Hiring controversy goes to board

Vice-president K. George Pedersen will make a report to the Board of Governors on procedures followed in the hiring of two faculty members in the English Department.

The issue which was discussed at the April 29 meeting of the Faculty Association warmed up last week with charges from Dr. David Jeffrey, chairman of the English Department, that the association's discussion appeared to be "a kind of kangaroo court performance."

At the heart of the matter is the question of advertising for the two positions in question, faculty Association president David Henn said information he has received on the issue indicates to him that "in this matter of advertising for the two positions in question, things appear to have been irregular."

"I see no evidence to date to suggest that I've been wrong on this," he added.

Pedersen said he was attempting to find out exactly what did occur in the hiring, Jeffrey, in an interview with The Ring last week, (See story page 6) said he has supplied additional information he has on the hiring to Pedersen.

"I'm not in any difficulty over this thing," he said. "It arises from an unusual situation and an incomplete appreciation of what that situation is."

Jeffrey said he felt the whole hiring controversy was a "red herring."

"The kind of intensity that was apparently present in the non-agenda discussion of this at the faculty meeting, where I wasn't present, has to be seen by anyone with an eye in his head as a kind of kangaroo court performance which has as its objective, not this specific issue at all but rather something much more explicitly political in the way of personal attack," said Jeffrey.

At the meeting the association asked the administration to make an investigation of the situation in the English Department.

Henn read from a memo to President Howard Petch from Jeffrey which was forwarded to him, outlining the procedures used in the hiring of the two faculty members.

He said the memo "raises more questions."

Henn said the hiring issue came up at the meeting as "legitimate business arising from the minutes. This is not a personal attack," he said. "We must all attempt to ensure that advertising of positions and hiring of faculty are related."

He said the issue was not complicated but fairly simple. "Were people in Canada given adequate opportunity to apply for the two positions open?"

Henn said the association decided not to strike a committee to launch its own investigation but rather to "invite the administration to conduct an investigation."

Capital projects frozen

All new building projects on campus have been frozen until after the provincial government passes legislation on methods by which all future capital projects are to be financed.

The freeze does not apply to construction of the University Centre which gets under way this month as funds for this project were previously approved.

"We can't go ahead with any new construction until after the government passes enabling legislation," President Howard Petch told the Senate May 5.

Petch said government spokesmen have indicated that this won't happen until late June or early July.

"Everything is frozen," he said. "We don't have funds to hire an architect."

The music wing of the MacLaurin Centre is ready to go to tender but no action can be taken.

(continued on page 2)

Budget creates headaches

Because UVic received less than half the operating budget increase asked for, "life will be a lot more difficult," President Howard Petch told the May 5 meeting of Senate.

Petch said UVic received $28.75 million to operate in 1976-77, including a $1.1 million supplemental grant from the provincial government at the end of March.

This represents an increase of 14.2 per cent over the 1975-76 budget and the university had asked for an increase of about 30 per cent.

"It's more or less a stand-pat budget," said Petch after the meeting. "About all it does is look after unavoidable increases."

He said it would be mid-June before a detailed budget is taken to the Board of Governors but "it's obvious that this is a very tight budget."

Petch explained that although salary guidelines are not clear, the university would probably need a maximum 7.7 per cent increase over last year for salaries alone.

"The minimum we could allow for inflation costs on non-salary items such as paper and supplies accounts for a 2.1 per cent increase from the previous budget."

He explained that this was allowing for an inflation rate of 10 per cent, "and most items are running at a rate of more than 10 per cent. Paper and laboratory supply costs are just skyrocketing."

The university must also increase its budget by five per cent for annualization of salaries and maintenance of new buildings. Another increase of three per cent was hoped for to pay for the cost of new and emergent programs in Law, Social Welfare, Nursing and Public Administration.

He said an anticipated student enrolment increase of eight to nine per cent should be balanced by additional faculty and supplies. This would account for an increase of six per cent from last year's budget.

"Some of the increases, especially the ones for salary increases and inflation are unavoidable," said Petch. "If you add them all up it becomes obvious we're not going to be able to do all the things we had hoped."

The items mentioned by Petch add up to an increase over last year's budget of 24 per cent. With a 14.2 real percentage, Petch said it will put a number of restraints on the university.

He said a lot of decisions regarding these restraints are made at the departmental and faculty level. "They'll see how much money they have available and they're going to have to decide how they'll get along," he said.

He said because some part of the increase must go to cover increased costs for new programs, and inflation and salary increases are unavoidable, it will mean that "our student-to-faculty ratio will have to go up."

"We're anticipating an eight per cent increase in student enrolment and we can't afford a net increase in faculty."

(continued on page 2)
began in the fall of 1974, with no early end in sight for austerity, he
said. “The worrisome part is that unless we get approval for capital spending
soon we won’t be able to call for tenders and we won’t be able to get a building under way by
September.”

Vice-president K. George Pedersen confirmed Petch’s view. “Every capital fund we have is tied
up,” he said. “If the difficulties of the first half of the decade have been severe in going ahead to
the balance of the 1970s and 1980s adds little cheer. The latest demographic studies, the
general economic trends and increasing cheer. The latest demographic studies, the
general economic trends and increasing

6 million this year to the Universities Council
 been a bum by graduates, parents,
but declined rapidly when they failed
urse in the University’s case for an early decision “most strongly” to
provincial government. “We can’t move until they do.”

