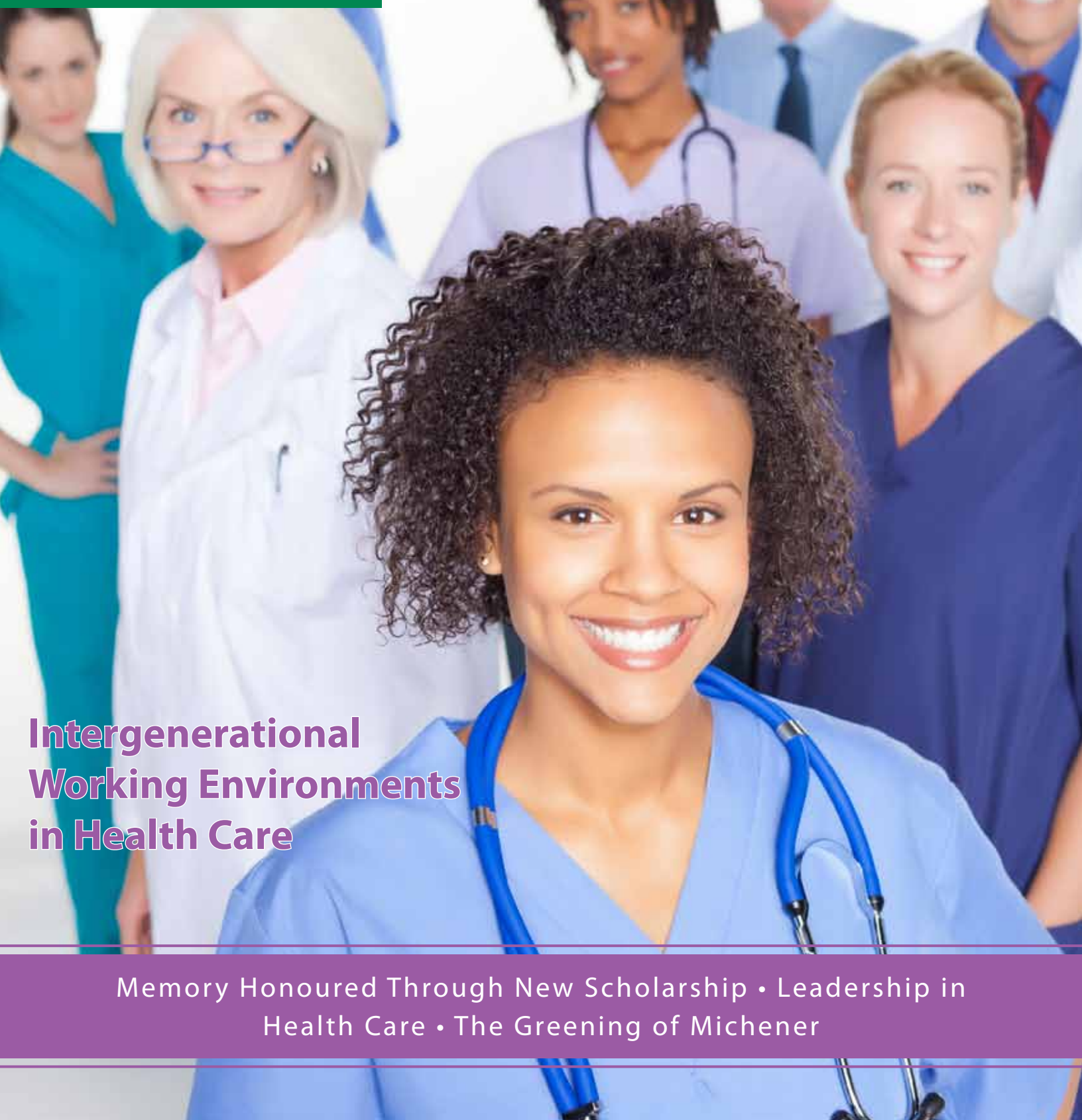


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A publication for Alumni & Friends • Winter 2012



Intergenerational Working Environments in Health Care

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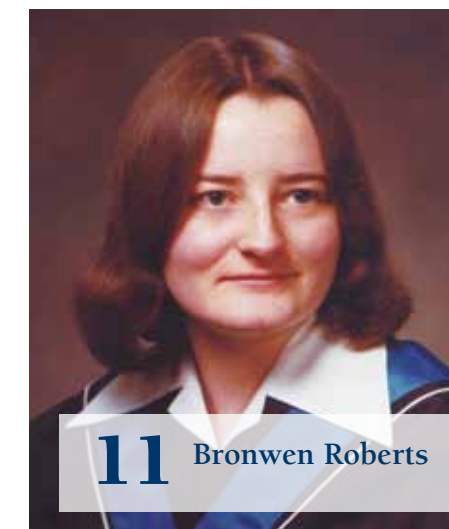
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ORIGINAL PHOTOGRAPHY
Tim Chipman
Alex DeOliveira
VIA *Photography*

CONTRIBUTORS
Debbie Fein-Goldback
Paul Gamble
Christine Nielsen
Katie Schrank
Dana Yates

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A YEAR TO CELEBRATE

As your Alumni Association prepares to celebrate its 15th anniversary in 2012, there is a lot to be excited about. More alumni than ever are getting involved in Michener events and initiatives, with alumni volunteers at Orientation, the MMI and Doors Open House, and new members joining the Alumni Association Board in 2011. With 2012 upon us, the opportunities are even more abundant and we hope many more alumni will reconnect and get involved.

Your Alumni Board Chair Christine Nielsen, Medical Laboratory Science, '97, talks about some of the volunteer opportunities available and the upcoming 15th Anniversary in her letter to alumni on page 5.

Spring Crabbe, Radiological Technology, '05, joined us at Orientation in September 2011 to speak to students about working in the field in a job she loves. Read more about Spring on page 4 to learn about why she was asked to speak to new students.

Also included in this issue is an article about a member of our alumni community who has passed away and why her family created a scholarship in

her name so her memory can continue to live on at Michener.

To get an idea about what it is like to work in an intergenerational workplace right now in health care, we spoke to alumni who graduated in the last five years, five to 10 years ago, and over 10 years ago to get their perspective and see what challenges they face in the workplace due to the different generations all working together.

The two continuing education programs profiled will give alumni an idea of some of the programming available for those considering career enhancement or future leadership roles.

