Faculty delays stand on hiring policy

By Bryan McGill

The position of the Faculty Association on a controversial draft policy that would give preference to Canadian applicants for UVic faculty positions will not likely be fully thrashed out until September. 

David Henn, association president, told The Ring after a special meeting called to debate the policy, that the association had supported, with some suggested changes, the first two sections of the policy, but had not arrived at agreement over the third section, which contains the crux of the issue.

President Howard Petch had been planning to present the policy to the May meeting of the Board of Governors, pending on whether he will delay his presentation of the policy until the fall.

Henn emphasized that the issue has been exaggerated in reports in the downtown newspapers.

"I worry that there is an attempt to generate controversy or bitterness where all that exists is concern and some tension in some quarters." 

He noted the meeting was attended by an average turnout of 70 members, or about 20 per cent of the total membership, and that it took more than three hours to come to agreement on what the association would like to see in the first two sections.

He said that it became obvious that when the meeting began to tackle section 3 people were tired and wanted to go home. "Therefore we decided to shelve it for another day to take a fresh crack at it. And it was my feeling that people wanted some breathing space until September to reflect on it."

Section 3 contains the key clause stating that if a competition for a position produces applicants who meet all the academic criteria and "if one or more such applicant is a Canadian applicant, then the appointment will be offered to the best qualified Canadian applicant. However, in appropriate circumstances, for example, when doing so would mean an outstanding or extraordinary benefit to the University, the appointment may be offered to a non-Canadian."

The association's academic and professional affairs committee, which made its recommendations to the meeting on the whole policy had come up with an alternate version to this section, and this is what is yet to be endorsed.

"The thing that had worried our APA committee was that when you are talking about somebody making an outstanding or extraordinary benefit to the university you are basically talking about the full professor rank. The feeling is that you are making it too restrictive on the junior ranks."

Henn said the committee therefore decided to tackle it from a different approach and came up with a version that said: "However, when it can be clearly demonstrated that a non-Canadian applicant will make a contribution superior to that of any Canadian applicant, the appointment may be offered to a non-Canadian."

He said the meeting "beefed up" the first two sections as well as putting them into clearer language.

Where the administration version has defined a Canadian applicant as one who is "a Canadian citizen, or one who has had extensive academic training or experience in Canada," the association version has inserted "or a landed immigrant in Canada at the time of making an application."

The reason for this, said Henn, is "if the country accepts someone why shouldn't the University?"

Where the administration part of the policy spells out the need for "thorough, efficient and fair" competition for academic appointments through scrupulous advertising in Canadian markets, and states "it may be desirable that such positions be advertised or announced outside Canada by such means as would ensure a competition of a very high quality," the association version stresses: "It is essential that such positions be advertised outside Canada to such an extent as to ensure a competition of very high quality."

Henn revealed that he had been told by a couple of people within the administration that there has been some discrimination against Canadians in some departments.

"If that is the case, then I think the departments responsible for this should be fingered."

He went on to say the Faculty Association should be involved to help "stop this discrimination against Canadians or because they are Canadians of the wrong sex or because they belong to the wrong political party in Canada." 

Students face job cuts

Indications point to a bleak summer for students seeking jobs to pay for further university education.

The federal and provincial governments, traditionally the primary sources of summer jobs for students, have cut back drastically on funding for student jobs.

Frank Schroeder, manager of the Campus Canada Manpower Centre, said more students have been coming to Manpower this year than in previous years.

"With the government cutbacks it looks darned rough," he said. "This could be a tight summer for employment because usually the main hirer of students is the government."

Alan Williams, provincial labor minister, told the legislature recently that there would be no special funding for student jobs in government.

The government has allocated $9 million in subsidies to small businesses, farmers, municipalities, universities and special societies who hire students for the summer.

In 1975 $20 million was specifically earmarked for student jobs, including the "Work in Government" program.

This $20 million provided jobs for about 14,000 students in 1975 and this figure will be cut by at least 6,000 under this year's program, according to opposition spokesmen.

Williams said students would be given preference when individual departments hire summer replacements this year. He said

"What a blessing this smoking is! perhaps the greatest that we owe to the discovery of America."

-Sir Arthur Helps (1853-1975),
Friends in Council, series II, vol. i, ch. i, Worry

This man, in the past 40 years, has seldom been seen without a smoke going. But the impossible did happen through a four-hour-long Senate meeting. He, Dean Steve Jennings, abstained throughout that most harrowing of experiences. See page 7
Students produce outburst of creativity

A creative outpouring that includes five poetry readings and an undergraduate poetry reading is forthcoming from the Creative Writing Department at UVic pleased and slightly amazed.

The works featured were chosen from 148 short poems submitted by students, faculty, and others.