The provincial government has provided $6 million this year to the University
in capital funds but this must be split among the three B.C. universities and the money
must be used to complete buildings under construction or on approved projects. The
government has indicated that it plans to go to a cash-flow basis for capital funds
by the president’s committee on administrative procedures. (This

The Board of Governors, on April 20, 1976,
approved the following recommendation and
received the following reports:

**Election of Chairman and Vice-Chairman**

R.J. Cumliffe was re-elected chairman of the Board of Governors and Larry Ryan was
re-elected vice-chairman, both for a second
year-term.

**New Appointments — Faculty**

Andrew W. Armstrong, S.C. (Queen’s University)
M.S.W. (McGill), M.E.D. (OISE), St. John’s
appointed associate professor, School of Social Work, effective July 1, 1976 to June 30, 1979.

Anya F. McNally, M.A. (British Columbia),
Ph.D. (Harvard), Victoria, B.C., assistant
professor, Department of History, effective July 1, 1976 to June 30, 1979.

Lawrence P. Nees, B.A. (Chicago), M.A. (Har-
vard), Cambridge, Mass., associate
professor, Department of History in Art, effective July 1, 1976 to June 30, 1979.

James B. (Bill) Crockatt, A.M.T. (Har-
vard), Genesee, N.Y., appointed
senior lecturer, Department of Music, effective July 1, 1976 to June 30, 1977.

Robert F. Fowler, B.A., M.A. (Queen’s), Ph.D.
(Dublin), Toronto, B.C., assistant
professor, Department of French,
effective June 1, 1976 to June 30, 1979.

John McLeish, B.Sc., B.Ed., M.Ed. (Glascow),
Ph.D. (Leeds), Edmonton, Alberta, appointed
professor, Department of Geography, effective Sept. 1, 1976 to June 30, 1979.

Jocelyn M. Gifford, B.A. (McGill), M.S.W.
(British Columbia), Victoria, B.C., appointed
senior lecturer, School of Social Work, effective July 1, 1976 to June 30, 1979.

Special Appointments

Franklin E. Churcher, A.R.C.T., L.R.C.T.
(Boreal Conservatory of Music), B.Mus. (Torr.), M.A., Ed.D. (Columbia), Professor of Educa-
tion, appointed associate professor, Faculty of Education, appointed chairman of the
Department of Music, Faculty of Education, effective July 1, 1976 to June 30, 1979.

Appointments with Tenure, effective July 1, 1976

Loren E. Arker, assistant professor, Department of Psychology.

Susan R. Clark, assistant professor, Department of Education.

Jan L. Bradley, assistant professor,
Faculty of Education.

Brian W. Dippie, associate professor, Department of History.

Orville S. Elliott, associate professor, Department of Anthropology.

Robert H. Foster, assistant professor, Department of German.

Alan Hayden, assistant professor, Department of History.

Geoffrey S. Hodder, assistant professor, Department of Education.

Robert E. Horita, associate professor, Department of Physics.

Robert H. Haas, assistant professor, Department of Slavonic and Oriental Studies.

Alan Hughes, associate professor, Department of Theatre.

Bruce R. Johnson, assistant professor, Department of Music.

Malcolm A. McKelweir, assistant professor, Department of Geography.

Sardine monahan, assistant professor, Department of Hispanic & Italian Studies.

Dale Olesky, assistant professor, Department of Mathematics.

Lorne Pierp, assistant professor, Department of Psychology.

Laurie Rosemood, assistant professor, Department of Psychology.

David T. Stafford, associate professor, Department of History.

S. Anthony Welch, associate professor, Department of History in Art.

Colin J.B. Wood, assistant professor, Department of Geography.

Resignations

The following resignations were received with regret:

Arne S. Baartz, assistant professor, Department of Mathematics, effective July 1, 1976.

Resignations

The following resignations were received with regret:

Arne S. Baartz, assistant professor, Department of Mathematics, effective July 1, 1976.

Robert Desman, assistant professor, Department of History in Art, effective June 30, 1979.

William E. Kolachynski, supervisor, Food Services, effective April 30, 1976.

Lorne I. Lukis, computer programmer, Systems Services, effective April 2, 1976.

John Woods, professor, Faculty of Philosophy, and associate dean, Faculty of Arts and Science, effective June 30, 1976.

The Board of Governors has been informed that the
councils at the provincial level will be required to present, in
addition to English 12, at least two Grade XII courses chosen from the Arts and Sciences group
in the Curriculum Organization Chart for British Columbia Senior Secondary Schools (1972).

New Courses

The Senate approved one new Sociology course in the Faculty of Arts and Science, six new
History in Art courses in the Faculty of Graduate

The Senate reports that the following proceedings from the 130th meeting held on
April 7, 1976.

Admission Requirements, September 1977

Effective September 1977, applicants entering university from secondary school in the province will be required to present, in addition to English 12, at least two Grade XII courses chosen from the Arts and Science group in the Curriculum Organization Chart for British Columbia Senior Secondary Schools (1972).

New Courses

The Senate approved one new Sociology course in the Faculty of Arts and Science, six new
History in Art courses in the Faculty of Graduate
The Ring  --  Page 3  May 12, 1976

Dr. S. Joseph Cunliffe, a consulting engineer, has been re-elected to a one-year term as chairman of the UVic Board of Governors. The election, held at the April meeting of the board, also returned Laurence Ryan, secretary-treasurer of the Victoria Labor Council, to the position of vice-chairman. Cunliffe was first appointed to the BOG in 1971 by the provincial government. He was first elected chairman in 1973. After the expiry of the Universities Act in 1974 he was re-appointed executive for a number of years, will attend the May 17 BOG meeting.