Finally, we would like to share some of the 'green' things happening at Michener right now, along with some refurbishments to make the learning environment better for our students.

If you have any questions or comments about this issue, or if you want to get involved in the Michener community, you can email alumni@michener.ca for more information.

-Katie

President's Letter to Alumni



From 2008-2011, Michener had the honour of being named one of the Top Employers in the Greater Toronto Area. We have received this title once again in 2012, and I could not be more proud of what our organization has accomplished.

Every year hundreds of companies submit applications to be a part of this group, and we have been fortunate enough to be placed on this list with other organizations in Toronto that are doing great things. This says as much about the Michener community as it does about our HR policies. Our employees are highly dedicated professionals who bring an extraordinary amount of passion to their jobs, making the Michener environment a great place to work, learn and teach. The Michener

community supports so many events and initiatives at the Institute during the year that make working at Michener much more than a 9-5 job.

Media Corp. (the company that creates the list) takes many factors into consideration when creating the Top Employer lists every year. Everything from vacation time and access to fitness facilities to professional development support and benefits programs play a part in which organizations make it onto the list. Michener prides itself in scoring highly in all of those categories.

Knowing that Michener is a Greater Toronto Area Top Employer could make Michener an attractive place for you to advance your career. If you've ever thought about teaching, I encourage you to apply next time a faculty position opens in your field and come back to

Michener to teach the next generation of health care heroes. Your knowledge and experience will play a part in making them the best professionals possible.

But our alumni aren't only working at Michener as faculty. We also have Michener alumni working on the staff side as program chairs and in the continuing education department. Our alumni have skills that can easily transcend from the health care sector into the operational side of our business. If a career shift is in your future, Michener might be the right place to look. In exchange we can offer you so much as part of our community and we'd love to have you back.

An Unexpected Path

By *Debbie Fein-Goldbach*

From the day she was born, in the middle of an unseasonable April snowstorm, Spring Crabbe has possessed a pioneering spirit. Growing up in Bristol, New Brunswick, she developed a love for the outdoors and animals. By the time she arrived at Michener to study Radiological Technology, she had rescued porpoises,

school, but on one fateful day she ran into some friends who changed her goals.

“They began chatting with someone from Michener,” says Spring. “I walked by and eavesdropped. When I heard about Radiological Technology, it sounded great!”

Spring fit in very well at Michener.

She joined the student council and the Quality of Education Committee. She spent time in Toronto Western Hospital’s neuro-radiology department, but it was her clinical internship at St. Michael’s Hospital that made the biggest impression. “I decided pretty much the day I walked into St. Mike’s that it was the place for me,” recalls Spring.

After graduation, she began as a general radiological technologist and also worked in the OR at St. Michael’s. Spring also feels lucky to have worked in the

In 2009, she became the Operations Leader and Clinical Coordinator, General Imaging at St. Michael’s. One of the best parts of her job, she says, is working with Michener again. Last year, she and a colleague developed a trauma simulation component. “For students who can’t go to a centre and work in trauma, they still get a realistic scenario,” explains Spring. “They experience the shock value of dealing with our simulated patients.”

She also started an interdisciplinary group called the Student Café, which encourages students from various health care disciplines to connect with each other. These accomplishments recently earned her St. Michael’s Health Disciplines Leadership Award.

In her speech at Michener’s first year student orientation last September, Spring talked about the Café and her overall vision: “I think this is the real future – a place without barriers for staff, colleagues and patients. This is what I’m passionate about, and why I’m excited for health care at a time when there is so much potential.”

Do you have a coworker who has done some interesting things in their career and you think they should be profiled like Spring? Send your ideas to alumni@michener.ca and we’ll follow up.

Endovascular Aortic Repair program, helping to pioneer the procedure and the use of the equipment. St. Michael’s was one of the first hospitals in Ontario to perform endovascular grafts for aortic aneurysms, which often saves people from undergoing open heart surgery.

run her own company, played women’s varsity hockey, mentored children with special needs and volunteered with inner-city youth.

Eventually, she moved to Toronto to study Immunology at the University of Toronto. She contemplated medical



Message

from the

ALUMNI BOARD CHAIR

By *Christine Nielsen*



Your Michener Alumni Association Board of Directors is excited to bring you up to speed on our progress and aspirations. We hope you have noticed a change in *Michener Magazine* and have enjoyed the newly reformed alumni eNews, which allows us to reach you more often, and with a concise message. We reached out to you last year to get a better understanding about who you are, what you need and want from your Alumni Association, and to find out if you were interested in getting involved. And 15 of you did! Thanks for letting us know. We can’t wait to get even more alumni involved.

The Alumni Association is here for both alumni and current students. We have had great success in establishing a solid alumni presence on campus through sponsored events and workshops. We know relationships start when you first meet, and we like to meet our alumni as soon as we can to forge a relationship that will continue to grow as they move from student to working professional.

We also continue to enhance our board governance and commitment to a more robust Alumni Association Strategic Plan that includes measurable outcomes. In fact, we have completed our third planning session and have further committed to maximizing relationships, fostering community participation,

optimizing communication with alumni, improving our governance structure and evaluating the Association’s effectiveness.

2012 marks the 15th Anniversary of your Alumni Association and we are excited to celebrate with all of our alumni. We will be attending some major conferences this year (ISRRT World Congress and CAMRT Annual General Conference, LABCON 2012 and more to come!) and we are excited to get out and meet more of you. We look forward to engaging you in our plans to recognize and celebrate graduates from the last 50-plus years, and to acknowledge the value and importance of the Michener brand, the professions we educate, and the contributions Michener and our alumni make to the community of health care.

Whether you are a Michener grad, a TIMT grad, or you graduated in one of the very first Med Lab classes, we will be celebrating you this year, so get involved and come out and enjoy the festivities. You never know who you might reconnect with!

If you have ideas on how we can celebrate and recognize our alumni during this milestone year, consider volunteering to be on the 15th Anniversary Steering Committee. Email alumni@michener.ca to get involved.

INTERGENERATIONAL WORKING ENVIRONMENTS

in Health Care

By Dana Yates



At the start of each academic year, Beloit College in Wisconsin releases its Mindset List, a fascinating inventory of first-year students' world views. Some facts about the class of 2015: Ferris Bueller is old enough to be their father, music has always been available for them to download, and if you mention LBJ, they may assume you mean basketball star LeBron James (not former United States president Lyndon B. Johnson).