David Day, a fourth-year student, has had his work published this year in the Creative Writing Review, a biannual publication of the department.

Students produce outburst of creativity
R.L. Savage (Personnel) has been named chairman of the 1976 Multiple Sclerosis Carnation Day May 8 and he's looking for volunteers to participate in the project. Carnation Day is organized by the Victoria and Vancouver island Multiple Sclerosis Society and funds raised will be used for research into this mysterious crippler of young adults. Savage is looking for volunteers to man sites at shopping centres and downtown businesses where carnations will be offered in return for donations. The Multiple Sclerosis Society of Canada is hoping to raise $5 million over a five-year period for research.

The future of a proposed new day care centre for UVic is in the dark. At the moment, there is $18,763 in the bank from a fund-raising campaign among faculty, staff and students, according to Floyd Fairclough, director of Development Funds. He called this a "favorable" response, but it is a long way from the $200,000 needed for the four units that would make up the centre.

Actually, a total of $83,983 has been raised by the Alumni Association over the next three years, $2,000 from graduate students, and $20,000 from the provincial government. Fairclough said the hope was to raise the bulk of funds from private corporations and government, but this will have to wait until the Board of Governors decides on how high a priority such a centre would have in relationship to the economic stresses of the present. The matter, he said, is now in the hands of President Howard Petch.

For most of the past seven years, George Smith, current president of the old Department of Transport building next door, has been the treasurer of the Shawnigan Lake Golf and Country Club. The former 1932, 1942, 1957-61, "the traditional versus the 'critical citizen'-oriented university." The symposium is being sponsored by the Association of Universities and Colleges of Canada.

One of the world's heavyweight economists is coming to Victoria May 13. John Kenneth Galbraith, born at Iona Station, Ontario, has been described as "an independent, non-governmental, non-profit association of over 500 artists, arts organizations, and supporters of the arts across Canada. Despite the high interest in arts, Hobday said there is "a certain amount of pessimism because of the present economic situation." But he added "I am optimistic that the people involved in arts can use this period of restraint to consolidate as best we can."

"To say we got shot down would be putting it mildly." That was the reaction of one student senator following the April meeting of Senate. Students were responsible for several motions presented at the meeting, but they met little success in convincing other senators to go along with their presentations. They introduced motions to ban smoking, to strike a committee to review members of the faculty and to bring the university into discussions with newly-elected board director Pat Martin Bates (Visual Arts). The motion to ban smoking was defeated and was considered another step in her pursuit of a career in journalism. We'll greatly miss her youthful enthusiasm. Her last story appears on page 5.

Many of the members of the Faculty of Graduate Studies are invited to attend the oral examinations of the following: Mrs. Lynne Allingham-Pawsey, M.A. candidate in Education, "The Role of the Elementary School Librarian as Perceived by Primary School Teachers," April 24 at 10 a.m. in MacLaurin 225; James London, M.A. candidate in Education, "On the Editorial Significance Given to Education by Victoria's Leading Newspapers During Three Periods of Educational Study by the British Columbia Government: 1912-36, 1942-46, 1967-91," April 27 at 10 a.m. in MacLaurin 227; Rodney Randal, M.A. candidate in Education, "On 'Ironic Survival in the Poetry of Earle Birney'," April 23 at 7:30 p.m. in Sedgewick 92.

The Ring is normally published every second Wednesday. This week was of the prior Wednesday. When a holiday falls on a Monday of a publishing week, it will come out on Thursday.

There's an "incredible revolution" going on in the arts across Canada, says John Hobday, national director of the Canadian Conference of the Arts, who was on campus last week to hold talks with local member organizations and with newly-elected board director Pat Matin Bates (Visual Arts). This revolution, Hobday said, "is not cooked up by people in the arts. What is it is a phenomenal growth in demand for the arts." This growth, which has taken place in the last five years, "hasn't yet sunk into the minds of the media, the politicians and the public at large." To make government and media aware of this is one of the main thrusts of the conference, which is "an independent, non-governmental, non-profit association of over 500 artists, arts organizations, and supporters of the arts across Canada. Despite the high interest in arts, Hobday said there is "a certain amount of pessimism because of the present economic situation." But he added "I am optimistic that the people involved in arts can use this period of restraint to consolidate as best we can."

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George is nine years old. He is also an autistic child; he relates better to objects than to people. He does not speak, he flaps his arms, jumps up and down, makes loud, irritating noises, and frequently has tantrums.

These are just a few of the symptoms displayed by autistic children, symptoms which range to extremes in social relationships. There is no known cause, nor is there a cure. Symptoms vary greatly.

