

2018

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JUNE

## **VI Educational Technology Expo**

### **Do People Need To Learn, Or Can They Look It All Up?**

### **Factory Education Fails Everyone**

**Camelot**

# INSIDE

- 2 EDITORIAL  
**UTN NEWS**
- 3 UTN Present At CRES 2018
- 4 VI Educational Technology Expo
- 4 Run For The Environment  
**WORLD NEWS**
- 5 World Environment Day: 'Our World Is Swamped By Plastic'
- 5 Habitable Conditions Might Have Existed On Ancient Mars Lake
- 6 Gay Wedding Cake Supreme Court Rules In Favor Of Colorado Baker  
**THE ILE ETHOS**
- 7 Feminist Pedagogy: A Reflection
- 8 The 4th Industrial Revolution Asks Schools To Get Less Industrial
- 9 Factory Education Fails Everyone  
**ACADEMICS AND MORE**
- 10 Do People Need To Learn, Or Can They Look It All Up?
- 11 VOX POPULI  
**THE ATTIC**
- 12 Coffee
- 13 Dealing With Other Religious Orientations
- 13 My Sister  
**POP WORLD**
- 14 10 Unrealistic And Exceptional Phobias  
**VISITING LANDMARKS**
- 15 Alabama  
**DISCOVERING TECHNOLOGY**
- 16 How To Shorten A Web Address (URL) To Put In A Print Newsletter  
**LANGUAGE CORNER**
- 18 Camelot
- 19 English For You Presents  
**LOUDER THAN WORDS**
- 20 Traditional Indian Sarees



<https://www.facebook.com/TheILEPost?fref=ts>

# COVER PAGE



In this June issue, we are going to learn a little bit about Camelot, which was a mythical castled city, said to be located in Great Britain, where King Arthur held court. Stories about King Arthur are known from at least as early as the ninth century. If you have an awesome picture you think could be the cover of one of The ILE Post editions, send it to [eherrera@utn.ac.cr](mailto:eherrera@utn.ac.cr). So far several readers have sent amazing pictures that we will be sharing with you soon.

If you want to know what is happening in ILE, follow us in FACEBOOK.

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# EDITORIAL

## Budget And Political Agenda

by Jose Soto (ILE Director)



Is there is a bigger threat to the well-being of a country than losing tax-free commodities as we know them? Is it fair to sacrifice to a higher tax paying system and not improving tax collection to higher-income earners or highly profited companies and individuals who have declared no gains or even bankruptcy? From

the academic point of view, we have appeared unaware of the possible effects and worse case scenarios of an economic breakdown of the public sector. Have there been round tables about this lately? These are the questions we should all be asking ourselves, discussing during coffee breaks, asking our congressmen and calling contacts who have a say in the destiny of the country; or at UTN, just to maintain the status quo. While the World Cup rush is still frantically running in the media, and we all get angry with the machillo tactics, let us take some time out to talk about serious matters to keep a healthy and wide open perspective. Information is key.

The overwhelming flow of information from the web,, the very comfortable, taken for the fact attitude of never losing grasp of benefits, and the oblivious Tico vision of the will-never-happen-to-me ideology have kept us away from at least getting a little concerned. There are important things and probably some basic knowledge on economy to be aware of. If the public loses cash of the flow, we all lose. As simple as that.

At UTN is absolutely necessary to take action and make arrangements at the strategic budgeting. These are the responsibilities of the financial department, and we do hope that wisdom will enlighten their decisions for the sake of all.

The political agenda is defining austerity as the most obvious answer to the problem. The proposal for tax reform is proposing cutbacks, reductions, and downturns to somehow alleviate the crisis—or simply not letting the patient go. According to Lindsay Fendt from Tico Times, the finance minister recently announced a proposal of measures, decrees and laws that together would achieve zero growth in the

2019 budget by reducing salary incentives for public employees plus other actions. These other actions are the reforms to public employment and others that will allow a level of reduction of the deficit in relation to GDP—Gross Domestic Product. In other words, the minister was clear that eventhough the plan was not the ultimate solution, it will instead improve the “image” of the country to future credit.

But how useful is this for us to know that the congress will debate the reforms, once again after years of continuous trying out with no success? It is useful inasmuch as all the citizens know the facts, the options and the information to know where to press the buttons of pressure to make things happen.

History tells us that in cases of austerity such as Germany, Japan, and Singapore which chose the path of saving and being austere. Late seventies economy in Costa Rica taught us a lesson that appears to be fading away, and this time there is a threat of a coming back. Common people, public and private servers, the academic community and everyone must be up to become more critical towards tax evasion and smart use of public funding. For example, we can deplore cases of overspending in the public, accusing non-productive workers, supporting the action of fair productivity monitoring, and paying our taxes as we should and asking for an invoice on all our purchases. Be all ears, keep eyes open, beware, denounce, study hard, take care of your job, and, just in case, save money.

The Roman Emperors used to have a formula for appeasing their poorest citizens: **bread and circuses**.

(Unknown source)



## UTN Present At CRES 2018

On June 12<sup>th</sup>, the Argentina Hall of the National University of Córdoba (UNC) welcomed about 4.300 participants from 46 different countries for the III Regional Conference on Higher Education (CRES 2018).



CRES is a regional meeting organized jointly between the UNESCO International Institute for Higher Education in Latin America and the Caribbean (Spanish abbreviation IESALC), the Universidad Nacional de Córdoba (UNC), the National Inter-University Council of Argentina (CIN) and the Secretariat for University Policies at the Ministry of Education and Sports of Argentina (SUP). It is the most important event related to Higher Education Systems in Latin America and the Caribbean. Rectors, presidents, professors, researchers, students and representatives of governmental and non-governmental organizations meet to analyze and discuss the situation of the education system in the re-

Information about the event taken from: [http://iesalc.unesco.org/ve/index.php?option=com\\_content&view=article&id=3841:se-lanzo-la-primera-circular-cres-2018-2&catid=100&Itemid=449&lang=en](http://iesalc.unesco.org/ve/index.php?option=com_content&view=article&id=3841:se-lanzo-la-primera-circular-cres-2018-2&catid=100&Itemid=449&lang=en)

gion. The Regional Conference is oriented to reaffirm the meaning of education as a social good, a human right and a State responsibility.