Prof. Lyman Robinson (Law) has been named president-elect of the Canadian Association of University Teachers. Lyman, who has served on the executive for a number of years, will attend the annual meeting in Quebec City in early June.

Is technology destroying us? Very definitely it is, in all ways, and this is the theme of Teknosis, a distinguished technologist turned renegade, states in his preface: "For disastrous consequences, no historical event has ever equaled technological progress. Many of its benefits are so obvious that the public cannot help but appreciate them. But its unforeseen effects, its innermost implications, often have a different and much more insidious form. For therein lies the danger in the technology of today."

Teknosis is provided by Prof. Robin Skelton, editor of The Malahat Review, and the foreword is by British poet Robert Graves. Skelton also has a piece entitled "The Paintings of Camilla Kerringer" in The Malahat Review. "The book marks contributions to this international quarterly are Dr. Terence Rickwood (Slavonic), translating "The Chapels of the Bialystok Ghetto"; Dr. John Greene (French), translating "The Transparent Ones" by Rene Char, and Jeni Courey (Creative Writing), with three poems. Peter Russell, former visiting writer at UVic, has a poem entitled "Painting the Best".

During winter session The Ring is normally published every second Wednesday. However, the May to August publishing schedule will be less frequent.

Raven Room will be open from 9 a.m. to 3:30 p.m. Monday to Friday. The university map collection in the Library will remain closed on weekends. The Student Union Building cafeteria will offer a show on "engraving in Stamps". Trading will follow.

What has been termed by Dr. Sam Macey (English) as "a remarkable constellation of North America's leading scholars" will take place on campus next year. UVic will be host to the annual convention of the American Society for Eighteenth Century Studies (ASECS) May 5 to 7. Macey and other local members of the program committee recently attended a meeting at the University of Virginia in preparation for this event. Macey, who is committee chairman, said ASECS conventions provide "a most invigorating intellectual forum, and its visit to Victoria will benefit not only many departments in this university, but also Eighteenth Century studies in Western Canada. They have given the position a much-needed impetus with a membership that is concerned with every aspect of scholarship pertaining to the period 1600-1800, he said the society is probably the most active interdisciplinary group of scholars in existence. The convention will have 12 plenary papers delivered, as well as more than 100 in some 28 seminars. "The demand to come to Victoria has been so great that many of the seminar papers will be given by scholars who would normally expect to speak in plenary session." Other UVic members of the committee are Dr. Tom Cleary (English), Dr. John Money (History), Dr. Michael Hadley (German), and Dr. Pat Koster (English).

Dr. Nora Haimberger (Germanic) left this week to present a paper at the Berlin Museum in connection with an E.T.A. Hoffmann bicentenary exhibition. Her topic will concern the instruments and the quality of their sounds as used by Hoffmann in his literary work. Haimberger will also attend a celebration arranged by the E.T.A. Hoffmann Society in Bamberg, where Hoffmann was musical director from 1868 to 1872.

The UVic Phaletic Society will meet in Clearview 133 at 7:30 p.m. on May 17. Tom Gore (Biology) will present a show on "engraving in Stamps". Trading will follow.
Buzz Buzz Buzz, people wonder why he does

By Gloria McCleave

When it comes to bees, Rod Moody, a voluble man, buzzes with enthusiasm.

“I’m a fanatic over bees,” said Moody, 37, who is head service worker at student residence.

He spends every spare moment he can with his bees, and he has turned a hobby of 22 years into a lucrative business.

His enthusiasm for bees knows no bounds, and it is not in the least pricked by getting stung often. “If you love doing something, and it is not in the least pricked by getting sore from it, that is the thing for you to do,” says Moody.

His love for bees causes him to become excited when he approaches his hives so he will scare away any cougars.

Bees are more persistent. They will knock over the hive, eat the bees and then honey. “It is the bees they are primarily after, but it is the smell of the honey that attracts them.”

Moody has had to erect an electric fence around all his bush hives to shock the bears when they come near. He believes the bears belong there, too, but he has a licence to carry a rifle which he will use only to protect himself and his family.

Moody has also lost bees and equipment by people throwing stones at them, and he even had one of his hives raided in his backyard while away on a camping trip.

He quickly began passing out jars of honey to his neighbors in exchange for their keeping an eye on his hives while he is away.

He discovered that a certain type of aggressive bee called the Italian would guard their own hives and chase off the offenders. But they were too difficult to handle and even the commercial firms were having employees quit because of them. So Moody decided to cross them with the gentler Cau- casians, and found they would also guard their hives and chase away the stone-throwers.

The Moody family moved to Vancouver Island in 1962 to chase the fireweed, which helps to make British Columbia one of the best honey areas in the world.

Moody’s ultimate goal is to one day have an educational honey house with an elaborate display lobby where the public and schools can come and see how bees are harvested.

There will be pictures of bees in various stages and a hive in operation under glass, with the entire honey extracting operation behind a large picture window.

Moody is already collecting antique smokers and out-of-date hives for this project.

Moody says Victoria can thank the bees for being called the “City of Gardens”.