Dr. Christopher Webster, director of the Child Care program at UVic, has worked with George, who lives in Toronto, and other autistic children for four years, before moving to Victoria from the Clark Institute of Psychology. He is now trying to set up a program for working with autistic children through UVic.

"The difficulties autistic children have with social relationships are often extreme," said Webster. "They might totally resist being touched or picked up, or may cling excessively."

Almost all autistic children have severe language problems. They may be mute or deaf for no discernible reason, or echolalic. Where you would ask a child "How are you today?" he might reply "How are you today?"

"What's your name?" "Joe." "No, what's my name?" "Jimmy." "Say Joe." "Joe." "No, what's your name?" "Joe.

If an autistic child can speak, his sentence structure is often peculiar, words are mispronounced, he may use endless repetitive talk, and the tone is usually flat, without expression.

Autistic children are also apt to show extreme temper tantrums, said Webster. "Many will not only act against other people, but against themselves. They will bang their heads to the point where they bleed and there are many cases of children removing their eyes and chewing whole fingers off." But, you don't find all of these conditions in all of the children.

Autism occurs in four out of 10,000 children. "A lot of money goes into this small number of children, almost a disproportionate amount. The reason is that if one could find out what underlies this condition it might have implications for other sorts of less severe disorders," said Webster.

Many autistic children have a great sense of extreme orderness. Everything in their rooms must be lined up and "God help the parent who moves anything. All the peas on the plate have to be lined up; it's a compulsion for orderness."

The children are also difficult to manage as far as toilet training or self care is concerned. "I saw a child six weeks ago who is nine and whose mother was delighted because in nine months he had learned to do up his zipper," said Webster.

Some autistic children are very difficult to feed; they may have very marked food preferences, for instance. The children often behave as if they are deaf or blind.

"They can't communicate if something is wrong. They may roll all over and be difficult to examine," said Webster. "Webster had one child in Toronto who kept banging his head against the floor or walls. When the parents came to see Webster he found that the only thing that made the child stop was to take a lollipop and put it right to the back of his mouth. "It occurred to me that he might have a dental problem. As it turned out, he had an abscessed tooth, but didn't know how to communicate it."

Webster said the child bangs his head because he's got a toothache, but he can't tell anyone. He may not even have any concept of what a toothache is, but he knows that something is wrong in some peculiar way and that he is in pain.

"These kids really compel your attention. You feel so powerless in their presence to do the right thing. There's a great sense of frustration; you feel that if you could just fit the pieces together in the right way you might be able to understand what causes this phenomenon."

It seems as if their sensory abilities are disordered, said Webster. You make a loud noise and the child doesn't acknowledge it. You get an under-reaction or an over-reaction to sensory stimuli. If you grasp a child's arm he may not react at all, or may give an extreme reaction.

The problem with autistic children is to recognize that they are autistic. And no one knows the reasons for it. "Where do you start with all these symptoms?"

Webster's work here with autistic children is to determine how autistic children receive sensory stimuli. He first discovered that an autistic child will grow out of it.

George is an autistic child. There is no cure for his lonely agonies.

"But speech is a far more complicated process than just getting children to mimic words. I did not meet any great success."

So, while he was at the Clark Institute, Webster began a series of experiments to determine how autistic children receive visual and auditory information.

There's no real point in teaching the child words unless he can distinguish between "e" and "o" sounds, said Webster. So he and his colleagues designed a machine to determine this and found that autistic children do not distinguish between vowel sounds.

"They were imitating the shape of our mouth," said Webster. "We also found that in talking to the child a great deal of body language was used. So a specific sign language program was developed: "gestural training."

Some of the children benefit remarkably from communication which does not involve auditory clues, but relies on visual gestures.

"In the United States researchers have been using film with autistic children. They have discovered that an autistic child will make the unusual regular movement to action and sound, then a second later make the same response."

For example, if a pen was dropped, the child would look to see what made the noise, a logical action. But then, half a second or a second later, he would look again, as though the pen had been dropped a second time. "It may be that he is living in a world where he is receiving peculiar sensory input. If you live in a world where sometimes you hear a pen drop and it has, then other times you hear it and there's nothing that moved, it would obviously be confusing."

Webster said we don't know if the child is hearing a second sound or making the second movement, "almost as if the child were being pulled on wires."

This is the basic phenomenon that Webster is interested in and is working on.
She rose quickly to become UVic's first woman dean

By Bryan McGill

Dr. Norma Mickelson has come a long way in a short time since coming to UVic's Faculty of Education.

The one-time elementary school teacher who also rose to high ranks out in the field came as a lecturer in 1967 intending to stay only a year. And that was mainly to work with Dr. Fred Tyler, a now retired specialist in learning, while she worked on a master's degree. Less than a decade has passed, and now she is in charge of the Faculty.

