



Canadian Evaluation Society Newsletter



April 2001

Word from the President

As mentioned in the previous issue of the CES newsletter, the United Nations General Assembly has declared the year 2001 International Year of Volunteers (IYV 2001). One of the objectives of IYV 2001 in Canada is to celebrate volunteerism. What better time to acknowledge the enormous contribution of volunteers to the Canadian Evaluation Society than during National Volunteer Week (April 22-28). The purpose of this special IYV issue of the newsletter is to acknowledge and celebrate the contribution volunteers make to the Society.

Each Chapter of the Society was asked to share the story of one of their local volunteers. A couple of the volunteers you will read about are relatively new to the Society and to the field of evaluation, while others are seasoned professionals with many years of experience and service to the Society. Some have been involved at both the local and national level; others have focussed their efforts locally. In terms of "day jobs," the volunteers profiled include independent consultants, public service professionals, lecturers at post-secondary institutions, and students. Although diverse in many respects, what is common is their sense of dedication and commitment. Not surprisingly, several do volunteer work for other organizations or causes.

Some Chapters routinely recognize those who have made outstanding contributions to the Society (for example,

see the previous issue of the newsletter to read about the honour bestowed upon Jean-René Bibeau by the Société québécoise d'évaluation de programme). In 1990, CES established the Service to the Society Award to acknowledge individuals who make exceptional contributions at the national level. This issue of the newsletter profiles Rhonda Cockerill and Shelley Borys, two recent recipients of the Award. Other volunteers who have been recognized for their Service to the Society include: Karen Stierhoff, Kathleen Bigsby, Nancy Staisey, John Burns and Ilsa Blidner. The 2001 Service to the Society Award will be presented at the annual national conference in Banff May 20th to 23rd.

The capacity of CES to carry out its mission depends on individual members like those highlighted in this issue of the newsletter. People just like you, who in a variety of ways, help provide services to members. Imagine the cost of membership if paid staff carried out all of this work.

Consider getting involved in CES. Volunteering can be satisfying, fun and creative. Take pride in contributing to your field. Enhance your own personal and professional connections. Make a difference in your local evaluation community. Invest in the field of evaluation.

The conference theme for 2001 is "The Odyssey Continues: Powering Up for Evaluation in the New Millennium". It is fitting, for more than the obvious reasons, that one of the keynote speakers is Roberta Bondar, the first Canadian woman to fly in space. Dr. Bondar is described by Volunteer Canada as a "champion of volunteerism". During this International Year of Volunteers, let the odyssey truly continue. Power up for volunteerism in the new millennium.

Nancy Porteous

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Recent Recipients of the Service to the Canadian Evaluation Society Award

Rhonda Cockerill

Dr. Rhonda Cockerill is an associate professor and program director for M.Sc./Ph.D. studies in the Department of Health Administration, University of Toronto. While Rhonda has contributed to evaluation practice in Canada through her work and through her teaching of program evaluation, she received the Service to the Society Award for her extensive and invaluable contribution to the Canadian Evaluation Society.

Rhonda was a representative on National Council from 1994 to 1997. She served on the Professional Development Committee and then as Secretary-Treasurer for the Society from 1995 to 1997. For a number of years, she has served as a reviewer for the *Canadian Journal of Program Evaluation* and on the *Journal* Editorial Board. Rhonda was a great asset to Council. Always well prepared, she worked as part of the Council and Executive team, bringing fresh ideas, challenging assumptions when necessary, supporting Council decisions, and adding her special humour to Council deliberations.

Rhonda also acted as one of the CES representatives on the steering committee for the Joint CES/AEA International Evaluation Conference in Vancouver in 1995. The success of this conference was due, in no small part, to the work of the CES representatives, including Rhonda, who skillfully monitored the financial aspects of the conference on behalf of the Society.

