

THE MARILET

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No. 14

Final Action Undecided

Charges Symptomatic Of Deep Unrest In English Department Says Report

By GUY STANLEY

"The charge that academic freedom was violated is symptomatic of a deep unrest in the department.

"We feel that the recommendations which we have made will go far if implemented toward preventing a recurrence of this unfortunate situation."

So found the faculty association committee of inquiry in a highly secret report on last year's unrest in the English department. The committee is chaired by Dr. Thomas R. Warburton with Anthony C. Emery and Dr. Thomas Algard as members.

Its recommendations have been turned over to the association executive who will decide which one to try to have implemented by the university. The final action resulting from the recommendations has not yet been determined.

"We are convinced that at no point was there any intention to interfere with the academic freedom of any member of the department," the committee reported.

"However," it added, "the question of intent is largely irrelevant in deciding whether a violation of academic freedom in fact occurred."

The report indicates also that certain members of the department did feel intimidated, but said that the allegations also arose from the restraints imposed by the manner of presentation of a multi-sectioned course.

"To allege that one's academic freedom is violated because he is required to follow the ordinary practice of a multi-sectioned course

would be irresponsible in the extreme and should not be condoned."

The report, which, minus the appendices, fills 23 close-typed legal size pages which led up to last year's crisis. It does not attempt to assess "the relative responsibility of individuals for the unhappy state of affairs which had developed . . ."

Members of the executive: Association president Dr. David Chabassol, past president Dr. Peter Smith, Dr. Izzud-Din Pal, Dr. Thomas R. Warburton, Miss Jean Deay, Dr. Frank Robinson, Mrs. Elizabeth Kennedy and Dr. Derek Ellis.

Full Report on page 6 Comment on page 5

Charges that academic freedom was violated in the English department were made public last year with the resignations of Gilbert Dumas, assistant professor, and Joan Conway, lecturer, and the non-renewal of contracts of instructors, Jim Smith, Roy Johnson and Robert McGinnis. All three were let go without letters of recommendation. Mr.

Johnson was not told why his contract was not renewed.

These produced counter-charges that professors who complained to the press were guilty of a breach in professional ethics.

The report clears the professors of those charges in consideration of the circumstances, although it does not condone their action.

"The final straw" for Miss Conway came in a Feb. 4 meeting of the department at which Roger J. Bishop, department head, presented a highly controversial policy statement at the same time refusing to allow any debate.

"Those who do not accept the statement are invited to hand in their resignation," he was reported to have said.

The report criticizes the language of the document which was drawn up by a senior departmental committee and its presentation as "unnecessarily provocative" in the context of the unrest in the department.

"A professional association cannot remain indifferent to the intimidation of its members whatever the motive for this and howsoever it may be done," it says.

"In the opinion of the committee, the document and, more
See CHARGES page 2

Report Urges Student Rating

Student ratings of their professors and their courses are strongly supported in the recent faculty association report on academic freedom.

"The committee believes that individual instructors as well as the departments might benefit from student opinion properly secured," says the report which recommends the preparation of student questionnaires to be completed anonymously by all students at the end of each term.

"The questionnaire would canvass opinion on such matters as texts, systems of examinations, the frequency and grading of assignments as well as the merits and defects of the teacher," says the report.

The recommendations appear in the report's discussion of the problems of properly assessing teachers.

AMS Constitution Commission Slated

Students' Council set up a "Royal Commission" of its very own on Sunday night. A Constitution Commission under the co-chairmanship of Clubs' Director Jack MacDonald the organization of the Alma Mater Society. It is hoped that students and faculty will submit any suggestions they may have for improvements in AMS structure.

The Commission will hold a series of speak-easies after Christmas in order to hear vocal presentations. However, the presentations for consideration. "All suggestions are welcome," urges co-chairman Smith, "even that Students' Council be abolished."

This year has seen heavy criticism of the AMS for excessive bureaucracy and lack of communication. One proposal put forward already has been the

See CONSTITUTION page 18

Senate Ruling Grads Separate From AMS

By PAUL WILLIAMSON

The University Senate sparked another controversy last Thursday night when it reversed the unanimous decision of the Faculty Council and ruled for a Graduate Students' Society separate and distinct from the AMS.

A surprised and determined Students' Council immediately moved to appeal the decision.

In a long motion passed at last Sunday's regular council meeting, the council called for reconsideration of the question only after a verbal presentation of the case by spokesmen for both graduate students and the AMS.

Senate meetings are closed, although in this case the Senate did allow the Chairman of the School of Graduate Studies, Dr. H. Scargill, to attend the meeting. Council maintains they should have been granted the same privilege.

Council president, Stephen Bigsby, said he "regretted very much that the Senate would reconsider an issue which it had previously decided was not within its jurisdiction".

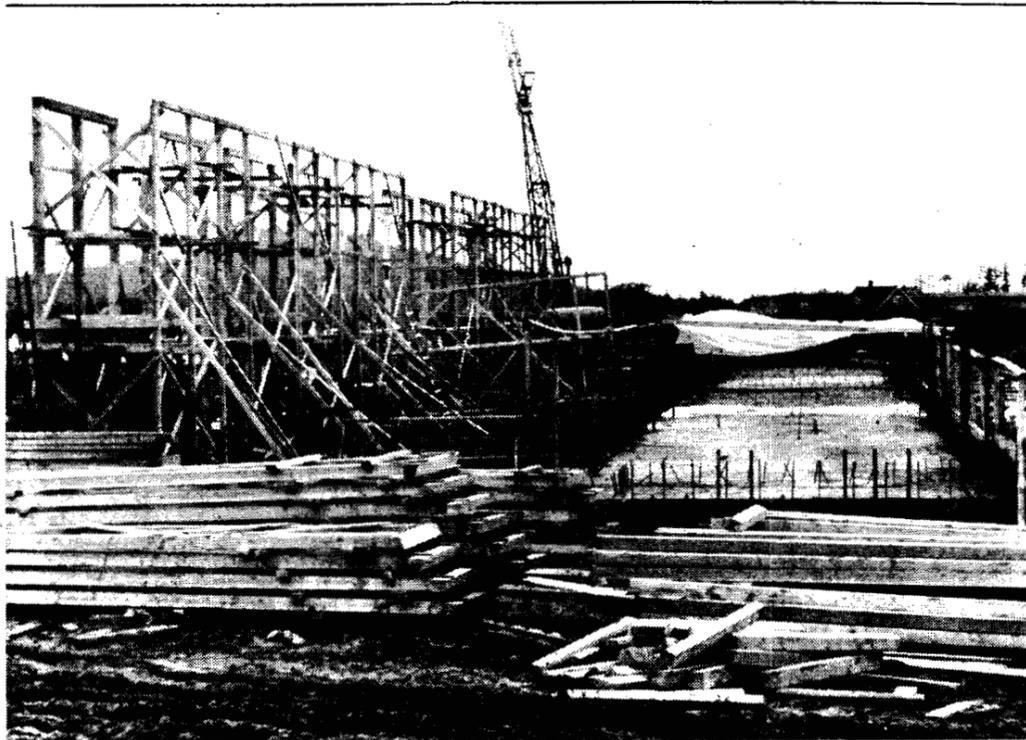
He was referring to the fact that the Senate had earlier shifted the question rather than make a decision itself. The Faculty Council ruled unanimously that the graduate students should be an autonomous body within the AMS.

Bigsby was obviously annoyed at the fact that "at no time was a copy of the new presentation of the graduate students sent to the Alma Mater Society for study before the Senate meeting."

He said council had been led to believe that the Senate was merely analyzing Faculty Council's decision and that a verbal presentation was unnecessary.

Dr. Scargill, who argued the case at the Senate meeting, said the proposal was "ludicrous".

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Construction has started on the centennial stadium on the Uvic campus.

—DAVE MACFARLANE PHOTO

UBC - UVIC CLASH FRIDAY

See Story page 21

Charges

(continued from page 1)

particularly . . . its presentation reflects the profound breakdown in communication which had been allowed to occur between the junior and senior members of this department.

"The whole incident appears to have inflamed feelings still further and, at the very least, it enforces our impression that the senior members seriously underestimated how widespread in the department was this sense of fear and uncertainty."

The report adds the association "should satisfy itself that the document has been withdrawn unequivocally" and insists on the right of the Faculty Association both to "formulate and interpret the meaning of academic freedom on this campus."

Despite strong recommendations, however, the report tells its story naming neither heroes nor villains. Instead it is a tale of good intentions gone wrong.

The report clearly states:

- that the committee of inquiry was denied access to only one document, without saying which document it was; (it was not the controversial policy statement).

- that the lack of a minimum salary combined with the department's policies of junior appointment led to dissatisfaction.

- that, unlike other departments, the English department denied collegialship to some newcomers;

- that junior members were told they could not be trusted with knowledge of the final examination.

"We regard such an attitude towards members of the department as intolerable, and in view of it, the committee was scarcely surprised that relationships within the department should have deteriorated in the manner the way they did," the report comments.

- that the great majority of new instructors and lecturers became convinced their position on staff was insecure;

- that "certain senior members" adopted the ill-founded suspicion there was a conspiracy against them.

The committee balks at making any recommendations with respect to the highly centralized arrangement of the multi-sectioned courses, but stresses that "it is of the highest importance that due weight be assigned to the morale of the faculty responsible for instruction."

The report says the committee was not satisfied in all cases last year that teaching evaluation was done fairly, tactfully, or efficiently.

The committee rejected the position taken last year by some senior department members, that those whose contracts were to be terminated or not renewed are

spared embarrassment or suffering by not being informed of the reasons for the decision.

The report also says senior administrative officials failed to handle the real issue concerning the contract termination of Mr. Johnson, and considered only the legal right of the department head not to renew one year contracts.

This is scarcely surprising, says the report, as no body capable of handling such situations presently exists at Uvic.

The report also supports student contributions to "matters of general academic concern" such as the "main aims of university education and the best methods of realizing those aims", but discounts as "much more doubtful" the value of student contributions to issues arising from inter-faculty relationships and "the special rights and privileges . . . inherent in the status of university professor."

It criticizes student intervention in the unrest last year, saying "to some students those whose contracts were not to be renewed were being fired, and appeared as martyrs".

The report recommends:

- an end to the policy of junior appointments to positions carrying faculty status on the basis of promise rather than academic qualifications.

In its place the report recommends, if necessary, a program of teaching assistantships to staff the multi-sectioned courses such as English 100 and 200. This would create a "new and distinct category of teacher whose responsibility would extend only to teaching at the introductory level and who would be separate from the normal academic ranks in terms of promotion". It also recommends:

- the establishment of minimum salaries;

- that renewal of contracts for a second year become virtually automatic, thus adopting the "American practice" of granting instructors an almost certain two-year trial period instead of the one-year period which is currently the practice at Uvic;

- that course committees be set up to consider the content of multi-sectioned courses. Those teaching the courses, including non-faculty instructors, i.e. teaching assistants, would be encouraged to take part in the committee's deliberations.

- that present arrangements for examination security be dis-

continued, i.e. that instructors be entrusted with knowledge of the final exams. The report did, however, sympathize with the objective of the present practice, "viz., to prevent the situation where some students (might) enjoy an unfair advantage . . ."

- that a program of in-department teacher-training be set up to help teaching assistants and junior faculty learn the skills of university instructors.

- that inspection of lecturers be discontinued and that teacher evaluation be carried out through increased contact between junior and senior members.

The report recommends that the "impact of instructors upon their students" be a criterion for assessment and that appraisal should be carried out by a four-member department committee, three chosen by the head, the fourth elected from the department.

Student questionnaires were also considered helpful.

- that grievance machinery capable of handling major blow-ups be established as part of the university organization structure.

This would consist of a review committee drawn primarily from senior faculty members below the rank of dean. It would function as an ombudsman and have full access to official documents, and have the power to make recommendations.

It also recommends that the faculty association, which is not part of the university organizational structure, set up a faculty advisory committee to advise those with a grievance how to proceed.

As for publicity, the report had this to say: "Quite aside from the issue of violation of professional ethics, members of the Association should recognize that the threat of publicity is the greatest weapon available to the CAUT (Canadian Association of University Teachers) in dealing with a recalcitrant administration. Its premature use can do little but increase the difficulties in achieving a resolution to the problem."

The report was received by the body of the association at two recent meetings.

Mr. Bishop and senior English department members Robin Skelton, Anthony Jenkins and Dr. Ann Saddlemeyer resigned from the association, repudiating the report. Both Mr. Jenkins and Miss Saddlemeyer were off campus on leave of absence last year.

Council Commentary

By DERYK THOMPSON

Sunday night's council meeting again turned into a lengthy and somewhat tedious affair. Several motions caused much prolonged and sometimes irrelevant discussion.

Dave McLean was welcomed thumpingly to the council as the new Mr. Treasurer. McLean won the seat with a margin of 3 votes.

A letter from the superintendent of buildings and grounds complaining of the mess left in the gym after last week's mass meeting was sympathetically received by council.

Discussion was provoked by the receipt of a request from the national WUS committee for the AMS to make loans or supply guarantees in lieu of the previous system of grants. A motion was passed to the effect that council would supply a guarantee to WUS of up to \$1,000.

Brian White spoke briefly to council on the VCF's plan to bring Dr. Haqq to Uvic for a week of discussion and lecture programmes in January.

A Publications seminar for high school students will be held this weekend stressing to about sixty students attending, different aspects of newspaper work and the responsibility of the student press.

The Tower will be available to last year's students this week and enough staff has been found to make a start on this year's book.

A pamphlet entitled "What is CUS" will be made available to students interested in the projects and organization of this group.

Two lengthy motions regarding student representation on the Senate introduced to council were passed stating Council regretted the decision of the Senate not to allow a student seat on it and, that Senate accept a written and verbal presentation from the AMS on such a matter.

Jack MacDonald and Brian Smith were appointed to a Constitution Committee to publicize the fact that the AMS constitution is undergoing a close evaluation and perhaps to draw up a proposal for a new constitution. Speakeasies will be held on this matter.

A motion was made by Brian Smith concerning the recent "Potlet affair" and was subject to much heated discussion. An apology by the Potlet editorial board was made to Tim Glover, Martlet editor, for the offending content with Smith's motion "tabled indefinitely".

Council then passed a motion to send a congratulatory letter to the Saskatchewan Roughriders on their winning of the Grey Cup.



Has your holiday spirit been swallowed up in the tangled, hectic pace of the pre-exam turmoil? Take a break . . . say an hour or so . . . leave the books, studies, frustrations of Christmas exams . . . and come down and see us. We've decked the halls . . . inside and out with all the glitter of Christmas. Festive decor that's sure to rekindle those suppressed spirits . . . so come down soon. You may even find yourself believing in Santa Claus.

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EDUCATION PAGE

COMMENTS ABOUT THE PRACTICUM

Now That the Bash is over . . .

editorial

No Radical Change

Within the next decade there will be a radical change in student-teacher relationships. No longer will the teacher be a type of demi-god; a final authority on all matters whether they concern education, social custom, or religion. No longer will the teacher be saddled with responsibilities outside the development of the mind. For years young people have been taught and have paid lip service to the acceptance of responsibility. Now they are starting to accept this responsibility but some administrators are unwilling to let them have it.

High-school students in the future will have to assume some of the activities previously carried on by the administration if they want to change outdated rules which cause so much discontent in some schools. Students who have been told to act as mature, responsible citizens realize this does not mean to be herded about like sheep, being told what to say, what to wear, what to think and even where to walk. Today's student can see the foolishness which haunts much of the school system. Teachers and students alike can work together to bring mental development to the fore and to abolish the highly structured system which is still being used in many schools, such as censorship of school newspapers and censorship of dress, which create antagonism not intellectualism.

At their recent meeting of the British Columbia Assembly of Students many high-school students voiced the opinion that they could do nothing about the situation in their schools until they had a new principal; many others disagreed but we wonder how any teacher or principal can justify his job when his students are waiting eagerly for him to retire.

Primary student-teacher—"It was so boring. We taught for only three hours a day and sat the rest of the time. By the end of the second week the teacher was very short-tempered with us; I guess she was bored too."

Secondary student-teacher — "You are there to get a mark not results, so you must teach to the professor at all times."

Intermediate teacher—"They were all quite capable, but one was obviously hung-over on Monday morning. She really fouled up that lesson . . . I was surprised at how interesting a spelling lesson can be."

Secondary student-teacher — "A lot of fun and very effective."

Intermediate student teacher—"I found it very enjoying. I learned more in those two weeks than I have all year. The pupils were really responsive."

High school student—"One of them was so different from my

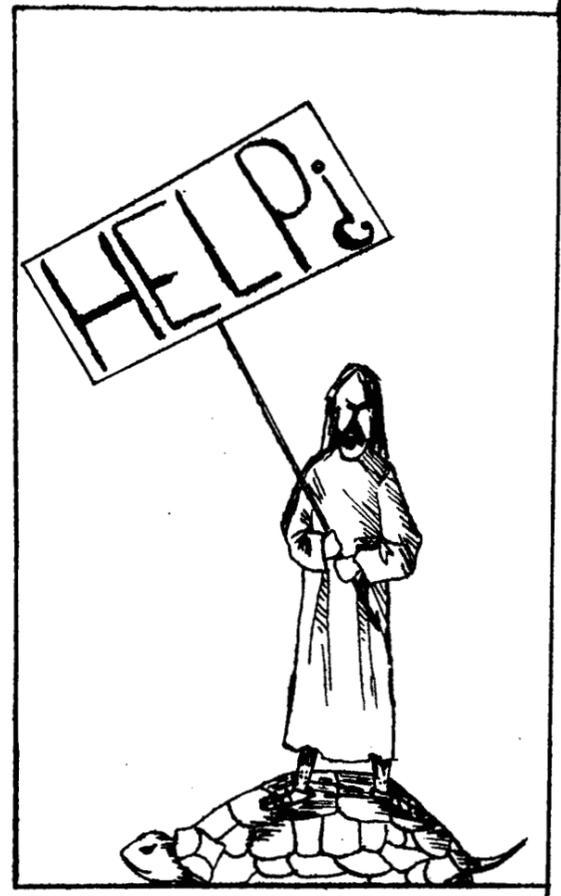
regular teacher that I can't even compare them; the other was thorough but very old fashioned. The kids didn't like him."

High school student (Grade 11)—"He was very good at Math. but even when I answered the questions as naively as possible in order to give him the chance to teach, he seldom corrected me."

Primary Teacher—"They were excellent."

Intermediate teacher — "This old retired guy kept wandering around the school and getting into the wrong classrooms. Then he lost all his critique sheets."

Secondary student-teacher — "Excellent experience."



Are Education students too illiterate for the Martlet?

Suicidal Students

(Moderator)—"There will be 1,000 college and university students who take their own lives this year, 9,000 others who will attempt to do so, and 90,000 more who will threaten suicide," predicts a startling article in *Moderator*, the national magazine for United States students.

"American colleges and universities claim concern with the personality development of their students. They seem better at encouraging personal destruction," says editor, Philip Werdell.

"When we started examining research on student suicide we did not want to believe what we read. During the summer we undertook an extensive survey of every type of college. All our study confirmed existing findings.

"First, suicide is at least the second greatest cause of death among students. (On some campuses, it is close to the first.) Second, the suicide rate on campus is probably higher than for Americans in general.

"Our projections were taken only from recorded threats, attempts and acts of suicide. Often deaths by suicide are not recorded — or recorded 'accidental' deaths — because of social and religious pressure or because of incomplete information."

Figures on suicide are more shocking than instructive. "The real problems are an outmoded system of higher education and generally inadequate campus mental health services," concludes the *Moderator* article.

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once again
Lapinette by Tonkers.

ah hah! said a meany in the registrar's office. it is tuition time again!

Great gollies! said lapinette. tuition time usually means like money. the hollow feeling that somehow accompanies an empty piggybank. and sundry circumstances of similar sorrow.

lappy was about to throw in the carrot and get a job as a waitress in a health food shop when, in a fit of rampant recollection, she thought of her friendly bank-type manager.

he explained to her all about the government-backed student loan bit.

good gosh! she gasped. then I don't have to worry about a thing!

So she romped down town and purchased a whole new fancy wardrobe.

she has another appointment with her bank manager tomorrow.

guess why.

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MITS
ONE DRESS
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a loan lent should be wisely spent...

"MY BANK" to multitudinous many.

B of M

the bank of montreal

campus bank

a capital idea. W.H. Hackney, manager

lappy covers consternation under the threat of tuition tantalization.

rab ponders plodding through piles of vigorous vitamins as a health food haven helper.

happiness is a thing called tuition, the opposite of which is out-of-tuition.

THE MARTLET

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Et tu, Senatores?

Earlier this year, we commented that the Senate had abrogated its responsibility by referring the question of the status of graduate students to the seldom met and ineffective faculty council. But this act, a mere error, was insignificant when compared with the act of fratricide committed by the Senate at their last secret meeting. They reversed the unanimous decision of the faculty council and have ruled that there shall be a graduate students' society separate and distinct from the AMS.

This divisive decision, surely the product of mis-information or lack of information, is a retrograde step in direct opposition to the concept of a unified university — the community of scholars that the chairman of the Senate so often praises. And why was the Senate not in a position to give the question proper consideration? Simply because they invited a spokesman for only one side to their in-camera meeting — the Dean of Graduate Studies. The Senate completely disregarded its obligation both to the students at large and to the university when it stacked the cards in favour of the petulant graduate students who are desperately grasping at straws to distinguish themselves from undergraduates.

There can be no other reason for their action: Under the proposed AMS scheme, they would have had autonomy, constitutionally guaranteed financial independence, and they would have been the recognized channel in affairs particularly affecting graduate students. All this despite the fact that the fourth-year history student is closer to the graduate student in the same discipline than he is to a fourth-year biology student.

Whimpering their way out of the AMS, the graduate students are acting irresponsibly, for although they will still utilize the SUB, AMS publications, and attend a myriad of student-sponsored events, they will make no contribution to the management and organization of these programs. Instead, they will sponge off the labours of the undergraduates.

