

UNB appoints sexual harassment advisors

(UNB PRI) The University of New Brunswick has selected 21 volunteers to act as advisors under its sexual harassment policy.

The new volunteers--13 on the Fredericton campus and seven on the Saint John campus--are faculty and staff members from various parts of the university. Their role is to provide support, information and advice on a confidential basis to members of the university community who believe they have been sexually harassed.

The advisors constitute part of a new initiative at UNB to broaden the range of resources available at to deal with such situations.

UNB president Robin Armstrong said, "The presence of faculty and staff in these roles will not only help deal with these matters informally, but should also increase awareness and contribute to the prevention of sexual harassment."

Established in 1983, UNB's sexual harassment policy set up a formal complaint procedure to deal with cases of sexual harassment. After the policy had been in operation for several years, a review committee recommended the addition of some less formal mechanisms which might be more useful in some cases and less formidable than the formal investigation process.

The advisors, who may be approached directly by any member of the university community, will provide information, advice and referral, both for those who believe they have been sexually harassed and for alleged harassers.

According to Maureen Magee, UNB's Employment Equity Officer, advisors will act not only as highly visible resource people for sexual harassment education and policy information, but may also help complainants approach perceived harassers directly, either in person or through a letter, to make them aware that their behaviour is offensive.

The advisors need to have a number of special qualities. "It's a task that calls for people with strong communication skills, diplomacy, discretion and a certain level of life experience," Ms. Magee asserted. "Advisers must be able to be sympathetic and empathetic while maintaining professional detachment."

The advisors on UNB's Fredericton campus are: administration professors Aileen Carson, Robert Maher and Barbara Trenholm, arts secretary Nancy Spencer, biology technicians Sandra Craft and Roger Smith, education professors Theresa Smith and Karen Sullenger, engineering professor Dwight Scott, English professor Kathleen Scherf, Forest engineering professor Jeremy Rickards, nursing professor Marilyn Merritt-Gray, and physical education and recreation secretary Maureen Sparks.

The University has also established a group of 14 voluntary facilitators who will act as neutral third parties to help complainants and perceived harassers find solutions acceptable to both. "Facilitators won't impose personal views or render a decision," explained Ms. Magee. "Their role will be to help the disputants find their own common ground."

Unlike the direct approach, facilitation will require a written, signed complaint. However, it is an informal process that does not involve the kind of structured procedure required by a formal investigation. "The goal of facilitation is to find solutions to problems rather than concentrate on penalties or sanctions," Ms. Magee added.

Under the revised policy, all three procedures--the direct approach, facilitation and formal investigation--are available to complainants and an informal approach is not a prerequisite for a formal investigation.



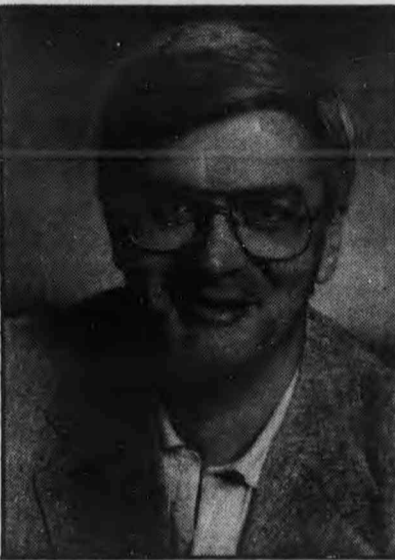
Sexual harassment advisors

Seated l-r; Kathleen Scherf, Jeremy Rickards, Nancy Spencer, Roger Smith and Maureen Sparks.

Standing l-r; Sandra Craft, Dwight Scott, Barbara Trenholm, Aileen Carson and Marilyn Merritt-Gray.

Two professors receive awards

(UNB-PRI) Bill Mullin a biologist, and Roger Ploude, an expert in 19th century literature, are this year's recipients of the Allan P. Stuart Awards for excellence in teaching at UNB.



Bill Mullin

The awards, presented at UNB's spring graduation ceremonies on May 23, were established in 1972 to recognize outstanding teaching at the university. They are named

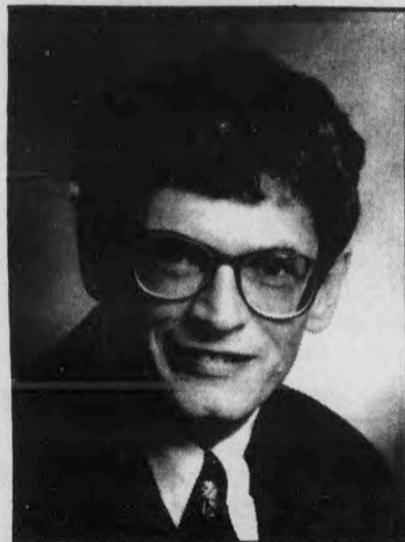
after a chemistry professor who taught at UNB from 1946 to 1973 and received one of the university's first teaching awards.

Bill Mullin's unique teaching techniques are one reason why he is noted for his excellence in teaching. In all of his teaching-related activities, he tries to reflect his philosophy that learning should be individualized, internalized through active participation, and locally relevant.

"I work very hard and use whatever approach and skills I have to help my students learn," Prof. Mullin explained. Through use of mastery-based, individualized, instruction he permits students to continue with new material only once the old has been completely mastered.

In 1990 Prof. Mullin was elected president of the International Society for Exploring Teaching Alternatives. He has also participated in and been asked to conduct many workshops on teaching strategies and continues to submit to many scholarly publications. He was the director of the province's Science Teacher Refresher Program from 1987 to 1990 and has been active with the UNB High School Summer Science Program since 1985.

Roger Ploude has taught introductory, honors and graduate courses in romantic and Victorian literature during his 19 years in UNB's English department. "The biggest challenge of teaching literature is getting students to realize that it is more than just dead words on a page," he said. "I try to enliven the words. I want to make students realize that literature reflects living experience--that it mirrors the society of the time, the intellectual milieu."



Roger Ploude

One way that he achieves his goal is by rereading and rethinking the material every time he teaches it. "I never use last year's notes. I don't even keep them," said Dr. Ploude. "I strive to bring fresh insights to the material."

His effectiveness at bringing literature alive is one of the reasons Dr. Ploude was nominated for the teaching award by his students. One pupil described his enthusiasm as contagious.

Dr. Ploude's activities outside the classroom include representing New Brunswick at the Canadian Ministers' Education council on Literacy session, and being a consultant for the Provincial Achievement Examination in English. He is also a university representative on the Provincial Curriculum Committee for high school English.

Although he has chaired the department of English for the last five years and will become university secretary in July, Dr. Ploude's first love is teaching.



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