As part of her ongoing involvement with the Ontario Chapter and her commitment to CES nationally, Rhonda was program co-chair for Conference '99 in Toronto. She deserves much credit for the interesting and stimulating program that was at the heart of this national conference.

Rhonda's contribution to the Canadian Evaluation Society has been extensive, in the length of time she worked in support of national priorities, in the amount of time and effort she has given to the Society, and in the quality results that her work produced. ■



Shelley Borys

Dr. Shelley Borys is Vice President, Methods at Ekos Research Associates, Ottawa, Ontario. Shelley has made a substantial contribution to the Canadian Evaluation Society at the

national level and locally with the National Capital Chapter over the last two decades.

At the local level, Shelley served as Chapter President, local Chapter National Council representative, and chair for the Chapter's workshop planning committee.

At the national level, Shelley played a key role as a developer and facilitator for the following CES initiatives:

- development of Member Services Committee;
- development of Ethical Guidelines;
- development and review of the CES Essential Skills Series;
- organization of national conferences (including the 1997 Ottawa conference);
- development of Guidelines for Student Essay Competition.

Additionally, Shelley is a prominent evaluation educator in Canada. She is a frequent leader of professional development activities and a frequent contributor of workshops at national conferences.

Shelley has strengthened the profile of CES and increased participation of members in the life of CES. Through her commitment, dedication, enthusiasm, creativity and good sense of humour, she has made a significant and sustained contribution to the Society. ■

For more information on International Year of Volunteers, see <www.iyv2001.org>

Volunteers Recognized by Chapters

Linda Banister

Alberta

The Alberta Chapter would like to recognize Linda Banister, Past President of the Chapter, for the work she did in revitalizing the Chapter during the '90s. Linda became involved with CES in the early '90s. Her area of practice had at that time expanded more and more into the field of evaluation and she was looking for opportunities to contribute to her profession while at the same time meet new peers and colleagues. Linda believes that it is important to give back to her profession and share her knowledge with others. She found that CES provided a perfect framework for fostering excellence and providing continuous professional development.

When Linda took over as President, the Alberta Chapter had just hosted the CES national conference. Many of the volunteers were tired and needed a break from their duties — that's when Linda stepped forward. She recruited "new blood" to the organization and took an active part in developing new ways of providing services to the membership. Under her guidance and leadership, the organization grew from being very small to reaching over 100 members.

One of the greatest rewards, according to Linda, was to be able to see a professional organization that has great value and potential to its members, grow and become better at serving its membership. Seeing people getting together, sharing their knowledge and learning from each other is exciting and rewarding. That's what professional organizations are all about!

Linda does not only volunteer with CES. She is also on the Board of the Canadian Association of Management Consultants (CAMC), Past President of the CAMC provincial Board, chair of the technology committee for her children's school, and also an early childhood coordinator for her local school council.

When asked why it is important to get involved and volunteer, Linda points to the importance of learning, networking, connecting with colleagues, and getting to know other professionals who may be working in similar fields.

It is thanks to people like Linda that regional Chapters of CES can grow, prosper and be an exciting place for learning, sharing and meeting friends. ■

Birgitta Larsson

Micheline Charest



Prince Edward Island

Micheline Charest not only practices evaluation on a daily basis at her workplace, but she also applies evaluation in her volunteer life. Micheline actively contributes to the advancement of evaluation on PEI through her work at Veterans Affairs Canada, the PEI Chapter of the Canadian Evaluation Society, Scouts Canada, and other volunteer positions. It is very appropriate that Micheline be recognized during the International Year of Volunteers. The PEI Chapter of CES is pleased that she has been a member of the Chapter since 1992, and proudly presents "Micheline."

Applied Evaluation Experience

Micheline is currently the Planning and Negotiations Coordinator, Health Care Division, Veterans Affairs Canada, Charlottetown. Over the years, Micheline has developed expertise in planning and program evaluation because she believed that the evaluation function could enable a person

to make a positive impact in the workplace by influencing the programs offered and the results of those programs.

