

THE MARTLET

Contract Disputes Head For Appeal

Non-renewal of contracts of three professors who brought a different approach to education to the University of Victoria and pushed vigorously for reforms in administration procedures has touched off an explosion all the way to Ottawa.

One of the professors has appealed to the presidential appeal committee set up to handle grievances in such matters.

Two other teachers have resigned to protest the non-renewals.

Mr. Joseph S. Schwartz, 39, a Lecturer in the University of Victoria English department will appeal the decision of the faculty review committee not to renew his one-year contract, renewed last year. Another appeal is expected to follow.

University President Dr. Malcolm G. Taylor said Monday the hearings would probably begin this week.

Dr. Charles Tarlton, 29, assistant professor in the department of Political Science, and Alan Mackenzie, an Instructor in the English department, now on leave of absence to study for his doctorate at the University of Aberdeen, also had their contracts terminated.

All three are unorthodox lecturers who, according to many students, are among the best at the university.

None has been told the reasons for the termination. New procedures now being negotiated by the administration and faculty association require each lecturer whose contract is not renewed be notified of the reasons in writing.

Dr. Tarlton has appealed to the Canadian Association of University Teachers, so that his professional reputation can be cleared.

The CAUT can exert no pressure to have the decisions reversed as the university is legally within its rights, but the association can comment on the procedures and will probably "condemn the thinking here," said one faculty member. That will be enough to discourage new faculty from coming, he said.

Dr. J. M. Norris, of the history department at the University of British Columbia was the CAUT investigator. His report will go to Ottawa headquarters this week. It is expected to be published in a month.

Professors Richard Grivil and Dr. Tony Steele, both of the English department, have resigned publicly to protest the non-renewals.

Instructor John Hanley, who was given the option of resigning or being let go at the end of the term, has also resigned.

Dr. Steele, an assistant professor, branded the non-renewal of the three contracts "farical and secret and unjust".

"These men are excellent teachers and scholars and are doing good work," he said.

"In my letter of resignation I told the president I no longer wanted to be part of such a university."

Mr. Grivil charged there was "no professional reason" for not renewing the contracts of the three.

Mr. Grivil will go to the University of Bristol to study for his doctorate. Dr. Steele will go to the University of Manitoba where he will receive a substantial pay increase.

At least one more professor is considering resigning in protest.

Dean of Arts and Science, Dr. Alex J. Wood, said there have been "nine or ten" non-renewals this year and that 85 cases were considered by 70 committees.

The committees were chosen by Dean Wood and the head of the department involved. He said a complete file, including copies of publications, were submitted to the committees for consideration.



WOOD
"... committees not stacked"

In an interview Monday, Dr. Taylor refused to give any reasons for the non-renewals.

He stressed that the reasons had nothing to do with "moral turpitude" or membership of Schwarz, Tarlton and Hanley on the board of directors of the now defunct Social Education Centre.

He said that evaluation criteria is done on the basis of three categories, teaching, scholarship and "other contributions to the university and community".

Both Dr. Taylor and Dean Wood denied allegations reported in Victoria newspapers that the committees in the case of the three controversial non-renewals were stacked.

"This is an unfair charge," said Dr. Taylor. "To impune the integrity of members of the committees is untrue and unethical."



TAYLOR . . . "no comment"

The pattern the committee followed was arrived at by the administration in consultation with the faculty association: one or two members of the discipline, two of a related discipline, one from an unrelated discipline with the Dean of Arts and Science chairman.

See APPEALS page 3



McLEAN leads mass baptism but no one follows.

Leads In All Polls

McLean Overwhelming Victor As President

Dave McLean, third-year Arts, was elected President of the AMS for 1967-68 last Thursday with a clear margin of 271 votes.

Less than one third of the students voted compared to a record 51.3% last year.

Steve Sullivan, 2nd year Science, the only other candidate, polled only 404 votes out of the 1092 cast.

Last week saw the two candidates participating in debates and panel discussions organized to increase student interest and involvement in elections.

During the campaigning it became obvious that the candidates differed only on a few minor points. Sullivan agreed, "If we did differ at all it was only in a matter of degree and not direction."

