

# Article Draws Response

Dear Margaret;

After reading your article last week about discrimination in Blanchard Hall I thought I should at least have the opportunity to respond to it.

Allow me to tell you how our R.A.'s are hired for all buildings.

- 1) We advertise the positions for two weeks.
- 2) Applications are available in the Department of Student Services. (The application is stapled to a very complete job description.)
- 3) When the deadline (March 15) is met, all applications are considered.
- 4) The week following (March 20 - 25) all applicants are given a personal interview with a board made up of three people. (Last year the Board consisted of a female graduating R.A., the Student Placement Officer, (female) and myself.
- 5) We base our evaluation on the following after each interview is completed.

Interview	80%
Past Experience	10%
References	10%
	<u>100%</u>

6) We then in order of raw score, list people.

Last year when hiring, we did not list people in order of building, (ie. Blanchard, Bernadine, Marion) but rather by the way they were assessed overall.

For your information, the overall top score and first name on the list was a female.

I can honestly say that we did not discriminate but in fact took the top people as we marked them.

Furthermore, had we gone down the list just for the sake of having a female R.A. for Blanchard Hall we would not have been fair in our selection. Hence, we would have had a case of reverse discrimination.

By the way! Have you thought about looking into the Head Resident's positions? I really don't think Mary Ross in (the all male) Marian Hall is looking very athletic these days. Noreen Gillan in Blanchard Hall is not looking all that masculine. But of course we do have a problem in Bernadine Hall. Charlotte Bryand definately appears to be a combination of masculinity and UPEI's outstanding athlete for 1983. She will, I hope, receive a healthy trophy in May.

Sincerely,  
Mike Reid  
Residence Manager

So why aren't there any female Dons in Blanchard Hall anyways? - now that we are informed as to how the Resident-Assistants (Dons) are selected. Doesn't the fact that Blanchard Hall is a co-ed residence warrant it having female Dons, regardless of how many guys were favourably evaluated for the job? There certainly aren't any male Dons in Bernadine Hall, a predominantly female residence, or any female Dons in Marion Hall.

Anyways, here lies a possible step by step solution to the selection of Resident-Assistants:

- 1) Determine how many resident-Assistants are needed at U.P.E.I.
- 2) Determine what number should be male and what number should be female (i.e. if four Dons are needed at Blanchard Hall two of them should be male and two of them should be female since it is a co-ed residence, agreed?)
- 3) Choose the appropriate number of males and female Dons from the top male applicants and the top female applicants.

By the way, it is especially nice to hear that Noreen Gillan isn't looking all that masculine (after all she is female!) The question at hand involves Resident-Assistants, not Head Residents. So perhaps if this selection policy were adopted, more

resident students would agree that their Dons were chosen fairly.

Margaret Koren

### MEMORANDUM

From: M.F. Hennessey, Registrar.  
Re: Awarding of Henry Birks and Sons Gold Medal.

The terms of reference for this award are as follows:

This medal is awarded to a graduating student who has demonstrated to an outstanding degree qualities of scholarship and leadership within the University community. Recommendations for this award may be made by any member of the University Community to the Awards Committee by 31 March. Winners of the Governor General's Gold and Silver Medals will not be eligible for this award.

Recommendations and supporting material will be received in this office for onward transmission to the Awards Committee up to Thursday, 31 March 1983.



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