Mickelson, 50, was appointed dean last month by the Board of Governors.

That makes her the first woman to become an academic dean at UVic, and she becomes the only woman dean of education in Canada — strangely enough in a field where women are in the majority.

And her achievement had been strongly backed by the Faculty's members, who, in the balloting on the recommendation for her, voted 57 out of 57 in favor — a percentage of about 77.

Besides being a testament to her abilities, this kind of support also reflects that being a woman is no drawback in an academic, administrative career at UVic. She confirms this in her experience here more lately as associate dean for two years, then acting dean from when her predecessor, Dr. George Pedersen, became vice-president in Summer 1973.

"I don't perceive any problems at all in my being a woman," she said in an interview. "I think the faculty had a chance to indicate whether it has been happy with me and the direction in which I am attempting to move."

Where she does receive some raised eyebrows is when people off-campus come to do business with the Dean of Education.

"Many of the kinds of experiences that have happened to women have happened to me. When people, for instance, make an appointment with the dean they don't know who this Dean Mickelson is, and when I come to the door to greet them many are surprised." And with a laugh she adds: "Most recover very quickly."

But on this campus, in her Faculty and from the other Faculties "I have personally never found any problem at all in being accepted for what I am, an academic with expertise in a particular area. I have found any contribution I have tried to make has been accepted for its own value."

Where Dean Mickelson has run into bias is for being in a faculty which sometimes comes under criticism for its course content and methodology.

But, as evidenced in Sepate, she shows herself to be an able and no-nonsense defender of the Faculty. "My observation of the former dean is that he had to be vigorous in his presentations as certainly I've had to be. I don't think it has anything to do with being a woman. I think it has a lot to do with the status of the Faculty of Education in the university."

Mickelson emphatically believes the Faculty has been unfairly undermined. "We tend to give a lot of publicity about whatever is wrong with what we are doing. We don't get much publicity about what is right with what we are doing. This may be a function of our own inadequacies in making ourselves more visible. A great deal of what is worthwhile is going on in this Faculty."

But during her interview this semester will be the Faculty's "a quality institution" to the point where it is not going to be easy for a student to be admitted or to graduate. "I happen to believe teachers and students among the country's most important people. They are mandated with enormous responsibilities in working with the children of this province."

She said one of the ways of developing quality teachers is "to be selective about whom we admit, and very definitely rigorous in whom we let out."

This, she has, not been the case in the last 10 years at UVic.

She said she doesn't agree with the current practice of allowing students teaching certificates after three years of study and training.

"All teachers should have a baccalaureate degree. It's my personal bias that a teacher be well-educated first and then become a person who is competent to work with children."

Mickelson said she also doesn't think seven months of professional training is enough for a graduate out of an academic degree program. "Professional training can't be accomplished in seven months. It requires a minimum of a year with long periods of time in schools."

She takes exception to criticism from academic departments that the Faculty of Education is mainly responsible for such things as the socalled literacy problem and for the inadequate teaching of Canadian history in schools.

"It's very easy to blame the Faculty of Education. We're blamed for everything you think is wrong with the system."

She said academic departments have "real vested interests in education" and are starting to become aware of this.

"If students are going out inadequately prepared academically, and this is a function of academic departments to make sure they're not, then they are not going to make first-class teachers, and in turn they are not going to produce first-class students coming into the university."

Mickelson is a believer in interdisciplinary co-operation within the university, and she said the faculty has many hands deeply involved with academic departments has been encouraging.

Her Faculty has been undergoing a period of soul-searching. Eighteen months ago a review of Faculty programs began, and it is expected some major changes will happen for the beginning of the 1977-78 term.

With all her plans for fostering quality in Education programs, Mickelson also realizes she is taking over at a time when funds are short.

At the time of the interview, she was fretting over the possibility she would have to cut back on an already lean budget for the coming year.

"The next two years are certainly not going to be an expansionist period."

Because of a lack of resources, the Faculty is now seeking to limit enrolment of students with bachelor's degrees and students from community colleges to its professional year, beginning next fall. It is also the plan to curb first year enrolment in 1977.

Mickelson talked at length about what she sees as necessary, in Education programs when the Faculty and all its funds may be stretched.

A reading and learning specialist she took her M.A. and Ph.D. in these areas, she admitted the undergraduate program needs strengthening here.

"We're sending people out minimally qualified in the teaching of reading, and in turn in order to overcome this we need a re-ordering of priorities, more faculty and more funds."

She predicted there will be a big swing back to the traditional values of education, namely reading, writing and arithmetic.

"We would also like to be more heavily involved in special education. There is a constant demand from the field for teachers who are specialists in learning disabilities."

