



Brock University

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Celebrating faculty achievements

The scholarly and research achievements of Brock faculty members are recognized in many ways. Dr. Sandra Beckett was elected as Fellow of the Royal Society of Canada. RSC is Canada's pre-eminent academy of scholars and scientists and very few outstanding scholars are elected to the Society annually. A member of the Department of Modern Languages, Literatures and Culture, Dr. Beckett was elected to L'Académie des lettres et des sciences humaines (Académie 1). The election of Dr. Beckett is an honour for both her and Brock. Dr. Beckett is the third Brock faculty member – the first amongst humanists – to be elected to the Royal Society. The other two FRSC are Dr. Ken Kernaghan of Political Science and Dr. Peter Rand of Biological Sciences. Dr. Beckett was nominated for her contributions to the development of the scholarly fields of comparative children's literature and contemporary French literature.

Recently, the Canadian Society for Studies in Education celebrated Dr. Michael Manley Casimir's career contributions to the Society and to the advancement of educational theory and practice.

The University also awarded three new Chancellor's Chairs for Research Excellence. The Chancellor's Chair Program recognizes those individuals who have demonstrated and show exceptional promise of outstanding contributions to scholarship and/or have an established, exceptional record of accomplishment of scholarly excellence. The 2004 Chancellor's Chairs are: Dr. Carolyn Hafer (Psychology), Dr. Andrew McDonald (History) and Dr. Kirill Samokhin (Physics). The Chancellor's Chair for Research Excellence program recognizes the excellence of the scholarship of our colleagues, and is designed to encourage and sustain high levels of scholarly performance.



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Research team zeroes in on abuse prevention

People with intellectual disabilities experience abuse estimated to be more than double the rate of the general population. A team from a variety of disciplines and organizations has joined forces to take on a human rights awareness project that has developed from earlier work on abuse prevention. Using multiple methodologies, the team is collecting a wealth of academic research and survey information about rights awareness and the effectiveness of different approaches to rights awareness training. An interactive training package for people who have intellectual disabilities and community agency staff who support them is approaching its final stages of research and production, and the team hopes it will be the first step in a new direction.

The team is comprised of Barbara Vrostko, Executive Director of Community Living Welland Pelham, and several members from Brock University's Department of Child and Youth Studies including Frances Owen, Dorothy Griffiths, Donato Tarulli, Christine Y. Tardiff, and Maurice Feldman, with Child and Youth Studies graduate student Karen Stoner as Project Manager. Other key members of the team are Glenys McQueen-Fuentes of the Department of Dramatic Arts; Carol Sales from the Department of Organizational Behaviour, Human Resources, Entrepreneurship and Ethics; Leanne Gosse, graduate student from

Wilfrid Laurier University; Vickie Moreland, Executive Director of Community Living for Port Colborne, Wainfleet; Frances Chandler of Research Services at Brock, and a number of devoted Research Assistants.

Promoted by these interested parties, the interactive package has indeed been an immense challenge to develop. The group has created a



**Brock Interdisciplinary
Research Team**

survey instrument that is designed to assist community agencies serving people with intellectual disabilities to identify rights concerns experienced by the people they support, and a training package designed to increase rights awareness. The package has been in the works for over three years. It is composed of the survey materials, a training package for people with intellectual disabilities and one for their community care providers, a CD that describes the project, and an interactive training CD meant to inform and aid people with intellectual disabilities. The team is interested in informing people with disabilities about the human rights to which they are entitled. According to Frances Owen, testing of human rights awareness proved to be more grounded, realistic and meaningful when rights issues were presented using interactive video models than when rights scenarios were simply read to study participants. When using the new interactive Human Rights CD, peo-

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people with disabilities can click and choose how they might act in situations depicted in the scenarios. Although the package still requires a great deal of work, the team is confident that it more accurately simulates everyday problems faced by people with disabilities living in the community, hopefully providing them with foreknowledge of how to confidently address rights and responsibilities in real social settings.

In the opening phases of research for the CD, Leanne Gosse and Karen Stoner did extensive survey work on a group of people with intellectual disabilities and the people who support them. The surveys were meant to gather a full perspective on exactly what limitations people with intellectual disabilities face, from things as general as what they wear each day, to more complex issues such as security, safety and relationships.