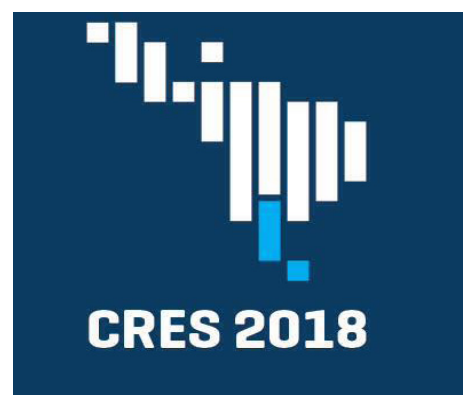
The main objective of this activity is to organize both a Declaration and a Plan of Action on Higher Education in Latin America and the Caribbean viewing sustainable human development as a regional commitment towards more equal societies, ratifying State's responsibility to guarantee Higher Education as a public good and a human and social right. Some of the most important thematic axes considered in this call are:

- higher education, cultural diversity and interculturality in Latin America;
- the role of higher education ahead of social compromises and challenges in Latin America and the Caribbean
- Scientific and technological research and innovation as the engine of human, social and economic development for Latin America and the Caribbean
- The strategic role of higher education in sustainable development of Latin America and the Caribbean

It is extremely important that higher education institutions Regional



Conference on Higher Education takes responsibility and commitment to participate in the future of a regional cooperation and integration agenda capable of responding to the strategic challenges of each country in Latin America and the Caribbean, its sub-regions and the region as a whole. For this reason, UTN Chancellor Marcelo Prieto, Social Welfare and Extension Vice-Chancellor Fernando Chaves and Teacher Training Centre Executive Director Ricardo Ramirez attended this important event.



## VI Educational Technology Expo

On June 8<sup>th</sup> and 9<sup>th</sup>, UTN Teacher Training and Educational Technology Center held its VI Educational Technology Expo under the heading: Lifelong Learning in your Hands.

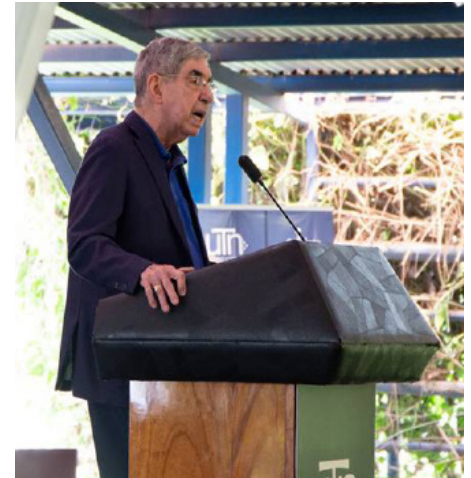
During the opening, Educational Technology and Teaching Resources Production Director Nury Bonilla pointed out the importance of reflecting on the development of higher education taking into account its current situation and the challenges that lie ahead with the incorporation of versatile tools and multimedia resources. It is necessary to keep updating programs so that the university can offer students new models and learning environments in which they can really

enrich their lives during a lifelong learning process. Technology tools must be the means for the democratization of knowledge in today's society.

The Expo offered practical and active workshops, conferences, and exhibitions. In addition, there was a robotics competition among thirty students of technical high schools from different regions of the country.

Among the presenters was Micro-Focus International Representative Iván Alexander Zúñiga with the subject of Cyber-physics and Education. Mr. Zúñiga mentioned that cyber-physics are important systems of research. Cyber-physics involves transdisciplinary approaches, merging theory of cybernetics, mechatronics, design and process science. Higher education institutions should try to include this discipline because it is, and there will be a demand for specialized workers in this area soon.

On June 9<sup>th</sup>, Costa Rica's Ex-President and Nobel Prize Winner Oscar Arias held the conference Education for Peace. Mr. Arias talked about the importance of education in the 21st century. Peace and education are inseparable



aspects of civilization. No civilization is truly progressive without education and no education system is truly civilizing unless it is based on the universal principles of peace. One of the key interventions in promoting peace through education is the development of conflict-sensitive education policies and plans.

Finally, UTN Chancellor Marcelo Prieto referred to the process of peace in Central America during Mr. Arias's presidential term. In addition, Mr. Prieto remembered the civilian casualties in Nicaragua because of the protests that have spread across that country in response to government reforms of the social security system.



## Run For The Environment

On June 1<sup>st</sup>, UTN Central Campus celebrated its VI Run for the Environment. This five-kilometer run/walk race is organized by UTN Occupational Health and Environmental Program together with UTN Central Campus Environmental Commission as part of the celebration of World Environmental Day (June 5<sup>th</sup>). This year the activity drew more than 100 athletes (students, staff, members of the community).

The battles to protect the air, water and land can not be won without garnering the collective power of the people who care about these issues. UTN promotes with its different programs a world where each individual learns in environmental education, green living, and sustainable practices to take care of the only planet we have.



## World Environment Day: 'Our World Is Swamped By Plastic'

Eight million tons of plastic dumped into oceans each year, killing marine life and entering the human food chain.

Discarded plastic is one of the biggest environmental threats facing the planet, the UN said in a report on Tuesday, June 5th to mark World Environment Day.

The UN report, *Single-Use Plastics: A Roadmap for Sustainability*, said rules limiting the use of plastic bags have helped in places such as Morocco, Rwanda, and parts of China - sometimes significantly.

Elsewhere, however, things have not gone well and urgent action is needed. The report noted, by some estimates, as many as five trillion plastic bags are used worldwide every year.

"Our world is swamped by harmful plastic waste," UN Secretary-General Antonio Guterres said in a

speech. "Microplastics in the seas now outnumber stars in our galaxy. "If present trends continue, by 2050 our oceans will have more plastic than fish."

Globally, eight million tons of plastic is dumped into the ocean every year, killing marine life and entering the human food chain, according to the UN Environment Program.

**India example**

A ban on disposable plastics in India's capital New Delhi has had only limited impact "because of poor enforcement", the report said.

"Plastic pollution is a huge issue everywhere," the UN's environment chief Erik Solheim told The Associated Press. "The problem is big but the ability to change is also big."

He praised India for its growing focus on environmental protection, but also noted while travelling the country he'd seen some of the most scenic places "destroyed by plastic



pollution".

India produces more than 62 million tons of plastic waste every year, according to local reports, of which only 43 million tons is collected.