More than a snapshot of undergraduates' perspectives, the Mindset List is also a signal of what's to come in the workplace. After all, today's freshmen will join the labour force in just a few years. And when these new employees arrive on-site, they will have a unique impact – just like the workers

who came before them, says Ruth Jackson, manager of human resources at The Michener Institute.

“Strong departments need a cross-section of generations at various stages in their careers,” says Jackson. “They need experienced leaders, people with several years of expertise and young people just starting out.” For instance, she continues, young people ask questions and bring new perspectives that can help organizations evolve. In this way, different generations can learn from each other.

Managing this “intergenerational diversity” is key to a successful work environment, advises international speaker, business expert and executive coach Carole Copeland Thomas. With four generations in the modern workplace, the ultimate goal of any

organization, writes Copeland Thomas on her website, is to ensure knowledge is transferred from the oldest to the youngest team members – and back up to the oldest again. It's not an easy task, she admits. “It takes an open mind and a willingness to show some vulnerability.”

That's because generational gaps can sometimes feel more like gulfs: not surprising when 40-plus years separate the most experienced and newest members of an organization. But decades alone don't keep people apart. Nor do technical skills. In the workplace – settings where we can't choose with whom we spend our time – conflict is likely to arise due to differences in behaviour, work ethic and character. That's according to Tania Toffner, former director of certification and prior

learning assessment at the Canadian Society for Medical Laboratory Science (and also a Medical Laboratory Sciences grad from 2001). Toffner has spoken about management approaches to intergenerational work environments in the past.

For example, Toffner says, members of the Traditionalist generation (born between 1920 and 1945) tend to have only worked for one employer during their career. As a result, this generation values loyalty, privacy and respect for authority. In contrast, Baby Boomers (1945–1964) have usually only worked in one industry, are inclined to challenge authority and are idealistic and competitive. Meanwhile, members of Generation X (1965–1980) have portable careers that travel with them to different cities and countries.

Consequently, this generation is informal, independent and resilient. Finally, those who make up Generation Y, the so-called BabyBoom Echo (1981 and onward), are confident, social and techno-savvy. It's too soon, however, to know what this generation's career path will ultimately look like.

Despite the differences among generations, it's still possible to forge good working relationships, says Kelli Vickers, a talent acquisition specialist at CML HealthCare Inc., a provider of diagnostic medical testing services. As part of her job, Vickers recruits people from all generations – many of them graduates of Michener's programs in Ultrasound and Medical Radiation Science.

“It's about respecting differences in the workplace and embracing similarities,”

says Vickers. For instance, she notes, Baby Boomers and Generation Xers are looking for flexibility in their jobs. That's because both generations are struggling to juggle family responsibilities. For Baby Boomers, it means caring for aging parents. For Generation Xers, it means caring for active kids.

Finding that kind of common ground is beneficial, says Ghada Chidiac Faddoul. A 2007 graduate of Michener's Radiological Technology program, Chidiac Faddoul went on to complete the Magnetic Resonance Imaging (MRI) program in 2008. Today, she's an MRI technologist at St. Joseph's Healthcare Hamilton.

“The first year on the job was a big challenge,” she says. “You don't learn MRI overnight and it can take a while to prove yourself and feel grounded.”

On that note, when Chidiac Faddoul needed guidance, she found it helpful to work alongside more seasoned technologists. And today she remembers how it felt to be a new team member and is now eager to serve as a mentor for younger professionals.

Showing new employees the ropes is an important contribution that older practitioners can make, especially in the health care sector, says Christina Sperling, a 2001 graduate of Michener's Respiratory Therapy program. Sperling is now clinical manager of respiratory therapy at the Hospital for Sick Children, a position that she assumed in late 2011 after working for several years at St. Michael's Hospital in Toronto.

"Older employees have developed a comfort level on the job and have built relationships with other professionals. Newer employers

are eager to learn, but aren't yet as comfortable or vocal," says Sperling.

With a decade of experience under her own belt, Sperling often acts as a bridge between older and younger health care professionals. In addition, she recalls that St. Michael's Hospital routinely offers interprofessional education sessions to help members of various health teams work even better together. The sessions, according to Sperling, demonstrate that lessons about interprofessional collaboration can also be applied to situations where intergenerational collaboration is essential.

"Health care professionals must all remember why we are here," says Sperling. "The patient is our focus, so we need to understand the importance of developing a care plan together."

It's a sentiment echoed by Gilberto

Prudencio, a 1996 graduate of Michener's Nuclear Medicine program. Now Global Director of Applications at Bioscan Inc., a developer of imaging systems, Prudencio is well familiar with intergenerational work environments. And, he believes, successfully navigating them requires maintaining a sense of humility and a spirit of partnership throughout one's career.

"No one is entitled to anything," he says, adding, "You need to work together, and prove yourself on paper and in practice."

"Everyone wants to be valued," says Jackson. "Everyone wants to be treated fairly and with respect. Those things transcend generations and organizations."

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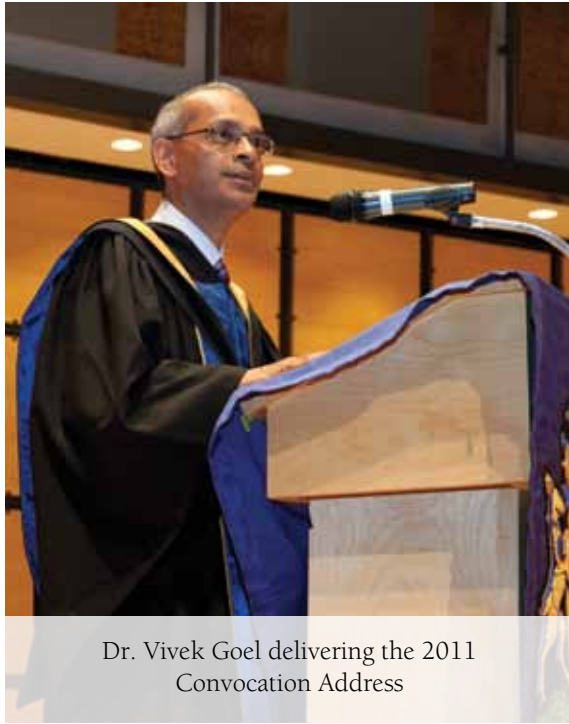
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Dr. Vivek Goel delivering the 2011 Convocation Address

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Guidelines and nomination forms can be downloaded from www.michener.ca or obtained from Daniela Trapani at dtrapani@michener.ca or 416.596.3151.