She said this is a main reason for her departure from the former dean is that he had to be vigorous in his presentations as certainly she has had to be. I don't think it has anything to do with being a woman. I think it has a lot to do with the status of the Faculty of Education in the university."

What also is impressive about Dean Mickelson, besides her quick administrative ability, is her scholarship. She holds a doctorate in education from The University of British Columbia and Victoria College.

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One successful move the Faculty has made in recent years is its increased contact with the field, she said.

Sessional lecturers are now mainly drawn from the local school system, and the staff associate program, wherein top teachers from the field are brought into the faculty for a year has been deemed a success after its first year.

The faculty is also trying to increase student contact with the field through its sequential option program where professional year students spend the fall term on campus and the spring term in the schools, and its internship program, which consists of intensive academic training through the Summer Session, followed by a year of supervised study and teaching in the field.

When Mickelson came to UVic as a sessional lecturer in 1967 she was not just another teacher. She had been supervisor of elementary instruction for both the Sooke and Saanich school districts and consultant for the Gulf Islands district. Prior to this she was a teacher for 15 years in both Victoria and Vancouver schools.

Mickelson managed to raise two children, who are now in their mid-twenties.

What also is impressive about Dean Mickelson, besides her quick administrative ability, is her scholarship. She holds a doctorate in education from The University of British Columbia and Victoria College.
Athletic budget rapped
By John Driscoll

The athletic program at UVic hasn’t grown up yet, according to Mike Elcock, manager of athletic and recreational services.

Sometimes, such as when he’s wrestling with his bike, Taylor will say, “I wish the coming year, Elcock wonders if it ever will grow up.

Elcock said the university decided this would mean an increase of about $40,000 in its operating budget for 1975-76. But then the university assessed by department with a building use charge of about $30,000 for the McKinnon Centre.

And, says Elcock, for the first time the university decided that honorariums for intercollegiate coaches should be included in the athletic budget. This amounted to $25,000 and shattered Elcock’s hopes for increased funds.

“We don’t really have enough funds for the athletic program, but you can’t attach all the blame to the university,” said Elcock.

He explained that students at UVic contribute, through AMS fees for athletics and recreational services, compared to an average across Canada of about $20 per student.

“It means we’re in a rat race trying to provide enough money for a good balance between intramurals, recreational programs and intercollegiate competition.”

Another sore point for Elcock is the fact that the university refuses to recognize coaching as a valid part of a faculty member’s teaching load.

“Coaches of intercollegiate teams here do it for the love of it. Because they are dedicated, coaching takes a huge chunk out of their lives.”

Gary Taylor, who resigned as coach of the Vikings’ basketball team at the end of the 1976-77 season, did so to devote more time to his duties as a high school vice-principal and to spend more time with his family.

Before resigning he had been critical of the fact that there are no faculty members coaching intercollegiate teams at UVic.

Elcock said Taylor’s stance, pointing out that at the University of British Columbia coaches of intercollegiate teams receive credit for one third of their teaching load for coaching.

Despite the fact that coaches are given a modest honorarium, Elcock has received a dozen applications from New Brunswick to Vancouver Island for the coaching post vacated by Taylor.

And despite the fact that none of the intercollegiate coaches are members of the faculty, the university has racked up an impressive record in competition against other universities, some more than three times the size of UVic.

In 1975-76 UVic teams reached national intercollegiate finals three times and won one national championship.

“Overall in all intercollegiate sports we win more than we lose. The answer is simple. We’ve got the best coaching staff in the country, despite the fact that most other universities have larger budgets.”

And despite financial problems Elcock said there is a good balance between intramural, recreational and extramural programs on campus.

“We spend one third of the budget on intramural and recreational programs and two thirds on extramurals,” he explained.

“In most universities 15 to 20 per cent is spent on intramurals.”

Most of the extramural funds are spent on trips for teams, and when you are located on Vancouver Island that can be expensive.

Playing in the Canada West Universities’ Athletic Association (CWUAA) conference means trips to the prairies where four of the six teams are located.

Elcock said expenses could be reduced sharply if UVic joined a conference involving B.C. and Washington State universities, but interest in intercollegiate sports would sag. He is a firm believer in a strong intramural and recreational program to go with extramural competition. With the opening of the McKinnon Centre in January, 1975, the intramurals program has been vastly enlarged and the response to it has been good.

“You have to have both intramural and extramural programs. One is vital to the success of the other. It’s been shown at other universities that when extramurals are cut out interest in intramurals deteriorates and vice versa.”

Expenses at the intramural level involve the paying of personnel to supervise and referee league games, instruct courses lifeguard at the pool and for the operation of the McKinnon Centre.