The UN made a series of recommendations to make plastics bans more effective, from encouraging more cooperation from businesses to offering incentives.

Information taken from: <http://mwcnews.net/news/americas/72391-world-environment-day.html>

Image taken from: <https://pixabay.com>



## Habitable Conditions Might Have Existed On Ancient Mars Lake

By Gwynneth Borges

Nasa's Mars Curiosity Rover mission has uncovered compelling evidence that physical, chemical and energetic conditions were present on an ancient Mars lake about 3.8 billion years ago and are believed to exhibit proof of a habitable environment.

The lake found upon the Gale crater on Mars is believed to have hosted a variety of microbial life and led to an environment which could have supported a diverse array of living things.

### THE MISSION

The Curiosity Rover on its mission to Mount Sharp, landed on the Gale Crater in 2012. Upon sensing evidence of chemical ingredients and past lake water it drilled, x-rayed and laser blasted a variety of rocks in an effort to understand if the planet was hospitable to life.

The Curiosity orbiting instruments have detected signatures of both clay minerals and sulfate salts. Mars

scientists have several important hypotheses about how these minerals may reflect changes in the amount of water on the surface of Mars. These rocks also serve as a study in the search for organic molecules and their ability to support microbial life.

Scientists will study how organic molecules, if present, vary with mineralogical variations in the layers to understand how they formed and what influences their preservation.

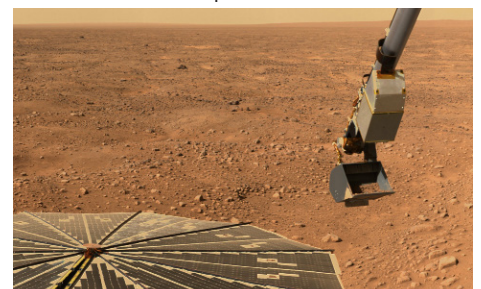
### WAS MARS HABITABLE IN THE PAST

Like the lakes on Earth, the one in Gale Crater could have hosted a variety of microorganisms, including some that preferred the oxygenated waters near the surface, others who preferred the anoxic waters deeper down, and those who liked to hang out at the interface between the two. The scientists also found that Mars seemed to progress from a colder, drier environment to a warmer, wetter one.

On top of that, its layers of sedimentary record were modified by what appears to be briny liquid. Studying these rocks could help scientists understand the ultimate drying of Mars as its water escaped to space, leaving the salts behind.

### WHAT THIS MEANS

The Curiosity mission was designed to determine whether environments are habitable, not inhabited and thus we have to wait for future missions to determine if the planet is truly habitable. For now, the discovery of the environment on Mars is a huge step towards a sustainable future on other planets.



Information taken from: <http://scientifist.com/habitable-environment-mars-lake-curiosity/>

Image taken from: <https://pixabay.com>



## Gay Wedding Cake Supreme Court Rules In Favor Of Colorado Baker

by by Jesse Dominick

There was some refreshing news from Washington, D.C. on June 4th, as the Supreme Court has ruled in favor of a Colorado baker who has endured several years of persecution from “the tolerant left” after he declined to bake a cake for a gay wedding in 2012.

The gay couple, David Mullins and Charlie Craig, had been married in Massachusetts, but were planning a reception in Colorado, where gay marriage was not even legal in 2012. The couple sued, and the Colorado Civil Rights Commission ruled in their favor; state courts later affirmed the Commission’s judgment, Reuters reports.

In a decision that will shock many, the Supreme Court ruled 7-2 that the Colorado Civil Rights Commission was overly hostile to baker Jack Phillips’ Christian faith.

It has become a sad trend in America over the past few years to sue Christian bakers, photographers, and florists who decline to lend their artistic talents to gay weddings. In our times, when the liberal left is ready to brand anyone a “homophobe,” “racist,” or “sexist” at the drop of a hat, it is no surprise that such conservatives have become such targets. It makes no difference to the leftist crusaders that these business owners have long histories



of serving homosexual customers. “Jack serves all customers; he simply declines to express messages or celebrate events that violate his deeply held beliefs,” Alliance Defending Freedom Senior Counsel Kristen Waggoner, who represented Phillips, said in a statement. “Creative professionals who serve all people should be free to create art consistent with their convictions without the threat of government punishment.”

While the Court overturned the previous ruling in the Masterpiece Cakeshop case, the justices’ decision hinged upon concerns unique to this case—namely the Colorado Civil Rights Commission’s blatant anti-conservative bias. The Court

also “reaffirmed its longstanding rule that states can prevent the harms of discrimination in the marketplace, including against LGBT people,” Louise Melling, deputy legal director of the American Civil Liberties Union, said, highlighting the narrowness of the opinion.

“These disputes must be resolved with tolerance, without undue disrespect to sincere religious beliefs”—in a time when traditional, conservative morality is ever-increasingly under attack, and men in dresses can legally stroll into a women’s bathroom and relieve himself next to little girls, such words from the nation’s highest court are more than welcome.



information and images taken from: <http://theduran.com/supreme-court-rules-in-favor-of-colorado-baker-in-gay-wedding-cake-case/>



Hoy 4 de junio  
celebramos  
**10 años**  
SOY UTN

## Feminist Pedagogy: A Reflection

By Sandra Arguello (ILE Professor)



Last month I entered UTN by the main entrance, as usual. There were some activities devoted to reading organized by the Humanities Department. On the pathway towards the first module, there were 8 photographs of 8 writers. I almost passed by them, just like anyone else, but my radar told me to stop and look again. All 8 photos were of male writers. As an academic interested in gender and feminist issues, this struck me as a good example of how women are still relegated to secondary position in many areas of society in general and academia in particular. The main aim of feminist pedagogies is to raise awareness about issues of inequality between the sexes, and in doing so, contribute to the debate and hopefully the change towards a more egalitarian society. This awareness is not new; it dates back to the 60's with the advancement of women's rights and the liberation movement. In my field, ESL, scholars have studied and published on gender pedagogies since the 1990's. Unfortunately, the word feminism is still seen with caution by many, educators and students alike. Though there are many definitions of feminism and feminist pedagogies, there are certain core assumptions that I have adapted. The US Gender and Education Association, agrees on three major tenets:

### 1. Resisting hierarchy.

In accordance to newer pedagogies like biopeda-

gogy, feminist pedagogy seeks to question the authoritative role of the professor to favor a more horizontal organization of classroom dynamics. In doing so, students become active creators and promoters of their own learning, and the professor is also seen as an agent of change who can guide but who can equally participate and learn.