Bronwen Roberts'

Memory Honoured Through New Scholarship

By Debbie Fein-Goldbach



It's the Alumni Association's 15th anniversary and we want to hear from you! Submit a story that tells us:

- the best thing about being a Michener graduate
- your favourite Michener memory

The first five submissions will win Michener branded prizes. All submissions will be considered for publication in a future issue of *Michener Magazine*.

Deadline: March 23, 2012

Visit www.michener.ca/memories to submit your story!



A LUMINI
SOCIATION

When Barry and Deirdre Finlay wanted to set up a memorial award to honour Deirdre's late sister Bronwen Roberts (Respiratory Therapy, 1981), The Michener Institute felt like the natural choice.

"There was something very powerful about Bronwen's experience at Michener. It wasn't just the program, but the interactions she had with others in the course that ultimately led to lifelong relationships," explains Barry.

Deirdre remembers her younger sister as a compassionate child, the sort who often brought home injured

birds. Bronwen's instinctive empathy steered her toward a medical profession where she could help people, and she particularly excelled working with seniors and children.

"She had an incredible affinity for the vulnerable – it was always there," says Deirdre. "And she had unending patience."

Bronwen received her undergraduate degree in Kinesiology from the University of Waterloo, then moved to Toronto to attend Michener's Respiratory Therapy program. This allowed her to combine her earlier learning with new expertise.

"She made very, very good friends at Michener. They were happy years

for her and she really valued her education, her knowledge and her experience," recalls Deirdre.

After graduation, she worked as a Respiratory Therapist (RT) at Norfolk General Hospital in Simcoe, Ontario, and then at Henderson General Hospital (now The Juravinski Hospital), which is part of Hamilton Health Sciences.

But throughout much of Bronwen's life she was also a patient herself, struggling with multiple health issues, including cancer. Still, she used what she learned at Michener, dedicating herself fully to her career.

As the first recipient, I feel very honoured to receive this award. Meeting the family at the awards ceremony was a very special experience because they were able to tell me more about Bronwen and the dedication she had towards patient care throughout her career. It was very inspiring, and I am grateful that I was able to take part in honouring her memory with this award.

*-Caroline Jankowski
Respiratory Therapy, '13*



The Finlay Family with scholarship winner Caroline (front) and Dr. Paul Gamble (right)

“Her work was an extraordinarily important element in her life. Even when she was unwell, the conviction with which she carried on at work was really quite breathtaking,” says Deirdre. “It was always so clear that being an RT was important to her.”

Bronwen Roberts passed away on December 12, 2009 at the age of 55. In commemoration, Barry, Deirdre, their daughter Bethan and her husband Adam, worked with Michener’s advancement department to create The Bronwen Roberts Memorial Award. This past November marked the award’s inaugural presentation. Each year, it will be bestowed upon a second-year Respiratory Therapy student who demonstrates a commitment to caring for and helping others, diligence and responsibility in academic work, and who has provided support and assistance to his or her colleagues and/or patients.

Creating a scholarship is an extraordinary way to honour a loved one and support the next generation of Michener students at the same time. The family chose to honour Bronwen at Michener because of the school’s focus on the next generation and its education of future professionals. These aspects of the Respiratory Therapy program really inspired Bronwen, something Deirdre learned at her sister’s memorial service.

Many of Bronwen’s patients and Michener colleagues attended the service to share their memories. For Deirdre, one story in particular stands out:

“She had an incredible affinity for the vulnerable – it was always there”

“A woman came forward who had been a pediatric patient of Bronwen’s in very difficult circumstances. She told us that the care she received from Bronwen went far beyond the technical. Bronwen had an incredibly holistic approach, and she really attended to patients as people. The woman was so inspired that she eventually became a Respiratory Therapist herself.”

The family heard many similar stories about how Bronwen had, in her quiet way, positively affected her patients through her work as an RT.

“There was something very powerful about Bronwen’s experience at Michener and that’s why we want to provide support for other students,” says Barry. “When we talked about how to recognize Bronwen, we could think of no better way then to encourage a young person to continue learning.”

“Michener has been terrific helping us set this up,” says Deirdre. “We’ve really appreciated the enthusiastic response, and it’s been great working together to create the award.”

There are many things about Bronwen that her family will always remember. She enjoyed travelling the world and had visited about 40 countries. She loved all animals, especially her two schnauzers. She was an avid sports fan, particularly CFL football or anything Canadian. And she was an extremely dedicated Respiratory Therapist.

“We knew much about her work life because she talked about that,” says Deirdre. “But there was a whole other world of inspiring stories about her that we learned from people she had touched. Michener is the right way and the right place to memorialize her. I know she’s smiling.”



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Program in profile:

By Dana Yates



Leadership in Health Care & Clinical Laboratory Quality Manager Graduate Certificate Programs

For this edition's Program in Profile, we decided to focus on two of our Continuing Education certificate programs to let alumni know about some of the professional

development opportunities available at Michener. For over 40 years, Michener's Continuing Education Department has been committed to ongoing professional development for graduates, mentors and all of our health

care partners. Visit www.michener.ca/ce to learn about the many new offerings available, our many delivery options and to join our mailing list.

Leadership in Health Care Graduate Certificate Program

Leadership skills are a must-have in health care settings. From managing teams to coordinating projects to supervising laboratories, the ability to lead others is a vital component of a successful career in the sector. For that reason, Michener has introduced the Leadership in Health Care Graduate Certificate Program. Assisting health care professionals to develop management skills, the program consists of four online courses that can be completed in 20 months.

"People promoted to leadership roles have made exceptional contributions as health care professionals," says Gillian

Nichol, director of continuing education. "They may not, however, have the necessary experience or expertise to lead and manage others." The Leadership in Health Care Graduate Certificate Program is designed to fill this gap. Specifically, Nichol says, the program takes a broad view of leadership and supports those who wish to attain or already hold both formal and informal leadership roles.

