

THE NEWSLETTER OF THE DTU EXECUTIVE

DTU WITHDRAWS REPRESENTATIVE FROM THE TEACHER
EVALUATION COMMITTEE

- Health and Safety Committee
- Sexual Harassment Education Committee
- Non-Permanent Get Together/ Consultation
- Parliamentary Commission
- Women's Committee
- Learning Centre SOS

TEACHER EVALUATION

After a lengthy discussion at the Executive Council Meeting of Wednesday, October 21, to which the teacher members of the Teacher Evaluation Committee (TEC) were invited, **the Executive Council voted to withdraw its representative from the TEC.** To continue participation would run counter to the DTU General Assembly mandate of February 5, 1992, and could put the DTU in a conflict-of-interest situation. **The Executive Council decided that the DTU should not participate in setting up a teacher evaluation process that could be used to determine the non re-engagement of a teacher.**

The Administration has been authorized by the Board of Governors to evaluate all its employees. By-law 4, article 10, states that each category of personnel will be evaluated, particularly when "a decision must be made to grant permanent status to such an employee". In the Spring of 1989 Patrick Woodsworth, then the DSP, received Senate endorsement to begin a process of course and teacher evaluation. Subsequently, Barbara Freedman was appointed Associate Dean,

and explicitly given the responsibility for "developing and implementing a process for the regular evaluation of all faculty members at Dawson".

Last Spring, the Teacher Evaluation Committee was set up to create a teacher evaluation process. The Committee consists of 2 Senate representatives--Grant Brown and Yvonne Klein; the 3 sector chairpersons (or their representatives)--Bill Hanigsberg, Sally MacLachlan and Cerise Morris; the Sector Deans; one student representative; and Barbara Freedman.

On February 5, 1992 the DTU General Assembly voted to "send a DTU representative to the Teacher Evaluation Committee with a mandate to develop a purely developmental and remedial evaluation process". The DTU was mandated to participate in setting up a purely formative evaluation process -- i.e. a process that would only be used to improve the quality of teaching, and that could not be used to punish teachers.

It has now become clear that the evaluation process will be summative, and may be used to determine the non re-engagement of a teacher. The Committee has decided to set up a pilot project this term, and will be asking for teacher volunteers. The intent is to test and fine-tune the evaluation instrument

so that it will be ready to be applied next term.

The Administration will begin teacher evaluation next term, and has decided to begin by evaluating all non-permanent teachers with less than three years of seniority.

It is an open question why the Administration has decided to focus in on the most vulnerable group of teachers. Teachers with less than 3 years of seniority cannot effectively grieve the withdrawal of hiring priority. This is the only criterion that distinguishes this group of teachers from others.

Three years of seniority does not lead to tenure (permanence). To acquire tenure (permanence) requires 6 years of seniority followed by one year in a teaching poste; or 3 years of seniority followed by 2 years in a teaching poste; or 3 years in a full-time charge followed by a poste, or 3 years in a poste. Hence, the only thing that this group of teachers has in common is their precarious position.

As a matter of principle the DTU cannot be involved in a process that may lead to the non re-engagement of teachers.

The Collective Agreement does not mention teacher evaluation. The Administration's right to evaluate its employees is an employer's right (droit de gérance), and is not restricted by the Collective Agreement. The only mention of evaluation refers to course evaluation and that responsibility is given to Departments.

The DTU must now consult its members in order to determine what position it should adopt in response to this evaluation process. In the interim we urge all teachers to carefully consider the evaluation process under discussion, and make

their views known to their colleagues, Departmental Chairpersons, and the DTU.

HEALTH AND SAFETY COMMITTEE

The Health and Safety Committee may hold a public meeting soon to hear a final report on the extensive air quality study commissioned last spring. Anyone concerned about this issue is welcome to attend. A notice of the meeting will be circulated to all members of the community.

In the meantime, faculty are reminded that the college remains a nonsmoking institution. Some of our members, particularly those with respiratory ailments such as asthma, have complained of experiencing serious health consequences due to the effect of cigarette smoke in the air.

SEXUAL HARASSMENT EDUCATION COMMITTEE

Sexual harassment is simply persistent unwanted attention of a sexual nature. The mandate of the Dawson committee is to educate all members of the college as to the nature of sexual harassment and its unacceptability. Copies of the sexual harassment policy of the college are available through the DTU office.

The Sexual Harassment Education Committee has met twice so far this term and has ambitious plans for the year. On October 21 and 22, there were information tables at Atwater and Selby as well as the showing of the film Breaking Trust.

Educational kits are available shortly and faculty are encouraged to integrate this material into the classroom.

In February, a number of events are planned, including short

skits presented by the Theatre Programme and a keynote speaker, as well as a poster contest.

NONPERMANENTS' GET TOGETHER/CONSULTATION

On October 27, there was a get together/ consultation of nonpermanent teachers with members of the DTU Executive and Executive Council in the Boardroom. It provided an opportunity for nonpermanents to meet others and ask questions about the collective agreement and their own status.

FAC (our union federation) is reviving its nonpermanent committee and our delegate to that committee wants input from nonpermanent faculty as to their key preoccupations. This will help FAC in deciding on priorities for the upcoming negotiations.

PARLIAMENTARY COMMISSION LOBBYING COMMITTEE

Now that we have presented our English union brief to the Parliamentary Commission, much work remains to be done in order to be permitted to make a personal presentation before the commission. Furthermore, the ground must be prepared for a sympathetic hearing and our image needs improvement. Anyone with contacts or experience with the National Assembly, the Ministry, any of the political parties or any other organizations which may be willing to endorse our stand or who may be petitioning to present their own brief is asked to contact André Gerolymatos or Joanne Deller to share this information. We would also welcome new members to our committee.

WOMEN'S COMMITTEE

The Women's Committee/Women's

Studies group held its first meeting of the year on October 13. Plans were made to commemorate the massacre at the Polytechnique on December 2, and proposals for Women's Day activities in March were discussed. The Committee urgently needs volunteers for the organization of both these activities. Anyone interested should contact Anne McLennan.

LEARNING CENTRE - SOS

Those of you involved in the enrolment cap battle last spring will remember that an argument made in favour of smaller numbers was the overburdening of college services with a large number of students. One obvious answer to this is to free up some of the college's million dollar surplus to hire more librarians, Learning Centre staff and support staff. Nonetheless, many teachers who were arguing against a decrease in the size of the student body volunteered to help the Learning Centre.

The time has now come to follow up on our promises, and this should be fairly painless. Diane Shea has arranged with the Learning Centre to allow them to publicize one (or several) hours a week of our current office hours when we will agree to be available to any student taking a course in our discipline, whether or not they are in our own classes. Thus, if I teach Psychology and Methodology, any student having problems in Psychology or Methodology could come to see me. This seems an easy way for us to put our words into action and earn tremendous good will. Anyone willing to participate should contact Diane Shea.

The DTU Executive

Valerie Chaykowsky, President
Joanne Deller, 1st V-P.
Liz Charles, 2nd V.P.
André Gerolymatos, Sec.Treas.