### 2. Experience is validated.

In order for transformative learning to occur, it is necessary to go beyond "hard" data and incorporate the learner's experiences as valid learning tools.

### 3. Learning is transformative.

This implies that knowledge is not set in stone. By recognizing that data can be biased, feminist pedagogies seek to approach knowledge from a critical perspective that questions her and her student's held points of view.

The shapes these tenets take in practice are obviously varied. For example, when I noticed the eight male writers being exhibited at the university, I questioned our assumptions about fame. Of course these eight men are famous (García Márquez was one of them) and have contributed enormously to the world of literature, but why were there no female authors? This might seem irrelevant for many, but for me it is unacceptable at a public university. In the context of the classroom

then, being aware of feminism implies carefully selecting materials to study. Let's take for example grammar courses. Though the grammatical units studied can be the same, an awareness of feminist pedagogies would imply that I make a careful analysis and selection of content for practicing grammatical points. A reading on the suffragist movement in England in the first part of the twentieth century could be used to practice the past tense. It could also be used to foster a discussion on how times have changed, thus adding comparatives. In a composition course, the reading could be used to write a paragraph about the three main moments of the suffragist movement. The opportunities are endless, really. Advocating for feminist pedagogies in the university classroom is accepting that the role of teaching of any subject is to open student's points of views towards a more equalitarian and just world. This begins with each educator's questioning of his or her teaching practices and biases.





## The 4th Industrial Revolution Asks Schools To Get Less Industrial

By Richard Wells (Deputy Principal in a New Zealand High School)



I interviewed students this week who are on what my school calls our "Priority list." The reasons you might be 'listed' vary from academic success to language barriers, to national targets around supporting particular demographics, including those from poor families. What's wonderful about having these conversations in my school is that we are a flexible institution working within a flexible education system, both of which are pushing hard to adapt mindsets and approaches to match the current **4th industrial revolution**. (4thIR)

### The 4thIR versus 2ndIR Schools

Whether you are talking autonomous vehicles or Biotechnology, the central crux of the 4th Industrial Revolution is vigorous and continuous change. When they say 'continuous' they really mean shifts in world priorities/pressures every 12 months or less in some cases. In contrast, some of the most academic and knowledgeable teachers I work with are the people most challenged by changes in systems, routines, accountability, and priorities. Obtaining knowledge doesn't ready you to use it (adapt) or necessarily offer you the will to do so. This is what is leading multiple reports and papers to conclude that a rebalancing of school priorities is drastically needed to readdress what society defines as success and readiness.

### Will the 4thIR help schools help the poor?

Statistics at all levels have always proved the reality that poor children are less successful at school but if the 4th Industrial Revolution redefines what society asks from people, then maybe schools can now offer success to a wider group of people. I am fortunate to live in New Zealand where public schools like Kia Aroha College are free to serve the poorest children in the country in a respectful and personalized manner, almost free from any demand to conform to the usual standardized set of academic values. Values that are still dominant in most schools, regardless of what's happening in the world, socially or economically.

The biggest challenge for poor children in the OECD countries, has always been a matter of finding the will amongst so many extra life challenges to con-

form to a system seemingly only designed for the well-supported. Every OECD country now has numerous examples and demands to redefine what success is and much of this involves dismantling the conformity and standardization installed by the 19th Century. As most countries take small steps to address their outdated measuring of success through standardized ranking, we step forward in accepting individuals for who they are and building on personal interests and quality strengths.

### Schools ignore the 4thIR's main challenge

To be adaptive to change requires a confident awareness in one's personal strengths and weaknesses and experience in applying them. Outside school, social media and new opportunities to learn mean that personalizing learning and building one's own networks is the norm. A new daily norm that most schools continue to ignore. If schools can take radical steps to base daily routines around learning who one is and not around confirming what one isn't, then everyone, especially the vulnerable will benefit. A boost in self-awareness will be appreciated by employers who use it to frame all their opening interview questions. The 4th Industrial Revolution will not threaten any jobs centered around what it is to be human. Schools will prepare for the new industrial revolution by realizing **it is about being less industrial, and that it's humans that are wanted.**



## Factory Education Fails Everyone

By Richard Wells (Deputy Principal in a New Zealand High School)



Reminding teachers of what it's really like to be a student in school is one of my favorite professional pass times. I was presenting at a conference recently and at 3pm, many teachers were talking about being overloaded with information and how tired they were. I highlighted that this was exactly what it's like to be at school except they had not even been asked for any outcomes or work and would not have to do this for the following 200 days! They all agreed this was good news for them. But what about our students?

### Is School is still a burden?

My presentation (Slides below) was on Learner agency: the purpose, control and ownership students do or don't feel they have over their learning. I started with a 1957 Chuck Berry line: "Soon as three o'clock rolls around, you finally lay your burden down" I highlighted how 40 years of almost zero development had led Bart Simpson in the 1990s to share the common joy of: "woo hoo! Snow Day!" I asked the audience of about 50 teachers to fill out 2 Google form questions to confirm if they thought the school day was still a "burden." Even with a massive majority of elementary school teachers, there was still a 50% agreement that it was. I'm sure this figure would have been higher with high school teachers.

### Top students hide their grievances

3 examples I gave of academ-

ically successful students not rating the school experience as positive, regardless of being able to comply with it, were:

1. A top grade 7 student regularly achieving a top 3 in class tests and projects, excelling at two sports and working as a library assistant, expressing most mornings how she did not want to go to school due to it being "really boring!" This was the last student her teachers would expect to have this attitude towards school. What must the less engaged be saying?
2. The head girl and head boy in a high school both starting the respective 'high achievers' speeches with implications that their success was in spite of school not because of it. The top female student highlighted that she had been a well supported high achiever from day one and school had been a great opportunity to show how her already positive approach to challenges could yield great results. The male top student semi-joked that making his bed every morning had started his day with a sense of pride and achievement meaning his self-worth would approach the required compliance in school more positively.