In those areas of concern which are really meaningful to the student of the 1960's, the status of the student is indivisible. When the AMS works diligently for the improvement of the quality and availability of education, when it concerns itself with problems of student aid and the brain-drain to the United States, it is working for the benefit of society as a whole, not just undergraduate students.

The Senate, in direct defiance of student requests, failed to act on the question of athletics, failed to act on the abolition of the seven-eighths rules, and has now precipitated the fragmentation of this university by pampering the new darlings of the institution, the graduate students. The AMS welcomed the establishment of the graduate school, believing that the grad students would enrich and vitalize the intellectual force within the student community. But the Senate, in one secret administered coup de grace, has segregated the student body, rewarded small-minded self-righteousness on the part of a few graduate students, and shown that from now on the undergraduate students will receive only secondary consideration.

And the final irony is that the Senate, having legislated for the college system as a means of avoiding impersonality and mingling students and faculty of different disciplines, is now recommending a course opposed to this concept. Hopefully, the college system will provide for a system of student government at the college level, in which the graduate students would play an effective leadership role, with representatives to a university-wide student council. This desirable system, as considered and recommended by Senate, is incompatible with separate student societies.

We cannot underestimate the dangers implicit in this unfortunate decision. The Senate would be wise to reconsider its action, after a proper presentation by spokesmen for both sides of the question.

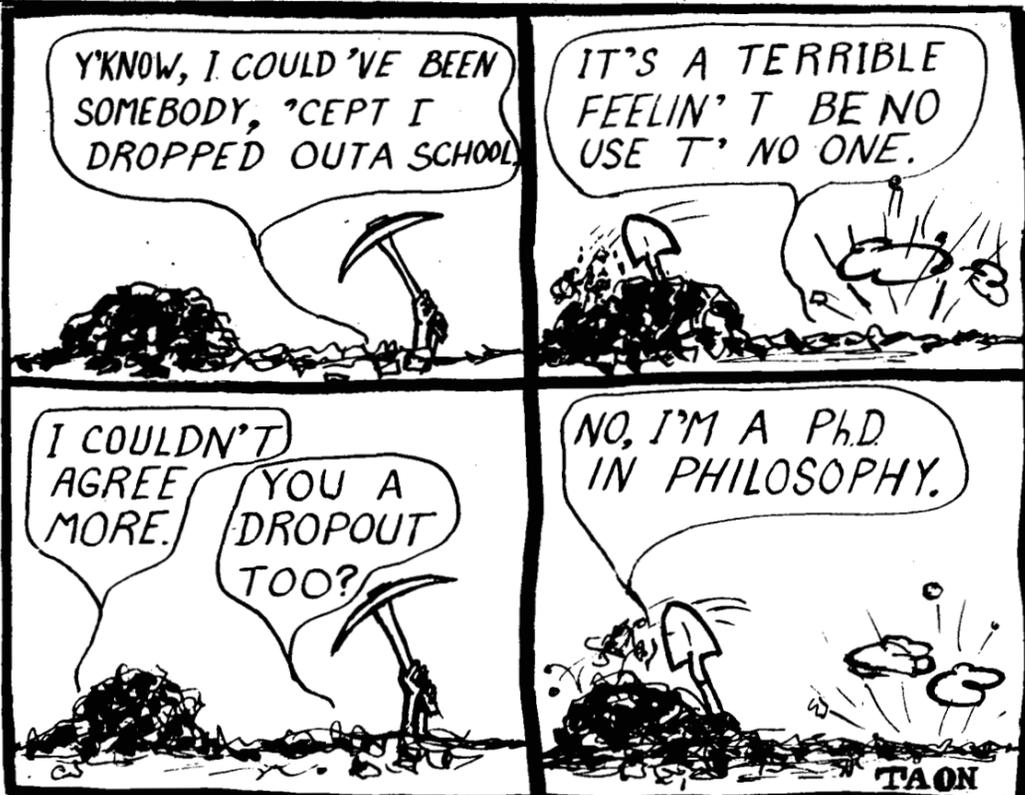
A Christmas Message

For our Christmas message, we would rejoice at the existence of two admirable human qualities in our university community — loyalty and idealism.

When one of our fellow students, for reasons which implicate all of us, ran into difficulty with the law, the Head of the Department of Psychology and the Registrar of the university did everything in their power to ease her difficult path and secure her future. Such unselfish personal loyalty should not go unrecognized.

Adlai Stevenson remarked that the twentieth century has been the richest in the annals of mankind in the story of its great idealists. He called them the most practical people in the world, the people whose "practical efficiency can be seen to spring out of their idealism. They have sought the promotion of learning, the increase of human happiness, and the attainment of the lasting civilization." And the work of the idealists on our campus, those who seek the betterment of our world through education, should not go unrecognized.

In the spirit of the people on our campus who epitomize these qualities of loyalty and idealism, we offer our best wishes for the Christmas season and the future.



CHRISTMAS CHEER OR HOW TO HELP BUILDINGS AND GROUNDS OUT OF A PARKING PROBLEM

By TIM GLOVER

The department of buildings and grounds at Uvic has come in for some virulent and warranted criticism from this paper and particularly from this column recently. In order to help this department, and being full of Christmas cheer, at this time, I feel that I should suggest some new rules for parking on campus.

a) Parking shall not be provided for any type of vehicle answering to the following description: motive power other than gasoline or diesel; prohibiting any horse, dog, mule, camel, ostrich or llama drawn mode of transportation.

b) Tricycle lots are not under consideration at this time though they could be if the demand increases. The present staff tricycle areas are considered adequate.

c) Any vehicle remotely resembling military surplus such as tanks, half tracks, LST's or C-47s are not allowed.

d) Fines. \$5 in two days, \$10 in four days, thereafter added to tuition fees until such time as the student is bankrupt, when a special student loan will be made available for the purpose.

e) Any vehicle sunk to or exceeding the level of the door handles or headlight in mud or an equivalent level of water will not be ticketed, unless the administration sees fit to equip the commissionaires with hip waders and/or kayaks. The Board of Governors have requested that Cadillacs, Lincolns, and other vehicles exceeding a price of \$5,000 be exempt from all regulations.

f) Appeals of parking tickets are not to be made as it disconcerts the department.

g) The current misconception that the student body, are in some degree people, should be in future forbidden.

letters

In welcoming letters to the editor the Martlet will print only those letters which are signed and indicate the writer's position in the university. The name of the correspondent will be withheld on request.

Apollo

Sir:

I was greatly distressed to read your article headed "Apollo Club to Accuse Macdonald of Suppression" on page nine of last week's Martlet. During the past several weeks I have been continually hounded by a small band of bearded zealots, led by someone calling himself Steam (obviously a pseudonym). This group keeps running up to me, draped in damp bath towels and with glasses completely steamed up, and Steam says, "Are you Jack Macdonald?" or words to that effect. They then insist on badgering me with questions concerning money, sauna baths and some organization called the "Clubs' Council", of which I know nothing. Not wishing to alienate this group of obviously disturbed students, I have until recently played along with their harmless little diversions, although I must confess I have felt rather nervous in their presence.

Since I only arrived at the University a scant two months ago, I assumed that this was some sort of sophisticated "college prank", and it was not until last week that I realized that

these people had mistaken me for some other student named Jack MacDonald (capital "D"), who apparently holds some official position in the AMS.

I would like to use these columns to dissociate myself once and (hopefully) for all from any connection with: 1) sauna baths, 2) money, 3) Jack MacDonald and 4) the Apollo Club. I have made attempts to dissuade the Apollos; they merely accused me of "subterfuge".

Thank you.

Yours sincerely,
Jack Madonald (small "d")
1st year Education.

★ ★ ★

Parking

Sir:

I have just finished paying for no less than four (4) parking tickets. Three of them were incurred through the complete lack of parking facilities on the campus.

Furthermore, on the occasion of my fourth ticket I felt that reason and common sense could prevail over hard and fast rule, but alas. I soon came to realize that these "upholders of the law" have the mentality of a seven-year-old. Due to the fact that the parking facilities are pathetically inadequate one would think that the authorities are going to be a bit lenient. However, when one offender has a fender protruding 2 or 3 inches onto a mud road which many cars go past easily, I think it is a crime that two dollars should be extracted.

What is more does the University feel it has parking facilities twice as good as the downtown area which only charges one dollar? Please don't feel that I am the only one that feels this way. I know several people who have had the same problem. Many students know when they are going to get tickets but they have no choice but to park in any place they can find.

I do not feel that the right solution is to set up a parking committee.

For as the Arts-Education Complex is finished presumably the enrollment will grow next fall. Therefore, it is time NOW to plan now for the increased parking. I realize that the Administration was greatly surprised by how many cars there are on campus so let's not have the same problem next year. New parking must be started soon if the Administration plans to increase enrollment.

In closing let me say how much I enjoyed Trysts.

Yours sincerely,
J. H. C. Taylor.

(continued on page 5)

THE MARTLET

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Implementation Main Problem

By GUY STANLEY

The main problem facing the Faculty Association, now that it has produced its report on last year's crisis in the English department, is to have whatever recommendations the executive agree upon put into effect.

As events now stand the report is still a working document and no recommendations have been forwarded to the university.

The report, growing out of charges of a lack of academic freedom in the department and counter charges of breaches of professional ethics, is the product of an honest probe into the causes of discontent. But, in a sense it is also a response to the political situation concerning the relations of faculty between themselves and the administration.

The charges of a violation of academic freedom were not met head-on. Rather than seeking to investigate the charges with the intent to clear or condemn, the committee sought to examine departmental procedure and organization with a view to creating channels for a "peaceful and equitable settlement" should the unrest occur again. In short the committee seems to have investigated not so much the charges themselves, as the circumstances in which they were made.

It is in this light that the report should be considered. It is in intent a healing document and a stop-gap report, aimed at patching up the rifts which now divide faculty. Thus it tells a story naming neither heroes nor villains. Nor does it

propose long-term remedies. Its object is to prevent unrest and to warn of the dangers to stability in an expanding department. No crucifixions were intended and none were handed out.

In doing this the report reflects the serious dissension that existed last year between junior faculty members fresh out of grad school or from large universities and more senior Uvic faculty, some of whom had had no direct experience with university education for 20 years.

Consequently, in a most tactful tone, the report (reprinted whole, beginning on page six) outlines the factors that led to feelings of mutual distrust and suspicion between junior and senior members of the department, without directly affixing blame.

The way the report tells it, it is the tale of good intentions gone wrong. For discontent stems from the English department's policy of junior appointments. The generous practice of appointing some on the basis of promise rather than academic qualifications led to a 'structural imbalance' in the department and an intensification of the feelings of separation among the junior members.

This in turn was heightened by grievances over salary and the evaluation of departmental staff. In the absence of machinery to handle the grievances the crisis snowballed until it hit the papers. Then (and only then) the association took over.

The most important recommendation the report makes, it

seems to me, is its call for a review committee, which would have access to all official documents and would have the power to recommend. Presumably its authority as part of the university administrative structure would be such that these recommendations would carry considerable weight.

The grievance committee, which would act as a kind of ombudsman, would give faculty members an arena in which to air their complaints with administration before coming to the newspaper. The report, realistically, shies at naming membership of this committee, suggesting only that it be drawn from senior faculty below the rank of Dean.

The effect of this committee, however, would be sweeping. For it would allow faculty, even the most junior member if directly involved, to check the massive power of the administration if a policy led to injustice. At University of Victoria, where, at present, flexibility in teaching approach is not exactly encouraged, such a step is sorely needed.

Besides this, the other recommendations seem merely common sense: the abandonment of the junior appointment policy, the creation of teaching associates if necessary, the establishment of a minimum salary, the substitution of counselling, student evaluation and departmental training programs for teacher inspection — these are signs of a university growing up.

REPORT OF THE COMMITTEE OF INQUIRY

P **R** **I** **V** **A** **T** **E**

the Committee

Wednesday, March 22nd, the University of Victoria Faculty Association sent to appoint a special committee of three members of the (gate: (1) allegations concerning the violation of academic ethics of professional ethics involving Faculty. The committee announced on March 28th and, at the same time, a general to "all members of the academic community who feel that to prepare submissions to this committee." (See Appendix

Concerning April 15th.

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(2) "... that if the committee investigation is

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Department- ents to nd,

FINDINGS

Chronology:

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THE REPORT
Reprinted whole beginning on Page 6

The main problem therefore, remains their implementation. If the overgrown Victoria College ugly duckling is to emerge at the University of Victoria swan, these changes must take place.

Unfortunately, however, not all members of the faculty association took the report in the spirit in which it was submitted. The vast majority, about 260 of approximately 265, did. But certain key figures, notably Roger J. Bishop, Head of the English Department and three department members, have resigned from the association and repudiated the report.

As the association can only recommend, and is not really part and parcel of the organizational structure of the university, it must depend on co-opera-

tion to have its recommendations carried out; it lacks the power to compel. It would be pity if the dissent of a few could block implementation of whatever badly needed reforms the association eventually decides upon.

Time also plays a part. While the divisive emotions have cooled, so has the push, so evident last year, to make this university more aware, more lively and exciting, where education is a joy rather than a drudgery. Those of us who still hold out some hope for this place becoming a top university in every respect regard the report as a significant preliminary step. But now is the time to apply the pressure, not slacken off. If the reports findings are ignored, the anguish will have been wasted.

receive vastly superior wages (up to 25% in some cases) to those paid in Canada. If we in Canada wish to retain these highly trained men it seems only sensible to me that we should pay them at least within range of what other employers pay.

Rather than attributing the strike to some kind of unionist plot one should consider the actions of the Canadian government which, in spite of apparent assurances that mediation might well be acceptable, never appointed a mediator.

Nicholas Lang

Thanks

Sir:

I would like to thank certain students for their help in the last election: Kathy Bigsby, Phrateres, Circle K, all pollsters and ballot counters. My headache was alleviated by their bright faces.

Linda Baker, AMS Secretary

Strike

Sir:

While I sympathize with Mr. Hutchinson's annoyance over the Cancellation of "Canada 99" I cannot agree with his comments on the Air Canada strike.

The issue has never been one of the difference between 18% and 20% which Mr. Hutchinson seems to imply as being the cause of the strike. There was a much vaster difference than 2% between the union and management positions.

The fact is that Air Machinists working in the U.S. on identical planes with identical equipment under identical conditions

Thanks Again

Special gratitude is extended to Marion Macaulay and the Social Committee who did such a successful job in organization and preparations of the Fashion show. Not to be forgotten is also Mr. Fraser, the co-ordinator from Woodward, and Janice Hall, woodwork commentator. Last but not least, for all their technical assistance, sincere appreciation goes to the Uvic Radio Society.

Thanks to all concerned, a total of \$130.00 has gone to the Colonist 500 Club to help needy families in Victoria at Christmas time.

Judy Landucci, President, Residence Council

Pledge

Sir:

The members of the University Christian Council have unanimously pledged 10% of their Christmas expenses to a charity fund. The council suggests that all members of the Christian Clubs should seriously consider a similar pledge. The money can be given through each club's executive or at the booth in the SUB during noon hour for the next two weeks. This is not a gimmick but an attempt to express Christian concern in proportion to our wn abilities.

D.

... Letters

(continued from page 4)

Apathy

Sir:

Would you believe that at 10:25 a.m. on Saturday, Nov. 19, in the student parking lot behind the Science building, a friend's car failed to respond to a turn at 15 m.p.h., hit a lamp post, and put him through the windshield. The point I wish to make is that no one came to his assistance when people were in the near vicinity. Why not?

R. Porter, Arts IV

Praise

As one of the loudest critics of *The Martlet* in recent weeks I would like to be the first to commend you on the marked improvement shown by the November 24 issue.

Ian Halkett, Arts

Martlet

Sir:

I am sick and tired of your using *The Martlet* as a method of attacking Stephen Bigsby. One can only stand so much of this petty bickering before one becomes very annoyed. The point of no return was reached

long ago. If you have differences of opinions with Mr. Bigsby settle them in private, don't drag *The Martlet* down in your personal disputes.

Although some people may not care for Mr. Bigsby's personality one has to admit he has done a great deal for this university — not only as president of the A.M.S. but also as Director of C.L.B.S. Because of this I admire him a great deal and I think it is time a few people said something in favour of him because he is the president and as such is the prime target for "Angry young men" — a very destructive group of people not constructive. I hope that the editorials in the future will be of a more interesting nature.

Denis St. Claire

Biased

Sir:

I am submitting this note along with my number so that the E.S.C. may be apprised of the fact that I have not answered their questionnaire — not out of inherent reluctance but out of self-seeking ends of certain council members.

The questions are largely of a nature that one answer satisfies the councils position while the second choice condemns the answerer as ignorantly opposed. Many of the questions that give yes-no choices require carefully qualified answers. In short you are not seeking a general opinion but are rather trying

to manipulate support for your own.

I feel that councils apparent contention that university life should be nothing but a back-al of social and intellectual intercourse is as erroneous as that which claims a university should be no more than a diploma mill. The committee seems to regard a university as an end rather than a means. I cannot support this view.

Before this letter is confined to its destiny in the wastebasket I must say that I am agitating for a boycott of this questionnaire and though most will go unanswered due to apathy I hope that at least some will be conscientiously withheld by students who refuse to be bullied into a pro or con position.

Kenneth J. Kennedy, Seminar Convener, Education Undergraduate Society.

Strike

Sir:

While I sympathize with Mr. Hutchinson's annoyance over the Cancellation of "Canada 99" I cannot agree with his comments on the Air Canada strike.

The issue has never been one of the difference between 18% and 20% which Mr. Hutchinson seems to imply as being the cause of the strike. There was a much vaster difference than 2% between the union and management positions.

The fact is that Air Machinists working in the U.S. on identical planes with identical equipment under identical conditions

REPORT OF THE

Reprinted below is the text (minus 47 words) of the faculty association committee of inquiry report on last year's crisis in the English department. The appendices, containing secret testimony, are not at present available for publication. The summary of recommendations making up the final section of the report were not adopted but serve as a way into the report. The suggested recommendations that the executive must decide upon, then try to have implemented are contained in the body of the report. The bold facing is done not for emphasis, but for readability of the report as a whole.

Establishment of the Committee

On Tuesday, March 22nd, the University of Victoria Faculty Association instructed its President to appoint a special committee of three members of the Association to investigate: (1) allegations concerning the violation of academic freedom and, (2) breaches of professional ethics involving Faculty. The composition of the committee was announced on March 28th and, at the same time, a general invitation was extended to "all members of the academic community who feel that they have grievances . . . to prepare submissions to this committee." (See Appendix XXXIX).

Terms of Reference of the Committee

As a first task, the committee prepared a report (Appendix XLII) Concerning Terms of Reference which was presented to the Association on Tuesday, April 15th. At this meeting, it was agreed:

(1) That the inquiry should aim not to assess "the relative responsibility of individuals" for the unhappy state of affairs which had developed on the campus but "(to discover) if this situation has been brought about by procedures which might be amended or abolished, or by the absence of some organizational mechanisms which might be thought to be desirable. The role of the committee here would be . . . that of seeking ways to avoid the future occurrence of conflicts and, in the case that conflicts did arise, of providing the mechanism within the university for their peaceful and equitable settlement."

(2) ". . . that if evidence established that specific charges are bone fide, the committee bring in specific recommendations whether an outside investigation is justified."

A further amendment which would have required the committee to act in consultation with the executive and the Standing Committee on Academic and Professional Affairs was subsequently rescinded on April 28th, 1966.

Acknowledgments

The committee wishes to express its appreciation to all those who have assisted it in its work by preparing written submissions, by making available to it various documents which have contributed to its understanding of the issues. Several members of Faculty who could not appear before the committee, for one reason or another, provided the information by telephone. In all, the committee met to hear verbal submissions on seven days and received submissions from twenty-five members of Faculty belonging to five different departments of the University. In only one instance was the committee unable to gain access to any document it wished to see.

Findings

Chronology:

In understanding the crisis which developed in the English Department, the committee found it useful to establish a chronology of the incidents to which reference was made in various submissions.

Certain of the events recorded, are significant as indicating and, in certain cases, at the same time helping to aggravate the mood of unrest and distrust which provided the general background for the developing crisis. Other events were the focus for strong feelings and, as such, played a crucial part in the developing crisis for which the distrust was a necessary condition. Public documents which relate to the incidents noted in the chronology are included as appendices to the report.

Date Events, 1965

Late Sept.—"Scheduling Party" of the Department of English. Initial meeting of the Department.
Mid-Nov.—Rumor regarding parents' complaint concerning Mr. McGinnis.
Nov.—Regarding programme "open line" receives complaints regarding essay topics assigned by Mr. Dumas.
Late Nov.—Department Head consults Mr. Johnson concerning topics he allegedly assigned to his class.
Dec. 27-28—Rumor reaches Instructors in English that four will not have their contracts renewed.

1966

Jan. 3—Evening meeting of Instructors, attended by 15 to 20 persons plus two from other departments, discuss the rumor (above). To bring the matter of non-renewals into the open, it is decided to request the addition of 3 items to the agenda of a forthcoming departmental meeting:

- (1) Report of the Committee on Salaries of Instructors in English. (Appendix I)
- (2) Procedures in hiring and dismissing staff.
- (3) Procedures in dealing with student complaints.

Jan. 4—Departmental meeting: Discussion of the Report on Salaries is postponed on the grounds that it had not been circulated beforehand.

Jan. 11—(1) Messrs. Hampsten and Schwartz are invited by the Department Head to prepare a statement regarding procedures for evaluating staff and for the renewal/non-renewal of contract (see below—Jan. 26th).

(2) Victoria Times—"He Tried to Stir up Uvic"—Interview with Dr. Tarlton by Des Bill. (Appendix II)

Jan. 14—Martlet Magazine

(a) "Uvic School of Shortcomings" by Dr. Tarlton published in mimeo of an article previously circulated in mimeo to Faculty.