McLean initiated himself for the leadership position by diving into the Crystal Garden Pool that night at a dance hoping everyone would follow him.

Also voted on at the same time were four constitutional amendments. Two of these received the two-thirds majority necessary to pass. One of these referred to a change in name of the council Athletic Representatives and the other was in reference to paying the tuition fees of the Martlet editor. The

amendment suggesting that the name AMS be changed to Students Union and the "controversial" one which would allow councillors a degree of participation in elections were defeated.

See RETURNS page 3

Cool It

Council passed a motion Sunday night blasting the composition of the evaluation committees, and termed "coercion" the ultimatum of resignation allegedly made by some senior faculty members.

Council also urged that students refrain from any collective action which "might be construed as influencing the deliberations of the appeals committee".

Council also denied any allegations they were planning an AMS-sanctioned strike or boycott blasting them as unfounded.

Student Senators At SFU

The Simon Fraser Senate approved, on February 6, a student-senate committee report to allow three students elected by the student body to sit on the Senate. Earlier the Student Society rejected a Senate offer to have a student rector (a non-student) to sit with their body to sit on the Senate. Earlier the Student Society rejected a investigate the student demands for direct representation and open meetings. The committee then recommended that the Senate meetings be open to interested observers and that three students be elected to the Senate. The first recommendation of open meetings was rejected.

President of the Student Society, Stan Wong, said "This is the most startling evidence of the progressive outlook of members of the administration and faculty. By taking the lead in having students participate in university government, Simon Fraser has, in part, lived up to its goal of modernizing university education and university government."

Details of how the students are to be elected are now to be worked out by the committee.

THE MARTLET

Member C.U.P.

Published weekly throughout the University year in Victoria by the Publications Department of the Alma Mater Society, University of Victoria. Editorial opinions expressed are those of the Editorial Board of The Martlet and not necessarily those of the Alma Mater Society of University of Victoria.

Authorized as Second Class Mail by the Post Office Department, Ottawa, and for Payment of Postage in Cash.

Subscription rates: \$2.00 for students and alumni per academic year. For non-students, \$3.00 per academic year.

Days: 477-1834

Printed in Canada



So are they all

Professor X is a superb undergraduate teacher. His classes are often crammed with twice as many students as are actually registered, and he has developed one of the most successful extra-classroom professor-student relationships on campus. He has created a learning environment which is a model for the atmosphere we are attempting to create with the college system.

Professor X is also an outstanding scholar. He is well published in the most esoteric of periodicals, and his articles have been key factors in attracting other members of faculty to this institution. None of his colleagues dispute his scholarly achievements.

Fire him.

Fire him because he actually openly criticizes this university, because he uses unorthodox teaching methods, because he attracts too many troubled students outside the classroom, and because he participates in off-campus educational experiments.

The administration, of course, will make it quite clear that he is not being fired, that his contract is simply "not being renewed". The connotation may be different; the meaning is the same.

The meaning is that students on this campus are being cheated out of a precious learning experience because of personality conflicts between members of faculty or between faculty and administration. The fact is that Dr. Tarlton, unquestionably one of this institution's outstanding scholars, a teacher whose reputation for indefatigably creating intellectual challenge has burdened him with huge classes, will not be back next year because he is "incompatible".

The fact is that Professor Schwartz, considered by many to be one of Uvic's best undergraduate teachers and recommended for reappointment by his own department, will not be back next year either. Teaching, administration assurances notwithstanding, is not the first consideration in assessing a professor's performance at this institution.

The fact is that many of the professors who sat on the Dean's committees which judged these men were not able to make objective decisions. Professional people with strong opinions about a colleague should disqualify themselves from any such committee.

Every member of the faculty of this institution must consider the membership of the Dean's committees which made these decisions and decide whether or not an objective judgment was possible. We have done this and have concluded there was no possibility of a fair hearing in one case, and little chance in the second. We fear for the future of this institution if such stacking of committees goes unchallenged.

... all honourable men

There is a great deal of misrepresentation regarding the student reaction to the "non-renewal of the contracts" of Professor Schwartz, Tarlton and MacKenzie. True, many students look with admiration on the action of resigning Professors Steele, Hanley and Graviil, True, the students are angry. They have good reason to be angry.