Moody is now trying to raise a commercial area than can loggers. Actually, he points out, the bees help logging because they pollinate the much-sought-after white pines and will guard your trees.

Having established himself in the back country, Moody discovered other obstacles. Once he came upon a cougar sunning itself near the hives. Now Moody makes lots of noise when approaching his hives so he will scare away any cougars.

Moody also has lost bees and equipment by people throwing stones at them, and he even had one of his hives raided in his backyard while away on a camping trip. He quickly began passing out jars of honey to his neighbors in exchange for their keeping an eye on his hives while he is away.

He discovered that a certain type of aggressive bee called the Italian would guard their own hives and chase off the offenders. But they were too difficult to handle and even the commercial firms were having employees quit because of them. So Moody decided to cross them with the gentler Caucasians, and found they would also guard their hives and chase away the stone-throwers.

The Moody family moved to Vancouver Island in 1962 to chase the fireweed, which helps to make British Columbia one of the best honey areas in the world. (Fireweed is a pinkish-purple flower common in cleared or burnt-out areas.)

Moody said there are 57 kinds of honey in B.C., all of a different color, and of these many varieties, fireweed honey is the most popular.

The warm and humid conditions on the Island combined with the slash areas are perfect for the production of fireweed honey. Clover makes good honey, and huckleberry honey early in the spring is crystal clear and makes good ice cream topping. Later in the season, all the honey gets darker, the bees get more aggressive and their stings become stronger.

One year Moody acquired a dark honey, from oak trees, so thick one of his commercial customers sold it for pancake syrup. He was never able to duplicate this particular type of honey again because he found out weather conditions were never favorable because the tree must never get below 60 degrees at night. Salmon berries make a dark honey and are depended upon to feed the bees during the winter so they cannot produce the following spring.

Moody is now trying to raise a commercial bee that is hardy, but not too aggressive, to package and sell to honey companies. He talks like a living encyclopedia about Caucasians, Carniolans, Italians, Golden Caucasians in colors of grey black, brown, and about cross-breeding, testing, experimenting and weather condi-

He says philosophically that everything is relative in nature, and that his activities are just part of the cycle.

His interest has led him to observe bees to find out why they will drag a wax moth three times their size out of the hive, or why they will enter an abandoned hive where some eggs and larvae have been left and begin nursing them, or why they will accept strange bees into their hives if they are full of honey and kill them if they are not.

When asked how to spot a good queen, Moody said he looks for a bee that appears to be a worker, skinner than a drone but much longer. The queen has a long laying apparatus whereby she can reach down and deposit eggs right into the bottom of the cell. Hatched in about three days, the new bee is fed by another nurse bee, born just shortly before, with a substance made from a gland in the back of the queen’s head. This drug, passed to them just a little bit at a time, stunts the bees’ ovaries and their bodies, so they will always be workers.

“This is what makes her the monarch. No one can stand up against Mother.”

Bumble bees are a breed apart, strictly loners who build their own nests. They were here on this continent before the honey bee and are pollinators. Moody said they are strong enough to raise a hive and fly when it is cold, but no one has been able to do anything with them. “A bumble bee cannot resist raiding a honey hive. She will jump into their hive and flick them off, but eventually they will sting her to death.”

Wasps or yellow jackets are often mistaken for honey bees. “You can usually shake a honey bee off a flower and she will go away, but a yellow jacket will come after you,” Moody looks upon yellow jackets as friends because they are scavengers and clean the hives of dead bees when the others are too busy to haul the carcasses away.

Sometimes people will call Moody to come and get a swarm of bees out of one of their trees. Many times these are mistaken for yellow jackets. A bee cluster formed in a tree is usually from an old hive. The bees bunch up in a tree (trees are most common) while their guards go out to find a place for them to nest.

Moody likes to move in before the guards return. He lays a sheet on the ground and literally “shakes” the bees down onto the sheet, bundles it up, sticks it in his car and goes home. The bees are usually too full of honey at this time to sting. When he gets home, he shakes the sheet out in front of the hive and tries to spot a queen going in. If a queen doesn’t go in, he takes a frame out of another hive that has a few eggs and larvae in it and the swarm cannot resist going inside to nurse those baby bees.

The length of the honey bee’s life varies: a few days in the spring, if the weather is cold, 5 or 6 weeks when warm, and one month in the fireweed.

Moody’s ultimate goal is to one day have an educational honey house with an elaborate display lobby where the public and groups of school children can come and actually see how bees are harvested. There will be pictures of bees in various stages and a hive in operation under glass, with the entire honey extracting operation behind a large picture window.

Moody is already collecting antique smokers and out-of-date hives for this project.

Moody says Victoria can thank the bees for being called the “City of Gardens”.

Buzz Buzz Buzz, people wonder why he does
In the beginning, some 15 years ago, the site of what is now Finnerty Road entrance to campus was "a piece of ground, half forest and bush and half flat, open country, completely barren and uninteresting," recalls Ted Apps, director of Buildings and Grounds.

Then, for the next six or seven years, it was a construction site, and "it looked like one," said Apps, who was here almost from the beginning. So it was about 1970 that Buildings and Grounds earnestly began the long-range strategy of transforming a scarred and humdrum campus into a thing of varied beauty.

Now, Apps said, the progress is starting to become visible, and it will be another two years before it all starts to come together. Although there was "certainly no conscious effort to have unity in the architecture, there was an effort to have landscaping as a unifying element."