(b) Cartoon by "Ax". Appendix III

Jan. 16—Daily Colonist

(a) "Faculty Ire Raised" (news item).
(b) "Technology Leaps Humanity Stumbles" (news item). (Appendix IV)

Jan. 17—(1) Departmental Meeting: Discusses report on salaries (see 3 and 4 above). At this meeting a distinction drawn by seniors between themselves and Instructors and others of lower rank is felt by the latter to be uncalled for.

(2) Resignation of Mr. Gilbert Dumas in a letter to President Taylor (copies to Mr. Bishop and Dr. Peter Smith). This letter alleges a "disregard for academic freedom and contempt for democratic procedures." (Appendix V)

Jan. 18—Dr. Smith replies to Mr. Dumas requesting details of his charges. (Appendix VI)

Jan. 20—Martlet Magazine

(a) "Tsk, Tsk, Tarlton!" Rebuttal of Dr. Tarlton by Dr. Smith.

(b) "Tut, Tut, Tarlton!" Rebuttal of Dr. Tarlton by a student. (Appendix VII)

Jan. 26—(1) Dr. Taylor replies to Mr. Dumas' resignation and suggests an interview with him before the Board of Governors' meeting of Feb 15. (Appendix VIII)

(2) Messrs. Hampsten and Schwartz (see above

Jan. 11) present their submission to the Head. (Appendix IX)

Jan. 27—Martlet Magazine

(a) "Nothing Lost but Honor, University"—signed editorial by Guy Stanley.

(b) "Timidity and Torpor — Bravo Professor Smith". Anonymous rebuttal of Dr. Smith.

(c) "Distortion, Doubt or Damnable." Rebuttal of Dr. Tarlton by Professor Michael Dane.

(d) "University of Victoria: Deadly Dull But Not Dead." Rejoinder by Dr. Tarlton. (Appendix X)

Jan. 29—Victoria Times

"Cut Uvic's Umbilical Cord to City." An interview with Mr. Schwartz by Des Bill. (Appendix XI)

Jan. 30—Daily Colonist

"Charges Rouse Students, Faculty." Interview with Dr. Tarlton. (Appendix XII)

Jan. 31—Mr. R. Johnson informed of non-renewal of his contract.

Feb. 1-2 (1) Student delegations to Department Head protest dismissal.

(2) "Four Faculty Members Fired!" Mimeographed handbill circulated on Campus. (Appendix XIII)

Feb. 2—Mr. Gilbert Dumas writes to President Taylor dissociating himself from the forthcoming Martlet article concerning his resignation. (See Feb. 3 (c).) (Appendix XIV)

Feb. 3—(1) The Martlet

(a) "English Prof Ousted—No Recommendations." News report of the non-renewal of Mr. James W. Smith contract.

(b) "Statement"—Mr. Smith outlines his grievance.

(c) "Prof Dismissed, Second Resigns"—Resignation of Mr. Dumas and non-renewal of Mr. Johnson's contract reported.

(d) "English Class Supports Smith"—Reports delegations on behalf of Mr. Smith.

(e) "Fear and Ignorance"—An unsigned editorial. (Appendix XV)

(2) Martlet Magazine
"The Last Word"—Cartoon. (Appendix XVI)

(3) Daily Colonist
"Three Lecturers Fired Fourth Has Resigned." News item. (Appendix XVII)

(4) Mr. Johnson's letter to department head protests the manner of his dismissal, (copies to President Taylor and Dr. Smith). (Appendix XVIII)

Feb. 4—(1) Dr. Smith interviews Dean Wood and President Taylor and is assured that non-renewal of contracts for Messrs. McGinnis, Smith and Johnson followed regular procedures.

(2) Dr. Taylor interviews Mr. Dumas (See Jan 26)

(3) Short meeting of Instructors prior to departmental meeting. Resolution concerning the possibility of giving "non-renewals" the opportunity to resign is prepared for presentation at the meeting.

(4) English Department meeting during the noon hour hears "Statement of Policy" read. The meeting resumes at 6:00 p.m. to continue discussion of this "document." (Appendix XIX)

Feb. 6—Mr. Williamson, President of the A.M.S. reports to the Students' Council on his consultations with Professor Bishop, Dean Wood, Dr. Smith and others and recommends that the Students' Council take no action. (Appendix XX)

Feb. 7—(1) Miss Conway resigns in letter to President Taylor (copy to Mr. Bishop). (Appendix XXI)

(2) Dr. Smith writes Mr. Johnson informing him of the action he has taken. (Appendix XXII)

(3) Mr. Dumas tries unsuccessfully to contact Dr. Smith.

Feb. 7, 8 (?)—As outgrowth of continued discussion of "the document", Messrs. Hanley, Hayman, Watt and Watson are invited by the head what they would consider to be an acceptable statement of policy. (See below Feb. 11).

Feb. 10—Martlet

(a) Cartoon—"The Third Page".

(b) "Mountebank". (Appendix XXIII)

Feb. 11—Hayman-Hanley-Watt-Watson submission is sent to the head. (Appendix XXIV)

Feb. 23—(1) President Taylor writes to Mr. Dumas informing him of the Board's acceptance of his resignation. (Appendix XXV)

(2) President Taylor writes to Miss Conway informing her of the Board's acceptance of her resignation. (Appendix XXVI)

Mar. 12—Victoria Times

"Dirty Mind . . . or a Questing Mind?"—Interview with Mr. Alan Mackenzie. (Appendix XXVII)

Mar. 17—The Martlet

(a) "Fresh Furore Hits English Department"—news article by Guy Stanley reporting resignation of Miss Conway. (See above Feb. 7).

(b) "Bishop Mum on Resignation—Not Students' Business"—news item by Guy Stanley.

(c) "Taylor Backs Bishop"—news item by Guy Stanley.

(d) "Changing of the Guard"—editorial by Guy Stanley.

(e) Cartoon. (Appendix XXVIII)

Mar. 18—(a) Colonist—"Disgusted Lecturer Quitting University" reports interview with Miss Conway.

COMMITTEE of INQUIRY

(b) Vancouver Sun—"Victoria Lecturer Quits in Protest—Charges Lack of Freedom in the University English Faculty."

(c) Victoria Times—"Professor Denies Lecturers Must Shape Up Or Leave." (Appendix XXIX)

Mar. 19—Victoria Colonist—"Department Head Likes Freedom." (Appendix XXX)

Mar. 22—(1) Meeting of Faculty Association.

(a) tables motion to censure those responsible for leaking information to the press.

(b) receives report from President Smith.

(Appendix XXXI)

(c) resolves to establish committee of inquiry.

(2) Open letter by Mr. Dumas is circulated.

(Appendix XXXII)

(3) Open letter by Dr. Tarlton has limited circulation. (Appendix XXXIII)

Mar. 23—In letter to the Editor, the Daily Colonist, Miss Conway seeks to correct press interview (see above Mar. 18) (copy to Dr. Smith and President Taylor). (Appendix XXXIV)

Mar. 24—The Martlet—"Profs Praise Bishop"—news item by Guy Stanley. (Appendix XXXV)

Mar. 25—(1) Dr. Smith acknowledges Miss Conway's letter. (Appendix XXXVI)

(2) President Taylor requests that Miss Conway arrange for interview with him. (Appendix XXXVII)

(3) Victoria Times—"Professor Backed by Award Winners." (Appendix XXXVIII)

Mar. 28—Appointment of the Faculty Association Committee is announced. (Appendix XXXIX)

Mar. 30—Mr. Stephen Bigsby, President, Alma Mater Society writes Professor Bishop regarding recommendations adopted by the Students' Council (copies to Dr. Taylor, Dean Wood, Tyler and Jeffels). (Appendix XL)

Mar. 31—The Martlet—"Bishop's Manner Bothers Council"—news item by Guy Stanley reports on Council decision. (Appendix XLI)

Apr. 5—(1) Meeting of the Faculty Association approves "Terms of Reference" for its committee. (Appendix XLII)

(2) Letter of resignation from Mr. Johnson to President Taylor (copy to Mr. Bishop).

(Appendix XLIII)

Apr. 12—Mr. Bishop replies to Mr. Bigsby (copies to President Taylor, Deans Wood and Tyler). (Appendix XLIV)

Apr. 24—President Taylor writes to Mr. Johnson informing him of the Board's acceptance of his resignation. (Appendix XLV)

Examination of Issues and Committee Recommendations

As noted earlier in the report, conflict within the English department became of concern to the Faculty Association when wide publicity was given to charges that the academic freedom of certain members had been violated and when, at an Association meeting, a counter charge was made that the actions of some members of Faculty in revealing confidential information to members of other departments and to the press had constituted a breach of professional ethics. It was imperative that the truth or falsity of these allegations should be determined and the situation which led to them examined by an impartial body with a view to exploring ways to avoid any recurrence.

The committee is satisfied that it has formed a clear picture of the significant events which generated these charges. Of equal importance, the various submissions we received have informed us of the mood within the department, the climate of distrust which had developed and which led to events being interpreted in the way they were. While undoubtedly of paramount importance, the specific allegations we were called upon to investigate were not the only issues separating members of the department and we believe that an understanding of the crisis requires that these related but nonetheless distinct areas of conflict also be examined.

I. Terms of Initial Employment—Probationary Year and Salary

The rapid expansion of the University in recent years has placed heavy demands on all departments but particularly on those offering courses required in all undergraduate programs. In the English Department the policy of maintaining small sections, insisted upon in order to ensure standards, meant that the department had to integrate large numbers of new members. Maintenance of a sense of cohesion under these conditions could be expected to be difficult, but

the effect of certain departmental policies was to add to the difficulties and, thus, to contribute in considerable measure to the crisis which was reached early in 1966.

1. In providing instructional staff, the English Department has relied mainly upon the appointment of Instructors with relatively few new appointments at the level of Assistant or Associate Professor. To some degree, the relatively small number appointed as Assistant Professors reflected budgetary exigencies but it was also a part of a conscious policy designed to preserve openings for the promotion of those Instructors who proved themselves to be valuable members of the department. It was thus seen as an important part of the incentive provided to newer members and intended to motivate them to enter wholeheartedly into the work of the department.

2. Within the policy emphasizing junior appointments, a second policy has been consciously adopted to permit the employment of young Instructors who are believed to have promise but who, for one reason or another, are believed to be deficient in the requisite academic qualifications. This flexible policy is construed by the Head as affording an opportunity to persons who might otherwise find it either difficult or impossible to secure university appointments. Several of those appearing before our committee freely acknowledge their personal debt to the Head for the opportunity provided them.

3. Combined with the policy of employing some on the basis of promise rather than of academic qualifications is a generous University programme of assisted leave whereby those who have proven satisfactory are supported in graduate study and thereby enabled to improve their qualifications.

4. The success achieved under these policies in the past led to a continued reliance upon them but, in the radically altered circumstances brought about by rapid expansion, they contributed to the deterioration of morale within the department and to the crisis which finally erupted:

(a) Structural Imbalance of the Department

The policy of initial appointments at the junior level, when combined with study leaves and leaves-of-absence granted to Assistant and Associate Professors for other reasons, has tended to produce imbalance within the department. Structurally, the department gives the impression of having been composed of, on the one hand, the Head with two or three trusted senior colleagues and, on the other hand, a mass of Instructors and others of junior rank. There were relatively few of intermediate rank to act as a bridge between these two groups.

(b) The sense of separation was intensified by other consequences of the policies noted. The fact that some of the new appointees lacked previous teaching experience at the university level meant that their appointment represented something of a gamble and led those responsible for the department to emphasize that all were on probation and were dependent, for the renewal of their contracts, on the evaluation made of their performance. Senior members of the department seemed to have believed that by stressing the probationary nature of the first year (and, indeed, of subsequent years) members of the department would be motivated to perform at the highest level. However, the consequences for the department of this emphasis have led the committee to question its wisdom.

5. A first and most serious consequence was to deny to new appointees any sense of collegiality within the department and with its more senior members. Instead, they were thrown back upon one another and to some degree upon junior appointees in other departments with whom, in addition to the common ties of youth, there soon developed a bond of friendship and understanding. The apparently contrasting experience of new appointees in other departments when compared to their own in the English Department contributed in no small measure to their sense of injustice. In certain other cases, appointees themselves fresh from graduate school looked to mature students for friendship and intellectual stimulation and thus delayed establishing an identification with the role of university teacher.

6. Many who had joined the department from American institutions were familiar with a system of one-year contracts and assumed that their appointments here were under similar terms. Their experience in the American system led them to assume that the renewal of contracts, except under unusual circumstances, was the rule rather than the exception. The repeated emphasis which senior members gave to possible non-renewal for unsatisfactory performance came to them with a sense of shock. As noted below (see evaluation procedures), there was considerable uncertainty as to the criteria utilized to evaluate performances and, consequently, the threat of non-re-

newal became ever more menacing. Even members of the department in the second year of a two-year appointment have confessed to a similar feeling of uncertainty.

7. It is at this point the gap in the intermediate ranks gain significance. The absent members might have been able to reassure junior members of the department by suggesting that the policies regarding non-renewal had not, in past years, been applied as harshly as the pronouncements of senior members seemed to suggest. They might also have succeeded in persuading senior members to moderate their announced policy on non-renewal of contracts. Their absence, however, threw the junior members back upon one another, and, sharing their anxiety, they became ever more fearful. Rightly or wrongly, the great majority of the new Instructors and Lecturers, whether or not they were well qualified and had previous satisfactory teaching experience, became convinced that their positions were insecure and all lived under the threat of non-renewal. The symptoms of the resulting deterioration of morale within the department appear to have been perceived by the senior members as confirmation of a suspicion that some junior appointees were uncooperative and, generally, unsuitable for long term appointment. It is not too much to say that to certain senior members there appeared to be "a conspiracy" led by one or two specific "troublemakers." The committee believes this suspicion to be ill-founded.

8. In the circumstances, it is scarcely surprising that a rumor spread rapidly among Instructors that four of them were to be dismissed. The question of the origin of this rumor and, specifically, whether or not it can be traced to the indiscreet remarks of senior personnel at a Christmas party (as alleged by several informants) is discussed below in the section of the Report which examines the issue of violation of professional ethic. Appearance of a rumor at this time, however, was scarcely surprising—had a social psychologist sought intentionally to create conditions for the generation and spread of rumor, he could scarcely have done better than duplicate those arrived at unintentionally within this department. Instructors had been made highly anxious; their anxiety heightened through discussion. It was psychologically imperative that they know for certain which of them were not to be re-employed. In the absence of official information, rumor arose to take its place. The evening meeting of January 3rd was described by several informants as one permeated by fear. The Instructors present grasped at a procedure which they hoped would end the, by then, intolerable uncertainty by bringing the whole matter of non-renewals into the open.

9. Salary Grievance. Alienation of junior members grew also from another source. As has been noted, certain appointments were made on the basis of personal recommendations to the Head rather than the candidate's formal academic qualifications. In these instances of "poor degrees" the usual rank given was Instructor I for which no minimum salary was established by Association or University. On arrival, those so appointed discovered that the remuneration they had agreed to accept was below that paid to Instructors generally. For those who acknowledged that their academic qualifications were, in fact, "poor", the sense of injustice was tempered by recognition of the opportunity they were receiving. It is to be noted, however, as one of them observed to the committee, that their bargaining position was non-existent and they were entirely dependent on the continuing good opinion of the Head. Not all Instructor I's, however, agreed with this judgment of their academic degrees. Some of these Instructors, principally those of British origin, nursed a sense of grievance, believing that advantage had been taken of their lack of familiarity with North American salary schedules.

10. The general dissatisfaction of Instructors with their salary levels had led the previous year to the naming of a special committee to examine this matter. Its report was ready for presentation early in January. It is difficult to escape the impression that the march toward a crisis might yet have been slowed or even halted and some bridge of communication established between junior staff and senior members of the department had the report of this committee been sympathetically received. In the event, however, following one postponement on essentially procedural grounds, the reception of the report in the departmental meeting served only to convince the junior members that the seniors were unsympathetic if not actively hostile.

(Continued on page 8)

Report . . .

(Continued from page 7)

Recommendations:

11. Terms of Initial Appointment:

While experienced and fully qualified staff should normally be appointed initially for a two-year term, the one-year contract may be retained for the inexperienced or marginally qualified. The Association should seek to amend University practice with respect to the renewal of one-year contracts, however, in a direction which we have described above as "the American practice", namely: that of making renewal for a second year virtually automatic.

(a) In view of the large number of junior appointments to be made during periods of rapid expansion, it can be expected that, in spite of all precautions, a small number of unsatisfactory appointments will be made from year to year. Should it appear in the course of the fall term that a serious error has occurred and that the moral and/or academic well-being of students is actively endangered, the University should be prepared to terminate the appointment on payment of the balance of the contract year's salary. In less extreme cases, it may prove necessary from time to time to withdraw a new appointee from the lecture room and to assign general departmental duties of one kind or another for the balance of the year.

(b) Normally, however, the final assessment of a probationer should be made on the basis of a full year's experience. If judged satisfactory the contract should be renewed. If judged unsatisfactory as a permanent or long-term appointment to the department, he should be so informed and the contract renewed for a further terminal year.

12. Notice of Non-Renewal

In amending the Tenure Document, the Association should seek to establish a full year's notice of the non-renewal of contracts, the only exceptions to be those indicated under 11(a) above.

13. Academic Qualifications

Our committee recognizes that in the past, in some instances, the appointment of those with less than normally acceptable academic qualifications has proven valuable both to the department and to the individuals concerned. The appointment of one such person to a small, intimate department, however, is considerably different from the appointment of several persons with "poor degrees" to a large and relatively impersonal department. The committee has for this reason come to the conclusion that under present conditions the flexible policy of the past is no longer in the interest either of the department or of the University and should not be pursued in the case of junior appointments carrying actual or potential Faculty status. It is patently unfair to appoint instructors lacking adequate qualifications and then to use this lack to justify non-renewal, low salaries and slow advancement.

Concomitantly, new appointees at the rank of Instructor, Lecturer or above should be accepted in every sense as colleagues within the department.

(b) The committee recognizes that in order to staff (multi-section courses) it may be found necessary to recruit personnel who lack the academic qualifications regarded as minimal for Faculty status. Furthermore, with the introduction of Graduate Studies, it may be desirable to open teaching opportunities for graduate assistants. In our view many of those who possess what have been termed "poor degrees" might appropriately be appointed initially as teaching assistants. In other instances, older persons of proven teaching ability but lacking the requisite graduate degrees might prove to be excellent appointments for the instruction of first year students. However, as recommended under (a), in neither instance should appointment be made to a position which, in the normal course of events, would lead to securing Faculty status and/or promotion to higher rank. We further recommend the alternative, of creating a new and distinct category of teacher whose responsibility would extend to teaching at the introductory level and who would be separate from the normal academic ranks in terms of promotion. Persons appointed as such "Teaching Associates" (or howsoever the position may be designated) should be informed explicitly and before appointment as to their teaching duties, the non-Faculty status of the position, any limitations as apply to possible promotion, and of any other special conditions applicable to this position.

14. Salaries of Instructors

In line with recommendations 13(a) and (b) above, the committee recommends

(a) that the Association through its Salary Committee should insist that minimum salaries be established for all appointments carrying potential Faculty status. Departments must not be allowed to bring in members below this established minimum.

(b) that the Salary Committee should be asked to give urgent consideration to the principles which should govern salaries to be paid to Teaching Associates or other special assistants with non-Faculty status in the event that the Departments create such positions.

II. Colleague and Departmental Relationships

1. The submissions we received repeatedly referred to the experience which was described by several new appointees as "a denial of collegiality". For many, who were just entering upon an academic career in joining the department, the degree of supervision and direction, especially in the context of explicit statements that they were not to be trusted, seemed to deny them the freedom to develop their courses in the manner they felt most appropriate. This denial of collegiality is nowhere more explicit than in the security arrangements adopted with respect to final examinations. Junior members instructing in multi-sectioned courses were informed on more than one occasion that they could not be trusted with knowledge of the examination. We regard such an attitude toward members of a Department as intolerable and in view of it, the committee was scarcely surprised that relationships within the department should have deteriorated in the manner they did. It is the committee's considered opinion that if the present restricted policy is continued annual protests must be experienced. (See section 5 below).

2. In the opinion of the committee, the Senate regulation whereby Instructors are accorded full membership in Faculty after one year's service is intended to bring new members of the academic staff into full participation in Department and University as rapidly as possible. Ideally, the initial year of service should introduce the new appointee to the responsibilities of membership in a Department and the University so that he will be prepared for full participation the following year. The initial year should, therefore, be something in the nature of an apprenticeship during which the new member performs his duties under a closer and somewhat different form of supervision than that to which he will be subjected as a full member. While undoubtedly a matter of degree, the emphasis in the relationship of more senior members to new entrants during this initial year should be upon assisting and counselling the new member to enable him better to perform the academic role rather than upon inspection and evaluation of that performance with the threat of possible non-renewal of appointment. Any practice which would tend to deny the spirit of the Senate regulation must be of concern to that body as well as to the Association and the University generally.

3. At the same time, the committee recognizes that formidable problems are encountered in multi-sectioned courses where some measure of uniformity must be assured both in the quality of instruction and in the final assessment made of the students. If the recommendations already made (Section I) with respect to the employment of qualified personnel and those to be made with respect to the evaluation of personnel (Section III), were implemented, the effect should be to make unnecessary many of the practices which have denied a sense of collegiality to junior members.

It may be of value here, however, to examine the alternatives open in the organization and presentation of multi-sectioned courses. These range from the highly decentralized pattern in which course outline, schedule of topics, texts, student assignments, tests and examinations are all determined by individual instructors for their own section(s), through various combinations in which one or more component is centrally administered, to the highly centralized pattern with each component determined by the department acting through a designated individual or small committee.