Operating costs for the centre are another headache for Elcock, who remarked “now that we’ve built it we can’t afford to keep it open.”

The intramurals program includes numerous short instructional classes, league play in several sports and unstructured activities.

Elcock estimates that 30 to 40 per cent of the university population, including students, staff and faculty are involved in some way or another in physical activity on campus.

“We’re pleased with the amount of participation,” said Elcock. “The McKinnon Building is being used to the fullest extent we can afford.”

McKinnon Centre was jumping all winter

More than 2,000 students, faculty and staff were involved in intramural and recreational programs at UVic during the winter session.

They took part in activities ranging from jazz dancing to learning how to handle a kayak. There were intramural leagues, exercises with the “out-to-lunch bunch” and tournaments in squash, tennis and softball.

The woman who co-ordinated all these programs is not surprised at the excellent response to them.

Penny Lough, co-ordinator of intramural and recreational services, says people are more aware these days of the value of physical fitness. “They’d rather participate than be spectators.”

The expansion of intramural and recreational activities at UVic really began with the opening of the McKinnon Centre in January of 1975. Lough points out, however, that the need was there before the centre opened.

“With the new facility we were able to expand our program to meet the need,” she said.

“And we were able to offer programs for more people rather than placing our emphasis on the top athletes.”

There are several types of activities offered by athletic and recreational services, aside from the extramural competitive sports.

There are intramural leagues in volleyball, basketball, floor hockey and water polo.

Leagues are structured to ability with some competitive while others concentrate on recreation and fun.

There are also 20 different instructional classes offered, most of them aimed at the beginner in a wide range of activities.

During the winter there are many special events, clinics, and tournaments in such sports as golf, squash, badminton and tennis.

The athletic facilities are also open to activity card-holders much of the time for unstructured activities in the gymnasium, pool, dance studio, weight room and squash courts.

“During the winter there was a league event happening every night,” said Lough.

She and several students organized leagues and supplied supervisors, referees, score-keepers and timekeepers.

There were 1,000 people in leagues from September through December and 800 people in instructional courses, with about the same numbers participating from January to April.

Lough was pleased with statistics that show an increasing number of women are becoming involved in recreational activities.

“Before the instructional classes there weren’t many women involved,” she said.

“Now women make up about 80 per cent of the classes.”

Although there are some co-ed leagues, men make up about 80 per cent of those involved in league play.

While participation in recreational activities is growing there have been some disappointments to Lough. She had hoped to get synchronized swimming under way this year.

“I had a really good coach lined up but it takes commitment and time on the part of participants to build new programs,” she said.

“I still have hopes for it.”

Lough is a former student at UVic who taught for several years after receiving her B.A. degree. She came back to the campus just as the McKinnon Centre opened to take on the job as co-ordinator of an expanding program.

While most students are leaving campus for the summer, her job is a year-round one and activities and special programs are continuing.

During May and June there are several offerings for students, faculty and staff who have purchased activity cards.

The McKinnon facilities are open from May 3 to July 5 Monday to Friday from 8:30 a.m. to 5:30 p.m. and on weekends from 12 p.m. to 5 p.m. for family recreation.

The pool will be closed from May 3 to mid-May for repairs. When repairs are completed it will be open from 11:30 a.m. to 1:30 p.m. and 3:30 to 5:30 p.m. On weekends the pool will be open from 12 noon to 2 p.m. and from 2 p.m. to 5 p.m.

Anyone wishing to register in instructional programs during May must register in person at the McKinnon Centre. There are courses in tennis, squash, yoga, adult swimming stroke improvement, taеквондо, sailing, akido and keeping fit for ladies.

The Ring—Page 6. April 22, 1976
Students fail for more say

An attempt to increase student participation in proposed administrative appointment procedures at UVic failed at the April 7 meeting of Senate.

Senate was discussing draft procedures for the appointment of chairman of department.

The draft procedures were presented to Senate for discussion by Dr. W.R. Gordon (Mathematics), chairman of one of the president's committees on administrative appointments.

Student senator R.C. di Bella objected to the appointment of a committee chair for a new version.

Under the proposal, the committee would select three faculty members from the department concerned, two faculty members from other disciplines, the dean or associate dean of the faculty concerned, and one student.

"We're here to serve students," said di Bella. "I don't think we have two students on the committee?"

Dr. Frank Robinson (Chemistry) said past experience has shown it is difficult to find enough students willing to serve on committees.

Gordon said in the past there has been a "paternalistic" attitude in appointing students to committees. "We haven't found a satisfactory method yet," he said.

Dr. Bruce Calvert (Philosophy) disagreed that student participation would have more representation on the search committee. "I don't believe students are as affected by chairmen of departments as professors," he said.