The President and the Dean of Student Affairs have tried to pin responsibility for the release of last Thursday's news story on seven students who had previously gone to the President in dismay at the firings. This is enough to anger any student.

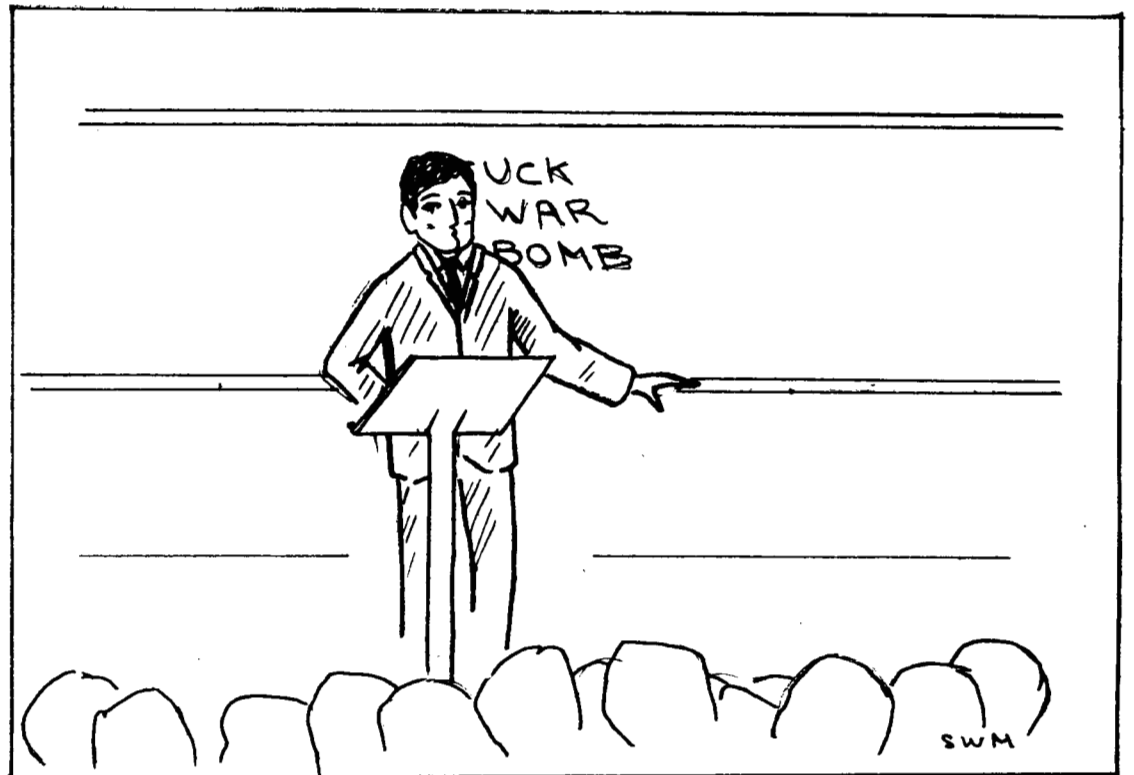
Senior faculty members have threatened to resign if Schwartz and Tarlton are rehired. This is enough to disgust any thinking student, as is the fact that the Dean seems to have been affected by such threats.

Administrative officials who told the Heads' and Chairmen's meeting that student leaders had threatened strike action misrepresented the facts and impugned the sincerity of the students who had spoken to them the previous day.

There will be no threats of strikes on the part of students pending action on the appeals. The administration will not receive the opportunity to create a diversionary dispute. Despite the stacking of the original Dean's committees, the appeal committees appear to be objective and if they consider all the facts they cannot do anything but reverse at least some of the decisions.

Students will continue to voice their disgust and distress. They will continue to discuss the situation with their professors, contemporaries and the public. But they will not be provoked into rash action by a desperate administration.

—Paul Williamson.



Shades of '65. Reasons or Personality?

Students Are Smarter At Uvic

By BOB McMILLAN

The University of Victoria is a young university. It shows it without qualification. Our current crisis is just another example.

