

# Gov't reported considering Bill 3 changes

The government has suspended debate on Bill 3 (the Public Sector Restraint Act) in the provincial legislature, amid reports that the bill may be revised.

Bill 3 empowers employers in the public sector to dismiss employees without cause, and it gives the government the same authority.

At the University level, the legislation affects all employees — academic faculty, and union and non-union staff. All would lose security of employment upon expiration of any current contracts.

Security of employment, or tenure in the case of academics, could not be written into any subsequent contract.

The 'dismissal without cause' aspect of Bill 3 has led to protests from many sectors of the community, quite apart from public sector employees who are affected directly.

In the largest demonstration ever held in Victoria, upwards of 20,000 protesters voiced their objections last Wednesday on the grounds of the parliament buildings.

Premier William Bennett did not speak to the demonstrators, but he told reporters,

among other things, that his government's decision to abolish tenure would not be changed.

At the academic level, the threat of Bill 3 brought student, faculty and administration representatives from the three provincial universities together last week for a Robson Square news conference, at which the threat to academic freedom and hence the threat to quality of education was outlined to reporters.

UBC was represented by President

George Pedersen, faculty association president Dennis Pavlich and AMS president Mitch Hetman.

President Pedersen spoke on the CBC last week, and he was interviewed by Doug Collins on CJOR. Dr. Pedersen also wrote to Premier Bennett, asking that the legislation be modified.

Because of the importance of Bill 3 to all segments of the University community, material relating to the legislation fills much of this edition of *UBC Reports*.

# UBC REPORTS

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## OCTOBER 2<sup>ND</sup> THROUGH 8<sup>TH</sup>



**We  
have  
the  
future  
in minds.**

## NATIONAL UNIVERSITIES WEEK Universities Week plan takes shape

UBC's president, Dr. George Pedersen, has formed a UBC committee to make plans for National Universities Week Oct. 2-8.

Dr. Pedersen, who is co-chairman of a national committee planning the cross-country event, said the purpose of NUW is to demonstrate the essential role of universities in regional and national development, focus public opinion on the value of university teaching, scholarship, research and public service activities and to emphasize university contributions to the economy.

"I hope, too," the president said, "that activities during National Universities Week will foster a greater sense of pride and higher morale at UBC and on other campuses."

The UBC planning committee, which is chaired by Dr. Neil Risebrough, vice-provost for student affairs, includes representatives from staff, faculty, the Faculty Association, the UBC Alumni Association and the Alma Mater Society.

Dr. Risebrough said the committee had endorsed the idea of holding a Festival of Arts during NUW. Co-ordinating the festival will be Norman Young, an assistant professor in the Department of Theatre.

As a prelude to National Universities Week, the three public universities will sponsor a ceremony in the Queen Elizabeth Theatre on Sept. 26 at which the new presidents of UBC and Simon Fraser University — Dr. Pedersen and Dr. William Saywell — will be officially

installed in office.

Other events under consideration include athletic competitions involving teams from the three universities and a series of lectures at a downtown Vancouver location.

National Universities Week at UBC will conclude Oct. 8 when Dr. Pedersen addresses the Vancouver Institute, a Saturday night lecture group which has

## TENURE: Who? How? Why?

Few aspects of university life are more misunderstood both on and off the campus than tenure — the "appointment without term" that is granted to a faculty member who has demonstrated his or her abilities as a teacher and scholar and who has rendered services to the university and the community.

Its detractors have used some strong language in describing it. Two samples:

- "Tenure protects mediocrity on campus, cripples many departments, stultifies students and fails to contribute to academic freedom," and

- "A device of the devil to let sloth into the world again."

Its defenders — notably university administrators and faculty associations as well as the Canadian Association of University Teachers — insist that tenure is an absolute necessity at universities in order to defend "academic freedom" — the concept that faculty members should be able to carry out research and to teach in their areas of expertise without fear of

external pressures and influences.

Dr. Risebrough said the planning committee is prepared to consider suggestions from any member of the University community for events during NUW. Letters should be sent to Dr. Risebrough in the President's Office, Old Administration Building, 6328 Memorial Road, Campus.

## TENURE: Who? How? Why?

external pressures and influences.

And, the defenders hasten to add, far from being simply "a guarantee of a job for life," the conditions for the granting of tenure also provide for a wide range of sanctions, ranging from a formal reprimand through suspension to dismissal for cause, which includes "incompetence, gross misconduct, or refusal or repeated failure to carry out one's reasonable duties," to quote UBC's own Agreement on Conditions of Appointment for Faculty.

In recent weeks, in the debate which has swirled around the provisions of Bill 3, the Public Sector Restraint Act, currently being debated in the B.C. Legislature, another misconception about tenure has surfaced. This is the idea, voiced by provincial universities minister Dr. Patrick McGeer, that tenure is automatically granted to people who have been faculty

Please turn to Page 2  
See *TENURE*

## Gellatly appointed VP Finance

Allan Bruce Gellatly, 51, a vice-president of the University of Waterloo since 1970, has been appointed Vice-President, Finance of UBC.