The custom of the English Department, inherited from U.B.C., is toward the centralized pole: texts, course outline and schedule of topics, most student assignments and all the major examinations are set by "the department". Several who appeared before our committee expressed a strong preference for the highly decentralized arrangement. The committee does not believe that it is competent to recommend any particular arrangement. It appears obvious that what is appropriate for the presentation of one subject matter may be inappropriate for another even within a single academic discipline and variation among departments is already considerable. Clearly, any particular arrangement will possess both advantages and disadvantages but, in assessing these, it is of the highest importance that due weight be assigned to the morale of the faculty responsible for instruction. It appears axiomatic to the committee that those who are members of the academic profession have a right to expect some measure of autonomy in organizing their courses. This is not a right ordinarily extended to non-professional personnel and, therefore, our recommendations with respect to the determination of policy matters would not apply to the Teaching Associates whose appointment is proposed in Section I. But all who are appointed to positions which lead to Faculty status must be permitted and, indeed, encouraged to participate in such decision making.

We therefore recommend that in multi-sectioned courses, such as English 100, all Instructors of sections who are of Faculty status together with one or two "senior" members appointed by the Head, should constitute a course committee. Instructors of sections who are not members of Faculty should be encouraged to attend meetings of the course committee and to participate in its deliberations and including the power to vote. Decisions of the committee should be by majority vote. The course committee should exercise responsibility, within the general framework of objectives for the course set by the department, for such matters as:

- general course layout, topic coverages, emphases, etc.
- selection of texts, etc., including definition of the degree of variability to be permitted among sections.
- term assignments, tests, etc.
- setting examinations and final grading.

4. (a) In line with the general aim of promoting the professional growth of members of a department, the committee is sympathetic toward the suggestions contained in the Muscatine Report (Education at Berkeley, Report of the Select Committee on Education, March, 1966) relating the teaching effectiveness of Teaching Assistants, (pp. 178-182). While these suggestions would appear to apply to Teaching Associates, if appointed, we believe that many could be adapted to the situation here to increase the sense of participation of junior faculty. The observations of the Muscatine Report with respect to one group of teaching assistants merit particular consideration:

"One of the best-trained and supervised groups of graduate student teachers are the eighteen assigned the thankless task of teaching Subject A, the remedial course in English Composition. Before classes start in Subject A teachers, new and old, receive ten days of intensive training in grading, classroom procedures, and teaching methods, and conferences continue through the term . . . Strongly encouraged are visiting other classes, exchanging successful assignment topics, and consulting with the faculty supervisor, who also periodically evaluates his assistants' theme comments and the justice of their grading." (pp. 180-181).

Similar procedures, appropriately modified to meet conditions here, would go far we believe to remove the sense of alienation of junior faculty. We therefore recommend that the Association should invite (all departments) to consider such procedures for possible adoption.

(b) The further comment of the Muscatine Report with respect to the time demands of effective supervision must also be emphasized. As the Report observes: "Good supervision does take time, a fact that is beginning to be recognized in assigning faculty teaching loads." (p. 181). The Association should lend its support to Departments which request additional staff necessary to provide such effective supervision.

5. Finally, with respect to the security of the final examination, the committee sympathizes with the objective of present practice, viz., to prevent the situation where some students enjoy an unfair advantage through possession of information gained as a result of the indiscretions or intentional act of a particular instructor. At the same time, we believe that the damage inflicted annually on all interpersonal relations within the department by present practice is an excessively high price to pay for an occasional infraction. We are confident, moreover, that the recommendations already made with respect to the type of personnel employed, the administration of courses, etc., make such secrecy unnecessary. The intentional leaking of information to students would certainly constitute grounds for non-renewal of contract and, in our opinion, the matter of security should be dealt with in each specific instance rather than in a blanket imputation of unreliability to the entire instructional staff. We therefore recommend discontinuation forthwith of the present security arrangements.

III. Procedures for Evaluation of Staff

1. The procedures which have hitherto been followed in the evaluation of new staff appear to have been another source of friction within the department to judge from the frequent references to them in submissions to the committee. Most of those who made submissions to the committee, while admitting the necessity of some form of evaluation, focused criticism on the particular methods which were employed. They were particularly critical of the system of inspection and the use made of student and parental complaints.

2. It seems axiomatic to the committee that great teaching ability is called for in those charged with classes of freshman and sophomore students. It is equally clear that the teaching ability of a newly appointed instructor cannot be taken for granted, even when the appointee has had previous teaching experience. Nor can it be accurately gauged by other faculty members on the basis of social contracts with the

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teacher. There is not necessarily a close correlation between the teachers' scholarship, as indicated by published work, and his ability to impart that learning to first- and second-year students. Some system for evaluating the teachers' effectiveness must, therefore, be followed in order that departments can satisfy themselves as to the teaching ability of new appointees. It is essential that this evaluation be done fairly, tactfully, and efficiently. It must be fairly done, since a man's livelihood depends on it; it must be tactfully done, to avoid leaving a residuum of resentment; and it must be efficiently done, or it is not worth doing at all. From the evidence received, the committee is not satisfied that these conditions have been met in all cases.

3. Our understanding of the system of inspection is that an initial inspection was carried out early in the fall term by the Director of Freshman English and, following this, the Director discussed his impressions with the instructor concerned. In those instances in which teaching was judged to be unsatisfactory on first inspection, a second inspection was carried out by a senior member. Dependent on his findings, a decision was made as to whether or not the contract should be renewed.

4. The obstacles to arriving at a fair assessment of the instructor on this basis are immediately apparent. When an inspection is for the purpose of determining whether or not an instructor is to be re-employed, the individual may be under particular strain and fail to perform at his usual level. In any event, the inevitably "artificial" lesson that is bound to result whether another faculty member "sits in" makes it an unsatisfactory basis for arriving at an appraisal. It is reasonable to assume that the inspected lecture, where prior warning has been given, will be better prepared than the average lecture, but it may also be reasonably assumed that the rapport between teacher and student will be impaired when "strangers" are present. To these defects must be added the severe damage to departmental morale inflicted by the systems of inspection. These many disadvantages lead us to recommend the discontinuation of the inspection of instructors.

In general, we believe that the aims of a department should be to improve the quality of instruction through positive advice or suggestion rather than upon the identification of those whose contracts should not be renewed. Our recommendations above (II, 3 and 4a) are intended to correct this weakness of present departmental machinery. At the same time, however, the increased contact of senior members with junior personnel should provide a much sounder basis for appraisal than the inspections which are currently made. In addition, our recommendations with respect to the term of probationary appointments should remove any pressure to come to a hasty decision on the renewal of contracts and permit an appraisal which takes account of the impact of instructors upon their students as this may be gauged by the teachers of senior courses.

Finally, the appraisal of instructors should be made by a committee of the department, selected in such a manner that it will be representative of the different academic traditions present in the department. We recommend that this committee should be composed of four members, three named by the Head and a fourth elected by the department.

5. (a) However, should the Association decide that a system of inspection can be reconciled with the need to maintain departmental morale, the committee believes that the specific suggestions made by Messrs. Schwartz and Hampsten in their submission of January 26th (Appendix IX), with respect to the system of evaluation have much to commend them and the committee urges their serious consideration. One of their suggestions seems particularly worthy of adoption as standard practice, namely:

"That a standardized evaluation form be drawn up and published . . . ; this form should list, and perhaps offer criteria for, the qualities the department is seeking in its teaching . . ."

(b) Further, the committee, in accordance with its belief that a most serious deficiency of departmental machinery is the absence of any system of "in-service training", recommends that the inspectors should meet frequently with instructors for helpful criticism, advice and discussion. Some meetings must be with individual instructors but meetings of the "course committee" (recommend under Section II) to which inspectors are invited, would provide a suitable opportunity for the discussion of faults noted in preliminary inspections. And finally, the inspectors should be selected to be representative of the different academic traditions present in the department and, when meeting together to formulate their recommendations with respect to personnel, should be joined by a member elected by the department. (cf. 5(a))

6. Student Complaints

Any overall assessment of an instructor must take account of his success in communicating to the students in his classes an appreciation of and enthusiasm for the subject matter. Students — particularly freshmen

and sophomores — will usually be unable to offer mature appraisal of their instructors as university teachers. For this reason, the greatest care must be taken, if student opinion is to be solicited, to obtain the most objective and thorough form of evaluation of the teacher by his students that they are equipped to offer.

The committee does not know what weight is assigned to student opinion in coming to a decision as to the re-employment or promotion of an Instructor. Frequent references to this in the submissions we received, however, made us aware that many instructors are convinced that undue importance was attached to an unrepresentative sampling of student opinion. The committee believes that individual instructors as well as the department might benefit from student opinion properly secured. As means of gaining such opinion we recommend the following procedures:

(a) A student questionnaire should be prepared to be completed by all students anonymously at the end of each term. The questionnaire would canvass opinion on such matters as texts, the system of examinations, the nature, frequency and grading of assignments, as well as the merits and defects of the teacher.

(b) No students or parental criticism of an instructor should be entertained by the Head or other other responsible administrator (e.g., Director of Freshman English) unless the criticism has first been offered to the teacher personally. It goes without saying that no undocumented 'student complaints' should be adduced as reason for non-renewal of contracts.

7. Non-Renewal

(a) The committee believes that the average new instructor will have little difficulty in picking up the basic skills of the university teacher. However, where it becomes apparent that a teacher suffers from some hitherto unsuspected defect and it is thought that a real danger exists that the students in his classes will be at a great disadvantage, the departmental committee should meet to consider his case. If there is agreement that such action is warranted, then as suggested in Section I, means should be available for the instructor's contract to be "bought up" by the university or the individual assigned to non-teaching duties. This must surely be a rare occurrence.

(b) More commonly, however, the consensus might be that, while students do not suffer appreciably, an instructor does not hold that promise which is looked for in long term appointments. In this event he should be so informed and offered a second and terminal appointment for a second year during which he should be able to find an alternative position.

8. The committee rejects the proposition that those whose contracts are to be terminated or not renewed are spared embarrassment and suffering by not being informed of the reasons for this decision. While we are aware that the special state of mind of one being dismissed may lead him to reject the reasons as invalid, nevertheless, we believe that the reasons should be available to him if he wishes to know them. We believe further that the amendments we have proposed to departmental structure and to the receipt of student complaints, in particular the conferences with seniors and the rules governing the soliciting of student opinion, if adopted should convince those not renewed that the decision was reached in a manner both fair and objective.

IV. Grievance Procedure

1. Up until the present time no formalized mechanism for processing grievances has been developed within the university structure. The Faculty Association has not considered it necessary to establish a grievance committee but has relied on its President and Executive Committee to deal with such matters. The university for its part has no appeal body separate and distinct from the administrative structure. The absence of special mechanisms can be attributed to the fact that there were few grievances in the past and those that did arise were of a minor character and easily resolved. When members did turn to the Association for aid, its President provided counsel and, when appropriate, made representations on their behalf to the University President or some other official. This very informality probably facilitated arriving at a settlement acceptable to all parties.

2. The informal procedures which had served well in the past were not adequate when aggrieved individuals complained not about relatively minor matters but about alleged violation of their academic freedom or the manner of their dismissal. The absence of formal mechanisms which could be accepted as impartial, meant that those who felt aggrieved could not be satisfied that their cases were fairly and objectively reviewed. In these circumstances, an appeal outside the Association or the University Administration to the general academic community and the public through city and campus newspapers, while not condoned by the committee, is at least understandable. Unless appropriate mechanisms are developed within the University structure, it is likely that grievances will again be aired through news media as evinced at Berkeley, Edmonton, etc.

3. An examination of the chronology of events reveals that an opportunity was presented for the informal methods of the past to be applied.

(a) On January 17th, in a letter of resignation addressed to President Taylor (copy to Dr. Smith), Mr. Dumas charged that the department was characterized by "disregard for academic freedom and contempt for democratic procedures". Dr. Smith replied at once inviting Mr. Dumas to provide detailed information on any "genuine violation of academic freedom"; however, his letter also indicated that the Association could not concern itself "with questions of power structure within specific departments".

Dr. Smith was undoubtedly correct in describing the limited powers of the Association as they existed at the University of Victoria up to that time, (However, in the light of the nationwide discussions of the Duff-Berdahl report, the Association has the duty to reconsider its freedom in all matters relating to working conditions), but his letter had the effect of informing Mr. Dumas (and others with grievances which they believed derived from the departmental power structure) that the Association was powerless to assist them. Dr. Taylor's letter of January 26th was scarcely more reassuring and a meeting of Mr. Dumas with the President did not occur until February 4th, after the news of the non-renewals had appeared in *The Martlet*.

(b) On February 3rd, Mr. Johnson wrote to Mr. Bishop (copies to Dr. Taylor and Dr. Smith) protesting the manner of his dismissal. Dr. Smith at once interviewed senior administrative officers of the University, as he subsequently informed Mr. Johnson. Once again, however, Dr. Smith's letter underlined the limited role the Association could play—" . . . the Faculty Association cannot question the administrative judgment of an academic department, but it can rightly urge . . . that the Dean and the President carefully review the evidence in order to insure that justice has been done."

Similar enquiries appear to have been made by the President of the A.M.S. His report to the Students' Council suggests that only the legal question as to the right of the department to recommend that a one-year contract not be renewed was considered.

Our committee as noted above believes that Dr. Smith was correct in his description of the limits on the power of the Association to intervene in such circumstances. It further appears that the senior administrative officers of the University, whose right to assist upon a review of a department's decision is clear, hesitated in this instance to interfere. Thus, only the legal issue of the right not to renew a one-year contract appears to have been considered—a right no one had ever questioned, least of all Mr. Johnson. The real issue which Mr. Johnson's case involved was whether this legal right should have been exercised in the way it was. This does not appear to have been examined by any university body. In the committee's opinion this is scarcely surprising for no independent appeal body capable of making such an examination presently exists within the University structure.

4. While the committee is convinced that some mechanisms and procedure must be devised whereby administrative decisions affecting individual members can be reviewed, we do not believe that this function can be performed effectively either by the Faculty Association or by the senior administrative officers of the University. For the Association to attempt to judge the decisions of departments or administrative committees would be to delegate to it a responsibility for which it is not suited and which properly belongs to some official University organ. Yet for senior administrators to act as the review body for a decision in which—though on the recommendation of a department head or of an administrative committee—they have concurred, and in the formulation of which they must actually have participated in many cases, is clearly unsatisfactory. Either the administrator(s) will uphold the original decision, in which instance the aggrieved faculty member must remain unsatisfied that his case was independently reviewed, or the original decision will be modified or reversed, which the Head or committee must interpret as a reflection on the competence displayed in reaching the original decision. It is possible that in the sort of issues with which we are concerned, the action of a senior administrator revising the decision of a committee or Head would be tantamount to calling for its or his resignation. We do not suggest that such considerations entered in any way into the judgment of administrators with which we have been concerned; they are mentioned here to underline the necessity of establishing some independent appeal mechanism if justice is to appear to have been done.

Recommendations

5. The Association does not now possess nor do we recommend that it would develop a committee to attempt to decide upon grievances arising from departmental decisions or the decisions of administrative bodies.

6. The Association should seek through negotiation with the President and Board of Governors to secure

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the establishment of a small Review Committee within the official university structure to which Faculty members who feel aggrieved as a result of the decisions of their department, administrative committees, or administrative officers of the university, might present their cases.

(a) We envision the Review Committee as similar in the principles of its operation to the office of Ombudsman. The committee should have power to conduct investigations with full access to official documents and to make recommendations to the respective heads (or chairmen), to committees, and to administrative officers.

(b) We are not prepared at this time to make detailed recommendations as to the composition of the Review Committee or the method of its election, apart from observing that it should be a small committee drawn predominantly from the senior faculty below the rank of Dean. The Association should make a detailed study of the matter in arriving at the specific proposals to be taken to the President and Board.

7. The Association should establish a standing Faculty Advisory Committee. The function of this committee, which should be well publicized among Faculty, is to consult with members of Faculty with grievances who wish to avail themselves of its services. As we envision the committee, it would advise members as to whether or not their grievances were valid, how best to seek redress and in the event that an appeal to the Review Committee were indicated, the most suitable manner of presenting the grievance.

8. Implicit in the recommendations we have made is our conviction that the interests both of the University and of the individual member of Faculty will be best served if grievances can be resolved through organizational machinery and procedures established within the University. Nevertheless, circumstances may arise from time to time when this will not be so and members of the Faculty Association should be advised of their right to appeal, either directly or through the Association, to their professional association, the C.A.U.T. Whether or not our recommendation (IV 6) concerning the establishment of a Review Committee is implemented, the Association Advisory Committee should alert the individuals who come to it of their right as members of the C.A.U.T. to appeal to their professional association for assistance when issues involving academic freedom and tenure have arisen.

V. Academic Freedom

1. The committee is directed by its terms of reference not only to examine the general circumstances which underlay the charges alleging violation of academic freedom and of professional ethics but to establish whether either or both of the charges is *bona fide*. In the latter event, we are further directed to make a recommendation as to whether investigation by some outside agency would serve a useful purpose.

2. A preliminary Report concerning terms of reference (Appendix XLII) referred to the great difficulty in arriving at a satisfactory definition of what is entailed in academic freedom. At the time when this preliminary Report was presented to the Association, the committee mistakenly suggested that there was no precedent for an inquiry into charges of alleged violation of academic freedom in Canada. In fact, the Committee on Academic Freedom and Tenure of the C.A.U.T. has conducted a number of such inquiries. However, unlike the A.A.U.P., it is not the Canadian practice to publish details of these inquiries, their findings and recommendations. The only exception we have discovered is the publication of a special report on the Crowe investigation (C.A.U.T. Bulletin, Vol. 7, No. 3, January 1959).

The report on the Crowe investigation attempts to interpret the issue in the context of a violation of academic freedom. In the opinion of our committee, however, the main issue raised in the Crowe affair related to the termination of the employment of a tenured member for remarks he had made privately. These remarks had quite improperly been brought to the attention of the senior administrative officer of his university. The right to express personal opinions to friends is surely a right to the ordinary citizen and is in no sense unique or intrinsic to the academic. Whether or not one regards the Crowe case as having aspects relating to academic freedom, however, its possible relevance to the matters we have investigated is made more tenuous by the fact that whereas Crowe was a tenured member of the Faculty, each of the individuals whose contracts were not to be renewed by the Department of English was still a probationary appointee. The legal right of the university not to renew such a contract is beyond dispute.

3. The committee believes that it is highly significant that academic freedom is usually linked to the question of tenure. This is true in the name of the committee of the C.A.U.T. charged with investigating alleged violations of academic freedom as it is of the classic statement relating to academic freedom, the 1940 Statement of Principles—Academic Freedom and Tenure of the A.A.U.P. In the section of the latter statement dealing with academic tenure, the situation

of the probationer is explicitly dealt with as follows: "during the probationary period a teacher should have the academic freedom that all other members of the Faculty have." The clauses relating to academic freedom, most relevant to our situation, are as follows:

"a teacher is entitled to Freedom in the classroom in discussing his subject, but he should be careful not to introduce into his teaching controversial matter which has no relation to his subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment."

"the college or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence, he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and he should make every effort to indicate that he is not an institutional spokesman."

The question before our committee, therefore, was whether or not the threat of termination of employment was used to restrict the freedom of expression of the instructor in the classroom and/or in the community.

4. A review of the circumstances under which the allegation was made that academic freedom was impaired is useful at this point. Insofar as we have been able to discover, two related, but nonetheless distinct, sequences of events are involved:

(a) the first public suggestion that Faculty did not enjoy academic freedom in the classroom is to be found in the article "University of Victoria, School of Shortcomings" by Dr. Charles D. Tarlton (see Appendix III(a)). In an analysis of the dependent position of Faculty members vis-a-vis the Heads of Departments and with specific reference to "the larger departments, like English", Dr. Tarlton states that "the resulting relationship tends to make Faculty members more timid than otherwise would be the case." His reference was made more pointed by a cartoon published at the same time, using the latter quotation as a caption (Appendix XX(b)). Interestingly enough, a subsequent news item (Appendix IV(a)) found that the main emphasis of Dr. Tarlton's criticism fell, not upon academic freedom, but upon "the nature of decision making at the University." However, as a consideration of the chronology makes clear, the members of the English Department by this time had come to believe themselves in danger of dismissal if they did not conform. The rumor which reached them at the end of December crystallized what, up to that time, had remained a vague fear. The evidence the committee received makes it clear that the credibility of the rumor was never doubted. The only element of uncertainty concerned the specific individuals to be released.

We have commented on the deterioration of the relationships within the department here in our report. We have also noted that junior members were unsure of the criteria used in appraising their performance in the classroom. Many accepted the belief that student complaints of which they had no direct knowledge might form the basis for a decision to release them. Senior members apparently did not recognize the wide-spread malaise for what it was and attributing the unrest to one or two malcontents sought to suppress it by statements which had the effect of intimidating all juniors and heightening their anxiety.

(b) The second sequence of events concerns the presentation to members of the English Department of the statement of policy (Appendix XIX) hereinafter referred to as "the document". This took place at a closed meeting held on February 4th. The immediate occasion for this action lay in the publication in news media on February 3rd of the non-renewal of contracts. This had followed hard on the heels of student delegations to the Head protesting the non-renewals of contracts of their Instructors.

In the opinion of the committee, the document and, more particularly, the manner of its presentation reflect the profound breakdown in communication which had been allowed to occur between the junior and senior members of this department. The whole incident appears to have inflamed feelings still further and, at the very least, it enforces our impression that the senior members seriously underestimated how widespread in the department was this sense of fear and uncertainty.

5. The Question of Intent

In Section 4 above, we have indicated in several places what we assume to have been the intention of senior members of the department in taking the actions they did. It should be added that we are convinced that at no point was there any intention to interfere with the academic freedom of any member of the department. However, the question of intent is largely irrelevant in deciding whether a violation of academic freedom in fact occurred. It is surely axiomatic that,

within the University context, no administrator would set out consciously to impede the academic freedom of members of Faculty.