He said that one of the early decisions made about the campus was that it would reflect the beauty of Victoria with its considerable public interest in gardening and a climate that lends itself to making the city a almost-year-round garden.

"It just seemed logical that one of the strong aspects of the campus would be landscaping and gardening."

What was envisioned at the start, taking into account the flat northern half and the forested southern half, was a landscape that would be casual and open making good use of the varied flora of the Greater Victoria area.

"The idea was to keep away from formal landscaping, and that is what we are doing," added Rex Murfitt, Apps' superintendent of grounds.

It takes time for a new environment to ripen, because trees and plants have to grow, and some areas have yet to have buildings constructed on them. "About 10 years ago we planted a half of a lot of trees, and, of course, they looked like sticks in the ground. Now they are becoming evident, such as the oaks in the quad."

The first area to be landscaped, because it was away from all the early construction, was the Henderson Road entrance, and now it is the most mature section, and, says Apps, "an area defined one after another, rather than one defined area after another, rather than across a flat prairie or a continual forest."

For the first time all the various leadership groups in B.C.'s education faculties, the school district administrators, school administrators, administrators of post-secondary institutions, Department of Education officials, school trustees, college councilors and other administrative personnel.

Kratzmann said these groups will now be able to sit down for the first time and discuss current educational issues, such as educational financing, decentralization of curriculum, priorities in learning, "value" schools, or whatever issue surfaces.

Kratzmann said that he up to now all these groups, with their various vested interests, have held separate national meetings. What gives the organization "more clout, is that it is being funded to the tune of $265,965 over a four-year period by the Kellogg Foundation, a philanthropic agency set up by the cereal makers to finance worthwhile educational leadership programs."

Dr. Norma Mickelson, Dean of Education, was just recently informed of the Kellogg grant following a "very taxing" on-site evaluation in March by one of its representatives.

Kratzmann said without such funding the organization would have been able to operate on a limited basis only, but now it will be able to set up an office, likely in Vancouver, with an executive director, and financial and clerical staff.

Kratzmann and Mickelson, who along with former dean George Pedersen and Dr. Christopher Hodgkinson, who is also on the board, have been involved in pioneering the BCCEL since the idea was first conceived in early 1974 at a Harrison Hot Springs conference of the B.C. Superintendents Association, which was sponsored by the UVic Faculty of Education.

The superintendents "expressed the desire for some umbrella agency that could look at in-service or job needs of administrators," Kratzmann said.

From that beginning, "cohesive, strong support came from the diverse leadership groups, and these are the education faculties of the three B.C. universities, the school district administrators, school administrators, administrators of post-secondary institutions, Department of Education officials, school trustees, college councilors and other administrative personnel.

Kratzmann said these groups will now be able to sit down for the first time and discuss current educational issues, such as educational financing, decentralization of curriculum, priorities in learning, "value" schools, or whatever issue surfaces.

Education leaders band together

Daniels slugs campus planners

Beauty, they say, is in the eye of the beholder and for Dr. Charles Daniels (Philosophy) there's not much beauty to behold in the architecture and landscaping on campus.

"Our campus is an architectural junkyard with about as much aesthetic cohesiveness as a slag pile in a pickle jar," Daniels said in a prepared statement to the Senate at its May 5 meeting.

Daniels was calling for representation from the Visual Arts Department on the university committee on campus development. "With our landscape and architectural track record we are not to use what resources we possess in these respects of which a major source lies in our Visual Arts Department," he said.

The architecture on campus took the brunt of Daniels' attack. He described the Cunningham Building as looking like a "Second World War surplus concrete Nazi gun emplacement," the Corbett building as a "maze" and the student residences as "the echo chamber."

And soon when the stones finally arrive and are placed atop the mounds under the direction of the landscape architects we shall see red double-decker buses of tourists from points south who have come across the channel to see a little bit of England and are being driven past UVic's druidical ruins on the pilgrimage to Anne Hathaway's Cottage."
JEFFREY: ‘imperative for changes’

By John Driscoll

When Dr. David Jeffrey returned to UVic in 1973 to become chairman of the English Department he was quoted as saying that he sensed “the time has come to put our shoulders together to achieve the potential that lies there — to be a first rate faculty of the first rank in Canada — and I hope the English Department will be in the forefront of this.”

Less than three years later he has tendered his resignation as chairman and there is a sense of disillusion in the reasons he gives for his resignation.

Rather than putting shoulders together, Jeffrey and the majority of his department have locked horns.

And Jeffrey has become the central figure in two public controversies that have produced front-page newspaper stories, editorial comment and memos flying in all directions.

One controversy concerns advertising procedures followed in the hiring of two faculty members in his department, the other purporting on a draft hiring policy which would favor Canadian applicants for faculty positions.

The controversy over advertising procedures is dismissed by Jeffrey as a “red herring” (See story, Page 11), having nothing to do with his resignation.

The Canadians-first issue is a factor but only one among a host of professional issues which are all intertwined into Jeffrey’s resignation.

Last week in an interview in his office Jeffrey elaborated on the reasons for his resignation as chairman and there is a sense of disillusion in the reasons he gives for his resignation.

He said that he would hope to convince some of the faculty members that Canadians feel the same way about their country as Americans feel about theirs or as Englishmen feel about theirs.

"It’s hypocritical for expatriate faculty to say that there are only 10 or 20 percent of Canadians is more than enough in Canadian universities when the U.S. has only eight percent. And that faculty and now has decided to admit none.”