In making the announcement, UBC president George Pedersen said Mr. Gellatly would take office Jan. 1, but would visit UBC from time to time in the interim. He succeeds William White, who retired this month.

A native of Kitchener, Ont., Mr. Gellatly graduated from the University of Western Ontario in 1952 with a Bachelor of Arts degree. He became a Certified General Accountant in 1964, and later completed the Advanced Management Program of the Graduate School of Business Administration at Harvard University.

Mr. Gellatly spent five years in private industry before becoming comptroller of the University of Waterloo in 1957. He became treasurer and chief financial officer in 1966, and was named vice-president, finance and operations in 1970.

The University of Waterloo has a student enrolment of more than 20,000, about 5,000 fewer than UBC.

President Pedersen said he was "tremendously pleased" that Mr. Gellatly would be joining UBC.

"Financial management in a university setting, particularly during this period of restraint, is both complicated and difficult. Mr. Gellatly, through his years as an outstanding financial administrator at Waterloo, understands the problems. I know he can face the challenge, and all of us at UBC look forward to working closely with him in the years ahead."

## Volleyball team off to Japan

UBC's men's volleyball team leaves for Japan Aug. 21 for two weeks of pre-season training and matches against Japan's top university teams.

The Thunderbirds, who won the 1983 Canadian Interuniversity Athletic Union volleyball championship in March, will compete against the number one ranked team in Japan from Juntendo University, the number two ranked Hosei University, the third-ranked Nippon College of Physical Education and Tsukuba University.

(Continued from Page 1)

## TENURE

members for a certain length of time.

In a radio interview last week, Dr. McGeer, who is on leave of absence from a tenured position in the UBC Faculty of Medicine, said that in the past tenure "was given to a few as a reward," but today it's "given to the many as a right." (See Page 3 of this issue of *UBC Reports*.)

One person who has some reservations about Dr. McGeer's statements is Prof. R.H.T. Smith, UBC's vice-president academic, who points out that faculty members at UBC must serve a five-year probationary period during which their performance as an academic is subject to three rigorous reviews before being considered for tenure.

At the same time, Prof. Smith admits that the majority of young faculty members who are appointed to tenure-track positions actually get tenure at the end of the probationary period.

"That's not surprising," he said, "because the University searches widely and carefully for new faculty members and may interview up to eight or 10 persons for a single position. And in some disciplines, that small number may be chosen from up to 200 to 300 applicants.

"A prospective faculty member will usually be asked to come to UBC to speak to a research group and to give a lecture to students. Letters of reference from the universities where degrees were obtained can also be helpful in reaching a decision about an appointment.

"In short, the procedures followed by the University in appointing someone to its teaching and research staff are such that an appointee has already demonstrated considerable promise as a teacher and researcher and stands a good chance of being granted tenure at the end of the probationary period."

Normally, a new faculty member receives an initial, two-year appointment at the rank of assistant professor and a review of his or her performance takes place in the second year. "It's very rare for a recommendation for tenure to come forward at the time of this first review," Prof. Smith said.

"After all, the evidence before the review committee will consist of a single year of teaching and research by the faculty member. Unless the review committee reaches the conclusion that it has a total disaster on its hands, appointments are renewed for a second two year term."

The next review of performance takes place in year four of the appointment. Occasionally, a recommendation for tenure will come out of this review in cases where a faculty member has had teaching and/or research experience before coming to UBC or in cases where an individual has demonstrated outstanding ability.

Normally, a faculty member is granted a third two-year appointment and it is in year five that the real crunch comes. If the review committee does not recommend that the faculty member receive an "appointment without term," he or she is offered a one-year terminal appointment.

The procedures that UBC must follow in granting tenure are carefully set out in the document entitled "Agreement on Conditions of Appointment for Faculty," negotiated between the Faculty Association and representatives of the University.

Because it is the departments of the University that make initial appointment decisions, it is at this same level that performance and tenure reviews also take place.

Department heads are required to consult formally with eligible members of the department "to ascertain their views and to obtain their recommendation concerning appointment, reappointment, appointment without term and promotion."

Departmental members eligible to be consulted in the case of appointments without term are "those holding an appointment without term and being of equal or higher rank." In short, a

committee of the untenured faculty member's tenured peers decides who will get tenure.

The departmental committee takes into account assessments of teaching, including student teaching evaluations, through lectures, seminars and tutorials, individual and group discussions and supervision of individual students' work.

The Agreement on Conditions of Appointment provides that an individual's "entire teaching contribution shall be assessed," and adds that the teaching evaluation "shall be based on the effectiveness rather than the popularity of the instructor, as indicated by his command over subject matter, familiarity with recent developments in the field, preparedness, presentation, accessibility to students and influence on the intellectual and scholarly development of students."