6. On the other side, we are not convinced that the charges of violation of academic freedom, referred to in 4(a) arose solely from a sense of intimidation. In some instances, the restraints imposed by the manner of presentation of a multi-sectioned course were most onerous to certain Instructors. In Section II of our report we have suggested that the whole manner of organizing a multi-sectioned course should be re-examined. To that suggestion we would here add our recommendation that Instructors employed to teach sections of such courses should be informed at the time of their employment of the degree of control to be expected. It is to be noted that such a restriction on the freedom of the Instructor does not contradict the principle of academic freedom of the A.A.U.P. quoted above. The practice of so informing new appointees should prove a great advantage in that those who would chafe under such restraint can be expected to refuse the position. To allege that one's academic freedom is violated because he is required to follow the ordinary practice of a department in teaching his section of a multi-section course would be irresponsible in the extreme and should not be condoned by the professional association.

7. As has been suggested, in the context of the unrest within the department, the language of the document and the manner of its presentation to the members of the Department was unnecessarily provocative. A professional association cannot remain indifferent to the intimidation of its members whatever the motive for this and howsoever it may be done. From the evidence that we have received, it is apparent that efforts were made subsequent to the presentation of the document to reassure junior members and to undo some of the damage that had been done. Nevertheless, the Association should satisfy itself that the document has been withdrawn unequivocally and, in the event that any department or the University as a whole should seek at some future time to define the academic freedom of its members, the Association in consultation with the C.A.U.T. must insist upon its right both to formulate and to interpret the meaning of academic freedom on this campus.

8. In the opinion of the committee, the charge that academic freedom was violated is symptomatic of a deep unrest in the department. We feel that the recommendations which we have made will go far if implemented toward preventing a recurrence of this unfortunate situation. The healing of the relationships will be more speedily effected if the matter is closed. We, therefore, recommend no outside investigation of the alleged violation of academic freedom.

VI. Professional Ethics

1. The final issue on which the committee is required to report concerns the alleged violation of professional ethics. This charge that certain members of Faculty acted unethically is based primarily on evidence that information, which some believe should have been held confidential, was in fact revealed to students, to Faculty in other departments, and to the public at large. The specific incidents underlying the charge are as follows:

(a) The revelation to students by their classroom instructors that the latter were not to be re-hired together with an invitation, tacit or otherwise, that students should protest the non-renewal.

(b) The publication in *The Martlet* on February 3rd of news items and editorial comment relating to the non-renewal of contracts.

(c) The publication in *The Martlet* on March 17th of news items and editorial comment relating to the resignation of Miss Conway and to the departmental meeting of February 4th at which time "the document" was presented.

(d) Certain other published materials which can be interpreted as evidence that various third parties, faculty and non-faculty, were well informed of proceedings within the Department of English.

2. In the opinion of the Committee, it cannot be doubted that members of the English Department did in fact inform certain students, colleagues in other departments and, through newspaper interviews and letters, members of the public generally of relationships and events within their Department. Before it can be concluded that in so doing they had acted unethically, however, certain other questions must be examined. First, is there an agreed standard which may be applied in judging their actions? Secondly, whether or not the actions accord with such a standard, may they be justified on some other ground?

3. A Code of Ethics for Academic Personnel

As members of the Association will be aware, the C.A.U.T. is in the process of establishing a committee to formulate a Code of Ethics for Canadian academics. At the present time, however, no such code exists. In its absence it has been suggested to our committee that the code of certain other professional groups might be used to furnish criteria for the judgment of the actions of Faculty in this regard. The committee believes that this would serve no useful purpose. As is readily apparent, there is no consensus even among our own Faculty as to whether the actions we are

Report . . .

(Continued from page 10)

examining are or are not ethical. The committee believes that the formulation of appropriate criteria must be the result of detailed consideration and should not be undertaken in isolation from the national Association. We would therefore recommend that while preliminary consideration of a Code of Ethics might usefully be undertaken by the Committee on Professional Affairs of our Association, a final formulation of a code to apply to Faculty at the University of Victoria should not be attempted before the C.A.U.T. has adopted its code.

4. As far as the present investigation is concerned, the committee is convinced that any attempt to brand actions as ethical or unethical through the rigid application of a set of ideal norms and without regard to the circumstances under which these actions were taken must inevitably result in an unjust and biased conclusion. It is relevant to ask, however, whether or not those who felt aggrieved attempted to avail themselves of such channels as are available within the University for the redress of grievances, before resorting to the ultimate weapon of widespread publicity. The use of these channels would entail: (i) discussion within the department and, failing satisfaction there; (ii) an appeal to the senior administrative officers of the University, the Dean and the President; and (iii) either simultaneously or upon failure to gain a review, an appeal to the Association for its good offices.

(a) The first of these steps was in fact attempted when, in response to the rumor affirming the details of intended non-renewals, an informally constituted meeting of junior members of the department together with two equally junior members of other departments decided to request the addition of several items to the agenda of a departmental meeting called for January 4th. These items — the salaries of Instructors, the procedures in hiring and non-renewal, the processing of student complaints — were all issues of long standing, and had embittered relations within the department. The juniors appeared to believe that open discussion would "clear the air." The state of tension which existed within the department by this time made their discussion of utmost urgency. Nevertheless, discussion does not appear to have occurred until January 17th at which time the response of senior members left little ground for the hope that a satisfactory resolution within the department could be found.

(b) Upon the unsatisfactory outcome of this meeting, Mr. Dumas resigned in a letter to President Taylor with copies to Mr. Bishop and to the Association's President. His letter of resignation alleged "disregard for academic freedom and contempt for democratic procedures in the department." It must be asked whether this letter satisfies steps (ii) and (iii) of the existing procedures at the University. It certainly informed the Administration and the Association that Mr. Dumas was dissatisfied with the affairs of the department. However, his letter suggests nothing as to how widely shared was his discontent. On the surface, it appears to be a rather dramatic gesture which in alleging a disregard for academic freedom threatens the reputation of the University. Dr. Smith immediately recognized this as his reply suggests. In effect, he demanded that the grounds for the charge be detailed or else withdrawn. As we have indicated above, the committee does not believe that the charge would have been sustained at this time. In any event, Dr. Smith's challenge was not accepted by Mr. Dumas. Subsequently, Mr. Dumas received a letter from President Taylor inviting him to an interview prior to the meeting of the Board of Governors to consider his resignation, and an appointment was made for February 4th.

(c) Those members whose contracts were not to be renewed learned of this officially on or about January 31st. Certain of them informed their students of the fact; it became general knowledge through a handbill circulated on the Gordon Head Campus; and the February 3rd edition of *The Martlet* which gave prominent treatment to the non-renewal of Mr. Smith and the resignation of Mr. Dumas. On the same date, the *Daily Colonist* reported that three lecturers were to be "dismissed." A decision to publicize the non-renewals through the student newspaper appears to have been made in the emotion of the moment. It was not part of a coordinated plot. Nor was it taken because official channels for redress had been exhausted. The invitation from Dr. Smith to document charges alleging violation of academic freedom had not been accepted. The wisdom of involving students in the affairs of Faculty is examined below. At this juncture, however, it must be noted that Mr. Dumas expressly dissociated himself from the publication of references to his resignation in *The Martlet*. The only organized action on the part of Instructors was their decision at a short meeting on February 4th to seek for non-renewals the right of resignation so that their ability to find alternative employment might not be impaired. However, presentation of a resolution to this effect was forestalled by the reading of the statement of policy to the department by one of its senior members.

(d) Subsequent Discussion of the Document

The committee has already commented on "the document" and indicated its belief that its presentation was of concern to the Association. It is indicative of the restraint of the Instructors that no publicity was given to "the document" for over one month. In the interval, Dr. Smith has inquired of the senior administration as to the procedures followed in non-renewal of contracts. Dr. Taylor had interviewed Mr. Dumas and had also received a further resignation from Miss Conway, but from neither the Association nor from the senior administration of the University was there any indication that the matters found intolerable by junior Instructors would be remedied.

5. The Use of Publicity

The committee is aware that the custom on other campuses, particularly in the United States, may differ from that which has prevailed in Canada with respect to the public debate of departmental policy. Also available to us was an issue of *The Gazette*, student newspaper of the University of Alberta, Edmonton, (March 17th, Vol. LVI, No. 44) in which news, editorial and letters to the editor concerning a dispute involving tenure of Faculty occupy over five pages. Is this a precedent for the public debate of such issues within Canadian universities?

The committee believes that a distinction must be drawn between debate of matters of general academic concern such as that initiated on our campus by the original article by Dr. Charles Tarlton and that of matters concerning academic freedom and tenure, the academic qualifications of Faculty, the terms of employment of Faculty and working conditions. The value of student contributions to the continuing debate which centres around the main aims of university education and the best methods of realizing these is beyond any question. A knowledge of student opinion may be valuable to the bodies of the University which are charged with responsibility for deciding upon future development. The potential contribution by students to the resolution of issues which arise from time to time with respect to intra-Faculty relationships and the special rights and privileges which are inherent in the status of the university professor is much more doubtful. Few, if any, students will have given lengthy consideration to such problems as the full implications of academic freedom, the nature of probationary appointment within the university context, the distinction between dismissal and the decision not to award tenure or to renew contracts. At the same time, their idealism and naivete may lead them to identify with one side and to cast all who disagree in the role of villain. Indeed, something of the sort seems to have occurred here. To students, those whose contracts were not to be renewed were "being fired" and appeared as martyrs.

Furthermore, the wisdom of seeking to enlist students' support in such a dispute may be questioned on purely pragmatic grounds. Widespread publicity inevitably makes the public position of the protagonists more rigid and the task of finding some acceptable compromise more difficult. It can be justified only as a last resort after all other avenues have been exhausted. In the opinion of the committee, this was far from being the case in either of the incidents in which widespread publicity was given to the affairs of the English Department. In the first, that associated with the non-renewal of the contracts, the appointment of Mr. Dumas with President Taylor was pending and Dr. Smith was about to investigate the non-renewals with the President in response to a letter he had received from Mr. Johnson.

6. The situation with respect to the second major incident of publicity, that beginning with the March 17th issue of *The Martlet*, is less clear. The sequence of events leading to this had begun with the presentation of "the document" to the Department of English on February 4th. In her letter of resignation, dated February 7th, Miss Conway had referred specifically to "the tone of a recent departmental meeting." The fact, among others which came to the attention of the committee, that four members of the Department of English were invited to prepare an alternative statement of policy convinces us that senior members were well aware that the presentation of the document had done nothing to relieve tensions within the department but had in fact made them worse. Yet, although the alternative submission was sent to the Head on February 11th, it was not brought forward to the department nor was any clear indication given that the original offending document had been revoked. There was no indication either that Miss Conway's resignation and other evidences of unrest had led senior administration to inquire into the affairs of the department. However, as has been noted earlier in the report, members of the department failed to bring the document and its presentation to the attention of the Faculty Association. Once again, therefore, the existing avenues for the redress of grievances had not been exhausted, and while one can sympathize with the motives which led to the exposure of the document through the columns of *The Martlet*, the committee does not believe that it can condone the action.

7. It remains to be asked whether a violation of professional ethics occurred. The committee believes that in each case in which publicity was given to felt

grievances, the recognized channels for the redress of such grievances had not yet been exhausted. However, we have also indicated in an earlier section of the report our dissatisfaction with these channels and have recommended certain new organizational mechanisms both for the University and for the Association to correct what we consider to be serious weaknesses. One further extenuating circumstance must be noted. Reference has been made at several points in the report to the rumor which circulated in late December. This, more than any other single event, triggered the unhappy developments which our committee has investigated. Whatever the actual source of this rumor, junior members of the department were convinced that it came from a leak of information by a senior member and the fact that the number to be released, foreshadowed in the rumor, was confirmed, was taken as further proof as to the source of the information. Whether or not the rumor sprang from an indiscreet remark of a senior member is not known to the committee. Senior members must take some responsibility, however, for the development of a psychological state among members of the department in which rumors of this type were bound to be accepted as fact. The committee feels compelled to observe that if the revelation of confidential information is to be defined as a violation of professional ethics, this rule must apply with equal force to all parties, both junior and senior members of a department. Although the evidence we have received makes it clear that information was revealed by junior members to non-members of the department, we have not made or attempted to make an investigation of the source of the rumor nor do we believe that it is desirable that we should do so. We are equally convinced that in view of the extenuating circumstances discussed above, junior members should not be condemned as acting in an unprofessional manner in the actions taken during the past year.

8. Quite aside from the issue of violation of professional ethics, members of the Association should recognize that the threat of publicity is the greatest weapon available to the C.A.U.T. in dealing with a recalcitrant administration. Its premature use can do little but increase the difficulties in achieving a resolution of the problem.

Summary of Recommendations

1. **Terms of Initial Appointment:** Experienced, fully qualified staff should normally be appointed initially for a two-year term although the one-year contract may be retained for inexperienced or marginally qualified appointees. (I, 11).

2. Should a probationary appointee early prove to be completely unsatisfactory so that the moral and/or academic well-being of students is endangered, the University should be prepared to terminate his contract on payment of the balance of the year's salary. In less extreme cases, departments may find it necessary to withdraw a new appointee from the classroom and to assign general departmental duties. (I, II, a).

3. The Association should seek to amend practice with respect to the renewal of one-year contracts to make renewals for a second year virtually automatic. Under the practice which we recommend, a final assessment of new appointees would be made only on the basis of a full year's experience. Where the appointee is then judged unsatisfactory for permanent or long-term appointment, he should be so informed and his contract extended for a terminal year. (I, II, b).

4. The Association should seek to establish a full year's notice of non-renewal of contract as the standard practice. (I, 12).

5. Except in the most unusual circumstances, no one should be appointed to a position carrying actual or potential Faculty status if there is any doubt or reservation as to his fitness. (I, 13, a).

6. **Teaching Associates:** Should it prove impossible to provide fully qualified staff to instruct in courses such as English 100, the University should be asked to consider establishing a new category of teacher separate from the normal academic ranks. (I, 13, b).

7. **Salaries:** The Salary Committee of the Association should seek to establish minimum salaries for all appointments carrying potential Faculty status. It should also consider the principles to govern salaries paid to Teaching Associates or other special assistants of non-Faculty status. (I, 14, a and b).

8. **Colleague Relationships:** The emphasis in the relationship of more senior members to new appointees in a department should be upon assisting and counselling the new member to enable him better to perform the academic role rather than upon inspection and evaluation of that performance with the threat of possible non-renewal of contract. (II, 2).

9. In multi-sectioned courses, all Instructors of sections together with one or more appointees named by the head of the department should constitute a "course committee" which would be responsible for most matters relating to the course. (II, 3).

10. The Association should invite the Department of English to consider the adoption of procedures comparable to those recommended in the *Muscantine Report* with a view to aiding new Instructors. (II, 4, a).

(Continued on page 12)

Report . . .

(continued from page 11)

11. The Association should lend its support to departments which request the additional staff necessary to provide for effective supervision. (II, 4, b).

12. The committee recommends that the procedures relating to the security of examinations in the Department of English be discontinued forthwith as unnecessary and, in addition, as damaging to intra-departmental relationships. (II, 5).

13. The committee recommends that the system of inspection be discontinued both as redundant and as damaging to departmental morale and efficiency. In its place, a committee of four, three named by the Head to be representative of the different academic traditions present in the department and a further member elected by the department at large, should be responsible for recommending the renewal or non-renewal of contracts. (III, 4).

14. Should the Association decide, however, that a system of inspection can be reconciled with the need to maintain departmental morale, basic changes from current procedures should be made. The committee endorses the suggestion that a standardized evaluation form be drawn up and published. The form should list and, perhaps, offer criteria for the qualities the department seeks in its teaching. In addition, inspections should be carried out by at least three inspectors, selected as above, who should meet with a fourth member elected by the department when deciding upon the renewal or non-renewal of contracts. (III, 5, b).

15. The committee recommends that inspectors should meet frequently with Instructors for helpful criticism, advice and discussion. Some meetings must be with individual Instructors but meetings of the course committee attended by the inspectors would provide a suitable opportunity for the discussion of faults noted in preliminary inspections. (III, 5, c).

16. The committee believes that individual Instructors as well as departments might benefit from student opinion properly secured. If student opinion is to be solicited, it should be by means of a questionnaire

to be completed by all students anonymously at the end of each term. The questionnaire would canvass opinion on such matters as texts, the system of examinations, nature, frequency and grading of assignments, as well as the merits and defects of a teacher. (III, 6, a).

17. No student or parental criticism of an Instructor should be entertained by the Head or other responsible administrator unless the criticism has first been offered to the teacher personally. Nor should undocumented student complaints be adduced as reason for non-renewal of contracts. (III, 6, b).

18. The reasons for a decision not to renew a contract should be fully indicated when requested by the individual concerned. (III, 8).

19. The Association should reconsider its function in all matters relating to working conditions in the light of the Duff-Berdahl Report. (IV, 3, a).

20. The Association should seek, through negotiation with the President and Board of Governors, to secure the establishment of a small Review Committee within the official University structure to which Faculty members who feel aggrieved as a result of the decisions of their department, administrative committees, or administrative officers of the University, might present their cases. The Review Committee would have power to conduct investigations and to make recommendations. (IV, 6, a).

21. The Association should make a detailed study of the matter of the composition of the Review Committee and the method of its election in order to formulate specific proposals for negotiations with the President and Board. (IV, 6, b).

22. The Association should establish a standing committee to be known as the Faculty Advisory Committee. The function of this Committee would be to consult with members of Faculty with grievances who wish to avail themselves of its services. The Committee would advise members as to the validity of their grievances and the best method to seek redress. (IV, 7).

23. The members of the Faculty Association should be advised of their right to appeal, either directly or

through the Faculty Association, to the C.A.U.T. (IV, 8).

24. The committee recommends that Instructors employed to teach sections of introductory courses should be informed at the time of their initial employment of the degree of control they are to expect. (V, 6).

25. The Association should satisfy itself that the statement of principles presented to the Department of English on February 4th has been unequivocally withdrawn. In the event that at a future time any department or the University as a whole should seek to define academic freedom, the Association in consultation with the C.A.U.T. should insist upon its right both to formulate and interpret the meaning of academic freedom on this campus. (V, 7).

26. The committee recommends that no outside investigation be made of the alleged violation of academic freedom. (V, 8).

27. The committee recommends that, while preliminary consideration of a Code of Ethics might usefully be undertaken by the Committee on Professional Affairs of our Association, any final formulation of a code to apply to Faculty should not be attempted before the C.A.U.T. has adopted its code. (VI, 3).

28. The committee questions the wisdom of seeking to involve students in issues which arise from time to time with respect to intra-Faculty relationships and the special rights and privileges inherent in the status of University professor. The committee further believes that, in each instance in which publicity was given to felt grievances, the established channels for the redress of these grievances had not yet been exhausted. (VI, 5, 6 and 7).

29. If the revelation of confidential information is to be defined as a violation of professional ethics, this rule must be applied with equal force to all parties, both junior and senior members of the department. (VI, 7).

30. In view of the extenuating circumstances discussed in the report, junior members should not be condemned as having acted in an unprofessional manner. (VI, 7). **END**

. . . Grads

(continued from page 1)

"How long can this go on?" he asked. "The grad students will just appeal the appeal and before we know it we will all be hurt."

He said that in principle he does not agree with the concept of separate societies, and has proposed a scheme whereby the grad society constitution should include a provision that both groups work together towards a

college system.

form of amalgamation under the

Dean R. R. Jeffels, secretary to the Senate, quoted Section 62 of the Universities Act which states that the decision of the Senate on appeal from a ruling of the Faculty Council "shall be final".

Jeffels said, however, that he had received council's notification of appeal and that he would consult with acting university president, Dean Robert Wallace.

Dean Wallace stated that the decision made by Senate represents the "general consensus" but that the Students' Council did have the right to appeal.

University president Dr. Malcolm Taylor is out of town until Dec. 10, four days before the next Senate meeting.

The Students' Council expressed regret at the prolongation of the issue, but stressed that such action was "made necessary by the probable long range effects on student relations at the University".

Council members also felt that the incident was another indication of the necessity of placing students on the Senate itself, and they passed a second motion to that effect.

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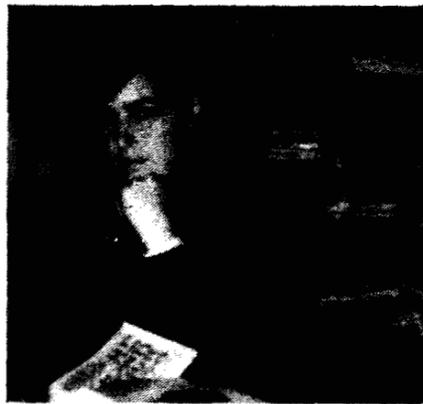
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YOUNGER BROTHERS OR SISTERS — **Bad Child's Book of Beasts** \$2.50, Hilaire Belloc.