During her 11 years at Veterans Affairs Canada, Micheline has used her B.A. (University of Québec, Trois-Rivières) as a stepping stone to a career in evaluation. She has acquired applied experience in the following areas, all of which assist her in her present work as an evaluation specialist:

- managing and co-managing projects;
- coordinating and managing a team of employees and/or consultants;
- identifying issues and developing alternative delivery mechanisms for programs;
- developing instruments for data collection;
- developing impact and trend analysis;
- reporting findings and analysis;
- conducting and moderating focus groups; and
- facilitating staff meetings to gather information and/or to negotiate consensus.

Micheline sees a great opportunity for program evaluation to provide management with frameworks and tools to ensure that quality assurance occurs during the program delivery. She sees a valuable role for evaluation in assessing partnership strategies that develop with clients at various levels of government. Thirdly, she has promoted the formulation of strategies, techniques and criteria to determine the economic efficiency and effectiveness of programs, as well as, potential alternatives and delivery structures.

Volunteer Interests

Born in Danville, Québec, and schooled at Trois-Rivières and Ottawa, Micheline moved to PEI approximately 15 years ago. She is now the PEI Commissioner for Scouts Canada and she has been involved in the scouting movement in two other provinces. With 16 years of volunteer experience in the scouting movement Micheline has the responsibility to ensure the quality of the program offered to PEI youth between ages 5 and 19. Program evaluation expertise has naturally led Micheline to assess the programs being offered to ensure that the PEI scouting and guiding programs are meeting the evolving needs of PEI youth.

At present, Micheline is making plans for the Canadian Jamboree 2001, or CJ'01. This gigantic event is to be held at Cabot Park, Prince Edward Island, between July 6-14, <<http://www.scouts.ca/cj01/>>. She will be the

PEI Sub-Chief for Scouts Canada which means that she has responsibility for the PEI contingent at the 14,000 person jamboree. This also means that she will be at the hub of the PEI slice of the pie-shaped camp which is mapped at <<http://www.kennet.pe.ca/pages/scouts/front.html>>, and which is 10% of the size of the 140,000 PEI population!

Micheline has applied program evaluation techniques to measure whether the scouting program objectives were met, whether the adult volunteers were supported by their organization, and whether everyone was satisfied with the community program. She sees many opportunities to apply her expertise in her volunteer work. According to Micheline, the "use of program evaluation methods has revealed ways that the organization can engage volunteers and participants in a way that they both learn and have fun." Experience has shown that it is much easier for her to influence the improvement of the PEI Scouts Canada program due to her program evaluation experience.

Her list of volunteer activities continues. For the past four years she has been a Member of the Board of Directors, PEI Chapter, CES. During this time she has kept impeccable financial records. Carl Doucette, President of the CES PEI Chapter states that, "Micheline was the unanimous choice of the Board of Directors in recognizing a volunteer who not only contributes to the ongoing development of our Chapter but also a person who is making a significant contribution to the well being of our island community". Carl further states, "Micheline is the kind of a person who gives a great deal of herself not expecting anything in return except the satisfaction of a job well done."

When time has permitted, Micheline has volunteered for selected events put forward by the PEI TransCanada Trail and the PEI Wildlife Society. "Volunteering is a wonderful way to get involved in the community, to meet fantastic people who are willing to help others, and to cooperate in ventures where people are sharing their knowledge and participating for the benefit of society". ■

Olive Moase

Kaireen Chaytor

Nova Scotia

This year, the Nova Scotia Chapter would like to recognize the volunteer contribution Kaireen Chaytor has made over the years to CES, to the greater evaluation community and the many other communities she has served.

Kaireen has been a committed volunteer for the CES both at the Chapter and the national level. For six years she held numerous executive positions in the Nova Scotia Chapter and she continues to provide ongoing support. On a national level, Kaireen spearheaded promotional material for the Essential Skills Series and is currently conducting research for National Council's Core Body of Knowledge initiative.