Scholarly activity considered by the committee includes published work and, where appropriate, "excellence of original architectural, artistic or engineering design, and distinguished performance in the arts or in professional areas."

Finally, service to the University and the community in the form of continuing education lectures, administrative work, committee service and membership or service on governmental or public councils is also taken into consideration.

Prof. Smith emphasizes that teaching and research are the most important factors in reaching a decision on tenure. "No matter how great the contribution in service," he said, "it cannot make up for deficiencies in the areas of teaching and research."

Both positive and negative tenure decisions made by departmental committees are forwarded to the dean of the faculty who consults with an advisory committee and may ask for a further review of any cases and obtain "such other information as he deems appropriate."

Recommendations from the deans reach President George Pedersen through Prof. Smith. The president then refers them to the Senior Appointments Committee. He may request a further review of a case by the dean.

Finally, the president makes a recommendation on each case to the Board of Governors.

Any faculty member who is denied tenure has the right to appeal the decision to a three-person panel of an appeal board appointed by agreement between the president and the executive of the Faculty Association for a two-year term of office.

Those denied tenure can appeal on two grounds — first, that there was a procedural error in reaching the decision to deny tenure or that the decision to deny tenure was "unreasonable," on the evidence.

Most appeals have been dismissed by the appeal board, Prof. Smith said, but there is no lack of them. There have been approximately 30 appeals against tenure decisions since 1976.

Prof. Smith said it's simply not possible to provide a firm figure on the number of individuals who fail to get tenure. "Many people on tenure-track appointments sense they aren't going to make it through the review procedure or they're told outright that they won't be recommended for tenure," he said. "Some resign before the terminal year or they may have taken an appointment elsewhere."

And for those who are wondering how UBC stacks up in terms of tenured faculty, the figures are as follows:

There are 2,022 full-time faculty members (annual and sessional) at UBC. Of this total, 1,902 are eligible to be considered for tenure. And of the 1,902 who are eligible, 1,518 or 79.8 per cent are currently tenured.

## BILL 3: Pedersen

*UBC's president, Dr. George Pedersen, and B.C. universities minister Dr. Patrick McGeer were interviewed separately on the Canadian Broadcasting Corporation's morning program called B.C. Edition last week on the subject of Bill 3, the Public Sector Restraint Act currently being debated in the B.C. Legislature. The act empowers public sector employers, including universities, to dismiss employees "without cause." It also gives the government the same authority and, in effect, abolishes tenure. Here's what President Pedersen had to say about the legislation.*

**CBC:** What's the main objection to this legislation?

**Dr. Pedersen:** Well, let me put whatever remarks I make into a context that says that I have an over-riding concern for the development of the university system here, which is one of excellence, and I do believe that some of the proposed legislation that's in front of us could in fact work against that.

I guess I have about four or five points that I'd like to make quickly, if I may. First of all, it seems to me that with legislation like this, which has rather far-reaching effects as far as the university community is concerned . . . it might have been useful to have had some consultation. I guess we have a Canadian tradition in government not to consult when proposed legislation comes forward, but I do think on something as important as this it would have been nice to have been advised, and at least have had an opportunity to respond.

The second comment I have, and one that is of overall concern as it relates to the education community generally, is that there appears to be much greater proclivity on the part of the government to intervene in the involvement of the respective management boards. With respect to our Board of Governors it seems to me that some of the proposed legislation here . . . suggests there has been some erosion of confidence in the manner in which the universities have been managed.

**CBC:** But you will still have the power, will you not, to decide who stays and who goes?

**Dr. Pedersen:** Yes, to some extent we will have that, but nevertheless, when you start dictating the form of the relationship you have with your employees, when you start dictating levels of salaries which will be paid and so on, it seems to me that you are really questioning the manner in which the organization has been managed in the past.

**CB:** Do you feel a little insulted then?

**Dr. Pedersen:** I think to some extent I do, but that really isn't the over-riding concern at the moment. My basic concern has to do with Bill 3 and the so-called provision for dismissal without cause.

**CBC:** How would that affect a university professor?

**Dr. Pedersen:** Well, I think it's important to recognize that universities are special kinds of organizations in the educational system. Special in the sense that they're the only aspect of the educational system where we ask people to work at the generation and development of new knowledge, and they do indeed as institutions operate at the national and international level. Consequently I think it's quite important that university professors have something which they have earned and been guaranteed for some time called academic freedom. That is essentially the opportunity to conduct their research and their scholarly work without fear of any sort of external interference of any kind. And indeed, I would argue it's a fundamental tenet of our university system and has been for a long time.

