



**CAPILANO  
COLLEGE**

2055 Purcell Way  
North Vancouver  
British Columbia  
Canada V7J 3H5  
Fax (604) 984-4985  
Phone (604) 986-1911

**Office of  
the President**

Fax (604) 984-4986  
Phone (604) 984-4925

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TO WHOM IT MAY CONCERN:

I am pleased to be able to provide a letter of reference for Mr. Stephen Ibaraki.

Mr. Ibaraki is currently a full time faculty member at Capilano College, having worked at the College since January 1987. Others with more technical knowledge than I can give you details, but my observation, and I have some past experience in these matters, is that I have never met a more technically competent individual. Stephen's resume on these matters speaks for itself, but my comment is based on the development of the College's capability to deliver Novell and Microsoft certified programs as part of its offerings. It is probably safe to say that without Stephen's technical assistance and leadership we could not have accomplished that capability. He set up hardware, he installed software, he taught other faculty, he explained patiently to administrators and, of course, he taught students.

Stephen was both a model and an inspiration to the faculty who themselves had to be trained. He led by example and was of immeasurable help to his colleagues as they proceeded through the certification process. He continues to fulfil this role as new certifications are required. He has earned and receives the respect of the people with whom he works. If I have one criticism of Stephen it is that he is overly sensitive to the needs expressed by his co-workers.

And he works extraordinarily hard. His work ethic is such that he often has to be reminded to slow down for his own sake. In addition to his teaching and organizational work he finds time to write and develop further competencies in his field. I quite frankly do not know how he does it.

He is an extraordinary teacher as well. He can explain complex issues simply. He can motivate his students. His evaluations by students are superior. He has won an Excellence in Teaching Award given by his department. The College has received unsolicited letters from students thanking Mr. Ibaraki for his efforts and, while not unheard of, such letters are rare and generally indicate very superior performance.

In summary, I note that while I have used many superlatives in the preceding paragraphs I am not inclined to change any of them. Mr. Ibaraki is a superlative individual. He is also a gentleman and acts accordingly.

I would be pleased to respond to any questions you might have.

Yours truly,

Greg F. Lee, Ph.D.,  
President.