Uvic is also unique. We, with our student leaders, and numbering only three thousand strong are much more active than our sluggish counterparts across the water. Marches, fee fights and Senate crashes show our youthful vigor. So what if Simon Fraser has just placed students on their Senate; they cuddle to the administration. That's no way to get things done.

Look at the big bear of our province, old UBC, past its prime and basking in conservative stability. Hardly a whimper is heard from its students. They just go to classes, get drunk at dance and leave the business end of the university to the administration. After all, the administration, without student aid have only given UBC a lousy third or fourth in academic standing in Canada. They're not even first!

No, we are at the age of knowing everything without the stifling liability of experience and conservatism. Taylor and Company should take lessons on how to run a university, from us, who have an enlightening two or

so years at university filled with educational and administrative insight have more answers than these old codgers with a backlog of thirty or forty of administrative bungling.

It's a good thing we're young and can take a few raps across the knuckles and still feel confident, too. I guess those taxpayers MP's, Premiers, Faculty Heads, Deans and Presidents are just too old and set in their ways to see all the answers that we know all about.

A bold new experiment should be established by the government (with maximum age of twenty-five) at Uvic. The AMS should have complete control of all Senate and policy decisions. Since the Council is student elected we would have assurance that the right decisions would always be made. No mistakes over staff selection would occur and, thanks to our youthful counterparts in the legislature, money will be no object when we cut welfare cheques to five dollars a month. All those people were just crying for free money without thinking of other people's needs.

Thus we'll have our university Utopia complete with academic freedom, throbbing with academic completeness and wallowing in hordes of money. Why don't people just listen to us?

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.

Our Leader

Dear Sir:

My grandfather told me, "... only idiots write letters to editors" and I believe him. But as I now have shown to the students that I am already an idiot by running for president, I feel that writing to you could have no further effects on my reputation.

I would like to say thanks to my hard working election drones. Without their support, I would not be where I am today. It was their holding of coffee-parties, telephoning every student and mailing of blurbs to every student that made an inferior product acceptable in the consumer's eyes. Once again thanks...!!

Also, Mr. Editor, I hope that our relationship will be as friend-

ly and understanding as that of Mr. Glover and Mr. Bigsby.

Your slave,

Dave McLean



Somebody's Cross

"Thanks" for the suggestive drawing on page 4 of "The Martlet" dated Feb. 8. "

Does the artist realize that he uses the basic symbol of Christian belief in his drawing?

Use another topic next time.

G. P. van Metten
3rd A&S



Wishes

Dear Sir:

We have just returned from a holiday in the Caribbean and while in Antigua contacted a Mr. Clarence Edwards, a school teacher who had previously studied at Uvic for three years. Mr. Edwards asked us to convey his best wishes to all his friends and fellow students in Victoria.

Thank you,

Mr. and Mrs. F. G. Nelson.

Thanks

Sir:

Here is another Christmas message. I wish at this time to express belated thanks to all those who sold and/or bought UNICEF Christmas cards in the months just past. The audited results indicate that a record amount of \$410.50 worth were sold on this campus. I wish to express my personal thanks to all those concerned.

sincerely,

Bruce A. M. Kean,

President

Student United Nations
Association in Canada

THE MARTLET

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Appeals . . .

(continued from page 1)

AMS President Stephen Bigsby said Dr. Taylor implied that 'incompatibility' might be the reason for non-renewal in these cases, particularly Dr. Tarlton's. Bigsby made the comment after seeing Dr. Taylor Thursday as part of a seven-man delegation.

Dr. Taylor refused to comment or to define 'incompatibility' Monday, saying only that it was used by faculty associations across Canada, and was legal grounds for non-renewal or dismissal at any university in the country.

He refused to comment on allegations that five senior faculty members threatened to resign if Tarlton, Schwarz and Mackenzie stayed on.

As for Mackenzie's non-renewal, Dr. Taylor said the decision to help finance Mr. Mackenzie to his Ph.D. was made in October '65. On the basis of subsequent information, he said, the decision was made not to renew.

"Nevertheless," he said, "I felt the university should live up to its original agreement."

Mackenzie thus does not have to pay back the \$2,300 stipend he received.