**CBC:** How often, though, does that sort of interference or backlash ever occur?

**Dr. Pedersen:** The point is there hasn't been an opportunity for it to occur because people have been guaranteed their academic freedom through something

called an appointment without term or tenure or whatever provision you wish to provide. But I think the issue is how do you preserve academic freedom? I haven't always been the greatest proponent of tenure, indeed on occasion I've been critical of it, because I know that like any other provision it's open to some abuse.

But having reflected rather seriously on the issue over the last few days I've really come to the conclusion that appointment without term is the only means by which you guarantee it. If the minister in his rebuttal has some other advice that he could give to us as to how we can preserve that aspect of university life, I'd be more than delighted to listen.

**CBC:** Would you then by your comment a moment ago with regard to (the system being) open to abuse from time to time, agree with those who suggest that tenure can be a shield for incompetent professors?

**Dr. Pedersen:** Sure it can, and I wouldn't for a moment try to deny that. But the question here really is what sort of greater or lesser evil are we talking about. And having thought about that hard I really have come to the conclusion that it is important for the preservation and well-being of our universities that we ensure academic freedom by whatever means is appropriate. At the moment I don't know any better means than the granting of tenure.

You asked earlier . . . what the impact is going to be on the B.C. universities, and in this regard I just have no doubt whatsoever . . . First of all, I don't think there's any question that the B.C. university system is going to get a fairly impressive black eye as far as the international academic community is concerned.

I've already had a number of phone calls from my counterparts in other parts of Canada and the U.S. asking what is going on in the "California of Canada." I don't think there's any doubt at all that the proposed legislation will have an impact on our capacity to attract and our capacity to retain high-quality faculty members.

**CBC:** So there's a possibility you won't be able to attract them . . . Is there any possibility of something like a strike?

**Dr. Pedersen:** There's been no discussion of that, and that's not the kind of discussion that university faculty members typically get into very early on this kind of an issue. But I really am concerned about the fact that better academics elsewhere will simply not come . . . if we're the only system in North America or throughout the English-speaking world that does not make provision for the guarantee of academic freedom.

I'm also concerned about our capacity to retain some of our outstanding people because they're the ones who always have the options and can go elsewhere. We've also seen now some evidence at UBC that outstanding graduate students, who might well be coming to this university, are thinking seriously of accepting offers . . . elsewhere.

## from The West Ender

After the initial flurry of shock and indignation, when charges of jackboots and Fascism abounded, a lot of people are now taking a "more cautious" look at the Bennett budget and modifying their position.

Some even admit to being somewhat shrill and hysterical.

Maybe they were. But when, in the history of this country, has a government ever found it necessary to assure university professors that, in spite of new legislation that gives the government the power to fire any critics employed by public bodies, the academic freedom to criticize government policies remains unimpaired? There is a threat implicit even in the assurance.

# BILL 3: McGeer

*Dr. Patrick McGeer, B.C. minister of universities, was asked to comment on President Pedersen's remarks on the same CBC program. Here's what he had to say. (The numbers in this text were inserted by Donald Savage of the CAUT, who responds elsewhere on this page.)*

**CBC:** Do you have an answer to the question that Dr. Pedersen posed in that interview? How does one guarantee academic freedom at a university without having tenure?

**Dr. McGeer:** That's entirely a function of the administration of the University, because this bill really has nothing to do with the government at all. The government believes in total autonomy of the universities and that will always be the case while I'm the minister. (1) The Board of Governors, which Dr. Pedersen referred to, only acts upon recommendation of the administration. This is by the (University) Act, as to whether or not they hire or dismiss professors. (2)

Of course, tenure is something which is not done upon recommendation . . . because it's automatically granted to people who have been faculty members for a certain length of time, if they aren't dismissed. So you've gone, over the years, from a circumstance in universities where tenure was given to the few as a reward in the days when universities were provided with private funds, to a system where it's given to the many as a right and where it comes from public funds. (3)

I don't think that there's any question that Bill 3, even though it leaves control totally in the hands of the universities, is causing a great deal of stress in other places, because I'm getting telexes, carefully orchestrated I'm sure, from different areas, which are worried about their tenure. They're not worried about the tenure of British Columbia university professors, they are concerned that this rather novel move might be duplicated in other institutions where tenure has become an easy thing, given to the many by public funds at a time when public funds, here as elsewhere, are not in generous supply. (4)

**CBC:** Who are you referring to, these orchestrated (messages), are you talking about the civil service? (5)

**Dr. McGeer:** Oh no, I'm talking about academic organizations, for example the AUCC (Association of Universities and Colleges of Canada) in Eastern Canada and so on. (6)

**CBC:** But let's take a specific example, Dr. McGeer . . . What would happen, . . . if Bill 3 does include professors, and there is no such thing as tenure any more at the universities in British Columbia, to a professor who perhaps is doing some sort of work that someone in some government in the future objects to, and through various sorts of subtle means all of a sudden this person finds himself without employment, without the opportunity to do . . . research because there is not that protection of tenure that would guarantee his or her academic freedom.