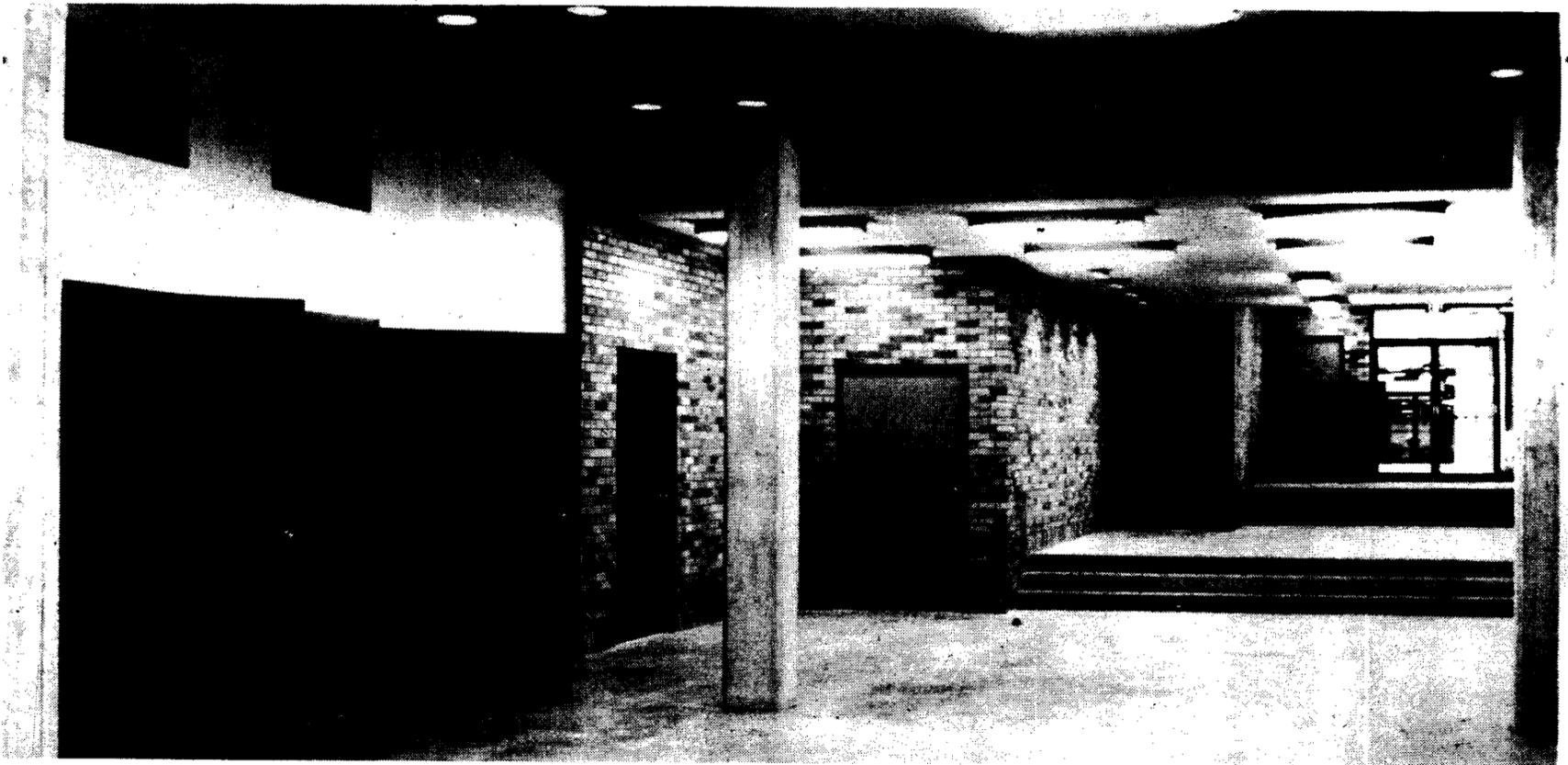
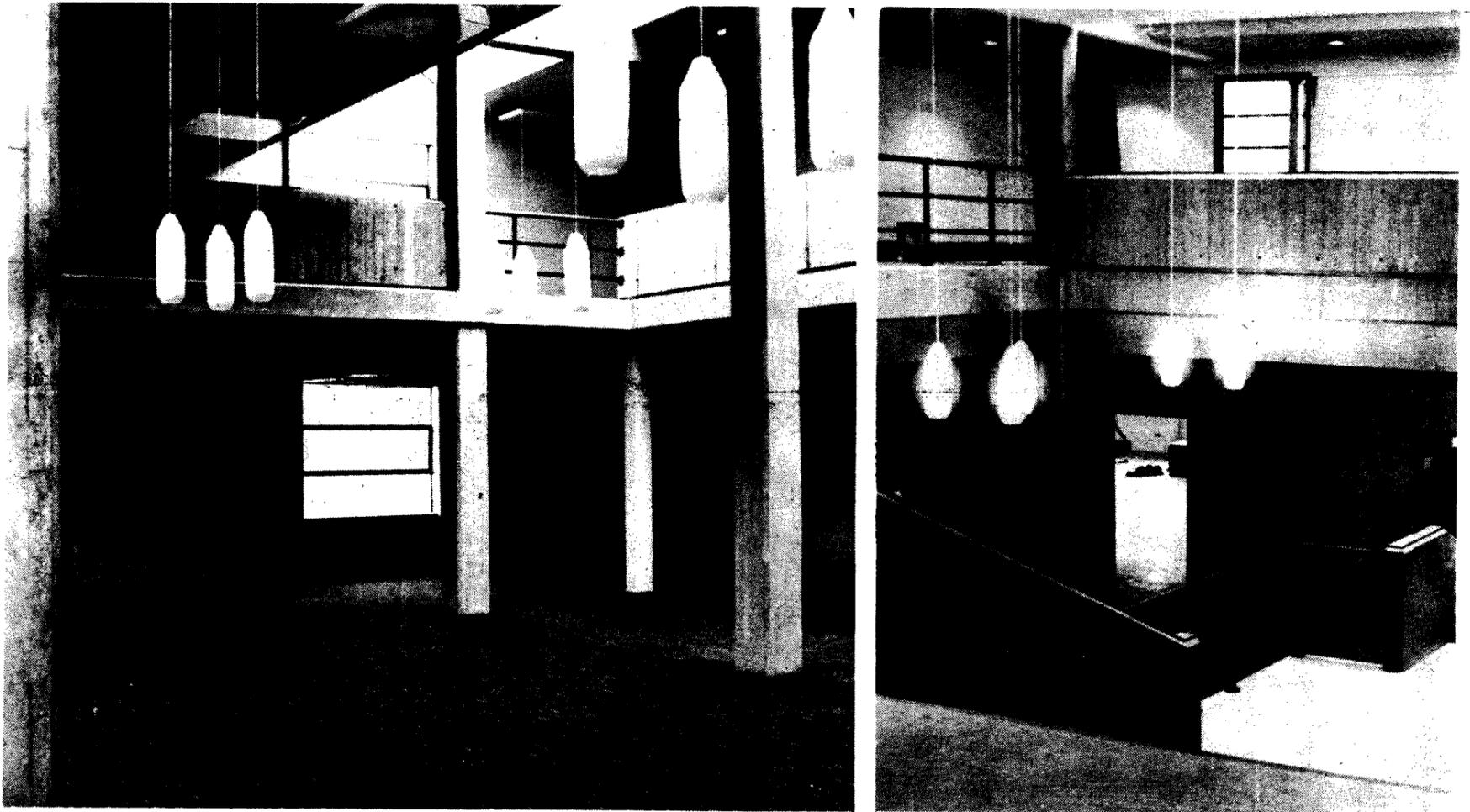
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THE MARILET



The Education-Arts Complex — a photo essay by Dave MacFarlane. (See story, page 14)



Arts - Education Complex To Open For Classes In January

By DERYK THOMPSON

A building that has caused, and will continue to cause, much discussion and argument on campus is the nearly finished Education-Arts complex. No neat architectural phrases can be used to sum up its design or lack of design. The building is definitely not the functional type represented by the Clearihue and the Elliott buildings—containing just hallways and classrooms. The new complex is, rather, composed of individual blocks of classrooms on the ground floor joined together by the upper floors.

The cost of the building was considerably over \$2,000,000, and will house the departments of Arts, Classics, Philosophy, Linguistics, English, Education and Mathematics. Most of the lecture rooms are on the first two floors with the faculty offices, seminar rooms and three additional language labs taking up the remaining three floors. The curriculum library — now in the McPherson edifice, will be moved to an Education block where there will also be special labs and workrooms for education students. The complex contains 5 or 6 rooms capable of seating 70 students and one 300 seat lecture theatre. The lounge and foyer areas on the main floor will see probable use as areas for art collections and displays. The scheduled use of this building, to be initiated in January, will see the whole university on one campus with the exception of the administrative and presidential offices still located at Lansdowne.

The Education-Arts complex has had the advantage of being built in conjunction with the landscaping of the immediate area and this fact has greatly

enhanced its appearance. Three sides of the building face onto a courtyard at the rear where sculpture and fountain effects have been planned. The front of the building faces the quad area where every possible tree

has been saved to add to the landscaping.

The functional merits of the new complex may be lamented by many but the provocative qualities of the building provide a new and intriguing aspect to the university.

Berkeley Today

By GLENN BECKER

BERKELEY, Calif. (CPS) — Mario Savio, leader of the Free Speech Movement here two years ago, has been denied re-admission to the University of California at Berkeley after breaking a campus rule Nov. 4 prohibiting the distribution of literature by non-students.

Savio violated the rule before a mass rally to dramatize the "absurdity" of such regulations, he said.

He had intended to return to the university as a junior in Physics during the fall quarter, but his application for re-admission was too late.

His application for the upcoming winter quarter drew angry denunciations from some members of the 24-man board of regents, which administers the nine-campus, 80,000-student university, but at their last meeting, the regents reaffirmed the prerogatives of the campus chancellors in the area of student admissions.

Observers see little prospect, however, of another broad student revolt, parallel to that which shook the campus in 1964 and made "Berkeley" the rallying cry of student activists across the country.

Berkeley activists appear tired, in no mood to provoke another all-out confrontation with the administration. The faculty, many of whom sided strongly with the 1964 demonstrators, seem more appreciative of the administration's position this time.

Savio's infraction of the rule occurred at a rally of almost 4,000 persons before the steps of the Sproul Hall Administration Building, the site of the 1964 demonstrations and sit-in led by Savio.

The rally was held to denounce plans by the university administration to rule the Sproul steps off-limits to voice amplified rallies. Savio enlarged his attack to include the whole range of university rules on speech and advocacy on campus, which he called "more befitting a prison than a university."

He then called on the throng to witness as he handed out leaflets to persons sitting near him. It was this violation of campus rules that prompted a letter the following Monday from vice-chancellor William Boyd informing Savio of the decision to refuse his application.

Berkeley Chancellor Roger W. Heyns responded to the uproar over the Sproul Hall steps and to Savio's infraction of the rules in a strong speech to 300 members of the Academic Senate.

High School Newsmen to Meet at Uvic

More than 60 High School newspapermen will descend on the Uvic campus Saturday for a two-day Vancouver Island High School newspaper conference.

The conference, which will be held in the faculty lounge, will discuss freedom of the student press, methods of reporting and photographing news, and methods of laying out newspapers. Members of the editorial staffs of the Victoria Daily Times and The Daily Colonist are assisting the staff of The Martlet in this venture.

Acadia Decides to Stay in CUS

WOLFFVILLE (CUP) — Acadia University students have decided to remain within the Canadian Union of Students.

Their students' council voted to adopt a committee report recommending that they stay in the 160,000-member national union.

Acadia has been wavering all fall in a controversy surrounding CUS involvement in political issues.

But Monday, there was little doubt about the decision. Coun-

cillors voted 17-4, with one abstention, to hang on to their CUS ties.

CUS chairman Jim Coombs resigned after the meeting saying "personal reasons" were behind the move. He had favored withdrawal from CUS.

Named to replace Coombs was David Chanter, 20, a Political Science student at Acadia. He will do a study on the role of Acadia's local CUS committee while serving the rest of Coomb's term, which would have ended in January.

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Canada Governed by "Two Senilities" Says La Pierre

ST. JOHN'S (CUP) — Canada is presently governed by "two senilities," Laurier LaPierre told Memorial University students here recently.

And our present parliament is achieving nothing, the former co-host of the now-defunct This Hour Has Seven Days charged.

Speaking at a meeting sponsored by the New Democratic Youth, LaPierre, told students how they could build a Canadian identity.

A country is "the sum total of the willingness of individuals to work and live together in peace and brotherhood — and these must not be cliches," he said.

"There must be a reawakening of nationalism. Not a nationalism of identity — this is negative — but a nationalism of commitment."

Canada has 20,000,000 people who must pool their resources to make a mark in the world. Canada has no concrete image abroad, he said.

The first thing a Canadian says about himself is, "I'm not an American. Negative again," LaPierre said.

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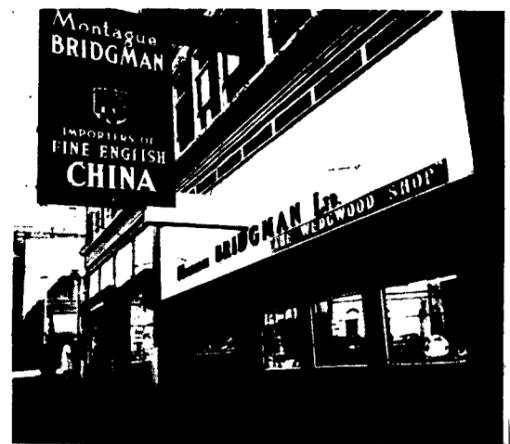
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SFU President Resigns Doesn't Like 'Education'

The Night Before Christmas

'Twas the night before Christmas
And all through the house
You could hear our loud neighbour
Old Glover-the-souse.
My wife in her nightgown
And I in my shorts
Had just settled ourselves
For the best of all sports
When out on the lawn
There arose such a clatter
That I sprang from my bed
Flicked on the lights, called the cops, grabbed
my shotgun and ran outside.
The streetlights gave out
With a purple-y glow
That made things look beautiful
... Even the snow —
When what to my wondering eyes should appear
But five million footprints leading off to the rear.
I followed with haste
But the back yard was dead
And besides, I was cold
So I went back to bed.
As I reached for my wife
With gestures so spicy
She shrieked and she scolded, "Your
hand is all icy!"
I gave up the game
And was nearly asleep
When I heard a police car pull up in the street.
Its siren — what music!
Its flasher — how merry!—
Beamed alternate shades between amber and cherry.
I was just out of bed—
Had my feet on the floor—
When I heard the policemen kick down the front door.
They wanted to know why I gave them a ring—
I thought very fast and denied the whole thing.
Well, to tell a long story
In not too much space
There I was — in my shorts—
And with egg on my face.
So they grabbed me and booked me
Without any bail
And I spent the whole Christmas
In shorts
And in jail.

—By Ernie Harper

(SIMON FRASER) — At a meeting of the Simon Fraser University Student Executive Council on Monday, November 21, 1966, President John Mynott submitted his resignation as president of the S.F.U. Executive Council. His resignation is to take effect at 12:01 January 1, 1967.

Mr. Mynott stated two reasons for resigning. First, he is financially unable to continue his education at present. He said he will work for two semesters and perhaps return to Simon Fraser next September.

His second reason is that he feels he is "not satisfied with the 'education' I am presently pursuing." Mr. Mynott explained that he is not enjoying or interested in the courses he is taking. He feels that a rest away from studies and student government work would renew his interest and enjoyment in both. Mr. Mynott has been attending Simon Fraser University for four consecutive semesters, since September, 1965.

Mr. Mynott was elected Ombudsman to the University's charter Student Executive Council in October, 1965. In March of this year he was elected President of the Council for the 1966-67 year and took office in September.

Elections for the office of President will probably take place early in the Spring Semester.

Box Score Please

CALGARY (CUP) — Sixteen girls at the University of Calgary women's residence were fined and restricted to 11 p.m. curfews for two weeks following a Hallowe'en raid on the men's residence.

The women's residence hall committee fined fifteen of the girls \$15 each, while one girl was charged \$25 for opening a fire escape door.

The measures were taken in an attempt to defer action by the university administration.

Tuition Archaic

VANCOUVER (CUP) — People who opposed the idea of free education at the university level are archaic, an N.D.P. MLA told UBC students recently.

"I'm sold on the idea that basically university education should be free," Ray Parkinson said.

The student loan plan is a bad idea, he said.

"It's especially difficult for the woman who gets married after graduation and must start paying the loan. Many graduates must start repaying their loans just when capital is needed for such essentials as a house and car."

Don't Miss This Show

The THREE MOODS of

JEROME McMURRAY

(Folk - Pop - Calypso)

The Most Fantastic Entertainer to Ever Hit a Stage

McPherson Playhouse Sunday, Dec. 11th

Reserved Seats 8:30 p.m.
\$1.50 - \$2.00 50¢ off all Tickets for Students

On Sale at McPherson Box Office 386-6121

NOTICE TO ALL STUDENTS: CHANGES IN ROOMS FOR SECOND TERM

1. The new Education-Arts Building will be ready for the second term, beginning January 3, 1966. As a result, it is now possible to move nearly all classes into permanent accommodation.

2. Please consult this list to determine if any of your classes are involved, and ensure that you go to the new room when classes reconvene on January 3. You should keep this list for reference. REGISTRAR.

Course and Section	New Room
Art 109 (1)	EA-096
(2)	EA-094
Art 120 (1)	EA-144
Art 125 Lecture	EA-095
Lab. (1)	EA-095
(2)	EA-094
Art 200	EA-144
Art 201 (1) and (2)	EA-094
Art 205	EA-095
Art 209	EA-094
Art 300	EA-191
Art 301	EA-094
Art 303	EA-096
Art 305	EA-095
Art 309	EA-094
Art 401	EA-094
Art 405	EA-095
Art 409	EA-094
Classical Studies 340	EA-420
Classics 464	EA-420
Economics 100	EA-144
Economics 200 (4)	SSC-167
Economics 300	SSC-158
Economics 321	SSC-107
Economics 340 Labs.	EA-110
Education 102 (3)	EA-101
(4)	EA-103
(6)	EA-115
(7)	EA-101
(8)	EA-195
(9)	EA-103
(10)	EA-166
Education 197 (1)	EA-103
(2)	EA-115
(3)	EA-101
(4)	EA-111
(5)	EA-114
Education 305 (1) and (2)	EA-193
Education 309 (1)	EA-016
(2)	EA-017
Education 331 (1) and (2)	EA-103
(3) and (4)	EA-101
Education 332	EA-111
Education 398	EA-111
Education 400	EA-103
Education 404 (Biol.)	{ SSC-168 W
(Eng.)	EA-109
(Geog.)	EA-111
(Hist.)	EA-115
(Math.)	EA-117
(Phys.)	EA-017

Course and Section	New Room
Education 405	EA-116
Education 407	EA-169
Education 408	EA-117
Education 411	EA-115
Education 419	EA-115
Education 430 (1) and (2)	EA-115
Education 461 (1)	EA-168
(2)	EA-166
Education 498	EA-117
English 100 (10)	EA-109
(14)	EA-116
(15)	EA-101
(19)	EA-115
(20)	EA-114
(28)	EA-117
(58)	EA-191
(62)	EA-115
English 200 (1)	EA-191
(2)	EA-109
(11)	EA-191
(18)	EA-109
(19)	SSC-107
English 201 (2)	EA-103
(3)	EA-250
(5)	C-301
(8)	EA-103
(9)	EA-168
English 245 (all sections)	EA-439
English 300 (1)	EA-347
(6)	EA-107
(7)	SSC-107
(8)	EA-107
English 301 (1) and (2)	EA-103
English 400	EA-109
English 401	EA-439
English 405	EA-250
English 413	EA-101
English 424	EA-107
English 425	EA-107
English 428	EA-107
English 432	EA-107
English 433	EA-101
English 434	EA-107
English 436	EA-169
English 437	EA-101
English 438	EA-109
English 440	EA-439
English 446 (2)	EA-347
Fine Arts 101	EA-166 and 195
Fine Arts 300	EA-094 and 096
Fine Arts 301	EA-193
Fine Arts 302	EA-094
Fine Arts 305	EA-095
Fine Arts 401	EA-094
Fine Arts 402	EA-094
Fine Arts 405	EA-095
Fine Arts 415	EA-095
French 140 (10)	SSC-112
French 180 (7)	{ SSC-107 M
	{ SSC-109 TThS

Course and Section	New Room
French 240 (3)	EL-165
French 280 (1)	EA-168
(2)	SSC-107
French 290 (2)	SSC-272
French 409	SSC-272
Geography 101 (2)	SSC-112
German 140 (1)	SSC-272
German 240 (2)	SSC-107 MWF
German 260 (2)	SSC-358
Greek 100	SSC-109
Greek 320	EA-420
History 333	SSC-375
Latin 100	EA-168
Latin 320	EA-420
Latin 330	EA-420
Latin 390	EA-420
Linguistics 210	SSC-167
Linguistics 360	EA-250
Linguistics 400	EA-250
Linguistics 420	EA-250
Mathematics 203 (1, 3, 5, 7, 9)	EA-114
(2, 4, 6, 8)	EA-117
Mathematics 223	SSC-165
Mathematics 337	EA-114
Mathematics 435	EA-191
Mathematics 441	EA-541
Mathematics 443	EA-541
Mathematics 449	EA-114
Music 100	EA-168
Music 110	EA-166
Music 200	EA-169
Music 003	EA-169
Philosophy 100 (1)	EA-169
(2)	{ EA-107 MWF
(4)	{ EA-109 M 10:30
(5)	EA-107
(9)	EA-107
Philosophy 202 (1)	EA-107
(2)	EA-191
Philosophy 212	EA-191
Philosophy 222	SSC-268
Philosophy 300	EA-521
Philosophy 302	EA-521
Philosophy 402	EA-521
Philosophy 412	EA-521
Physical Education 141	P-13B
Physical Education 241	EA-010
Physical Education 342	P-13B
Physics 460	EL-162
Political Science 400	SSC-266
Political Science 445	SSC-166
Psychology 100 (1, 3, 4, 5)	EA-144
Psychology 310 Lecture	SSC-193
Psychology 432 Lecture	SSC-193
Lab.	SSC-170
Russian 300	SSC-358
Sociology 320	SSC-166
Spanish 260	EA-101
Spanish 405	SSC-358

Schreckensruf

By CAM ELLISON

The 3250-odd students who did not turn out to the Twentieth Century Jazz Quintet concert at noon Tuesday missed something very interesting in the way of modern Jazz, and something that was very good, too.

Opening with "Blues in the Closet," they showed immediately that they have improved since their last major concert at the McPherson, and that was a good one. Jim Foley could have been a little stronger on piano during the tutti passages, but otherwise the piece was well done, and the improvisation was quite good.

The second was a piece from the McPherson concert, "Riff-raff," which was also improved, much smoother in performance. Marc Vasey's tone is a little mellower, and his improvisation, which lacked at times at the McPherson, was quite good. Again, the balance was off, the piano being nearly inaudible on theme passages.

The piece de resistance was a new work by bassist Len Michaux. It was really amusing, and very interesting. The instrumentation went from the standard to a quintet for drums, bass, soprano recorders, and piano strings. Known as "Wendy's Whim," and due to be renamed "Cats' Cradle" January 7, an auspicious date whose significance will be explained further in this column, this piece is written in the Dorian mode, and features two themes, each recapitulated, like a symphony movement. The bass improvisation included such things as Allouette, Frere Jacques, and, I swear, God Save the Queen, in a minor key. It was utterly delightful.