Jeffrey said the opposition to some of his policies was not simply opposition to the policies themselves.

He said everyone in his department would agree that students should be more literate. But people are committed to direct leadership on the part of the university in training teachers so that high school literacy is not going to be offered extra courses in language training.

He said reasons for that stem from another issue.

"If you come from an English background you’re used to a system that sends students to university with a very high degree of competence in basic language skills.

"But in Canada our cultural situation is different. If you bring your judgments on what you consider a nice place to be. For me it’s not just a nice place to be. As a Canadian I’ve always felt that the Senate is crucial doesn’t know the system."

Jeffrey said the Senate is a “rubber-stamp outfit that occupies a lot of time with very little effect.

“That’s unfortunate but given the decen-tralization of university government, that’s the way it is. Many senators I know sense this, lamenting the resulting change in the character of the Senate, and wish that it might become otherwise.

He said the real "guts" of the university are the appointments committees at the departmental level and analogues they have at a higher level, the committees on the executive of the faculty association.

Jeffrey said he realizes some of the things he says challenge the complacency of his colleagues.

"I don’t apologize for that. I think some of them have been far too complacent.”

Ontario leans on universities to hire Canadians

Prompted by the Ontario government, all the presidents of that province’s universities have adopted a policy designed to increase the on-campus employment of Ontario citizens.

In a statement last month to the Ontario Legislature, Harry Parrott, Minister of Colleges and Universities said that the university presidents “have responded constructively to the concern about the low percentage of newly-appointed professors who are Canadian citizens.”

He said they had done this by establishing the following procedures to govern appoint-

ments: 1. Each faculty opening will be properly advertised; 2. The procedures employed in the review of candidates will result in fair consideration of all Canadian applicants; 3. The qualifications for the particular post will be clearly identified; and each president will be personally responsible for the implementation of this agreement.

(These procedures are similar to the hiring policy being proposed at UVic, except they do not go as far as to spell out that preference be given to Canadian applicants, except in cases where a non-Canadian "would mean and outstanding or extraordinary benefit to the University." However, the eventual intent of the Ontario government is to see that foreign appointments are kept more to visiting or exchange professors.)

"Strict adherence to these procedures will ensure opportunities for qualified Canadians to compete for appointments,” Parrott told the Ontario House. “I have emphasized to the presidents that these procedures must significantly improve the performance of the university system in hiring Canadians.”

Parrott had pressed the university presi-
dents into action after monitoring the citizen-ship of new and existing faculty members through data provided by the universities to Statistics Canada.

He provided statistics to show that during the past year 71.2 percent of faculty at Ontario universities were Canadian citizens, about a 5 per cent improvement over the year before and "due almost entirely to foreign professors taking out Canadian citizenship.” (By contrast, the percentage of Canadians at UVic was 63 in 1974-75 and 62 in 1975-76.)
Indian centre again closed

For the second time within a year the Indian Education Resources Centre in “G” Hut has closed down operations.

Centre co-ordinator Janet Poth Boston is on leave without pay until September and the office is closed because there is no money to pay anyone, explained Dr. A. Richard King (Education) who shares “G” Hut with the centre.

The centre at UVic was closed for six months in 1975 because of a lack of funding, but was reactivated by a grant from the provincial Department of Education.

John Walsh, superintendent of the division of integrated and supportive services of the Department of Education, said funds to re-open the centre are included in the department’s estimates for this year.

“I think it’s safe to optimistically say the estimates are approved, but we can’t say legally allocated the money for the centre until the budget is approved by the legislature,” said Walsh.

“Only one of many programs that are tied up at the present time.”

Walsh said funds for the centre are part of overall funds for programs for native Indians.

“My funding for the centre will depend also on the pressures put on the overall funds,” he said.

“But to the degree we can, we will support the centre. We’ve heard nothing but good things on the UVic Indian community.”

The centre was developed by the British Columbia Native Indian Teachers’ Association (BCNITA) in 1970 at the University of British Columbia and a similar centre was set up at UVic in 1973 with Boston as the first co-ordinator.

Developed as a liaison between the government and the native community in the field of education, the resources centre was first funded by the federal Department of Indian Affairs which dropped the program in 1973.

It was continued under the provincial First Citizens’ Fund until May 1975 when activities were suspended for six months.

When the UVic resources centre was reactivated in November it was on a month-to-month basis without funding from the provincial Department of Education.

The centre collects, stores and disseminates information about native Indians to teachers at the primary and secondary school levels. It also assists in helping native communities to set up cultural education programs, provides support for Indian students at all levels and attempts to alter Indian attitudes about school experiences.

The centre also provides counselling in the area of education.

Boston, the sole co-ordinator of the centre since its opening, feels the response to the Indian centre on campus has been good. She is now working with the Tsartlip Band near Sidney.

The Board of Governors at UVic has thrown its moral support behind the centre, agreeing at its April meeting to write to the provincial government urging support for the centre.

Native students seek funds

It’s a long journey from a reservation at Dog Creek to a university campus.

The native Indian must face some unique problems in addition to the general adaptation felt by most newcomers to campus.

Often he or she is from a small, isolated community in which the first time away from home. The native Indian is unfamiliar with city life and with complications involved in enrolling, finding accommodation and financing of education.

The Native Students’ Union (NSU) which operates out of “G” Hut, helps new Indian students at UVic to become familiar with the campus and the community.