**Dr. McGeer:** Well the only people who would be able to do anything about it would be the administration of the university. (6)

**CBC:** All right then, perhaps someone within the university administration.

**Dr. McGeer:** Well, I would think that if a university administration, particularly a president, acted in such (an) arbitrary and unfair way against one of his colleagues, it wouldn't be the finish of the professor, it would be the finish of the president, because that's not the traditional way in which presidents work. Therefore, I don't see any problem occurring at all on the part of the professor who is doing controversial work, tenured or non-tenured. And remember, if you really want to get somebody, then you can always remove them for cause even if they do have tenure, so I really don't think that's a valid argument. (7)

**CBC:** You think then that academic

freedom is something that doesn't have to be guaranteed, that it always exists?

**Dr. McGeer:** I would say so. I know of no instance where this has been tampered with in Canadian academic history. Now I expect that somebody's going to produce an example and find me wrong, but the protection really hasn't been tenure at all. The protection has been the good sense of the administrations, and the tradition that has developed, which will certainly be retained here in British Columbia, of autonomy for the universities. (8)

You're not going to have any government interference with universities in British Columbia. We're the bankers. We pay the bills, increasingly as time goes on, but nonetheless, never any interference with the way the universities operate. (9)

**CBC:** What about the other problem Dr. Pedersen made reference to, of attracting and holding excellent professors at these universities if we are the only ones on the continent, or in the country, that don't have tenure?

**Dr. McGeer:** Well, I seriously doubt that. Of course, only time will tell, and in the circumstance that Dr. Pedersen describes, which I really doubt, then I think that another look would have to be taken at this. But I don't think that circumstance is going to develop.

But from what I know first hand at universities, tenure works quite in the reverse of attracting and retaining good people. The problem is the good person, if he's that good, never wants to come and work in isolation. If he arrives in a department that is absolutely filled with mediocre people, and nothing can be done about it because of tenure, he fails to come, not because tenure wasn't granted, but because tenure has been granted, and there is no way of shifting deadwood. (10)

Now, I don't think that this provision is going to do any good for that at all, except perhaps in some people's minds that now I don't have a guarantee of a job, I've got to continue to produce. (11)

**CBC:** Are you saying though, if it does turn out that professors are not coming to the universities here, or that professors are leaving, that you will take another look and there is another possibility that professors will be exempt from Bill 3.

**Dr. McGeer:** Oh no, I'm not saying as of now . . . I think Bill 3 is going to pass the way it is, and I think that we're going to have to take a look at this system. But if it did live up to the dire predictions of President Pedersen, which as I say I seriously doubt, obviously it would have to be looked at in the future. (12)

# BILL 3: Savage

*Since Dr. McGeer's remarks to the CBC went unchallenged, UBC Reports invited Donald Savage, executive secretary of the Canadian Association of University Teachers, for comment. The numbers refer to the numbers in the McGeer text.*

1. How does the Minister explain this section of the proposed bill:

3. (1) *The Lieutenant-Governor in Council may make regulations that he considers necessary or advisable respecting the implementation or terminations under section 2(1) [The termination provision of the legislation].*

(2) *A regulation under section (1) may establish criteria to be applied within a unit into which employees have been designated under sub-section 3(a) for the purpose of determining which of the employees within the unit will have their employment terminated.*

In a layoff situation in the United States it was ruled that one person could constitute a unit.

In essence the Minister is saying that, despite this, professors should trust him to ensure that the powers given to the government will not be used in the university context. However, professors' contracts should not depend on the whim of the Minister who cannot, in any event, bind his successors.

2. How does this square with the above quote from the act?

3. Tenure is not automatically granted in British Columbia. There is a 3-5 year probationary period and a thorough investigation of the candidate. Candidates for tenure can be and are refused.

4. The Minister may have no concern about faculty elsewhere in Canada or in the world but he should not read such selfishness into the views of the profession. Faculty across Canada, the United States and Britain are concerned both at the fate of their colleagues in British Columbia and about possible precedents.

5. The pejorative words try to belittle the sense of outrage felt across Canada and in Britain, the United States, Australia and New Zealand. It would be more in keeping with the tradition of academe if Dr. McGeer tried to refute the thoughtful letters and telegrams he has received rather than revert to name-calling.

6. Repeating this statement does not make it any more true.

7. Is the Minister admitting that the University already has the full power to

dismiss those who are incompetent, persistently neglectful of their duties or commit acts of moral turpitude? One would hope so since the universities across Canada do have that power and do exercise it. However, the admission would mean that the bill is totally unnecessary. If the Minister does not mean this, what does he mean and, in particular, what does he mean by the suggestive phraseology "if you really want to get somebody"?