As well, Kaireen plays a major advocacy role for the discipline and the Society. She promotes evaluation through her teaching at Dalhousie University and her professional work as an independent consultant. These activities have brought at least 23 new members to the CES this year!

Kaireen's volunteer activities extend beyond the sphere of evaluation. She sits on the chaplaincy committee at Dalhousie, is active in local politics, canvasses for the Kidney Foundation and has supervised several Masters theses.

For ten years, Kaireen was the Director of Continuing Education for the School of Dentistry. She then became an independent consultant and is currently celebrating her tenth year of providing professional evaluation consultation services and teaching at Dalhousie University.

Please join the Nova Scotia Chapter in recognizing Kaireen's impressive volunteer efforts. ■

Deborah Langille

Gordon Framst

Ontario

Gordon Framst's interest in and dedication to evaluation led to his joining the Ontario Chapter Board of Directors in 1995 and becoming the Ontario representative on National Council in 1997. Gordon believed that true accountability and value for money in public policy and programming could be achieved only if policies and programs were evaluated and the public was informed. He believed that there was a huge gap between this vision and reality in Ontario and Canada and that through CES the gap could be narrowed.

Gordon was involved in the CES at the Ontario level for a total of six years and at the National level for three years, in the following capacities:

- Ontario**
 - Recording Secretary
 - Co-Chair/Chair Professional Development Committee
 - Vice-Chair of the Board of Directors
 - Chair and Past-Chair, Board of Directors
 - Chair, Nominations Committee
 - Member, Conference Planning Committee
- National**
 - Ontario Representative, National Council
 - Member, Administrative Committee
 - Member, Executive Council
 - Chair, Administration Committee

In 1995/96, Gordon developed administrative guidelines for the Ontario Chapter professional development workshops. These documented policies and procedures, and contained templates for promotional flyers and financial reporting. In 1996/97, Gordon developed a generic list of CES Ontario Board activities with associated timing requirements. In 1997/98, he created a CES National logic model with an associated set of templates for bringing issues to the National Council, and for planning and monitoring activities. At the provincial level, he promoted development of an activity based financial accounting system to better inform board management decisions and improve transparency of annual reporting to members. In 1998/99, Gordon continued to ensure that work of the Administration Committee was completed between Council meetings and issues requiring Council decisions were adequately documented and communicated to Council members. In 1999/2000 the focus of his National efforts was to ensure continuity as he left National Council, that issues and activities documentation was up-to-date,

that responsibility for ongoing activities was clear, and that there was someone available to take on the task of Chairing the Administration Committee. Similarly, at the provincial level Gordon moved to a supporting role as new volunteers continued the task of moving the yardsticks forward in pursuit of the Ontario Chapter's vision. ■

Elana Gray

Jacques Gagnon



Quebec

Jacques Gagnon — There's a person for whom program evaluation has been and continues to be a cause, as much as a professional occupation.

He was already active in promoting the evaluation function even before the Société québécoise d'évaluation de programme (SQÉP) even existed. He has been a member of SQÉP from its inception and has served on its Board of Directors since 1988. He was secretary for three years and treasurer for six years.

Service to members is the primary motivation behind his involvement. A realist and a man of patience, he has consistently ensured that SQÉP rendered services that were within the bounds of its capabilities.

A believer in the benefits of action for the long term, he never let himself be beaten by difficulties or reversals that came into opposition with the function of evaluation.

He was adamant with his colleagues that training had to be maintained as a first order priority. Accordingly, he has been devoted for years to the organization of a variety of endeavours. Without him, a large number of activities would simply have not taken place. He was instrumental in making the 1994 conference held in Quebec city one of the big successes of its kind.

For the purpose of establishing a sound administration, he was key in setting up a permanent, quality-driven secretariat for SQÉP which has since become its pivot.