 Initiated in 1969 as a self-help project for Indian students, the NSU is now seeking funds from the First Citizens’ Fund advisory committee to provide a full-time orientation service during the summer months and a part-time service during the winter session.

Robert Matthew (AbS-3), one of the organizers of the NSU, explained there are about 45 native Indians on campus.

“Those of us who have been here try to smooth things over for the newcomers,” he said.

“We’d like to provide full-time resource people for the summer session.”

Matthew said the NSU has represented new students dealing with the Department of Indian Affairs seeking accommodation.

“Word gets around pretty quickly about our office being the local point on campus for new students,” he said. “People drop in to chat, get information or use our books and newspapers.”

The NSU is seeking $6,000 to provide three jobs for resource people this summer and part-time assistance during the winter session.

These people would extend the services already offered, Matthew explained. Along with assisting new students from high schools and colleges, the NSU plans to compile a list of off-campus accommodation and essential city services.

It will act as host for visiting Indian high school students and make information available on bursaries, scholarships and loans.

We activities have included co-ordinating meetings with Department of Indian Affairs educational councillors and the establishment of a weekly newsletter to native students.

Matthews said experimental panel discussions with local high school staff and students which was started this year would be continued. The NSU would also hold co-ordinate meetings between Canada Manpower personnel and students, and arrange presentations on Indian life to the whole university student body.

“We feel the project will provide a lot of benefits,” said Matthews.

He pointed to statistics from the Department of Indian Affairs that show only one native Indian graduated from a university in British Columbia in 1976 compared to 95 Indians in Ontario, 30 in Manitoba and 14 in Quebec.

“We feel that with some help native Indian students will stay in university. This will mean more qualified young people for the Indian community. With more local control for Indian Bands it makes it imperative that more young Indian people gain the necessary skills and knowledge.”

Matthews said the province benefits by having more productive people and the university benefits by having good resource people to call upon.

“We feel it’s a valuable project and we’re hoping funds can be made available for this summer,” said Matthew.

Centre includes shell

Construction begins this month on a scaled-down version of the University Centre with postponement of completion of a 1,000-seat auditorium.

The Board of Governors, at its April meeting, approved the expenditure of $7.2 million for the project.

The office wing of the building will be completed, but there is only money enough left over to build a concrete “shell” for the auditorium which will not be usable.

The low bid on the construction of the centre came in at about $1 million higher than the estimated construction costs and after meetings with the low bidder several deletions were made.

Poole Construction Ltd. of Vancouver will build the centre for $63.3 million. Design fees of $650,000, landscaping costs of $500,000, and furniture and equipment costs of $115,000, and several smaller items will boost the total project cost to $72.2 million.

Deletions of $1.56 million have been made, including $1.3 million for the interior of the auditorium.

President Howard Petch explained to the board that there was money to build the shell for the auditorium with the possibility of it being completed in the future.

“We feel there are other things to put up at least the shell and then it’s likely we wouldn’t be able to do so,” he said.

Some governors questioned the wisdom of building a shell which might not be completed for some time. Chancellor Robert Wallace and board chairman Joseph Cunliffe defended the proposal however.

“We’re striving to serve the total community and an auditorium would be a tremendous asset to the community,” said Wallace.

“We’ve got the money now and if we decide not to make a start, the auditorium will be a long time in coming. And the cost will be much greater with inflation increasing by eight to 10 per cent a year.”

Cunliffe said it was wrong to view the auditorium as “some sort of far-out cultural centre that will be seldom used.”

“It will be fully-used as the prime assembly place on campus,” he said. “I agree that we shouldn’t put money into a shell that’s not usable and then let it sit.

“We should put up the shell and then go out and try to get the extra money to finish it. When you set out on a project like this you have to be determined to see it through.”

Under the terms of the contract with Poole Ltd. the university can add items deleted at the original tender price if they do so before June 16.

Petch told the Senate at the May 5 meeting that completion of the auditorium depended on how much UVic receives of the $6 million in capital funds available to the three B.C. universities. “If funds become available before June 16 we can add to the auditorium,” he said.
Students in prisons receive awards

Prisoners in the Matsqui and B.C. Penitentiaries who are taking university courses through UVic received formal recognition of their achievements in two special ceremonies Friday.

The prisoners, enrolled in the Correctional Education Program in Federal Penitentiaries sponsored by the federal government, have been taking up to 18 units of university courses a year while behind bars.

"We feel there should be some recognition in a formal ceremony that these people have accomplished a great deal," said Dr. Douglas Ayers, UVic co-ordinator of the program.

About 75 prisoners received certificate awards from professor G. Grant McOrmond, assistant dean of Arts and Science. Ceremonies at both institutions included a speech by John Braithwaite, deputy commissioner (climate programs) of the Canadian Penal Institutions department.

Opening the ceremony at the Matsqui Penitentiary event was Stephen Duguid (History), the resident instructor while R. Clark Cook (English) handled the ceremony at Matsqui.

Valedictory chosen by the prisoners at Matsqui was William Payea.

Book awards were presented to academic leaders by UVic instructors Fraser Simmons (Psychology), Richard Simpson (Philosophy), Frans Lamers (Anthropology), Anthony Toth (Political Science), Tim Segger (Sociology), Andreas Schroeder (Creative Writing) and Esther Robertson (English).