8. The Minister is completely wrong about the history of academic freedom in Canada. Prior to the institution of the modern tenure system in Canada in the late 1950s and early 1960s, there were repeated political attacks on such distinguished Canadian academics as Frank Underhill and George Grube at Toronto, Frank Scott and Eugene Forsey at McGill, W.H. Alexander at Alberta (who left to go to the University of California), Harry Crowe at United College (now the University of Winnipeg), and the like. The modern tenure system came into existence precisely because of these attacks and because presidents and boards of governors, far from protecting academic freedom, often joined in the assault on it. Professors were fed up with a system which allowed such partisan political interference and wanted one which ensured that decisions on tenure and the removal thereof would be made on the basis of professional excellence. They were also convinced that such a system would improve quality because it would put a premium on academic excellence rather than on the currying of favor with boards of governors or politicians. They were quite correct in this analysis. Everyone in academe knows that tenure standards have risen dramatically since the days when the Minister was involved in the university community. This was echoed in the report of the Organization of Economic Co-operation and Development on Canadian higher education which praised Canada for the remarkable revolution of its universities which simultaneously increased access for students and improved the qualifications of professors.

9. This is no more true the third time it is stated than the first time.

10. Why does the Minister make general slurs on the academic profession? Why does he not name the deadwood and do so outside the legislature? Government should be on the basis of proof, not cocktail gossip.

11. The Minister does not seem to know that the procedures to remove the incompetent exist across Canada and that they are used to fire such professors. He also seems to be suggesting that no one will be fired in any event, even if they are "deadwood." Why is the government then tearing up the contracts signed in good faith by university professors when they joined British Columbia universities if

(a) the legislation is not going to apply to universities while he is Minister and  
(b) if it does, not even the so-called "deadwood" would be removed.

12. Once the damage is done, the Minister will then correct the folly of his ways. He should know that a good academic reputation is hard to earn but easy to lose and, once lost, very difficult to regain. There is no reason why a good senior academic or researcher should abandon a post elsewhere in Canada, the United States or Britain where he or she will almost certainly have tenure for one in British Columbia where he or she can be dismissed without cause at the whim of a president, board of governors or the cabinet of the province. One professor put it in a nutshell to me when he said that this legislation makes it inevitable that the University of Alberta will surpass the University of British Columbia and become the premier Canadian university in the West, because it will be able to offer a better deal to faculty on matters such as tenure and academic freedom.

## President writes to premier

*Here is the edited text of President Pedersen's letter of July 20 to Premier Bennett, regarding Bill 3.*

Dear Mr. Premier:

The purpose of this letter is to express some very serious concerns about Bill 3, the Public Sector Restraint Act. In my opinion, the inclusion of our universities in this proposed legislation is both unwise and unnecessary. I am writing to ask that you ensure that modifications are made prior to the passage of this legislation.

My major reservation has to do with the potential threat to what has come to be known in the university community as "academic freedom." Traditionally, the granting of so-called "tenure" or "appointment without term" to a faculty member has enabled any scholar to teach and to conduct his or her research without fear of external pressures and influence. To fail to make provision for the latter in our universities in B.C. is to disregard a basic, indeed the fundamental tenet of universities throughout the Western world. A second, but closely related concern,

has to do with the potential negative impact which the proposed legislation will have on the overall quality of our three institutions of higher education. Unlike many other B.C. public sector organizations, universities operate largely in a national and international community. It is in this latter area that we compete for high quality faculty members. In the years ahead, it will be essential to attract and retain the very best academic minds available if we are to become world leaders in such often-mentioned areas as medical research and highly advanced scientific technology. Bill 3, with its provision to dismiss "without cause", will make it much more difficult, if not impossible, for the three B.C. universities to satisfy the latter requirement. Indeed, already there is evidence that we may lose outstanding faculty appointments who are now under consideration.

If you wish to pursue this matter further, I would be most pleased to meet with you or one of your colleagues.



# UBC CALENDAR

## Calendar Deadlines

For events in the weeks of Sept. 11 through 24, material must be submitted not later than 4 p.m. on Thursday, Sept. 1. Send notices to Information Services, 6328 Memorial Road. (Old Administration Building). For further information, call 228-3131.

### WEDNESDAY, AUG. 3

#### Finance Workshop.

A Transactions Based Model of the Monetary Transmission Mechanism. Prof. S. Grossman, University of Chicago. Penthouse, Angus Building. 3:30 p.m.

### WEDNESDAY, AUG. 10

#### Botany Seminar.

Nitrogen Uptake in Intertidal Seaweeds. Terry Thomas, Botany, UBC. Room 3219, Biological Sciences Building. 12:30 p.m.

#### Educational Travel Showcase.

First of four slide shows taken during Centre for Continuing Education travel

programs. Hawaii's Natural Wonders, David Tarrant, Educational Co-ordinator, Botanical Garden. \$2 per session. \$6 for the series. For advance registration information call the Centre for Continuing Education, 222-2181. Room A102, Buchanan Building. 7:30 p.m.