He has constantly been available to the other members of the SQÉP Board of Directors to provide them with counsel whenever required. He was thereby able to bring his experience to bear by helping them in assuming their responsibilities, be it in the production of the newsletter,

the promotion of the function, recruitment, and maintaining links to CES. It's worth noting that it was he who came up with the idea for CES' web site domain name <www.evaluationcanada.ca>.

Jacques was and continues to be a more than precious resource for the development of program evaluation. He is always at the forefront during difficult times and, with a calming approach, is always in the background keeping a watchful eye. Jacques is of the belief that mutual respect resolves many conflict situations and, in that regard, he leads by example.

Jacques is the embodiment of volunteerism in its purest sense: devotion; honesty; modesty; patience; generosity; intelligence; and, wisdom. ■

Jean-René Bibeau

Irina Goldenburg and Natasha Bergeron



National Capital

Natasha Bergeron and Irina Goldenberg are the student representatives on the Board of Directors of the National Capital Chapter (NCC). Natasha represents

the University of Ottawa; Irina is from Carleton University. Both joined the NCC Board early in the summer of 2000. Michael Obrecht, a member of the CES, interviewed them by e-mail.

■ What led the students to volunteer for membership on the CES NCC Board?

Natasha was invited to participate by Susan Farrell, a CES NCC student representative who was moving from Ottawa to Winnipeg to begin a postdoctoral internship in psychology. Two outstanding evaluation specialists at the University of Ottawa, Tim Aubry and Robert Flynn had suggested Natasha's name to Susan. Irina decided to stand for nomination to the Board after having been inspired by the excellent teaching of Shelley Borys at Carleton University.

■ **What did Natasha and Irina expect that they would do as Board members? How did their expectations match reality?**

Both volunteers have found that their work for the CES is more varied and hands-on than they had anticipated. They had expected that their role would be to attend meetings and provide a student perspective on policy and planning issues. That expectation has been fully realized; they have participated in analysis and decision-making of committees and the Board itself. But neither had anticipated the extent to which they would be directly involved in making things happen. For example, in describing her work as co-organizer of the Evaluation Case Competition, Natasha writes: "I had originally expected that I would be one of a large team of people, working on small aspects of the Competition... but I soon realized that my responsibilities were much greater!" Irina too found that the CES volunteer work has engaged her not only in decision-making but in implementation as well. "I realized pretty quickly that Board members have to be much more directly involved in a variety of ways to maintain the existence of the CES NCC day to day as well as for the future." For example, in addition to attending Board meetings, Irina has participated in the Core Body of Knowledge project, has helped with operation of the Evaluation Skills Series and has co-organized the Student Evaluation Case Competition.

■ **How much work is it, anyway?**

Natasha estimates that she spends about five hours per week on her CES NCC responsibilities. Irina, who is also a volunteer with a social service agency, estimates that the CES NCC work takes about four hours per week. Over a year, the two volunteers will each contribute 200 to 250 hours of their time.

■ **What have the two learned from their work as CES volunteers?**

Irina wrote that she has:

- learned about how the CES NCC is structured, managed, and sustained;
- in that way, learned much about the operating of not-for-profit, volunteer organizations in general;
- learned about the evaluation community in Ottawa and in Canada;
- learned strategic planning skills;
- learned how to organize and co-ordinate events (e.g., the Case Competition);
- experienced teamwork, working with others in accomplishing common goals; and

- learned much about the actual practice of evaluation through participation in workshops and other learning initiatives throughout the year.

Natasha reinforced many of the points that Irina made, adding that she has also learned about "the diversity of employment settings of evaluation specialists who are involved with the Society ... and the diversity of academic programs that offer courses in evaluation across Canada."

■ **What's next?**

Both Natasha and Irina are pursuing doctoral degrees in psychology. Natasha is currently preparing a thesis on the friendships and psychosocial adjustment of children with visual impairments. She also continues to assist in the evaluation of community services. Irina is still deciding the specific focus of her doctoral thesis but hints that it will have a strong evaluative component!