The program achieves this through the following courses: Fundamentals of Leadership Effectiveness, which offers participants the opportunity to explore leadership communication

styles, project management concepts and conflict resolution approaches; Ethical Leadership in Health Care Organizations, which uses case studies to help leaders identify, analyze and resolve ethical issues; Health Care Leaders and Organizational Effectiveness, which combines theoretical ideas with practical applications to help leaders work effectively with teams in an organizational context; and Advanced Practices for Leadership in Health Care, a new course that promotes discussion and practical application in such topics as leading diverse teams, advanced

coaching practices and engaging others in strategic thinking.

"It's about going beyond boss-subordinate, hierarchical thinking, and relying upon collaboration and partnership. People may already use these best practices in normal situations, but they may be lost in a crisis or during

stressful times," says psychologist and executive coach Tom Reynolds, who is also a faculty member in the program.

That's why, he notes, health care professionals in particular can benefit from leadership training. "Health care needs real change right now. It needs people who can think like leaders and

come up with innovative solutions."

It's a sentiment shared by program participants. "I was able to get a true reflection of my characteristics as a leader, but this time with knowledge on how to be empowered and move forward," said one student in a confidential course evaluation.

Clinical Laboratory Quality Manager Graduate Certificate Program

When Mary Costantino sends business correspondence, her email signature includes a quote from authors Michael Hammer and James Champy: "Training increases skill and competence, and teaches employees the how of a job. Education increases their insights and understanding, and teaches the why."

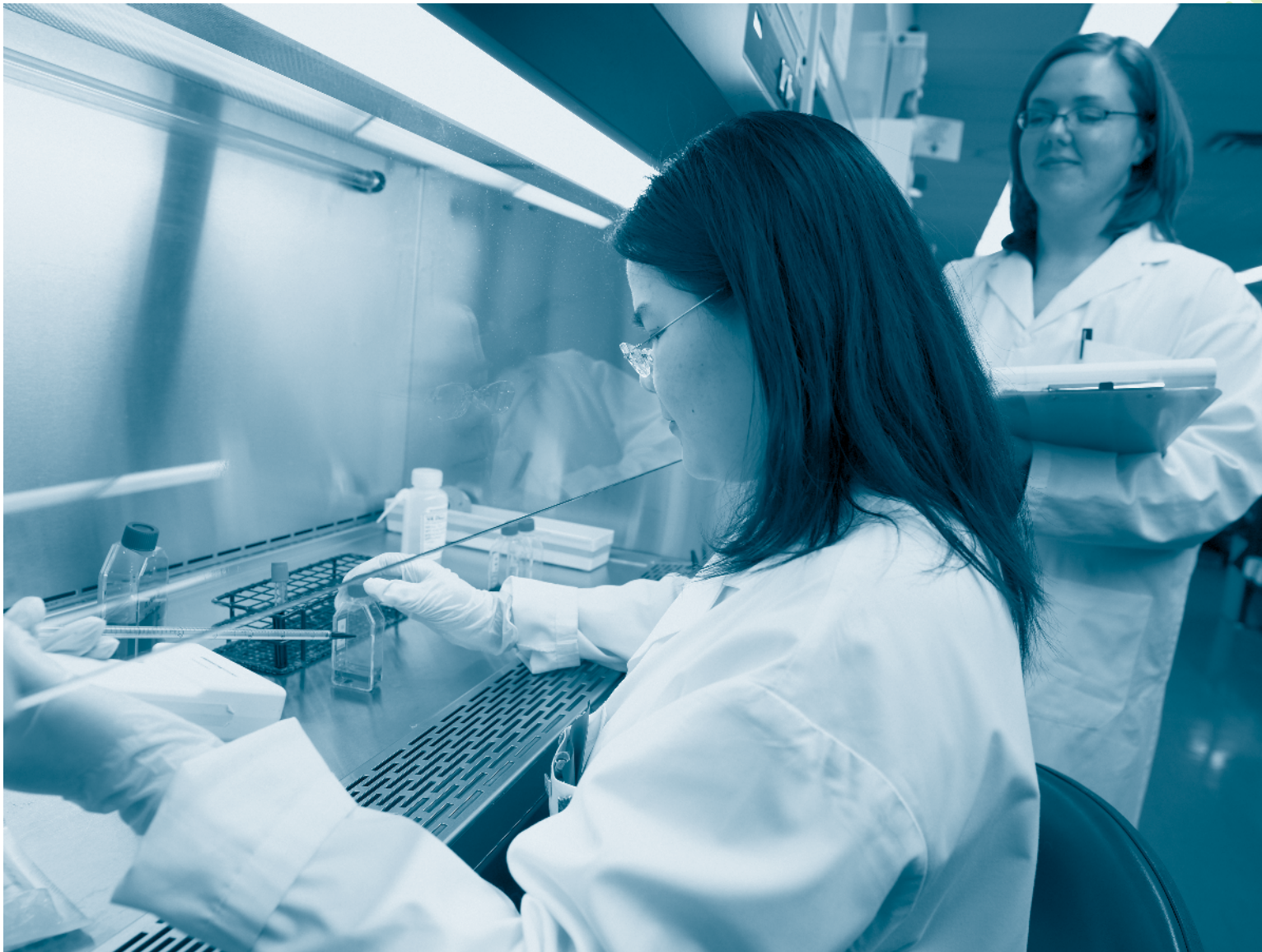
It's a quote that Costantino has taken to heart. As a training and education consultant at LifeLabs Medical Laboratory Services, she provides tools and resources to ensure employees are

well trained and qualified to do their jobs. It's a big responsibility and one that plays an important role in the organization's quality management system.

That said, when Costantino wanted to increase her own knowledge of quality management systems and their many intricacies, she enrolled in Michener's Clinical Laboratory Quality Manager Graduate Certificate Program. "The courses gave me a big-picture perspective," she says. "And the program has made me better at my job."

That's precisely what the certificate is intended to do, says Gillian Nichol, director of continuing education at Michener: "The quality manager is a pivotal role and the consequences of his or her work can be enormous. Therefore, this program is aimed at people who must maintain systems, ensure adherence to standards and remain in compliance with regulations."

Furthermore, she notes, since clinical laboratories are required to designate a quality manager, laboratory quality



the
GREENING
of
MICHENER

by Katie Schrank

management professionals are now in high demand within the health care sector. The Clinical Laboratory Quality Management Graduate Certificate Program helps fill that need.