The Senate took a "straw vote" on a recommendation that student representation on the motion be decreased to one from two members. The motion was defeated.

Gordon's committee will now revise the draft procedures before presenting them to Senate for final approval.

Senate sticks to smoke

A show of good example by the most unlikely of Seniors may have contributed to the fact that some students have smoking prohibited during Senate hearings.

A motion, proposed by Senator W.G. Bergen (GS-M), came before the April meeting, and opposition to it was led by the Dean of Graduate Studies, probably the university's most prominent partaker of the weed, and Dr. Charles (Danny) Daniels (Philosophy), a man in the painful throes of trying to give up the habit.

However, Jennings, a chain-smoker, did not see this motion on the grounds such a curb would be intolerable to his peace of mind. Instead, to the surprise of the Senate, he declared he didn't re-smoke for the year, and if he did, he would refrain from smoking during Senate.

"I have been smoking with certain abandon for 40 years, and as of now I am going to stop smoking during Senate meetings," he said.

"But I think it would be very wise to prohibit actions of certain members. The Senate has no police powers, and it would be wise to prevent students smoking in the Senate to pass a motion of this kind."

He added that Senate could say to its members that it wishes them to refrain from smoking.

Daniels, whose habit of rolling cigarettes and a fetid notice on Senate, informed his colleagues that he had recently given up smoking.

"I'm opposed as a new non-smoker," Daniels told Senate. "The motion makes good sense, but in a room this size smoking is not unhealthy to non-smokers, while it would be unhealthy if it were done."

He said that possibly smokers could be segregated from non-smokers, or that Senates should make those who smoke "regrettable but not forbidden."

Bergen, who comes from a non-smoking family that condones his habit, is noisy. "I'm strongly affected by smoking. The smoke from the last meeting gave me a severe headache and my eyes were watering."

R.D. di Bella (AAS-SG) supported Bergen by saying he could "hardly breathe" at the last meeting.

To the surprise and relief of some heavy smoking observers, who thought there were more non-smokers than smokers on Senate, the motion was defeated.

Dean Halliwell, University librarian, requested the chair to record his abstention because he is the "second worst chimney on Senate after the Dean of Graduate Studies."

Jennings commented afterwards that "he will smoke anything he can get his hands on: cigarettes, pipe, cigar, you name it." He said he smokes four packs a day on the average, but noted that his father, also a heavy smoker, didn't die of smoking.

Daniels afterwards said he quit smoking in December when he had cut back to six a day by switching to roll-your-owns. However, he still has non-smokers that he asks to serve on Senate, an idea he was opposed to during a "smoking prohibitive" motion.

"It's a huge effort to stop. I'm having a hell of a time." He said the worst temptation come during Senate meetings and bridge games.

Outside evaluations stay closed

The Senate will not receive reports made by visiting evaluators on the strengths and weaknesses of academic departments at UVic.

At the April 7 meeting, Senate turned down a motion by student senator Stephen Koerner (AAS-SG) that "all outside academic evaluations of the university be provided in the budget reports and placed on the docket."

External evaluations in the departments of English, Slavonic and Orient Studies, and Economics have been completed, and during the April meeting Koerner said "any of these reports of the Senate eyes amounts to a quasi-censorship of the university's faculty as academic watch-dog."

Speaking against Koerner's motion, David Henn (Hispanic and Italian Studies), pointed out that students were looking for "tutelating reading" such as the naming of bad professors they would be disappointed.

He said that student representatives were being "too much academic muscle" and felt the reports should be left for the dean and departments to sort out. "At the same time the students were not looking for tutelating reading but for academic information to enable them to conduct Senate business," he said.

"This is not a rash proposal," said student Senator Gregory Rideout (L-I). He said that student representatives should not retain autonomy, but that the Senate would be in a better position to understand their concerns. "The entire Senate's reports were given to senators."

Dr. Neil Swanson (Political Science) said the Senate appeared to be doing what the councils do, trying to pull into itself an increasing number of operational duties.

We have to be careful to support deans and chairmen and then to trust them," he said.
Sandy Rheaume (Educ-2) has built himself a drum. But, not just any drum. This instrument, which he calls a “talking drum,” has a keyboard with notes. He got the idea from a toy that wasn’t a “serious instrument” and is now trying to perfect the notes for a complete scale. The instrument is made entirely of wood, mahogany and cedar, which Rheaume selected on the basis of grain and density. So far he has spent nearly 20 hours designing, building and modifying the drum. “The normal set of mathematical rules for guitar frets or the marimba doesn’t apply.” He is doing the drum as a music project and says that he wanted a portable instrument that was easy to handle, and partly because he was quite deficient in rhythm.” He will be doing his practicum teaching in an Indian community at Alert Bay and hopes to use the instrument to teach music, in addition to his main subjects, social studies and science.