### Employers and Universities share their GRIEVANCES

1. "teenagers are leaving school lacking basic skills" – UK ([Source](#))
2. "School leavers are not meeting the needs of the New Zealand workplace, according to an employer survey." – NZ ([Source](#))
3. "... despite being fully eligible to attend college, they are not ready for postsecondary studies" – US ([Source](#))

My presentation also included 3 examples of the 100s of articles

and reports you can find to show employers, universities and even parents are commonly under impressed or disappointed by the motivation and skill set held by school leavers. I highlighted that Malcolm Gladwell's Ten-thousand-hour rule, would expect that after 12 or 13 years of 5 hours a day experience, students would be extremely motivated and skilled to make significant impact on the world. The fact that they are commonly unmotivated and lacking confident to tackle situations without significant guidance and scaffolding, means we have them practicing the wrong things.

### Tackle Deja Vu with "VuJa de!"

I came across "VuJa De" when a friend of mine, Steve Mouldey introduced me to the Curious Minds Podcast interview with Adam Grant.

'VuJa De' definition: **"The vuja de mentality is the ability to keep shifting opinion and perception. It can mean reversing assumptions about cause and effect, or what matters most versus least. It means not traveling through life on automatic pilot."** – Bob Sutton – 'Scaling Up for Excellence'

It is time for all school leaders to question every aspect of Deja vu within their professional life. This is best explained in the way that comedians take a seemingly fresh look at everyday occurrences and by highlighting them, make us laugh out loud. This type of perspective is required if school leaders are to ever see that what they think is being successful within their factory school model is not serving either the children or their future.



## Do People Need To Learn, Or Can They Look It All Up?

by Christy Tucker (Instructional Designer)

I have been part of several discussions recently that questioned the value of creating courses and delivering formal training. There's a perception among some people (including some L&D folks) that as long as you have Google and a good network of resources that you can look up anything you need. The other, related idea is that everything can be learned on the job with performance support, without formal training.

### Do People Need to Bother Learning?

The first argument asks if people need to bother learning anything at all, or if they can just look it up when they need it. Do you really need to remember if you have a mobile phone and a search engine always available?

For example, Bruce Graham started a lively conversation in the Articulate Heroes community by describing someone he met at a conference. She said she takes all the e-learning in their organization, regardless of quality, but doesn't bother to remember much because she knows she can always look it up later. Bruce explains that Henry Ford approached building cars the same way; he found ways to assemble a group of experts and made them available any time he had a question.

### Sometimes You Can Look It Up

I think plenty of things can just be looked up at the time of need. I don't need to memorize the recipes for most of the dishes I cook; I can just read the recipe to get the exact amounts and steps. For those sorts of tasks, we should probably be creating job aids (recipes and hints for work tasks) rather than courses. At a minimum, we should be creating training plus job aids, or training that helps people learn how to use performance support.

I recently wrote a course where one of the main goals is for people to know where to find and how to use the resources. We don't care if they can remember all 10 points and 50+ sub points of this policy. We care that they're aware that the policy exists and that they can navigate the website to look up the policy when they need it. Therefore, the content delivery is very light. The practice activities are questions like "look up in Table 1 what you need for this safety precaution" and "use this self-assessment to determine what components of the standard you're currently meeting or not."

### Deeper, Internalized Expertise

Some tasks require a deeper expertise though. A musician can't stop in the middle of a song to look up a fingering. A salesperson can't ask a customer to "hold

that thought" while he fires up the e-learning on objection handling. A doctor can't ask a patient to wait while she pulls up the example audio of what a heart murmur sounds like for comparison. A line manager can't walk out in the middle of a meeting to review the online course about delegation. Those skills require internalizing knowledge deeply enough that you can use them at the time of need. You can't have everything be "just in time."



### Finding Information Isn't Learning

Steve Flowers argued that searching is fine for finding information, but that's not the same as training. Training is more than just sharing information. It's also providing people opportunities to practice skills and get feedback to improve performance.

### Which Tasks Need to Be Trained?

Sometimes, looking things up (like a recipe or a table of standards) is enough. Sometimes, it's not. So how do we figure out which tasks are skills that need to be trained and which ones just need a job aid or a searchable resource?


Julie Dirksen shared an idea in her Learning Solutions Conference presentation that I think helps make that distinction.

Think of a task or topic where you might create training or performance support. Is it reasonable to think that someone can be proficient without practice? If people can be proficient without practice, you don't need training. If people need practice to be proficient, that's a skill where training might be helpful.

Performance support might also be helpful, especially after the initial training when people are practicing on the job. If it's something you need to practice, just searching for information won't be enough though.

The UTN community includes professors, administrative staff and students. Each individual has something to say about everything. In this section, we give the university community the opportunity to express what they feel about different school, country and world issues that in one or another way affect or impact our lives, feelings and opinions. This month we asked students:

## What is your biggest ambition or dream in life?



*My greatest ambition is to start my own business and have the opportunity to travel to different places.*

*Land Monge*

*My greatest ambition is to travel around the world, meet many people, and learn about different cultures. I know I have to work hard for it.*

*Eúeka Barriantes*

*My greatest ambition is to become a happy person, developing characteristics that make me a good citizen, Christian, daughter, worker, etc..*

*Laura Laino*

*I want to become a professional and have a job I like, so that I can be paid and be happy at what I am doing.*

*Jose Carlos*

*In my case, I would like to change the world, or at least to make a small difference in society. I think I can do something about it by becoming a teacher, so I can positively touch people's lives.*

*Wendolyn Quirós*

*My greatest ambition in life is to have a good job, especially to have the chance to help my parents for everything they have done for me during my life. I owe them a lot for the way they have been raising me, and I really appreciate all the efforts they have made in order to mold me into a good person.*

*Christopher López*

*I have several dreams. I would like to become a writer and work for a magazine or a newspaper like Lonely Planet where you have the chance to be in contact with nature, understand it, and do something to help the environment.*

*Carlos Nájera*



## Coffee

By Adriana Calvo (ILE Student)

It was dawn but still dark, before 5 am. It was time for Max to get up and go pick red coffee cherries, the usual activity on vacation to earn some extra money. Max's mother was the only financial support of the family, so every bit of help was grateful. Even though collecting coffee cherries by hand, directly from the plant into a big straw basket that it is attached with a belt to their waist may sound as hard work, Max enjoyed the activity.