On the CD, scenarios are based in part on these actual reports from people with disabilities, making the training more reflective of their everyday reality. Volunteer actors with intellectual disabilities, students from Brock's Dramatic Arts Department and the team's Research Assistants act out the scenarios and the trainees view them and interact, clicking on different paths they might take.

The training is devoted to promoting rights in the context of responsibility and respect to self and to others. As of now, the project is directed toward group home and residential living. With enough funding, the team hopes to extend the program further in the future. If the team's optimistic approach better prepares people with intellectual disabilities for the challenges they face every day, positive social change across institutional and organizational lines may be the eventual result.

~ Bryan LaPlante

Forging community linkages in support of human rights

For 25 years at Brock, Dr. Carol Sales has been teaching, writing and conducting research in the areas of organizational behaviour, human resource management and management education. With that as her background, some may be surprised to know that her current focus is on human rights education for people who have intellectual disabilities. However, it is no mystery to students, colleagues and friends who have worked with Dr. Sales. They can attest to her ability to weave her business research interests into projects that benefit scholars and practitioners alike. Some of them link it to her eclectic background in teaching, community service and counselling.

Dr. Sales began her career as a classroom teacher at the high school level before becoming involved in guidance counselling. After completing her MEd with a focus on adult education, her interest turned towards vocational development. She wondered what attracted people to specific vocations, what it was that motivated them, and what factors encouraged them to stay or enticed them to leave their position.

Dr. Sales' diverse interests converge in adult education. She is the co-author of seven texts in organizational theory and design, organizational behaviour and human resource management. Her particular focus is on the application of these disciplines in non-profit contexts. Drawing on her background as a counsellor, she has consulted with community agencies serving people with intellectual disabilities and mental health concerns.

Her commitment to community service and her interest in adult education prompted her to suggest the development of a community-university practitioners' conference for managers of human service organizations. For four years, the Creative

Linkages in Community Services Conferences brought together managers and supervisors in community service organizations with Brock management professors and managers from the for-profit sector to examine issues of common concern. Inspired by the success of CLICS and recognizing that there was a keen interest in management education among human services managers, Dr. Sales initiated the Human Services Leadership Certificate Pro-



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Dr. Carol Sales

gram. This program was grounded in adult education principles, giving managers from various human service organizations the opportunity to work on projects of immediate concern to them in their day-to-day work.

Currently, Dr. Sales is a member of the large interdisciplinary team examining human rights issues related to persons with intellectual disabilities chronicled in this issue of Research Reporter. This joint initiative involving Brock researchers and Community Living Welland Pelham (CLWP) focuses on a systemic approach to rights education. The project includes training community agency staff, managers, supervisors and the people they support about the human rights of people with intellectual disabilities. The program includes a multi-media component. The team has been training people who have disabilities to be actors in rights scenarios that are included in a CD that is used as part of the human rights education program. At the Annual Meeting on June 22,

2004, CLWP exhibited a montage of the actors' work, conducted interviews with them, and presented each actor with a commemorative photo. Commenting on the success of this event and the project thus far, Dr. Sales noted that, "The celebration of the actors at the Annual Meeting was truly memorable. They have done such wonderful work on the CD project. It is inspirational to see positive results from such a huge collaborative effort between the university and the community. We are all grateful to have the opportunity to partner with people who have disabilities and with community agencies."

Dr. Sales is also involved in a related project that examines issues faced by managers and supervisors who support people who have an intellectual disability and mental health diagnosis. When individuals have a dual diagnosis (DD), it presents particular challenges to managers who often play an integrator role between health and business systems for the person with DD. This project investigates the role managers play in supporting complex clinical systems.

Reflecting on her involvement in these projects and her other community activities, Dr. Sales says, "These activities have allowed me to be immersed in issues facing human service organizations in a variety of sectors. It is a great delight to be a part of this innovative, interdisciplinary Human Rights Team."

~ Allen McCreath

The Office of Research Services is embarking on a strategic planning exercise. Details will follow over the next few months via email and the website, so stay tuned.