Look for the two volunteers at the Society's conference in Banff in May when they will be facilitating the final round of the CES Evaluation Case Competition. ■

Michael Obrecht

Joan Kruger

Saskatchewan

In 1994, during her graduate studies in the Faculty of Education at the University of Regina, Dr. Orison Burgess, a program evaluation guru at the University, encouraged Joan to join the Canadian Evaluation Society. Thus began an association with the Saskatchewan Chapter that has greatly benefited both parties. Her first challenge was working with the members of the Saskatchewan Chapter to collect data for her thesis entitled, "An Investigation of Standards to Guide Program Evaluation."

Joan has been a very active volunteer. She has served on the Executive of the Saskatchewan Chapter since 1995, holding the position of Chapter President from 1995 to 1999. She is now the Saskatchewan Chapter's representative on National Council. In May 2000, Joan was nominated as Chair of Council's Administration Committee.

During her time as Chapter President, Joan volunteered many hours working with the Saskatchewan Executive to promote CES, to encourage the evaluation community to become members, and to provide professional development opportunities for those evaluators. It was at this

time that the Saskatchewan Chapter first developed a prototype of the Essential Skills Series that was piloted, evaluated, and refined by CES nationally. Membership in Saskatchewan Chapter rose steadily over these years.

When Joan first joined National Council, she was a member of the Professional Development Committee, an area she knows well. She accepted the role of Chair, Administration Committee last year. This Committee is responsible for the administrative functions of CES. She enjoys the networking and the opportunity to dialogue and meet evaluators from Canada and internationally. She is also National Council's representative on the Joint Committee on Standards of Educational Evaluation based from the Evaluation Centre, Western Michigan University and sponsored by the Kellogg Foundation. These Program Evaluation Standards are recognized in the international evaluation community.

As volunteers we all have "real" work roles too. In the last decade, Joan has worked in the area of programs and evaluation in the Department of Postsecondary Education, Government of Saskatchewan, at the Saskatchewan Institute of Applied Science and Technology (SIAST), and now with the RCMP. She has evaluated a wide range of programs in the areas of training, education and health, and has served on Evaluation Advisory Committees for intergovernmental evaluations.

Joan continues to update her professional evaluation expertise through her activities with CES and through opportunities in the workplace. To keep in touch with the business and education communities, she is a sessional lecturer at the University of Regina, teaching an undergraduate class in assessment and evaluation and a graduate class in instructional design and program evaluation. She is also a member of the American Evaluation Society.

When asked about her motivation for working with the evaluation community, she replied that she wants to "improve evaluation practice by providing opportunities to learn about the theory and practice in the field." Joan believes that a good evaluator must have wide knowledge of the area and should have a toolbox of strategies to enable the provision of the best service to clients. Her employers have always been very supportive of her professional development activities and CES. She only wishes she had time to read all the resources she has accumulated and all the messages from her evaluation listservs! ■

Frankie Jordan

Abe Ross

Newfoundland

Dr. Abraham Ross, or Abe as we all affectionately call him, was one of the founding members of the Newfoundland Chapter of the Canadian Evaluation Society in 1994 and continued to serve on the Board in various capacities until 1999. This is not surprising given the fact that he had long been the figurehead at Memorial University of Newfoundland, and the community as a whole, in the area of evaluation.

Dr. Ross taught the first course in program evaluation at Memorial University and continues to teach in this area today. His commitment to the hundreds of students whose lives he has touched goes far beyond graduation and across provincial and national boundaries. Abe remains a constant in their lives. His many students (past and present) and colleagues, in all walks of life, never hesitate to call on him for his valued input and assistance and he is always there to help. His involvement in programs and student services at Memorial University has gone far beyond the call of duty. He has been involved on committees on student life, been active in the Atlantic Provinces Council on the Sciences Student Psychology Conference, and spearheaded many initiatives with respect to the honours psychology programs and the applied social psychology graduate program, to name but a few. He has also helped the applied social psychology graduate students organize consulting businesses to get experience in the field and worked tirelessly with them for no monetary benefit of his own.