The day started, and after a quick cold bath, some cookies and agua dulce in his stomach, and having prepared his snack (sandwiches and juice), Max was ready to go and wait for the truck that would take him to the coffee plantation. Among the many workers were Max's best neighboring friends, and everybody knows that with friends, time is running fast, and people enjoy more.

Once there and with their baskets or "canasto de cajuela" (yes, everybody had to buy one of his own), one person distributed the rows "calles" for each person (the space between each line of coffee plants). In general, the weather was sunny. This type of coffee plantation, where Max was, was called "café de sombra" (a shady coffee plantation). This was because there were poro trees that shaded the coffee plants. These trees gave the coffee plantation a kind of "freshness." The bad thing about it was all the insects around Max: bees, worms, ants, mosquitoes, and hornets.

The typical harvest time is between the last few days of November and the beginning of December, an excellent period for all the students to work and make some extra money in order to buy clothes for Christmas and save more money to buy school supplies the following year. Usually, people collect coffee from 6 am to 2 or 3 pm because this activity is tiring. With only their hands, people grab branch by branch and hand pick all the red cherries on each branch. When the canastos are full, people bring them to a place close by, where the coffee beans are dropped and measured. People are paid according to the amount or weight of the coffee collected. Back in the day when Max worked, from 1993 to 1999, a full basket was about ₡100, so on a good day Max could make ₡1.000.

All this hard work and experience molded Max's personality. He learned how hard is to bring bread to your table. Today Max is a professional engineer, but he never forgets the hard but beautiful times of his childhood.



## Dealing With Other Religious Orientations

By José David Chaves (ILE Student)

First of all, I do not pretend to insult or hurt anyone's feelings, but I have no doubt that most of us have dealt at least once in our lives with people whose religion is different from our own. I have some anecdotes involving Jehovah's Witnesses, and according to what I have read, the story is pretty much the same here in Costa Rica; people pretend not to be home when they come knocking at the door, stereos playing music out loud until they are gone, and other similar things to make them go away.

When I was in primary school, I used to hang out a lot at my cousins' house. We enjoyed hiding behind the door and tried not to laugh so that Jehovah's Witnesses could not hear us. We used to have a lot of fun, indeed. On the other hand, last year I went through a couple of situations that were not that funny. One day, I had a friend coming over for lunch. When the doorbell rang, I immediately went to open the door. I did not check to see who was on the other side because I was certain that it was my friend. As soon as I realized that it was two Jehovah's Witnesses that were in front of me, I thought there was no turning back. I had no chance to make something up because I felt frozen or unable to lie, so I had to listen to their ten-minute speech and everything they had to say until they left.

Another anecdote involves my dog. I own a Fila Brasileiro, which is a quite large dog breed. It was one of those hot days, so I took her to the front yard, so she could rest more comfortably. I was playing with her when I noticed that a lot of Jehovah's Witnesses were approaching. They did not even try to call me or approach anybody at my home. My dog definitely scared them away, although I had to stay there and make sure she did not do anything to those people. I do respect people's religious beliefs, but I guess many of us have more than one story to share about Jehovah's Witnesses.

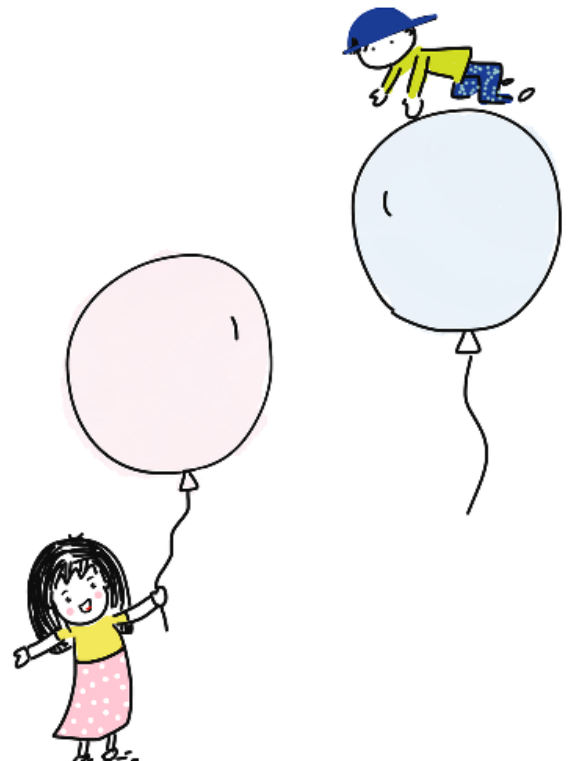
## My Sister

By Gustavo Cordero (ILE Students)

When I throw a rock  
Into the big lake,  
My sister says it's hard,  
While I believe  
It's a piece of cake.

When I jump and spin on my bed,  
My sister says it's crazy  
You can brake your head.

When I pull my dog's tail,  
My sister says I must go to jail.  
When I go playing in the rain,  
My sister says I am insane.



## 10 Unrealistic And Exceptional Phobias



By Andy D Gallagher

### Chorophobia

Surprisingly dancing can also develop in to a phobia for some people who are afraid to do it although it is done to express their feelings and joy.

### Koumpounophobia

Can someone be afraid of buttons? Koumpounophobia is a fear of buttons; people suffering from it might be afraid of similar things like discs, coins, etc.

### Arachibutyrophobia

Another strange and funny phobia is the fear of peanut butter sticking to the top of your mouth, called Arachibutyrophobia. People, having this fear, do not chew rather swallow peanut butter.

### Phobophobia

Strange, but true is the fact that people even have phobias for developing a phobia, which usually is related to a mental confusion.



### Estiophobia

A very strange phobia is estiophobia; fear of clothes. The sufferers are not afraid of the all kind of clothes but of a certain type and material. Moreover, it is found in people who are fat and middle aged; they think that clothes make them look shabbier.

### Caliginophobia

Men and teenage children have a strange phobia from beautiful women. They are scared of their beauty and are usually not straight.

### Scopophobia

Everyone looks at someone at some point in time. However, people have a fear of being looked at, which is quite weird, and bizarre.

### Euphobia

Who would not want to hear good news? There are people who are afraid of good news as they believe good news is always followed by a bad one.

### Allodoxaphobia

Hearing opinions from other people about their own personality, job, home, features, etc. is another phobia that people might have since they are afraid about someone passing comments about them.