An online program that can be completed in 20 months, the certificate addresses the quality system essentials of the Clinical and Laboratory Standards Institute – supporting accreditation requirements. The only one of its kind in Ontario with a clinical laboratory focus, this five-course program teaches concepts of quality management that can be applied to laboratory settings nationally and internationally.

Through courses such as Resource & Process Management, and Measurement,

Analysis & Improvement, students acquire a broad range of skills, including how to design, implement, maintain and improve a quality management system. Participants also learn how to engage teams in continuous improvement and to manage projects.

That's not all the program does, however. In confidential course evaluations, students have noted that the program's online discussion boards cultivate a sense of community. As one student said, "I liked being able to connect with other technologists...I learned so much from our working group." Another echoes the sentiment: "We got a chance to talk about the same ideas in a professional manner, but how

they applied to everyone differently."

Costantino appreciated that collaborative spirit, too. "I liked that I had time for reflection and could then participate in online chats," she says. "The program is a great value."

For more information about these certificate programs or to join the mailing list for Michener's continuing education course offerings, visit www.michener.ca/ce or call 416-596-3101 x 3117.

In the past year, Michener has saved 195 mature trees, 31 cubic metres of landfill airspace and 303,930 litres of water. That is on top of the 20,102 litres of oil and 1,041 litres of gasoline that have also been saved, all due to the significant green initiatives being pushed forward at Michener since the beginning of 2011.

Being ecologically responsible isn't just a fad anymore. Businesses all over the world are realizing the benefits of being green, and Michener is no

different. Diverting waste from landfills has been a large focus throughout the past year at the Institute. In 2011, Michener was able to average a 63 per cent waste diversion rate. That means 63 per cent of Michener's waste was recycled instead of heading to a landfill.

"Our diversion rate for 2011 was great, but I think Michener can do even better next year," says Phillip Galin, Michener's director of facilities. Galin is dedicated to making everything his department does a little greener and

his goal for 2012 is to have a diversion rate of over 70 percent.

To achieve 2011's diversion rate, a lot of work went into creating a solid recycling program. Along with paper, plastic and glass recycling, Michener participates in recycling programs for fluorescent tubes, batteries and printer cartridges to dispose of them properly and keep them out of landfills.

To make recycling of all kinds easier for staff, students and faculty at

Michener, new clearly marked recycling bins are being placed in all offices. They will be clearly labelled with what can and can't be recycled taking the guesswork out of being greener. The bins will slowly be distributed on all floors throughout the beginning of 2012. Promotion of the tube, battery and cartridge recycling programs will also be more publicized in 2012. "We want more people to know about the extra recycling services available in the building, so the entire community can take advantage of them and keep more waste out of the landfills," Galin says.

Energy efficiency has also been top of mind over the past year, for example, old pump motors have been replaced with more environmentally friendly ones. The old boiler was replaced with new high efficient units and improved the overall amount of water used to heat the building. Galin and his team are looking at all aspects of the building from water usage in the residence, to how hot water is stored

and are also adding insulation to areas of the building. The goal is to keep Michener's energy usage and heating costs down.

Along with all those big changes, there have also been some smaller, yet significant, changes made

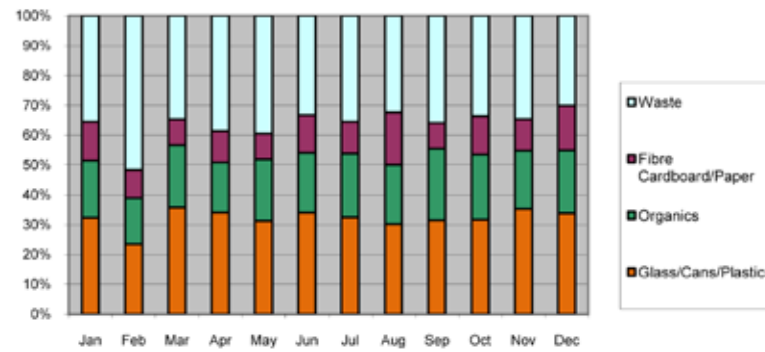
shipping and to support the Canadian economy); environmentally friendly cleaning products are now used; all new painting done in the building uses paint with lower levels of volatile organic compounds (VOCs); and new taps were installed in the labs to lessen water waste. These smaller changes, when put together, can really add up and make a difference in an organization's carbon footprint.

"It has been a slow process making the Michener 'Green Program' one that it is user friendly," states Galin. "Our goal is to have a robust program that we can be proud of and that the Michener community supports."

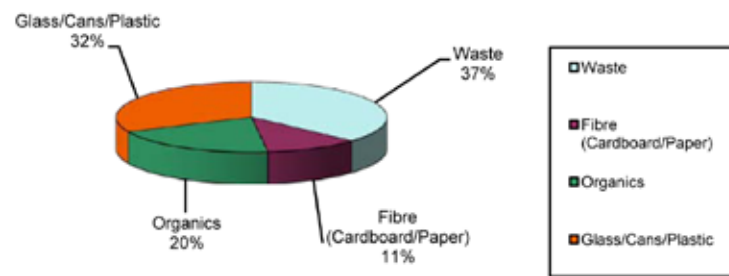
As Michener moves into 2012, and beyond, all upgrades to the building will take environmentally friendly options in mind and the Institute will continue to be as green as possible.

Have questions about Michener's green initiatives? Email us at alumni@michener.ca.

Environmental Benefits Year to Date	
Based on Fibre/Wood/Metal Commodities	
Yr to Date Fibre/Wood/Metal MT	12,510
Landfill airspace saved (cu meter)	38
Number of mature trees saved	234
Liters of oil saved	24,169
Liters of gasoline saved	1,251
Liters of water saved	365,417
Kw-hr of electricity saved	56,545