The last two numbers I missed, which was decidedly unfortunate, but deadlines must be filled, and appointments kept. My able, temporary assistant, Jack Sommers, reports that "So What" by Miles Davis, and the group's own "J.H.," a tribute to jaz great John Handy, were well done. He was very intrigued, Jack was.

The group are quite good, and have showed improvement over the good job they did at the McPherson Playhouse. They are starting a Sunday night jazz club on January 7, which is a Saturday, but never mind. It seems that this is the first of its kind in Canada, and they are determined to make a go of it, "even if we lose our shirts." They really deserve support, if only for the quality of their performance.

Next on the agenda is the concert Friday with Rikard Floor and Bryan Gooch. The program will include folk songs, arias, and German lieder. Since I have no column to write for next week, I shall go, and for once, enjoy myself without the horrid thought of a deadline hanging over me like some Damoclean sword. I should also mention the Victoria Choral Society performances of Parts I, II, and III of Bach's Christmas Oratorio, December 18 and 19. They have worked hard all fall on the piece, and it promises to be a really good performance.

Finally, let me admonish you all to sing instead of pealing with beer bottles, when you go carolling this Christmas. Voices sound much better than the ringing of commissionaires' heads. Until January 5, then, Merry Christmas, Happy New Year, and pleasant hangover recovery.

Dalhousie Students To Protest Liquor Ads

HALIFAX (CUP) — Dalhousie University Students' Council is trying to get liquor advertising back in its campus newspaper, The Gazette.

Council president John Young will present a brief to the chairman of the Nova Scotia Liquor Control Board when it convenes Tuesday (Nov. 22).

Until a year ago when an unnamed advertising firm from a local brewery.

The ads, which had appeared for at least three years in almost every issue of The Gazette, listed current events on campus. They were informative, and no attempt was made to convince students to consume the brewery's product, a Gazette spokesman said.

Suddenly, the brewery was ordered to stop advertising.

Students' council members George Munroe and John Graham who questioned the ruling were told to contact the Liquor Control Board.

Said an irate Munroe: "The ruling is ridiculous to say the least. At Dalhousie the administration has never objected.

"Most of us are over 21 and yet we are considered too tender and impressionable to read at the bottom of a list of events:

'This advertisement inserted with the compliments of X Brewery.'

Vietnam: Your Simple War

By HOWARD MOFFETT

SAIGON (CPS) — Last year at this time I was writing editorials calling the American war in Viet Nam unjust, illegal and anti-democratic.

I could still make a case for the last two (it has occurred to me since that a just war is a contradiction in terms). But after a month in Viet Nam, I am clear on one thing: nothing here is that simple, nothing is that black-and-white.

Those who talk about Viet Nam in these terms, and on the other hand those who mouth clichés about defending democracy and freedom against Communist aggression, have reduced one of the most complicated and agonizing situations in modern history to shibboleths. Worse, they have succeeded in making these shibboleths virtually the only terms of the public debate on Viet Nam.

The following analysis is quasi-sociological. It may strike some as an intellectual game; I see it rather as an attempt to step back a bit and establish a frame of reference against which further analysis and interpretation may be measured. It may also suggest some of the hazards involved in basing value judgments either on deadline press reports or on personal political preferences.

It is based on three assumptions: 1. What is happening here is as important as what should be happening here; 2. What is happening may in the course of time affect what should happen, i.e., the use of power and the objective conditions to which it gives rise may either undermine or create a moral prerogative; morality, like power, is not static, and must sometimes be measured in relative terms; 3. Neither what is happening here, nor what should be happening here, are very adequately understood by most Americans.

There is a struggle going on in South Viet Nam between two groups of people, each of them numbering several millions: in effect they are two separate societies, co-existing within the same geographical boundaries. Each is trying to organize, strengthen and sanction itself while weakening or destroying the other.

Though each group numbers millions, they are both led by relatively small élites which have developed their own traditions, their own social values, and their own vested interests. The majority in each group are people who, through varying degrees of sophistication, are

influenced by the traditions and values of their élite but have little stake in its vested interests. They are people like civil servants, interested in salaries and a modicum of culture, personal freedom and opportunity for advancement; or merchants, interested in the free flow of trade and economic stability; or soldiers, interested in winning without getting killed, recognition for bravery and home leave; or farmers, interested in the weather, the market for pigs, owning their own land and being left alone. These people have been at war for over 20 years, almost all of them are interested in staying alive.

This is not to say that the majority in each group do not participate in the culture of their élites — they do, and often by choice. But it seems likely that in a showdown many in either group would be willing to dissociate themselves from

their own élite and exchange its culture for that of the other, so long as their own popular and private interests were not seriously threatened.

In other words, the ideological and material interests of the two élites are not quite so important to their respective sub-groups, except where expert and intense propaganda has taken effect over long periods of time (as it has in some areas on both sides). This means that fundamentally at issue within South Viet Nam are the traditions, social values and vested interests of two opposing élites, fighting to destroy each other's control over substantial portions of the population.

To gain its political ends, the elite infra-structure on each side has mobilized portions of the population it controls. The skill in highest demand is that of employing the appropriate weapon at the right time, whether it be a mortar or a lie.

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as a **CHARTERED ACCOUNTANT**

Learn how and why, January 23 to February 3

During this period, members of the Institute of Chartered Accountants of B.C. will be at UBC to interview students who expect to graduate in 1967. Arrangements for interviews may be made through Mr. J. H. Enns at the University Placement Office. Earlier interviews may be arranged by telephoning the Institute office at MUTual 1-3264.

Your opportunity to join a challenging and fast-growing profession.

Chartered Accountants play a decisive role in Canadian business, industry and government. Many have

attained executive positions of considerable stature and influence; their training and experience enables them, as one writer has put it, "to disentangle the threads of profitability that hold a company together".

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VIET NAM



—LIFE PHOTO



—UPI PHOTO



Referendum on Viet Nam

You are requested to participate in this survey of student opinion on the war in Viet Nam, and to turn this poll into the General Office, SUB. This is conducted by the Campus Committee for Peace in Viet Nam.

Do you support the American position in Viet Nam?

Yes No

Do you feel the Viet Nam war is justified?

Yes No

**AND A
MERRY
XMAS
TO YOU,
MR. JOHNSON**

Team Starts Firing Query

MONTREAL (CUP) — The Foley Commission inquiry into the firing of McGill Daily Editor Sandy Gage will open here on Monday.

Canadian University Press National Vice-President Tim Foley, who will chair the commission, is scheduled to arrive in Montreal Sunday afternoon by air from Halifax.

There he will meet the other two commission members; Nick Aufdermaur, a Montreal Gazette reporter and Brian McKenna, editor of the Loyola News.

No decision has been made as to whether the hearings will be open to the public, but results of the inquiry are expected by Thursday.

Aufdermaur was named to the commission by ex-editor Gage, who was fired by McGill council Nov. 17. In the wake of Gage's dismissal came resignations from 52 Daily staffers.

McKenna will represent CUP's Quebec region. Foley was appointed by CUP national president Don Sellar.

Meanwhile, the McGill campus continues to seethe with controversy surrounding the dispute.

McCoubrey said Thursday he has been receiving a large number of abusive telephone calls from irate students. An open meeting has been called for Monday night to reconsider the Gage firing for the second time.

Members of the old Daily staff have been publishing a rebel campus paper this week, in competition with the Daily, which is being edited on an interim basis by law student Mark Feifer and a voluntary staff of about 60.

One Daily staffer Thursday accused the old staff of stealing large number of papers from their distribution points.

English Course Tops in Russia

HALIFAX (CUP) — English is by far the most popular foreign language being taught in Russia today, a Dalhousie University professor reported recently.

Professor A. S. Mowat, education department head at Dalhousie, said Russian children start learning a foreign language in Grade 5. In some specialized schools, instruction started in even lower grades.

Professor Mowat, who recently returned from a three-week educators' mission to Russia, said while English was the most popular foreign language taught, German was a close second.

STUDENTS

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World Famous Hoop Team at Uvic

This Saturday, December 3rd, the crown princes of basketball wizardry, the Harlem Stars, visit Uvic for a one-game stand. Under the leadership of Showboat Buckner, the Stars promise their usual smooth blend of first class basketball and unique court antics with opposition consisting of none other than Uvic's own fearsome Vikings (current odds have the Stars slim favourites at 300-1).

Seriously though, this game

provides an excellent opportunity for fans to see at the same time one of the world's most versatile teams plus the much-improved Viking squad. It should be a must for anybody even vaguely interested in basketball.

Game time: Saturday, December 3rd, 8:00 p.m. at Gordon Head Gymnasium.

Tickets: Adults, \$1.50; Students, \$1.00;

Children under 12, 50c.

Rather Write Than Fight?

By JIM HOFFMAN
Editor, Martlet Magazine

The Martlet Magazine needs you.

This term, the Magazine, in an effort to bring a good, intellectual reading experience before the student had an array of material: Confederation, drugs, book reviews, poems, short stories, Robin Jeffrey and Dief the Chief.

With the new term before us, new material is needed and this is where you, the student, comes in.

We hope that you'll give serious consideration to writing something for us. Our experience has shown that almost everyone has strong feelings about something. With a little work that something is easily turned into an interesting article. The Mag even has competent editors who frequently help people to complete articles.

Just ask us.



O.K. TIRE STORE

1031 Hillside Ave.
Phone 385-7028

Thanks for the opportunity to tell you of the services we can offer you. Watch for future ads.

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No promotion.
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Here's just the job for you.

If these words have a challenging ring to them, instead of a depressing one... read on. There's a place for you in CUSO. And you join hundreds of others who are working in 35 countries, meeting the challenge of a world of inequalities — in education, in technical facilities, in engineering and medicine.

This year, the Canadian University Service Overseas — a non-profit, non-government organization — has already sent 350 young volunteers to countries in Asia, in Africa, South America and the Caribbean... a total of 550 CUSO people altogether in the field, or about 1 to every 50,000 people who ask for their help. The pay is low... you won't make a profit. Unless you count it profitable to see developing nations master new skills and

new standards of health and science.

You can't earn a promotion... but you can promote. You will promote new learning, and enthusiasm, and a desire to succeed in people who are eager to help themselves.

There are no Christmas bonuses... but you earn a bonus every day in the response of the people you work and live with. And you'll be amazed at how quickly you'll find an opportunity to develop your ideas, your dreams.

Willing to work to build a better world? Here's just the job for you.

How do you apply? Get more information and application forms from local CUSO representatives at any Canadian university, or from the Executive Secretary of CUSO, 151 Slater Street, Ottawa.



CUSO

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martlet sports

BOB McMILLAN



Norsemen head forward

Soccer:

Norsemen Edge Vic. West

The Norsemen went out for blood last Sunday, and Vic West was the target. Wests put up a very tough struggle, but the Uvic team avenged an earlier 3-1 loss to Wests by eclipsing them 1-9.

Neither team really controlled the play during the game. Both sides scrambled, butted, and checked hard. The big difference was the Norsemen defence and the speed of the Uvic forwards.

In the first half the Norsemen scored twice. The first time the goal was disallowed and called back as off-side. The ball had been crossed in by winger Robin Jeffrey, but the forwards were unable to put it in the goal. The cleared ball was shot into the goal by Dave Fuller, but he caught two of his

own players offside in doing it.

Not to be done in so easily, the Norsemen pressed again, finally scoring the only goal of the game. The speed of the Uvic forward had opened the play somewhat, and was able to shoot the ball into the goal on a fast play.

Several other times the Norsemen came close, but one was enough as the defensive checking and clearing kept West's off the scoreboard. The last few minutes were a real scramble, with West's desperately trying for a tie. However, the final whistle went with the Norsemen scoring their second shut-out in a row and third of the season.

This Sunday the Norsemen play Sidney Hotel at Sidney. Game time is 2:00 p.m.

Smyth Nominated For Pan-Am Post

During a recent meeting of the Canadian Volleyball Association held in Winnipeg, Don Smyth, coach of the Uvic Volleyball Association held in Winnipeg, Don Smyth, coach of the Uvic Volleyball Vikings, was one of three nominated for the position of coach of the Canadian Pan-American team.

The nomination came as no surprise to most, since, as president of the C.V.C. for three years touring Canada with the Russian and American National teams last year, Mr. Smyth has ample experience with international volleyball. He has put this experience to good use in Victoria by his all-out promotion of the sport and by producing B.C. championship teams at both Uvic and Victoria Secondary School within the past few years.

PHOTOS BY R. MUIR



Alex Muir stops Vic West shot

Soccer:

Ducks Shoot Down Vikings

The Vikings did not play a league game last week but met instead the University of Oregon Ducks. Perhaps they would have been better advised to stick to local opposition.

On Grey Cup afternoon a group of Viking irregulars dazzled by a fast Oregon team were

defeated by a score of 4-1. This was by far the best American team we have seen. Rumor has it that some of the players were even American citizens.

They did play an excellent game, however, and the Vikings are eager to return the visit at full strength next term. The

team plays Luckies this Saturday at Central Park. Game time is 2:00.

Cycle Club Formed

A bicycle racing club is being formed on campus by three interested students. The only requirement is an interest in cycle racing, but it is hoped that all who join will participate actively.

Racing is becoming increasingly popular throughout North America and it is hoped that it will gain a following here. Many other Universities in the West are starting teams, and

inter-varsity racing is expected soon.

The Uvic group will be going on weekend excursions, as well as racing against other clubs.

A formation meeting will be held on Dec. 2 in C-207 at 12:30. Those unable to attend should phone Allan Jones, 385-4366, or Mike Rasmussen, 383-0038.

MORE SPORT PAGES 20 - 23

JON YORK'S MUSIC HALL

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Year Round Student Rates

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Change in Regulations Governing Parking and Library Fines

Office of the Bursar

28 November, 1966

The Board of Governors has approved the following changes in parking and library fines regulations:

"Fines imposed prior to November 1 which, together with any previously assessed penalties, remain unpaid at November 30, will be increased by \$1.00.

Fines imposed prior to January 1 which, together with any previously assessed penalties, remain unpaid at January 31, will be increased by \$1.00.

Fines imposed prior to March 1 which, together with any previously assessed penalties, remain unpaid at March 31, will be increased by \$1.00.

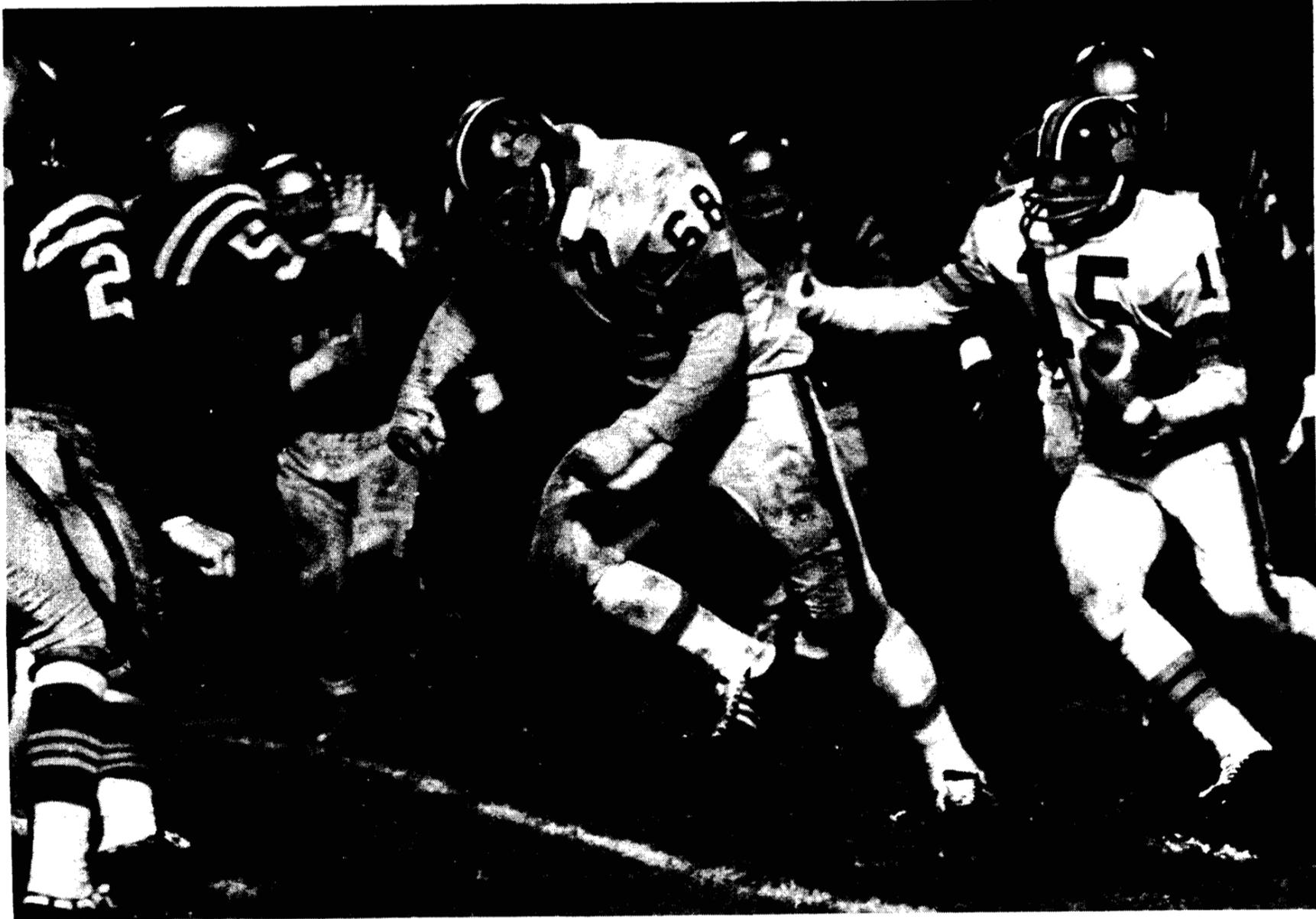
Fines imposed prior to May 1 which, together with any previously assessed penalties, remain unpaid at May 31, will be increased by \$1.00.

These increases will be accumulated so long as a fine remains unpaid; however, no fine shall be increased by more than \$4.00. Transcripts will not be issued, and re-admission to University may be denied, to those who have not paid outstanding fines and penalties."

These regulations have been endorsed by the Joint Faculty/Student Parking Committee.

For this year only, increases which would normally apply on November 30 will not be assessed. The first date on which outstanding fines will be increased will be January 31, 1967.

R. W. McQueen, Bursar.



—BRIAN KENT PHOTO

No, this is not the Saskatchewan Roughriders in the Grey Cup. This is the apathetic B.C. Lions who seemed to have something in common with Uvic as the most mediocre organization of the year.

Hockey:

Monarchs Trip Vikings

The Uvic Vikings went down to their first defeat of the 1966-1967 hockey season last Friday losing to the Tudor Monarchs 4-3.

The team started strong in the first period, opening the scoring, as they usually do, on a goal by Paul Morrison. Whitten and Rudyk also found the mark later in the period to put the Vikings up 3-0 by the end of the period.

The second period saw the beginning of the end for the Vikings. The usual polish and precision missing, their play became chippy and sloppy. On several occasions, they were unable to clear the puck from their own end. Their passing

game fell down, giving the Monarchs clear breakaways on goalie Ted Hurd. Hurd was brilliant on most of these plays, blocking 4 of the 5 and the Vikings clung to their lead during the second period allowing one goal.

The third period saw the team again lacking their usual polish. The Monarchs scored three unanswered goals; two of 90% luck and 10% hope. With tempers flaring and checking stiff, the penalty box became home for many players.

The Vikings never gave up and threatened to the end with credit due to their die-hard attitude. The game and the Viking winning streak ended by a 4-3 score.

Uvic Males Weak?

Hear Ye, Hear Ye . . . Men of Uvic!

The Royal Jubilee student nurses, champion soccer players, pugnacious pullers in Tugs-of-Wars, as yet undefeated by man or mouse and holders of the eminent "Nuts-to-You" trophy, have challenged 11 Uvic males to a thrilling game of Broomball-on-ice. Of course, we being the more skillful, light-footed, agile wisps of women couldn't hope to win against you big brawny, bashful men, sooo we have enlisted the aid of our illustrious interns to slaughter you. Our brooms are stronger, to say nothing about our hard-hearts, unsqueamish stomachs, and our nerves of steel. Do you dare to meet us in battle, between the 1st and 2nd periods of the Uvic vs. U.B.C. hockey game this Friday nite? If so, the challenge is accepted and we will meet at 8 p.m. at the Esquimalt Sports Centre. **WARNING!** If you faint at the sight of blood, bruise easily, or cry a lot . . .

STAY HOME!
R.J.H. Skulkers!



Viking Volleyball

Uvic volleyball squad will take to the road this weekend and play in Eugene Oregon's Evergreen Opener, better known as the Cider Annual. Our Volleyball Vikings will be pitted against the best American teams in the Pacific Northwest, their top competition coming from Seattle's Washington Athletic Club, last year's 12th placed team in the American National Championships, and Portland's Multnomah Athletic Club, last year's winners of the Evergreen Opener.

Don Smyth's Vikings hope to improve on last year's poor performance when they were low man on the totem pole in their worst tourney of the season. The Vikings feel the main reason for their poor showing was their unfamiliarity with American volleyball rules which are markedly different from international rules under which the team had previously been playing. This year, however, the Americans have adopted international rules, thus leaving the Vikings with no excuse for not finishing among the top teams.

Uvic Athletes in Centennial Race

Five Uvic athletes will run for a Vancouver Island All-Star team, The Islanders, in the Centennial Road Race on Saturday, Dec. 3.

On the team roster for the Vancouver Island Track and Field Association are Uvic Track Club members Steve Sullivan, Charlie Thorne, Chris Garret-Petts, Jim Eaton, and Steve Hume.