People have fears of many kinds like that of height, death, water, clouds, fight etc., but this fear, when becomes unreasonable and excessive, transforms in to a phobia. It depends upon your nerves as to when you lose self-control and become unable to compose yourself. This fear of a certain thing beyond sanity is called Phobia.

**Phobia is an intense, irrational and constant fear of certain things, situations, activities or even people.**

This is a mental disorder, which, if not overcome, disturbs the personal, social and economic life of an individual; it might be rooted to a traumatic situation, which one cannot overcome.

Many people have phobias for weird things, which are common in our lives. These phobias are usually not easy to control and are not dangerous for our lives. A few of these odd and impractical phobias are:

### Ablutophobia

It is the phobia of washing, cleaning and bathing, and is usually found in women and children who are not emotionally stable.

# VISITING LANDMARKS

## Alabama



Alabama is a state located in the southern region of the United States. Alabama is unofficially nicknamed the Yellowhammer State, after the state bird. Alabama is also known as the “**Heart of Dixie.**” The state tree is the Longleaf Pine, the state flower is the Camellia.

Alabama is the 30th-largest state in the United States with 135,760 km<sup>2</sup> of total area: 3.2% of the area is water, making Alabama 23rd in the amount of surface water, also giving it the second-largest inland waterway system in the United States.



About three-fifths of the land area is a gentle plain with a general descent towards the Mississippi River and the Gulf of Mexico. The North Alabama region is mostly mountainous, with the Tennessee River cutting a large valley creating numerous creeks, streams, rivers, mountains, and lakes.

### Sights and Activities

#### Gulf Shores & Orange Beach

32 miles of beautiful sugar white sands on the prettiest beaches on the Gulf of Mexico. A visit to Gulf Shores and Orange Beach offers the

perfect balance of non-stop activity and lay-around-doing-nothing time. Putter around a bit on one of our championship golf courses. Cast your line for deep-sea adventure on a one of the Orange Beach fishing charters. Travel back in history with a visit to Fort Morgan, the site of the Civil War Battle of Mobile Bay. Commune with Mother Nature as you hike wildlife trails gazing at shore-birds.

#### Little River Canyon National Preserve

Little River is unique because it flows for most of its length atop Lookout Mountain in northeast Alabama.

#### Selma To Montgomery National Historic Trail

The Selma to Montgomery National Voting Rights Trail was established by Congress in 1996 to commemorate the events, people, and route of the 1965 Voting Rights March in Alabama.

#### Russell Cave National Monument

For more than 10,000 years, Russell Cave was home to prehistoric peoples. Russell Cave provides clues to the daily lifeways of early North American inhabitants dating from 6500 B.C. to 1650 A.D.

#### Horseshoe Bend National Military Park

In the spring of 1814, General Andrew Jackson and an army of 3,300 men attacked 1,000 Upper Creek warriors on the Tallapoosa River. Over 800 Upper Creeks died defending their homeland.

### Weather

The state is classified as humid sub-

tropical. The average annual temperature is 18 °C. Temperatures tend to be warmer in the southern part of the state with its proximity to the Gulf of Mexico, while the northern parts of the state, especially in the Appalachian Mountains in the northeast, tend to be slightly cooler. Generally, Alabama has very hot summers and mild winters with copious precipitation throughout the year.

### Getting There

Birmingham-Shuttlesworth International Airport (BHM) is the main airport in Alabama and serves Birmingham and central Alabama.

### Eat

The Alabama Gulf Coast is known for having the freshest seafood in the world. There are many seafood restaurants and markets located near Gulf Shores, Orange Beach



and Mobile.

Mobile Alabama has some of the best fried seafood east of the Mississippi River. Don't forget to try local oyster bars and the shrimp is superb. Ask locals for recommendations that are off the beaten path and area favorites. Alabama barbecue is outstanding and comes in many forms, but pork is always most popular.

### Sleep

There are dozens of hotel and motel chains, ranging from budget to top end. Although they are not the most charming accommodations, they usually have a very decent mid-range service with good rooms and are generally good value.





# DISCOVERING TECHNOLOGY

Once you click the button to shorten the URL, you'll get back a screen like this containing your shortened URL:

## TinyURL was created!

The following URL:

[http://www.time.com/time/specials/packages/article/0,28804,2097720\\_2097782,00.html](http://www.time.com/time/specials/packages/article/0,28804,2097720_2097782,00.html)

has a length of 82 characters and resulted in the following TinyURL which has a length of 26 characters:

<http://tinyurl.com/3hy8poy>  
[\[Open in new window\]](#)

Or, give your recipients confidence with a preview TinyURL:

<http://preview.tinyurl.com/3hy8poy>  
[\[Open in new window\]](#)

This TinyURL may have been copied to your clipboard. (This no longer works for those who have upgr the V key, or choose the "paste" option from the edit menu.)

In this case that big long hideous URL was shortened to just:

<http://tinyurl.com/3hy8poy>

That's it!

### 3. Copy the short URL into your print newsletter/document

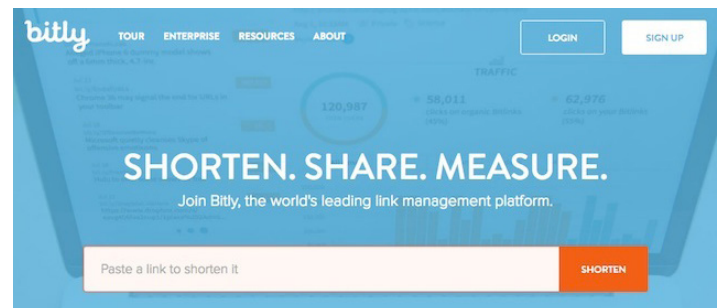
Now all you need to do is copy that short URL into your newsletter text. For instance, here's that same text as above:

To learn more about challenges facing the world as we now have more than 7 billion people on this planet, read the TIME Magazine special report at <http://tinyurl.com/3hy8poy>

Much better! Odds are that most folks can enter that URL successfully into their browser and get to

the article. You can, of course, even make it a bit more readable by dropping the "http://" off the front of the URL if you can safely assume of our readership that the "tinyurl.com" would clue them in that this is a web address.

**You're done!** Remember... the goal is to put something in print that people can actually be successful in typing into their browser address window. If you have to make it a little bit longer in order to make it more readable, that may be okay.