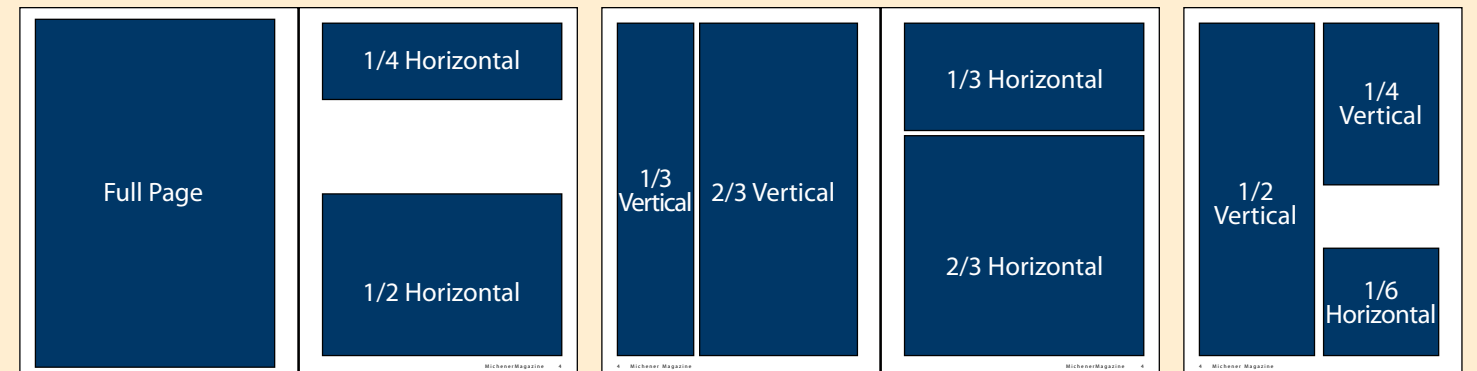


Year To Date 2011



Frequency: 3 Annual Editions: February, May/June, September
 Circulation: 10,000 across Canada (mainly Ontario) to influential alumni, government, Michener stakeholders and community members, as well as key decision makers in the applied health care sector.
 Format: 8.5" x 11" letter format, offset printed, trimmed & saddle stiched
 Spring Issue: Space booked: **March 1st** Art required: **April 1st**
 Fall Issue: Space booked: **July 1st** Art required: **August 1st**
 Winter Issue: Space booked: **November 1st** Art required: **December 1st**

Size/Placement	Dimensions	Rates
Cover - Back/Inside		Full Colour
Full Page with bleed (add 1/8")	8.5" x 11" (inside), 8.5" x 9.5" (back)	\$1,875
Full Page no bleed	7.5" x 10" (inside), 7.5" x 9.5" (back)	\$1,500
Internal		
2/3 Horizontal	7.5" x 6.4"	\$850
2/3 Vertical	7.25" x 10"	\$850
1/2 Horizontal	7.5" x 4.875"	\$625
1/2 Vertical	3.625" x 10"	\$625
1/3 Horizontal	7.5" x 3.2"	\$400
1/3 Vertical	2.375" x 10"	\$400
1/4 Horizontal	7.5" x 2.375"	\$275
1/4 Vertical	4.875" x 3.625"	\$275
1/6 Horizontal	3.625" x 3.2"	\$175
TRIM SIZE OF THE MAGAZINE: 8.5" X 11"		



What's Up @ Michener

By Katie Schrank

Honorary Diploma Recipient

Dr. Vivek Goel was the 2011 Honorary Diploma Recipient. Dr. Goel is President and CEO of the Ontario Agency for Health Protection and Promotion. Prior to joining the agency, he served as a vice president and provost at the University of Toronto. He has been engaged in research activities related to public health, with particular focus on chronic disease prevention and control.



Dr. Vivek Goel

Graduation

In June 2011, graduates and their families gathered at the Toronto Centre for the Arts to celebrate the class of 2011. The Alumni Association hosted a breakfast for guests and, for the first time, a SnapShot photo booth was brought in so that the graduates and their families could commemorate the occasion with pictures. Valedictorian Abby Sirisigaram gave an entertaining and heart-warming speech to her fellow graduates. Honorary Diploma Recipient Dr. Vivek Goel spoke to grads about the important role they play in the Canadian health care system. Congratulations to the class of 2011!



Jenny Wong, a 2011 Respiratory Therapy graduate, is congratulated by Andrea White-Markham, Respiratory Therapy Professor

Orientation

Michener welcomed over 350 new students during Orientation, held from August 31–September 2, 2011. Orientation Coordinator Kerry Adams, third year Medical Laboratory Science, led a team of over 70 student volunteers to make this year's Orientation a success. Spring Crabbe, Radiological Technology '05, spoke at the welcome assembly representing alumni in the field. Spring delivered an inspiring and insightful speech to the new students.



Orientation Coordinator Kerry Adams (right) with a student volunteer

Student Awards Ceremony

On November 16, 2011, donors, Michener staff, faculty and students came together with student award winners and their families to celebrate their achievements. The MC for the evening was Katherine Barron, Respiratory Therapy '08, who was joined on stage by the donors to present the awards to the student winners. Over 50 awards were given out to Michener's academic stars this year. Congratulations to all of the student award winners!



Holly Anderson, Zonta, presents Camille Arcilla with a Diagnostic Cytology Award

Charitable Giving Drive



Members of the Michener Charity Committee, Michener's Office of Advancement and the Toronto Fire Fighters in front of the school after the ceremony

For the sixth year in a row, Michener hosted a holiday charity drive for the Toronto Fire Fighters' Toy Drive. This year, the Michener Charity Committee (a student driven group) led the initiative and the Michener community supported the cause generously once again. 443 gifts were collected for the Toronto Fire Fighters to take and distribute to those less fortunate to make their holiday season a little brighter.

Births



Anna Edinger, Respiratory Therapy, '08

Congratulations to Anna Edinger on the arrival of daughter Claudia Anna at 5:08 a.m. on September 18, 2011. Baby Claudia weighed in at 8 lbs 7 oz and measured 53 cm.

Achievements

Gloria Bello, Respiratory Therapy, '11

Gloria was recently elected to the Board of Governors of the Respiratory Therapy Society of Ontario (RTSO). The RTSO is a non-profit organization of professionals devoted to the promotion of Respiratory Therapy in the province of Ontario. Congratulations Gloria!

Spring Crabbe, Radiological Technology, '05

Spring is the recipient of St. Michael's Health Disciplines Leadership Award. The Leadership Award is presented to an individual or group whose personal leadership has had a significant influence in the areas of practice, research or education. Spring has demonstrated both personal growth and leadership development in

her accomplishments this year. She was instrumental in developing and implementing new education initiatives that have resulted in richer learning experiences for many of the students in the organization. Spring is ambitious and inspiring, and her dedication to her profession is commendable.