The appeal committee, members of which are selected by the president in consultation with the faculty association, advises the president "whether the original committee considered all available evidence and followed the appropriate procedure in reaching its decision.

"If the appeal is sustained," says the appeal procedures document, "the president shall take appropriate steps to have the decision reconsidered."

A final appeal to the board of governors is provided for.

"The appeal committee is modelled on appellate court procedure," said Dr. Taylor.

"It has the power to decide whether the procedures were cor-

rect, whether all the evidence was considered and whether the correct criteria were applied. If there are any shortcomings, the matter is referred back to the original committee (whose membership remains unchanged) for re-examination," he said.

These are the evaluation criteria which Dr. Taylor said were followed in the non-renewals:

a) **Teaching.** The individual's ability to teach is of great importance. Ability as a teacher may take many different forms, and evaluation of teaching ability shall be based upon as many kinds of evidence as possible.

b) **Scholarship criteria include:** "the continuing mastery of one's field of knowledge and the awareness of current scholarship in one's own and in closely related fields; "the nature, quality, and extent of one's research, professional and creative activity."

Scholarly achievement, "shall be evaluated in all possible manifestations, which specifically include:

1) professional qualifications—degrees, experience.

2) publications

3) "other forms of creative achievement in areas relevant to the individual's discipline"

4) awards and fellowships from outside institutions

5) memberships on boards and councils devoted to research and professional affairs and in certain fields the extent to which professional services are in demand by organizations outside the university

6) recognition by learned and professional societies

7) the general reputation for scholarship the individual establishes among his professional colleagues at Uvic and other institutions."

c) Under **Other contributions** the criteria say: "Individuals may contribute to the University in a wide variety of other ways, and every effort shall be made by the evaluation committee to consider all of these."



—MATT WADE PHOTO
TWIRP Queen Penny Thompson flanked by Princesses Lynda Ross-Jones and Donyne Josephson.

Students Run Phoenix Theatre

For four evenings the public will have the opportunity to experience three exciting modern plays directed by the senior students of the Theatre Division, University of Victoria. The plays are: *The Dumbwaiter*, directed by James Andrews; *Escorial*, directed by Harold Courtney; and *Keep Tightly Closed in a Cool Dry Place*, directed by Bruce Sharp. These plays are all different in style and content, but share the excitement of the modern era.

The *Dumbwaiter* by the successful English playwright Harold Pinter deals with the failure to communicate and the destruction of the "different" person. The scene opens with two apparently average men in an average room but then normality turns against the characters and the audience to create a menacing atmosphere from which there is no escape. Peter Lower and Jim Leard play the parts of the two men.

The second play, *Escorial* by M. de Ghelderode, portrays in a chameleon atmosphere a mad King awaiting death. Rolf Fassmant, and Lisa Reinitz take the lead roles of King and fool.

A new play by Megan Terry, completed in 1966, *Keep Tightly Closed in a Cool Place* concerns

itself with the struggle for power between three men confined within four prison walls. This play will not be seen on Thursday, February 16th. Bruce Sharpe, Geoff Murray and Valdy play the three men.

These three plays open on Wednesday, February 15th and run through to February 18th. Curtain is at 8:00 p.m. Donations are permitted and all seats are unreserved.

**MARTLET
CAR
RALLY
THIS
SATURDAY**

Model Parliament

The weather outlook for the next few weeks can be summed up as hot and heavy. The second annual Model Parliament is threatening and the storm is about to break.

Last year a minority N.D.P. government was elected with 16 of the 50 seats in the parliament. The Liberals mustered 11 seats, the Christian Atheist got 9, Social Credit 8 and the Conservatives managed 6 seats. They do it all again this year.

Bruce McKean, returning officer for this year's parliament, indicated that there will be a sixth party fighting this year. The VietNam Committee has indicated that it will engage in politicking.

Next week will mark the campaigning. Platforms and philosophies will fly thick and fast. Friday will be voting day and Friday night there will be a political sock-hop in the SUB. No tickets will be required but Demonstration Permits will be demanded. Usual tariffs will prevail.