**Calendar**

**FRIDAY, April 23**
- 2:30 pm Meeting, Education. Cornett 112.

**SATURDAY, April 24**
- 2:30 pm Rugby, Interunion semi-finals.

**TUESDAY, April 27**
- 8:00 pm Faculty and Staff Badminton. McKinnon Gym.

**THURSDAY, April 29**
- 1:00 pm Seminar, Department of Chemistry. Elliott 162. Dr. H. Kelby, of UVic, will speak on "The Rotating Disc and its Application to Kinetics of Electrochemical Processes".

**SATURDAY, May 1**
- 2:30 pm Rugby, Interunion Final. (Rounsfel Cup).

**MONDAY, May 3**
- 5:00 pm Meeting, Student Senators. Board Room 1, SUB.

**TUESDAY, May 4**
- 8:00 pm Faculty and Staff Badminton. McKinnon Gym.

**WEDNESDAY, May 5**
- 7:30 pm Meeting, Senate, Green Room, Commons.

**MONDAY, May 10**
- 8:00 pm Meeting, Student Senators. Board Room 1, SUB.

**Crossword Puzzle**

- by G. Knott

This crossword puzzle is styled after those of the British newspapers The Observer and The Sunday Times. Webster’s Dictionary is used as the standard reference here for words and abbreviations.

The clues given are often in two parts, one specifying the word or phrase and the other qualifying, it in an anagram, or pun-like manner. The clues are specific (I hope) so that there should be no question about the right answer once it is found, notwithstanding the above and following guidelines.

After each clue there follows in brackets the number of letter in the word, or if more than one word is used the number of letters for each of the words in sequence. When more than one word is used, the answers will be a common phrase e.g., “Crazy like a fox” or words naturally associated like “Black power.”

Anagrams are used frequently but are referred to in the clue. Sometimes the anagram may be only part of the word(s) and again the clue should make this clear. Abbreviations are sometimes used as part of the word, and are implicitly in the clues. Where quotations are used, the source is given in brackets after the clue.

**CLUES**

### Across

1. Getting a lot from a sow’s ear? Certainly living it up. (4, 3, 3, 3)<br>2. Marking what some students will be doing? (10)<br>3. Trick almost follows upon myself. Using a different yardstick. (2, 6)<br>4. It's a long way off. Fantastic! (3, 3)<br>5. Wrongly shun the Germans. (4)<br>6. Thin drone gets no cold plate. (3, 6)<br>7. “Be not deceived". (Galatians). (3, 2, 3, 6)<br>8. The Senate can do is to make a request for a legal opinion on the issue. (1, 4, 2, 4, 3)<br>9. No meeting place for an infidel. (5)<br>10. Edward is at the end of the wharves: getting living it up. (4, 3, 3, 3)<br>11. Flower of the cress family. (10)<br>12. You may walk on these but they can be sharp. (4)<br>13. A little overseen upon the unconscious is like an extraction of teeth. (8)<br>14. Later to be without a name. (4)<br>15. A daytrip, where in France it goes like a bell. (6)<br>16. The lowest of instruments? But it makes a lot of noise. (4, 4)<br>17. A smell, peculiarly lousy; but ends up fragrant. (9)<br>18. “And the Senate is seeking a legal opinion on whether it can delegate final authority on student appeals to a five-member committee. The Senate committee on committees recommended at the April 7 meeting that the committee on appeals make the final decision. At present the Senate committee on appeals makes a recommendation only with Senate responsible for the final decision. Under the proposed terms of reference, the appeals committee would report its decision to Senate for information. The Senate could then request the committee to consider the appeal further. Senate were divided on the issue. Dr. Cary Goulson (Education) supported the recommendation, stating that Senate did not have the time to study appeals. “There is no possibility of the Senate making a judicious decision," he said.

Student senator John Pennington (A&S-U) disagreed. “It’s totally unfair for a small committee to make a decision on an appeal," he said. “The final word has to come from the Senate.”

Dr. Norma McKenzie, Dean of Education, said she supported the recommendation because students deserved more time for their appeals than Senate could give them. “A committee has the time to fully hear an appeal,” she said.

Dr. Charles Daniels (Philosophy) said it would be "unwise" of Senate to give up its power to make the final decision. “If these new procedures are approved the only thing the Senate can do is to make a request for further study to the committee which the committee can deny,” he added.

After Betty Kennedy (Mathematics) pointed out that a student may have the legal right to approach the entire Senate, senators decided to obtain a legal opinion on the issue before making a decision.