Neil D'Souza, Radiation Therapy, '03

Neil D'Souza was among one of the seven recipients of the Canadian Radiation Oncology Foundation, Sanofi-Aventis Research Innovation Award. Neil is using this grant to develop a unique 'nomogram' (a predictive tool that can be used to help estimate the risk of cancer being progression-free after treatment, based on certain factors) for high-risk prostate cancer patients who require radiation treatment and long-term hormone therapy. Neil was also recently selected as the winner of CAMRT's second annual speaker competition, for his presentation, *Treating the Modern Day Palliative Cancer Patient: How Do Complexity and Workload Contribute to Medical Error?* Printed with permission from CAMRT News, 2011, Volume 29; No. 4

Susan Dunnington, Respiratory Therapy, '82, & Anesthesia Technology, '97

Susan recently became a Fellow of the Canadian Society of Respiratory Therapists (CSRT). Susan met the eligibility requirement of the Society to achieve this accolade, and a formal presentation was made on June 8, 2011 at the CSRT annual

education conference in Quebec City. Congratulations Susan!

Brittany Giacomino, Respiratory Therapy '11

Brittany participated in the CRO Annual Education Day, themed "It's a New World . . . Use of Communication Technology and Social Media in Health Care," on December 2, 2011 in Toronto. Part of a panel of four, Brittany discussed the topic "How RTs are using social media in the provision of health care and the implications for members."



Neena Kanwar, Nuclear Medicine Technology, '81

Michener's Board of Governors is pleased to announce that Neena Kanwar is the 2012 Honorary Diploma recipient. Neena, President of KMH Cardiology and Diagnostic Centres (KMH), is receiving this accolade because of her prominence in the Canadian health care field and for her contributions to nuclear cardiology. KMH is a recognized leader in expanding diagnostic health services across Ontario and is now the largest provider of nuclear cardiology testing services in North America. Neena

will be honoured at a Board-hosted reception on March 22, 2012 and will receive the Honorary Diploma at Michener's Convocation Ceremony on June 23, 2012.

Evelyn Kelly, former Michener faculty and Associate Alumni

Succeeding to Lieutenant General (Ret) Louis Cuppens, Lieutenant Colonel (Ret) Evelyn Kelly CD, AdeC, becomes the 29th, and first female, National President of the Last Post Fund. Previously, she served as Vice President - West of the organization and President of the Ontario Branch. The Last Post Fund's mission is to ensure that no eligible Veteran is denied a dignified funeral and burial, as well as a military gravestone, due to insufficient funds at time of death. <http://www.lastpostfund.ca/EN/newsdetailsArc.php>



André Patry, Radiation Therapy, '03

At the Canadian Association of Medical Radiation Technologists (CAMRT) Annual General Conference held in Saskatoon this past June, André Patry was recognized with the Award for Early Professional Achievement. The award is designed to honour a

member of the CAMRT who in the opinion of the Board of Directors has provided, at an early state in their career, inspiration and leadership to their colleagues by acting as a role model of professionalism and/or volunteerism.

Printed with permission from CAMRT News, 2011, Volume 29; No. 4

New Alumni Achievements

Michener is proud to announce that three of our recent graduates received the Highest Mark in the 2010 CAMRT examination. Congratulations to **Benoit Ladouceur**, Radiation Therapy; **Katherine Tom**, Nuclear Medicine; and **Tarndeeep Singh Banga**, Magnetic Resonance Imaging.

Andrew Hon, Nuclear Medicine, '14

The Alumni Association Board of Directors welcomes Andrew Hon. Andrew joined the Board on November 15, 2011. He currently serves on Michener's Student Council as the Nuclear Medicine representative and on the Medical Radiation Sciences Student Society. Before coming to Michener, Andrew graduated with a Bachelors of Science (Specialist in Molecular Genetics and Microbiology) from the University of Toronto in 2008.

Alumni back at Michener

Catherine Ladhani, Radiological Technology, '93, & IPC Certificate, '09

Catherine Ladhani joined Michener in August 2011 as Program Chair, Radiation Therapy. Catherine previously held the

position of Operations Leader, General Imaging and Clinical Coordinator of Radiological Technology at St. Michael's Hospital. She also serves as a peer assessor with the College of Medical Radiation Technologists of Ontario.



Alumni recently appointed to faculty and staff positions at Michener

Robert Case, Faculty, Radiation Therapy, '04

Mieke Fraser, Faculty, Respiratory Therapy, '00

Enrico Mandarino, Manager, Continuing Education, Medical Laboratory Science, '89

Niusha Nowbahari, Faculty, Radiation Therapy, '09

Nicholas Yim, Faculty, Radiological Technology, '02

upcoming events

Honorary Diploma Reception – March 22, 2012

Career Fair – April 4, 2012

Winter semester ends – April 20, 2012

Multiple Mini-Interview week - April 24 – 28, 2012

Summer semester begins – April 30, 2012

Convocation – June 23, 2012

Alumni Association Board Meetings - March 13, 2012; April 17, 2012; & June 12, 2012 (meeting & AGM)

VOLUNTEER FOR THE 2012 MMI

The MMI are April 24-28, 2012 and we need you to make this year's MMI admissions process a success. We have to fill 360 volunteer spots this year, and we can't do it without your help.

Join the 100% of past volunteers who said they would volunteer again.

Volunteer for the MMIs and help us select the next generation of health care heroes. Email mmi@michener.ca for info and visit my.michener.ca/mmi to sign up.

put your best foot forward

You're on your feet all day, so they deserve special attention. The Michener Chiropody Clinic is committed to providing high quality foot care for an affordable fee. Students of The Michener Institute's Chiropody program treat patients under the guidance of licensed Chiropodists. Treatment can include biomechanical assessment, orthotic customization and soft tissue surgery, and may be eligible for insurance coverage.

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*No purchase required. Contest organized jointly with Primum Insurance Company and open to members, employees and other eligible persons belonging to employer, professional and alumni groups which have an agreement with and are entitled to group rates from the organizers. Contest ends on January 31, 2013. 1 prize to be won. The winner may choose the prize between a Lexus RX 450h with all basic standard features including freight and pre-delivery inspection for a total value of \$60,000 or \$60,000 in Canadian funds. The winner will be responsible to pay for the sale taxes applicable to the vehicle. Skill-testing question required. Odds of winning depend on number of entries received. Complete contest rules available at www.melochemonnex.com/contest.

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