This is the fourth regular ceremony in the program which originated with Ayers and Dr. T. A. A. Parlett through a Donner Canadian Foundation grant in November, 1971.

McGill Photo

Woman takes over campus bank

On her first day as manager of the campus branch of the Bank of Montreal Miss L. Anne Wills was busy studying plans for a barber shop.

It's not that she's moonlighting as a tonsorial artist, it's just that the bank has previously occupied 18 units of the former barber shop.

Wills, a former bank employee, was elected president of the Faculty Association for 1976-77 at a meeting April 29.

"It's not that she's moonlighting as a tonsorial artist, it's just that the bank has previously occupied the space in the campus centre previously occupied by the barber shop."

Wills took over from retired manager Ron Hackney April 28 and her first priority is the expansion, which bank officials hope to complete before the busy season in September.

"I've been through a September on campus so I know how busy it can get," said Wills. "The expansion will give us two entrances and much-needed space."

She said the expansion will benefit both customers and staff. "We've got a fantastic staff now and they'll be even better when they have more space. Right now they can hardly turn around without bumping into a desk."

Wills and assistant manager Frank Empey, who joined the campus branch April 1, head up a staff of 22. Bank officials have not made an official decision on what part of the busy operation will move to the barber shop which adjoins the bank's basement.

Six years ago Wills was an accountant at the campus branch and the staff jokingly remarked that she'd be back when she left.

She did not, however, expect to be back as manager.

A native of England she worked in a clerical position with the Bank of Montreal for several years in Vancouver before moving to Victoria. She has worked in administration and credit in the Victoria area.

Wills said she has never encountered any problems with customers because she is a woman at a level in banking traditionally the domain of men.

"When I was handling loans I never found anyone that I know of who came in to see about a loan and wouldn't deal with me because I'm a woman," she said.

She said banks have been more sympathetic in recent years towards women who wish to make a career. "In fact the bank is looking for people who will stay."

Wills said many women who are promoted don't want the added responsibility and stop at the personnel or accountant level.

"In my own case, I decided six years ago to take more training and it has just gone along to where I have a bank of my own," she said.

She said the atmosphere at the UVic branch is entirely different from on-campus branches. "It's a more relaxed atmosphere and we want to keep it that way."

"Students are excellent people to deal with. They're friendly and co-operative."

Wills has taken her promotion to bank manager in stride. "Maybe I'll feel differently when the realization sinks in that I'm a bank manager," she said on her first official day in her new position. "But right now we're too busy getting things teed up for September."

Ayers said the 75 participants have completed three or more units of university courses since September. "This is a significant improvement over last year," he said.

Fifteen prisoners have completed 30 or more units and are considered students in third and fourth years.

Ayers said a number of prisoners receiving awards at the ceremonies will be completing their university education on a campus. Of the 15 who are now enrolled in third-year courses, "a high proportion will finish their degree if they are not paroled or released."

He said there are a few prisoners doing very well at universities despite the double difficulty of adjusting to life outside prison, and life at a university at the same time.

Ayers: co-ordinator sees significant improvements

Jellyfish experts here

Some 150 biologists from 18 countries who are specialists on invertebrate marine life are on campus this week to share their knowledge on the likes of jellyfish, corals, sea anemones and hydroids.

The occasion is the Third International Symposium on Coelenterate Biology, May 9 to 14, the largest such conference ever to be hosted by UVic's Department of Biology.

Dr. George Mackie, co-ordinator, who with Dr. Mary Needler Arcil of the University of Calgary and Dr. Donald Ross of the University of Alberta, planned the event over the last three years, said about 110 papers are being delivered, a number of them by internationally prominent biologists.

He said the second symposium was held in 1972 at Shiharama and Kushimoto, Japan. Canada was chosen for the third because "it happens to be quite strong in this field."

The full schedule of lectures is being complemented by field trips to the Bamfield Marine Station, the Pacific Biological Station in Nanaimo, and to the Controlled Ecosystem Pollution Experiment (CEPEX) at Patricia Bay.

"We do have a rich marine life in this area, and members of the invertebrate group are well represented," Mackie pointed out.

Last night the provincial government sponsored a formal dinner for the participants at the Empress Hotel at which Bristol Mackenzie (P.E.I.) was guest speaker.

Besides Canada, the countries represented include the United Kingdom, the U.S., France, Germany, Italy, Sweden, Switzerland, Austria, Japan, Australia, New Zealand, the Virgin Islands, the Netherlands, Antilles, Puerto Rico, Israel, and Guam.

Mackie, former chairman of the Biology Department, will edit a selection of the symposium papers for publication by the Plenum Publishing Corporation of New York.

The symposium is being funded by the National Research Council, UVic, the University of Alberta and The Leon and Thea Koerner Foundation.

Mackie said interested persons are welcome to attend any of the remaining lectures. Information is available through Wendy McPetrie, Local 747.

Faculty elects exec

Rod Symington (German) was elected president of the Faculty Association for 1976-77 at an executive meeting April 29.

He takes over from David Henn (Hispanic and Italian Studies) who will remain on the executive as past executive president during the summer.

As Henn is on leave next year, T. R. Warburton (Sociology) will take the position of past president beginning in September.

Others elected to the association executive include G. S. Shrimpton (Classics), secretary; R. A. Ruth (Education), vice-president; W. E. Pfaffenberger (Mathematics), treasurer and P. M. Sherrin (History) and C. E. Picciotto (Physics) as members-at-large.