### FRIDAY, AUG. 12

#### Finance Workshop.

Specialized Resources, Potential Competition and the Effect of Disclosure Law of Takeover Bids. Dr. E. Eckbo, Commerce, UBC. Penthouse, Angus Building. 3:30 p.m.

### SUNDAY, AUG. 14

#### Anna Wyman Dance Theatre.

Anna Wyman Dance Theatre performs outdoors at the Museum of Anthropology. For more information, call 228-3825. 2:30 p.m.

### WEDNESDAY, AUG. 17

#### Civil Engineering Seminar.

Complementary Extremum Principles in Nonlinear Elasticity. Dr. Hans Bufler, Institute fur Mechanik, Der Universitat Stuttgart. Room 1215, Civil and Mechanical Engineering Building. 10:30 a.m.

#### Educational Travel Showcase.

Second of four slide shows taken during Centre for Continuing Education travel programs. Flowers of Greece, Margaret Irving. \$2 per session. For information, call the Centre for Continuing Education, 222-2181. Room A102, Buchanan Building. 7:30 p.m.

### WEDNESDAY, AUG. 24

#### Educational Travel Showcase.

Third of four slide shows taken during Centre for Continuing Education travel programs. South-East Asia, Kenneth Woodsworth, adult educator. \$2 per session. For information, call the Centre for Continuing Education, 222-2181. Room A102, Buchanan Building. 7:30 p.m.

### FRIDAY, AUG. 26

#### Finance Workshop.

Dr. N. Stoughton, Commerce, UBC. Penthouse, Angus Building. 3:30 p.m.

### WEDNESDAY, AUG. 31

#### Educational Travel Showcase.

Last of four slide shows taken during Centre for Continuing Education travel programs. Hungary - Land of Romance, Margaret Csapo, Education, UBC. \$2 per session. For information, call the Centre for Continuing Education, 222-2181. Room A102, Buchanan Building. 7:30 p.m.

### FRIDAY, SEPT. 2

#### Medical Genetics Seminar.

Clinical Presentations. Drs. P.A. Baird, J.G. Hall, M.H. Hayden, B. McGillivray and S.L. Yong. Parentcraft Room, Grace Hospital. 1 p.m.

### MONDAY, SEPT. 5

Labor Day. University closed.

### FRIDAY, SEPT. 9

#### Medical Genetics Seminar.

Four Student Projects: Drug Exposure as Possible Teratogens, K. Chan; Incidence of Hypospadias in B.C., T. Leung; Investigation of Lipoprotein Metabolism in Down Syndrome, H. Lui; and Incidence of Twins in Huntington's Chorea, J. Soles. Parentcraft Room, Grace Hospital. 1 p.m.

## Unruh gets Herzberg Medal for '83

Dr. William G. Unruh of UBC's physics department has been honored once again for his original research on the theory of gravity.

He was honored at the annual meeting of the Canadian Association of Physicists in Victoria recently as the recipient of the association's 1983 Herzberg Medal, awarded annually to an outstanding young Canadian physicist.

His previous awards include a Sloan Fellowship in 1978 and the Royal Society of Canada's Rutherford Memorial Medal, awarded in 1982 for outstanding discoveries made over the previous decade.

In addition to his gravity research, which seeks to reconcile gravity theory with the quantum theory of matter, Prof. Unruh is also widely known for his work on black holes, the incredibly dense astronomical bodies whose gravity is so great that nothing, including light, can escape their grasp.

Prof. Unruh has been a member of the UBC faculty since 1976. He holds degrees from the University of Manitoba and Princeton University.

## Forms sent out for Work Study

UBC's Awards and Financial Aid Office has called for projects to be carried out under the 1983-84 Work Study Program for students, even though financing for support of the program remains uncertain.

Last year, some 400 students earned approximately \$400,000 under the program, performing jobs of a research and clerical nature in various UBC departments, faculties and administrative units.

It's expected that the provincial

government will provide \$181,000 for the Work Study Program in 1983-84, the same contribution it made last year. The University's 1983-84 contribution (\$250,000 in 1982-83) will not be known until the budget for the current fiscal year is finalized.

Work Study is an extension of the B.C. Student Assistance Program developed by the federal and provincial governments to assist full-time post-secondary students with education and living costs.

In addition to giving students an opportunity for career-related experience, Work Study supplements the BCSAP by covering expenses not serviced by the loan/grant program, meeting student needs over and above the maximum allowable under the loan/grant program and meeting lack of expected resources.

Call-for-projects forms have been sent to UBC deans, directors and department heads. Faculty members wanting additional information should call the awards office at 228-4248 or 5111.

## Faculty head protests cut in student aid

Dennis Pavlich, president of the UBC Faculty Association, has called upon the provincial government to reconsider its decision to cut student aid by some \$10 million.

