11:10am, Conference Room
- Budget Steering Committee  
1:50pm, Conference Room

### Monday, March 23:

- College Convocation Committee  
11:10am, Conference Room
- High School Graduation Committee  
3:45pm, T-4
- Mission Statement Committee  
4:40pm, T-4

### Tuesday, March 24:

- VPSS Candidate Forum Presentation  
(Neal A. Kaspar)  
9:50am, Auditorium
- VPSS Search Committee Interview  
11:05am, Conference Room
- VPSS Search Committee  
3:00pm, T-4

### Thursday, March 26:

- VPSS Candidate Forum Presentation  
(Ronald W. Jones)  
9:50am, Auditorium
- VPSS Search Committee Interview  
11:05am, Conference Room
- College Academic Council  
1:55pm, Conference Room
- VPSS Search Committee  
3:00pm, T-4

### Monday, March 30:

- Admissions & Scholarships Committee  
11:10am, Conference Room
- President's Cabinet  
1:00pm, Conference Room
- Long-Range Planning Committee  
5:30pm, Conference Room

### Tuesday, March 31:

- Education Policies Committee  
4:40pm, Conference Room

### Wednesday, April 1:

- High School Faculty  
4:00pm, Conference Room

### Tuesday, April 7:

- Student Services Council  
8:30am, Conference Room
- Faculty Personnel Committee  
11:10am, Conference Room

### Thursday, April 9:

- April Birthdays Celebration  
11:05am, Conference Room
- College Academic Council  
1:30pm, Conference Room
- Development Council  
3:00pm, Conference Room

### Monday, April 13:

- President's Cabinet  
1:00pm, Conference Room

### Tuesday, April 14:

- Administration Council  
9:00am, Braemar Campus
- Faculty  
4:40pm, Room 321

### Wednesday, April 15:

- Academic Services Council  
1:00pm, Conference Room
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*Age is a quality of mind.  
If you have left your dreams behind,  
If hope is cold,  
If you no longer look ahead,  
If your ambition's fires are dead—  
Then you are old.*

*But if from life you take the best,  
And if in life you use a jest,  
If love you hold;  
No matter how the years go by,  
No matter how the birthdays fly—  
You are not old.*

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