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Returns

Results of the voting in various areas were as follows:

	SUB	Library	Elliott	Ed-Arts	G.H. Caf	Total
McLean	262	243	67	56	47	675
Sullivan	133	167	62	22	30	404
Spoiled	3	6	3	—	1	13

1092

Amendments: 2/3's majority required.

1.	89%	3.	67%
2.	54%	4.	63%

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Rugby

Norsemen Split Games - But Saxons Win

While the Rugby Vikings took a weekend off in preparation for their most crucial two weeks of play, the Norsemen and Saxons both saw action over the mid-term break.

In local second division action the Norsemen played two make-up games against the Naval Technical School in an exhibition of hot and cold rugby that left them with a split. In the first game, the Norsemen were unbeatable as they registered an easy 15-0 drubbing of the tars.

Former Navy player Ray Bergen, flushed with the success of becoming a new father, started the scoring with a try that Gary Fullerton converted to put the Uvic side ahead 5-0. The score was further added to in the first half with tries by Russ Baker and John Sturdy, neither of which was converted. The Norsemen were able to push through the NTS defense several times in that first half but couldn't get the ball down to the satisfaction of the referee and the half ended with the score 11-0.

In the second half, the Norsemen had to battle not only the sailors and the wind but also the cliff-like grade of the University pitch. As a result, they were only able to add to their tally by five points on a try by Cam Crofton, converted by Gary Fullerton.

It was hard to believe that the two teams playing on Saturday were the two that had played in the above game on Thursday. The NTS team was not any better than it had been; but the Norsemen acted as though they had never seen a

rugby pitch before. In a comedy of errors, the Norsemen lost their poise and the game by a score of 6-3: the only points coming on a penalty kick by Gary Fullerton. The only bright spot in the whole game was the aggressive play of the smallest player on the field, Roe Archibald. The pint-sized tornado was all over the field and, in fact, had to be fouled in order for the NTS squad to score their final try. It was unfortunate that the referee did not see the infraction.

The University Frosh side, the Saxons, saw action on Sunday afternoon in what might best have been scheduled as a water polo match. Playing in the swimming pool that the weatherman had turned the university pitch into over the weekend, the Frosh came up with a soggy 9-3 victory over JBAA III.

The Saxons' points all came on tries as John Izard, Dave Slater and Gary Johnston scored unconverted tallies. The Frosh looked very strong and should

fare well in the second half of their B.C. Junior Conference which resumes action this coming weekend in Vancouver. The Saxons will meet the Vancouver City College side which narrowly defeated them last term.

The Vikings are preparing for the last two games in the Inter-Collegiate Conference. On Saturday, the Vikings will meet the University of Oregon Ducks on the campus pitch. On the following weekend, the Vikings will meet the Oregon State Beavers on Saturday and JBAA I on Sunday in the sudden-death semi-final for the City Championship. The Vikings are looking forward to meeting James Bay, whom they have not been able to beat, with the memory of how they beat the fabled Vancouver Kats. If they can put the same game together, the Uvic side could well end up playing for the provincial title, the first time since the late 1940's.



Male Uvic rugby players had a poor weekend all round. Here assorted wenches overpower their traditional enemies 12-0 in a game Saturday. —BOB REED PHOTO

More Sports Out on Thursday

Due to our energetic new editor's desire to put out this issue early in order to cover the lead story as soon as possible we have only put 1/3 of this week's sports out in this issue, so do not hurry to complain that your favorite sports story has been neglected.

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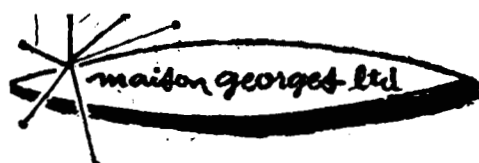
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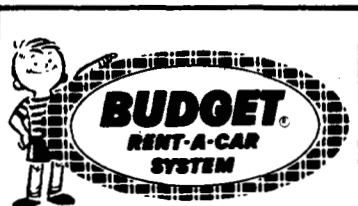
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Lapinette, demonstrating her desire for carrot cupcakes.

and capital, kiddies, means like banks.

funny we should mention that.



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but one problem.

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Bofm

why not hop over?

bank of montreal

campus bank

a capital place.