In a letter to the Minister of Finance, dated July 22, Prof. Pavlich said:

I write to advise you that the Executive of the Faculty Association unanimously expressed its dismay and concern at the Provincial Government's proposal to cut student aid 40% in the current fiscal year. The adverse implications this economic measure will have on opportunities to attend institutions of higher education are obvious. In particular, we fear that the effect of the Government's action will inevitably be felt by those from poorer backgrounds. In our view it is socially and economically regressive to impede opportunities for all eligible members of our community since the future requires an educated manpower.

We implore you to reconsider your budget allocation in order to anticipate the inequities it will produce.

FIRST CLASS

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## Readers Needed

Crane Library for blind students urgently requires volunteer readers for short-term summer reading of textbooks needed by blind students at UBC and other post-secondary institutions. Reading times, in the Crane Library Recording Centre, Brock Hall, are currently available Monday, Wednesday and Friday afternoons 12:30 - 3:30 p.m. Please contact Lynne Upton, Crane Library, 228-6114, for further information.

## Maps Available

The Map Division of the Library has a large number of duplicate maps left over from a map exchange that took place among Canadian universities and public archives in June. If any faculty or staff member would like to have these maps, they are welcome to visit the map division any time between 9 a.m. and 5 p.m., Monday through Saturday.

## Language Programs

French, Spanish and Japanese daytime, evening and weekend programs will start the week of Sept. 19. For more information, call 222-5227.

## Digicon 83

Digicon 83, a Festival of Computer Art and Music sponsored by the International Computer Arts Society and the UBC Centre for Continuing Education, takes place Aug. 15-17 at the Robson Square Media Centre in downtown Vancouver. A public exhibition associated with the festival takes place Aug. 13-16 at the same location. Exhibits include music synthesizers and computer graphics systems, a film animation showcase, interactive sculpture as well as weekend afternoon concerts. For conference information, call 224-3283.

## GRANT DEADLINES

Grant Application Deadlines: September 1983 (day of month in brackets)

- Alberta Oil Sands Technology & Research Authority - Research Contract (1)
- Alcoholic Beverage Medical Research Fdn. - Research (1)
- American Chemical Society: PRF - Research Type AC (1)
- American Council of Learned Societies - Fellowships (30)
- Canada Council: Aid to Artists - Aid to Artists (15)
- Canada Council: Explorations Prog. - Explorations Grant (15)
- Canada Mortgage & Housing Corp. - Research Contract Type B (over \$3,500) (17)
- Canadian Heart Foundation - Awards to Individuals (15)
- Cardiovascular Travelling Lectureships (15)
- Grants in Aid of Research or Development (15)
- Nursing Research Fellowship (15)
- Research in Professional Education (15)
- Stroke Research Fellowship (15)
- Teaching Fellowship (15)
- Visiting Scientist Program (15)
- Canola Council of Canada - Canola Utilization Assistance Program (16)
- Committee to Combat Huntington's Disease (U.S.) - Research (30)
- Research Fellowship (30)
- Cystic Fibrosis Foundation (U.S.) - Clinical Fellowships (1) - Research (1)
- Francis, Parker B. Foundation (U.S.) - Fellowship in Pulmonary Research (15)
- Hamber Foundation - Foundation Grant (5)
- Health & Welfare Canada: Welfare - National Welfare Grant (1)
- National Welfare: Manpower Utilization Grant (1)
- National Welfare: Research Group Development (1)
- Health Effects Institute (U.S.) - Research (12)
- IBM Canada Ltd. - Research (30)
- Koerner, Leon & Thea Foundation - Foundation Grants (15)
- Korean Traders Scholarship Fdn. - Development of Korean Studies (30)
- March of Dimes Birth Defects Fdn. (U.S.) - Social & Behavioral Sciences Research Program (1)
- MRC: Awards Program - MRC Fellowship (1)
- MRC: Grants Program - MRC Group (1)
- New Zealand Natl. Research Adv. Council - Senior and Post-Doctoral Fellowships (1)
- NSERC: Fellowships Division - E.W.R. Steacie Memorial Fellowships (1)
- NSERC: Intl. Relations Division - CIDA/NSERC Research Associates: LDC's (30)
- Royal College of Physicians and Surgeons - H.K. Detweiler Travel Fellowships (30)
- Royal Geographical Society - Society Bursaries (15)
- Royal Society - The Royal Soc. Commonwealth Bursaries Scheme (15)
- Shastri Indo-Canadian Institute - Fellowships (10)
- Sloan, Alfred P. Foundation (U.S.) - Sloan Research Fellowships (15)
- University of British Columbia - UBC-NSERC Equipment Grant (30)
- UBC-SPCA Animal Alternatives Committee (19)
- UBC-SSHRC Grants to New Faculty (HSS) (30)
- World University Services - Awards to Foreign Nationals: Fellowships (30)

Note: All external agency grant requests must be signed by the Head, Dean, and Dr. R.D. Spratley. Applicant is responsible for sending application to agency.