Outside of the university, he has been called upon many times by not-for-profit agencies to advise and assist with their evaluation initiatives and program design and has always been there for them. He also serves, on a volunteer basis, on government committees where his input into evaluation and program delivery has been invaluable. He is currently president-elect of the Canadian Psychological Association; was a founding member of the Council of Canadian Departments of Psychology, of which he is currently a director; has been President of the Association of Newfoundland Psychologists; is a member of the Newfoundland Branch, Research and Development Committee of the Canadian Mental Health Association; and the list goes on.

The Newfoundland Chapter of the Canadian Evaluation Society is proud to recognize the achievements and contributions of this outstanding individual who does all this, and more, with no desire for even the slightest

recognition. His contribution to the Chapter, his colleagues, students, and the community as a whole, is immeasurable. We want to thank him especially for volunteering his time to give workshops to our Case Competition teams, serve on our Executive, facilitate numerous offerings of the Essential Skills Series, work on the international scene, and the many other sessions he has taught and work he has done for us over the years. As CES members, students, government personnel, colleagues and community members, we salute you! ■

Lynn Bryant

Karen Stierhoff

British Columbia

Karen Stierhoff is an extraordinary volunteer and the BC Chapter benefits greatly from her efforts. She is the membership secretary for the BC Chapter, and distributes e-mails to the membership list which she maintains. Karen is also one of two people administering the Essential Skills Series workshops in the Vancouver area. She is chairing the committee to host the 2003 CES annual conference in Vancouver. Perhaps she is best known as the conference chair of the first Joint CES/AEA International Evaluation Conference in Vancouver in 1995. She has made many valuable contributions to evaluation over the past 10 years, too numerous to mention. Karen is a freelance evaluator affiliated with CS/RESORS Consulting Ltd. in Vancouver. Karen was awarded the Service to the Society Award in 1996. ■

Reed Early

Barry Warrack

Manitoba

Barry Warrack has been a volunteer in the Manitoba Chapter for more than five years. He has been Vice President, President and is now National Council representative from Manitoba. He has been responsible for the past few years for organizing the series of lunches

held each month over the winter, which allow local CES members to get together to listen to presentations on topics related to evaluation. He also arranged the last Essential Skills Series in co-operation with the University of Manitoba Continuing Education Division.

Barry believes that it is important for us in our professional development to both share research findings with others, and be provided with opportunities to discuss methodological issues. As well, it sharpens our present skills and abilities. One of the important benefits of CES is providing this opportunity to meet others who work in the area of evaluation and to network.

Barry is also the present Chairperson of the Manitoba Section of the American Society for Quality and has been involved in evaluation work with the Manitoba government for the past 26 years. He has worked for the Workplace Safety and Health Division of the Department of Labour and Immigration for the past nine years and holds a Ph.D. He has published in several journals on evaluation and quality topics.

Married with his wife Jane, they have a son, Christopher and a daughter, Sarah. As an avid sailor, Barry may be found sailing on Lake Winnipeg during summer months. During the '99 Pam American Games held in Winnipeg, he volunteered for the sailing venues. As a former high school teacher, he still enjoys mentoring new workers and colleagues. The Canadian Evaluation Society Manitoba Chapter salutes Barry Warrack for his exemplary volunteer service. ■

Bong-Hwan Kim

Previous issues of the newsletter are now available at <www.evaluationcanada.ca> If you are interested in submitting an article for the newsletter, contact Sue Licari at <slicari@thewillowgroup.com>

Disclaimer

Individuals interested in evaluation are encouraged to submit articles to the CES national newsletter to encourage dialogue and debate on issues. The views expressed in the newsletter are those of the authors and may not necessarily reflect the opinions of the Canadian Evaluation Society.

Guest editor: Nancy Porteous