One final note - **URLs from a shortening service generally CANNOT be re-used.** Once the shortened URL (custom or randomly generated) has been created, it is fixed forever and always to point at whatever longer URL was entered in the service. I say this because if you are playing around to see what kind of custom URLs might be available, you need to make sure that the real longer URL is what you are shortening... because you won't have a second chance.

Again, there are at this point literally hundreds of URL shortening services out there. They all work pretty much the same and will let you make your print newsletters/documents MUCH more readable - and make it so that readers just might actually type in the link and go do the site you are referencing!



## Camelot



Camelot is a castle and court associated with the legendary King Arthur. Absent in the early Arthurian material, Camelot first appeared in 12th-century French romances and, after the Lancelot-Grail cycle, eventually came to be described as the fantastic capital of Arthur's realm and a symbol of the Arthurian world. The stories locate it somewhere in Great Britain and sometimes associate it with real cities, though more usually its precise location is not revealed. Most scholars regard it as being entirely fictional, its geography being perfect for chivalric romance writers. Nevertheless, arguments about the location of the "real Camelot" have occurred since the 15th century and continue to rage today in popular works and for tourism purposes.

The name's derivation is uncertain. Some have suggested it is a derivation from the British Iron Age and Romano-British place name *Camulodunum*, one of the first capitals of Roman Britain and which would have significance in Romano-British culture. Indeed, John Morris, the English historian who specialized in the study of the institutions of the Roman Empire and the history of Sub-Roman Britain, suggested in his book *The Age of Arthur* that as the

descendants of Romanized Britons looked back to a golden age of peace and prosperity under Rome, the name "Camelot" of Arthurian legend may have referred to the capital of Britannia (*Camulodunum*, modern Colchester) in Roman times. It is unclear, however, where Chrétien de Troyes would have encountered the name *Camulodunum*.

The Lancelot-Grail Cycle and the texts it influenced depict the city of Camelot as standing along a river, downstream from Astolat. It is surrounded by plains and forests, and its magnificent cathedral, St. Stephen's, is the religious centre for Arthur's Knights of the Round Table. There, Arthur and Guinevere are married and there are the tombs of many kings and knights. In a mighty castle stands the Round Table; it is here that Galahad conquers the Siege Perilous, and where the knights see a vision of the Holy Grail and swear to find it. Jousts are held in a meadow outside the city.

In the *Palamedes* and other works, the castle is eventually destroyed by King Mark of Cornwall after the loss of Arthur at the Battle of Camlann. However maddening to later scholars searching for Camelot's location, its imprecise geography serves the romances well, as Camelot becomes less a literal place than a powerful

symbol of Arthur's court and universe.

Camelot has become a permanent fixture in interpretations of the Arthurian legend. Modern stories typically retain Camelot's lack of precise location and its status as a symbol of the Arthurian world, though they typically transform the castle itself into romantically lavish visions of a High Middle Ages palace.

In American contexts, Camelot is used to refer to the presidency of John F. Kennedy. In a 1963 *Life* interview, Jacqueline, his widow, referenced a line from the Lerner and Loewe musical to describe the Kennedy White House: "Don't let it be forgot, that once there was a spot, for one brief shining moment, that was known as Camelot."

To learn more about the story of King Arthur, go to:

### [KING ARTHUR](#)



## “English For You CR” presents, Follow-up Questions



We use **follow-up questions** in English to **show interest or surprise** rather than ask for confirmation or clarification. **We repeat a part** of what the other person said **using the same verb tense or auxiliary**:

**A:** I'm leaving on Friday.

**B:** **Are you?** Have a good trip!

Here, person B has repeated part of sentence A's statement to show interest or understanding.

**A:** My brother **found** a new job.

**B:** **Did** he? Is it better paid?

Follow-up questions also **invite the first speaker to give more information** or to continue talking:

**A:** I've always been afraid of spiders.

**B:** **Have** you?

**A:** Yes, since I was a child. I remember that one night I was in my room, when...

You can listen to our podcast including this section, music in English, news, and more in:  
<http://www.EnglishforYouCR.com> and [www.facebook.com/english.foryoucr](http://www.facebook.com/english.foryoucr)

## forlorn

desolate or dreary; unhappy or miserable,  
as in feeling, condition, or appearance.

### EXAMPLE:

He could not shake the image of that forlorn,  
mistreated horse.

[www.dictionary.com](http://www.dictionary.com)

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## Traditional Indian Sarees

Wednesday, **June 27<sup>th</sup>, 2018 is Decide To Be Married Day** 2018. Even though we are used to seeing the traditional wedding dress bride wear, this month we want to share this image of the wedding sari dress from India.

Traditional Indian Sarees speak in volumes about the Indian mass culture and the allied ways of life, the customs, the folk ways and point to the world the tale of a nation that submerges itself into bygone traditions though keeping at par with the ongoing winds of globalization. Some of them include:

**Jamdani Sarees** are the fine cotton saris of West Bengal which follow the traditional patterns and demonstrate the traditional extravaganza. The Daccai 'Jamdani' is essentially a tale of fabric on which the designs are raised in inimitable style and unparalleled elegance sums it up. Daccai Jamdani saris distinguished from its mutant cousins by its very fine texture resembling muslin and the elaborate and ornate workmanship.

**Banarasi Saree** has the incognito feel of the holy place Banaras. The traditional Banarasi saree is the ideal bridal wear for the Indian brides. This particular saree is a much coveted item for all the Indian women. Being one of the major places of producing silk sarees, Varanasi is the hub of creating **Banarasi silk sarees**. Traditional till date speaks in volume through this saree.

Gadwal sarees, characteristic of the marvellous textile-crafts of Andhra Pradesh, demonstrate a fine blend of ethnicity and modern designing-concepts. The production site of Gadwal sarees is Gadwal, a small town, situated a distance of 150 km, from Hyderabad, the capital of Andhra Pradesh. Gadwal Sarees were woven in the interlocked-weft technique known as Kupadam. Hence Gadwal's local name is Kudapam saree.

**Paithani sarees** derives its name from the village Paithan in Aurangabad district. Paithani saris are worn by the women of Central India on special occasions. There is a glorious tradition which speaks as much for cultivated taste as for the weavers imagination and skill.