The 68-mile relay race will begin in Nanaimo at 10 a.m. and follow the Trans-Canada Highway to Goldstream where it will take the Old Island Highway route to H.M.C.S. Naden.

The field includes five lower mainland clubs, UBC, Royal Roads, and the Islanders. Officials are hopeful of three U.S. college entries from Oregon State, Washington State, and University of Oregon.

Teams will consist of 20 runners, with each athlete covering a relay leg of 2.3 to 5.6 miles.

If the three U.S. colleges send teams, world class distance runners Jim Grelle and Gerry Lindgren are expected to compete. Grelle is ranked among the world's five top milers.



Viking Hockey

Rivals Clash Friday

The Uvic Vikings hockey team will be under the gun on Friday night when they meet the U.B.C. Thunderbirds. The Vikings, losers to U.B.C. on Nov. 19th, 6-4, at Thunderbird Sports Centre, will attempt to gain vengeance at 8:00 p.m. in the Esquimalt Centre. The contest should be a real heart stopper as the Vikings have been planning some sound strategy in order to counteract the Bird powerful offence.

The Thunderbirds, scheduled to represent the four British Columbia universities in ice hockey at the Quebec Winter Olympics in February, have such stars as Al McLean, a former Canadian National team player and Butch 'Cowboy' Richards. In order to condition themselves for the Olympics, Coach Dr. Bob Hindmarch has been drilling his squad through four practices a week since September.

'Coc' Mike Casey, has given all his 'charges' a clean bill of health for Friday's game. Chic Little, the Viking coach is confident that the team can play up to U.B.C. standards and gives the Vikings a great chance of beating the Birds.'

The Vikings will be led to the ice by Ted "Slug" Hurd, the brilliant goaltender who amazed the Thunderbirds forwards at U.B.C., followed by the team's leading goal scorer, Bill Rudyk, who has rammed home ten goals in six league games. His centreman Ted 'Sark' Sarkissian, the leading point getter in the Esquimalt hockey wars, will pivot between Rudyk and Terry Foreman.

Tim 'Pool Cue' Shkwarok, the team captain, promises everyone a treat, when he banks passes to wingers 'Taffy' Harper and Mike McAvoy. Harper pocketed two goals at U.B.C., and McAvoy added one.

The third squad of Paul Bion, Paul Morrison, Tom Reynolds, and spare forward Geoff Johnson, the only line to hold U.B.C. scoreless will again be out to fore-check and back-check the fast Birds. This line improves with every trip to the ice and great things should begin to

happen. Possibly this Friday—right gang?

Backing up the fast, free wheeling line will be the bruising defensive corp of Mike Woodley, Dave Ferguson, Brian Whitten, and George Fuller. With a weight average of 180 lbs., the defense promises to slow the fast Thunderbird forwards.

Hockey fans don't miss your only opportunity to see your Vikings in action with our U.B.C. rivals. Come out to the Esquimalt Arena this Friday at 8:00 p.m. and root for the BEST team on Campus.



Terry Foreman, Ted Sarkissian, Bill Rudyk, top scoring line in Esquimalt District League.



Left to right: Top Row—Chic Little, Coach; Dave Ferguson; Mike Woodley, Asst. Captain; Mike McAvoy, Terry Foreman, Paul Bion, Dr. Climenhaga, team sponsor. Second Row: Mike Casey, trainer; Bill Rudyk, Geoff Honson, Ted Sarkissian, George Fuller, Brian Whetten, asst. captain; Steve East, manager. Third Row—Paul Morrison, Tom Reynolds, Ted Hurd, Glyn Harper, Jim Shkwarok, captain. Front: Gerry and Gord, stick boys. Missing: Stu Dale, asst. mgr., and Bob Richter, spare goalie.

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EXTRAMURAL

Ice Hockey:

Vikings vs UBC (Esquimalt Arena)
Fri., Dec. 2, 8:00 p.m.

Soccer:

Vikings vs Luckies (Central Park)
Sat., Dec. 3, 2:00 p.m.

Norsemen vs Sidney (Sidney)
Sun., Dec. 4, 2:00 p.m.

Men's Volleyball:

Evergreene open tournament in Eugene

Women's Volleyball:

Tournament in Ellensburg

Men's Basketball:

Vikings vs Skagit Valley (Gym)
Fri., Dec. 2, 8:00 p.m.

Vikings vs Mt. Vernon Jr. College (Gym)
Sat., Dec. 3, 2:00 p.m.

Vikings vs Harlem Clowns (Gym)
Sat., Dec. 3, 8:00 p.m.

Women's Basketball:

Uvic vs SFU (Gym).....Sat., Dec. 3, 5:30 p.m.

Norsemen Second Win

The U. of V. Norsemen scored their second win after a long famine last Thursday, when they defeated Royal Roads 5-2. Steve Marcus sparked the team with two goals, with Bob Moysey, Chris Neilson and Ron Kostiuik adding a goal each.

The Norsemen's first win came two weeks ago in their second game, defeating the Nixon All-Stars 3-2. Steve Marcus and Bob Moysey were again the marksmen with Neil McInnes adding the third goal.

This marks a high spot in the Norsemen career, for these are the only two wins the club has to their credit in the last three seasons of hockey.

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WUS INTERNATIONAL SEMINAR

JUNE 26 - AUGUST 1, 1967

Applications: SUB General Office

Deadline for Application: December 5

SECOND TERM FEES

Students are advised to mail their payment of second term fees to the Accounting Office before the commencement of the second term. Those who wish to pay their fees in person may do so at Room 134, Social Sciences Building, during the weeks of December 12-17, 1966, and January 3-7, 1967. This office will be open between 9:30 a.m. and 4:00 p.m. Mondays to Fridays, and between 9:30 a.m. and 12:00 p.m. Saturdays.

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Women's Field Hockey

Valkyries Victorious

Holy hockeysticks! Valkyries did it again. For the third year in succession, the team won the Pacific North-West Intercollegiate Championships at Ellensburg last weekend. Inspired by Marion Mallory's goaltending, the team opened the tournament by tying UBC one-all, on a goal by Joan Wenman. The Valkyries went on to defeat three American teams in their division. Scores as follows: 3-0 against the U. of Oregon; 10-0 against U. of

Idaho; and 7-1 against Marylhurst College.

Of the total twenty-one goals, six were scored by Pat Davie, four by Marg Maysmith, three by Carol Phillips, Joan Wenman and Vanessa Lodge, and two by Susan Qualley.

Lineup: Margo Aikens, Ann Chard, Pat Davie, Bonnie Deuchars, Claudia Ferber, Vanessa Lodge, Marion Macki, Marion Mallory, Marg Maysmith, Carol Phillips, Susan Qualley, Heather Seymour, and Joan Wenman.



Oarsmen Win Eights Event

The Uvic Viking crew started their season in fine style last Saturday when they competed in the Seattle Invitational Rowing Regatta. Racing against U.B.C., Oregon State University, Green Lake Rowing Club, Lake Washington Rowing Club, Pacific Lutheran University, the University of Seattle and the Seattle Tennis Club, Uvic managed to place fourth in the overall point system although entering far fewer crews than the other clubs.

In the main junior event, the Freshman Eights, Rich Wright coxed the Uvic crew to a two length victory over Oregon State and U.B.C. The Vikings led all the way.

Previous to this race, four members of the VIII rowed in the Junior Varsity Fours with cox event, placing a very close second to Oregon. Leading right up to 75 metres off the finish (when one oarsman caught a crab) the IV managed

to defeat both the Greenlake and the University of Seattle crew.

Turning in their blades for running shoes until Christmas, the crew members will confine themselves to calisthenics, under the able eyes of Coach Lorne Loomer and Manager Tom Thompson. Future plans include regattas at Vancouver and possibly the Western Sprints — if a high enough standard is reached. The club's final goal this year is St. Catherine's, the stepping stone to the 1967 Pan-American Games.

Badminton Club

Would all those in the Badminton Club who have not yet brought their \$2.00 annual fee please do so as soon as possible. Thank you.

Terry Dalton,
Uvic Badminton Club

Goths Finish With Win

The Goths finished the regular field hockey last Sunday, with a convincing 3-1 defeat of Victoria Men. Scoring for the Goths were James Longridge, Bob Gage, and John Warrington.

Warrington's goal came on a penalty shot late in the second half.

The game proved fast and rough, with John Pendray collecting a gashed knee for his efforts on defense. Standout in goal was Mike Hayes, who stopped one of the two shots rifled at him by the frustrated Vic Men.

The Three Star selection proved difficult for the game judges this week due to the effective play of the entire team. Laurels were finally given to Ross Bryant on the forward line, and Pete Westaway on the rest of the field. The third star position went to Tim Taylor for the fine game he refereed.

Next term, the Goths will play a series of home and home exhibition games against a team from Vancouver. Having finished on top of the Vancouver Island League for the second straight year, it is hoped that a good showing on the mainland will be all that is needed to convince the Athletics Bureaucracy at this university that field hockey can be a valuable representative sport.

Basketball

Vikettes Invade SFU

Last Friday night at Simon Fraser University, the University of Victoria Vikettes scored a decisive 62-63 victory over Simon Fraser University's Senior Women's Basketball team.

Although the score was so one-sided, the Victoria girls worked hard for their victory. Their defence was very strong as is indicated by the fact that SFU scored only one point in the third quarter. Coach Wally Yeamans felt that the Vikettes were working as a "real team."

The scoring was well distributed as Jean Robertson scored 15 points, Lyn Hagglund, 14; Marcia McIntyre and Marg Oliver, 8. The full court press put on by Simon Fraser did not bolster the girls as it had done in previous games.

Simon Fraser will be in Victoria for two games this weekend. On Friday night the Vikettes play at 6:30 p.m. On Saturday, the game is at 5:30 p.m. Both games will be played at Gordon Head Gym.

—Vik-A-Tik

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FURY II's, H.T.	\$8.00 5c/mile	\$18.00 5c/mile
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FRIDAY, DECEMBER 16
CRYSTAL GARDEN-

Pharaohs and Len Acres

9:00-1:00

\$3.00 per couple Semi-formal / formal

Tickets on sale SUB office only.



SATURDAY, DECEMBER 17
EMPRESS HOTEL

Coachmen

8:30-12:00

\$3.00 per couple Semi-formal / formal

Tickets on sale SUB office only.

Residence

Christmas exams are less than two weeks away, but you'd never know it if you paid a visit to either of the dorms on campus. About midnite, Wednesday night, our national president, Judy L. and a few of her cohorts did the "Wizard of Oz" dance down the hall, singing the appropriate tune. Meanwhile the girls in the showers belted out "Kingston Town," much to the consternation of the 2nd floor, who go to bed early.

Twenty-four hours quiet began on November 24, but there has been no noticeable change in the racket. The girls still hold birthday parties in the halls, with birthday cakes involuntarily donated by the Cafeteria. Eh, Sheila? To herald the twenty-four hours rule, the third floor Margaret Newton group got dressed up in various costumes, Duty Peterson in her nightie as the "Blushing Bride" for one, and came corolling.

Jennifer K. finally got fed up with the state of Kathy M's room and cleaned it up Saturday aft. Now Kath and Genny can't find a thing. Judy L's room got the same treatment that night—now she's found her bed.

The pizza parlours, Tasty-Freez(Beg Ben's, and various Chinese Restaurants have been making a fortune ever since the CNIB Cafeteria reopened its doors in September. We're thinking of buying a cookbook in Braille for them.

Jackie M. and Vivian B. have patched up their differences and Vivian let Jackie move her bed and luggage back in. Vivian's clothes are no longer strung along the hall.

Ann Thompson, the Don of Margaret Newton Hall, has received a rock for her left hand. That's quite a job to get if you're looking for a husband. Just ask Diane and Gillian.

Bart W. has been diligently teaching Eileen to tap dance and she made her debut on the sink tops in the can Saturday night.

Sue Humphries showed up at the dorms after the Homecoming Dance, minus her date, B.G., which goes to prove that some girls do need to bring their dates back.

Jane L. had better stop rearranging the room. Mimi's memory span is quite short, and once more out the window, when she's headed for bed at 3:30 a.m., and Mr. Freeman won't let her back in again.

Denny H. cuts more classes than records. Her first release will not be from RCA Victor but Ed. 297.

Audrey I. is the most patriotic of all. She wears a "blue and gold" scarf to bed. The rest of us wear nighties.

T-Bug and the gang have resorted to playing cards again. That's the only way to get through exams.

It's about the parties over in room 214, Margaret Newton. Keep the noise and puddles down to a minimum please! He, he!

We'd like to welcome two newcomers to Emily Carr Hall. Elaine Cunningham and Sherry Walker.

We'll be having our annual Christmas dinner at the Caf on December 1st and our Christmas tree decorating as soon as Peter scrounges up a few trees.

One last word of advice to Christmas crammers. Don't rely on stay-awake pills to get you through. You either break out in hives or sleep the holidays. Good old Ouiji has guaranteed a Merry Christmas to all.

News

Apologies to Sister Margaret whose letter appears as a micro dot with the raisins.

This Week's Recipe

H.O.H. CAKE

- 1 cup soft margarine
- 1 cup white sugar
- 1 cup brown sugar (lightly packed)
- 3 eggs
- 3 cups seedless raisins (light), soaked overnight in 1/2 cup
- 1/2 cup fine coconut, soaked overnight in 1/2 cup milk
- 1 tsp. each vanilla and almond flavouring
- 1 cup mixed glace fruit
- 1/2 cup whole glace cherries
- 2 rings green glace pineapple, cut in large chunks
- 1 cup citron peel, sliced fine or another cup of mixed fruit
- 2 tsp. baking powder
- 1/2 tsp. salt
- 3 cups all-purpose flour

For a richer Christmas cake substitute butter for margarine and add 2 more cups mixed glace fruit, another 1/2 cup red glace cherries, 2 more rings green glace pineapple and 1/2 to 1 cup blanched and split almonds.

To Make:

Heat the raisins in the sherry and let stand overnight, tossing occasionally. They will absorb all the liquid. In the morning toss all the fruit in a large bowl with one cup of the measured flour. Cream the shortening and the sugars very well. Add the eggs one at a time, beating after each addition. Resift the remaining flour with the baking powder and salt. Add alternately to the creamed mixture with the milk soaked coconut. Add the flavourings and fruit. Line a large tin with 3 thicknesses of greased brown paper or ungreased foil. Bake in a preheated 275°F. oven for 3 hours. A large square cake may take a little longer as the distance from sides to centre is greater. Test centre for doneness. This cake can be cut the next day but it is also a good keeper.

Women's Page

Bellus / Factio

Christmas Glitter in Evening Accessories

By ELIZABETH NEWTON

The girl makes the fashion! Do you want to be in vogue? Choose fabrics and styles suitable to your figure and complexion colour. Most fashions can be slightly changed to hide figure faults. Expensive clothes and fads do not constitute fashion. Dark mat finishes tend to make the figure smaller while the shiny or sparkly fabrics increase the size of the figure.

The fashion news in formals for Christmas is the floats of lightest chiffon. The colours are pastel with jewelled necklines and hemlines. Bows are popular accent notes in design. Choose the hemline that is best for you. Fashion does not set hemlines. Keep your skirts tight enough to show you are a woman and loose enough to prove you are a lady. Use discretion in low front necklines. It is not the girl's place to embarrass her date by excess exposure. Remember — you are a lady; dress like one!

Accessories make or break a dress. Choose carefully for style and colour. Look for accessories that suit your figure. Don't follow fads unless they go with you and your outfit. Have only two pieces of accessories in one colour — earrings, bracelet; earrings, necklace; tiara, bracelet. Never wear a tiara, earrings, and necklace all at once. The eye of the beholder does not know where to look and therefore notices nothing in particular.

Rings on her fingers and rings on her toes! The new look in rings are the big fashion glamour jewels — costume jewels, that is. Choose the size

of stone that best suits your hand. Don't put large rings on small hands!

The "pierced ear" look is accessory news, too. These are available in all materials — wood, copper, silver, gold, and jewels. Decide on the correct shape for you. Remember that very long earrings are likely to distract.

Gloves should be worn with all formals. The very short ones are popular with the campus

set. Long gloves should meet the sleeve of your dress. With sleeveless or strapless formals long gloves should come midway up the upper arm. It is possible to get matching hand bags and gloves but only use them if they accent and not detract from your dress.

Stoles are very traditional. Most of the new fashions may be easily accented with a stole. If you have one, wear it. It creates a certain elegance at formal affairs.

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calendar

FRIDAY, Dec. 2

Rikard Floer, Norwegian lyric tenor, will sing in many languages in the SUB, in a concert at 12:30. His accompanist will be Bryan Gooch, pianist, conductor, and member of Uvic English Department. For part of the performance, Mr. Floer will render folk songs and serenades with his own guitar. The concert is sponsored by the University Music Committee.

★ ★ ★

Professor J. W. Moom, Dept. of Mathematics, University of Alberta will speak on "Some Recent Results on Regular Tournament." Hut H, Room 1, 4 p.m.

★ ★ ★

Liberal Club: Charles Barber (Campus Viet Nam Committee) vs. Steve Stark (Debating Union). 12:30, CI-201.

★ ★ ★

TUESDAY, Dec. 6

Dr. Ruth Burg will speak on the work of a psychologist in a Public School System. 4:30, S.Sc.-263.

★ ★ ★

Anglicans: Have you ever had a Communion around a seminar table? Take a "break" from your studies and join us at 12:30 in CI-216. Last Communion on Campus before Christmas.

University Sweaters

Orders are now being taken for sweaters. Good quality wool with button front in royal blue with gold trim. A sample is available for inspection. A free crest will be included with each order received before Christmas. Price \$20.00.

★ ★ ★

Christmas Cards

University Christmas Cards will be on sale at the SUB office shortly. Price 10c each or \$1.00 per dozen including envelopes.

★ ★ ★

Commonwealth Affairs Conference

The University of Manitoba is sponsoring a Conference on Commonwealth Affairs. This meeting will be held Jan. 24 to 28, 1967, to consider the theme: Independence, Instability and International Tension the Ultimate Test? Anyone wishing further information apply to Brian Smith, CUS Chairman.

★ ★ ★

CUS Life Insurance

Do you realize that life insurance costs less the younger you are? The life insurance rates offered by the CUS Life Plan will save you money in the future. This year the plan has a new reduced rate, 30% less than last year. See the brochures in the SUB front lobby soon. Avoid the rush and contact Brian Smith, CUS Chairman.

EAC Crusades for Education

By DERYK THOMPSON

Projects which hopefully will establish the start of an academic tradition at Uvic and give the campus a chance to evaluate itself are the major concern of the Education Action Committee.

At the recent CUS Congress in Halifax, student leaders from all of Canada met to establish guidelines towards new policies for student action at Canadian Universities this year. Uvic played an important role at the conference in introducing the motion regarding the general outline of action to be taken. The newly formed EAC is our answer to CUS policy and the manner in which its programs are formulated and carried out could influence greatly university education in the future.

Concern with education in general and post-secondary education in particular was the motive with which the project was inaugurated. This year's theme is Universal Accessibility. Uvic's Student Council has heavily supported this concept by making education its number one priority this year. The final outcome of the EAC is aiding those potential students who are presently denied equality of educational opportunity.

Ultimate aims of the policy established during the conference are to reject loans and means tests in favour of a system of student stipends. Also, the policy supports the abolition of tuition fees. To make the public aware of these facts all Canadian universities will be concerning themselves with individual programs of action as they see fit. Under attack also by student action projects are social barriers to education.

The EAC, in addition to working on the idea of Universal Accessibility will also emphasize the improvement of university education especially here at our own campus.

The action taken by Uvic students in this crusade for education will hopefully maintain for this campus the lead in student activism in B.C. as was set in last years fee struggle.

Financing for the various energetic projects of the EAC was provided for in the AMS budget. The amount allocated was \$1,460. In addition to this sum it is possible that grants will be forthcoming from interested groups outside the university.

In order to implement the programs initiated by the EAC large scale student participation is essential. The project will involve the mass co-operation and backing of people with energy, ideas and enthusiasm. Over two hundred students will be participating in the total programme, each one essential to the successful implementation of the various policies developed. The success of the EAC in involving large numbers of students in these action programmes is related to the influential position of Victoria in the national student movement. "So far, Uvic has played a significant role in the evolution of the philosophy leading to the Education Action program. The rest hinges on the total support and co-operation of the students," said Stephen Bigsby, AMS President.

Education Action week, originally scheduled for this week has been postponed until January 21 to 25, 1967.

CUS Goes to Europe

The chartered flight to Europe has finally been announced. Cost is \$260 return from Winnipeg to London. Leaves May 30, 1967. Leaves London Sept. 5, 1967. Deadline for application is Feb. 25, 1967. For further information and

application forms see George Lovick, 384-7003.

Expo '67

Passports are now available at low youth fare. Prices will be cheaper in Dec. than in 1967. Buy now. Further information in Nov. 17 Martlet or phone George Lovick, 384-7003.

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ROCK N' ROLL BAND FOR HIRE for Christmas. "The Marquis." Call Norm at EV 4-9491.

Second Century Week

Brochures on Second Century Week are now available in the rack in the SUB lobby. Anyone interested in attending (excluding athletic teams), is asked to contact CUS Chairman Brian A. Smith as soon as possible.

Articles for Sale

GOOD USED HARMONY CLASSICAL guitar. Strap included. \$55.00. Call Bruce at 382-2856.

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Here is the first of the three fabulous new Fiat 850's. First, it's a very good looking little car. But much more than that, the new 850 is built to perform in Canada. It has been tested in both the hottest and the coldest climates of the world. It will hum along at superhighway speeds all day. It will stand all the pounding you can give it on unpaved roads. It will start on a bitter winter's morning. And, believe it or not, the 850 has a heater that really works. It's a peppy car; it's a fun car; but, it's a real car too (it will carry 4 adults in comfort and it has a surprising amount of luggage space). Its price, however, is unrealistically low.

Try the other small cars: give them a good going over; check their prices. Then try the FIAT 850—buy it, drive it away—and have fun. You won't be much poorer but you'll have the best small sedan that money can buy.

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