

VICTORIA COMMITTEE HEARS BRIEFS

UBC groups and individuals have continued to submit briefs to a Select Standing Committee of the B.C. Legislature which conducted hearings on the question of tenure in B.C.'s public universities.

The material which follows and continues on Pages Two, Three and Four of this issue of *UBC Reports* is the submissions of individuals and groups, including the UBC Alma Mater Society. Briefs presented by UBC's academic administration and Faculty Association were printed in their entirety in the Feb. 23 edition of *UBC Reports*.

What follows is a brief presented to the Legislature Committee on March 2 by Prof. Francis E. Murray, head of the Department of Chemical Engineering in the Faculty of Applied Science.

I speak to you today as an individual who happens to be a professor and a junior administrator at the University of British Columbia. I do not speak in any official capacity for the University. Nor do I speak in basic conflict with the goals of the University on the tenure question, though I feel that their proposed method of achieving their goal is naively unrealistic. I have come here out of concern for the health of the University. It is a self-evident fact that an organization which fails to serve its supporters well cannot endure for long whether it be a government, a university or a hardware store. The rumblings of discontent among the University's supporters — the fee-paying students and the tax-paying public — are loud. They cause me to worry for the future status of the University in our community.

Some months ago, Dr. Max Wyman, president of the University of Alberta, stated that the universities are under siege. They are, he said, under siege by the

public, by the students and by their faculty. It would not be politic for a university president to state the basic cause for the siege.

The siege to which Dr. Wyman referred has arisen largely because the faculty, during the post-Sputnik years, have negotiated themselves into a position of impregnable security. The implication (or interpretation) of "tenure" gives them such security as to make it virtually impossible to release even the least competent individual among them.

The students are the *raison d'être* of the university whose fees provide partial payment of their professors' salaries. They are justly annoyed and press their siege against tenured incompetent teachers with whom they must work.

The general public has entered the annoyed group more recently. They cannot understand the students'

active and loud dissatisfaction and are angered that they are supporting universities which are incapable of resolving internally their personnel problems.

The students and the public are responding to a system of job security which they cannot fathom. The student knows that when he goes to work he will have to function competently in his job or find another. The general public, including the professional members, know that the security of their position is determined only by their performance. At the universities they visualize a group of people, specially privileged, who hold their posts regardless of incompetence and with apparent legal right to do so. It may not be equally apparent to them that the vast majority of professors are highly competent, dedicated and hard-working people. The inability of the universities to release that minute minority of incompetents stirs their hostility towards the whole university group.

When a professor receives a tenured appointment at a university, the notice indicates that the appointment is "without term." An appointment without term is normal in most industrial and government posts. In jobs that I have held in industry and in research, my appointments have always been without term. An appointment without term must be essential in any organization that wishes to build a strong, competent staff.

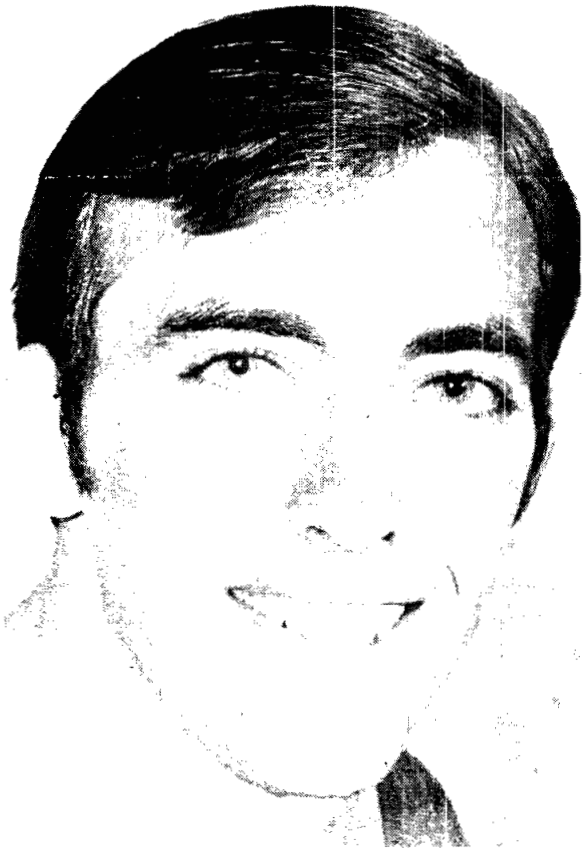
The problem in the universities is that the procedures for dismissal for good cause appear to be unworkable. As a result, the university is unable to release from its staff structure incompetent and/or destructive faculty members. This is the essential difference between university appointments without

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UBC REPORTS

Vol. 18, No. 6/March 8, 1972/Vancouver 8, B.C.

UBC REPORTS CAMPUS EDITION



RON THORSEN

Two Titles Captured

UBC reigns supreme in both men's and women's college basketball following playoffs last weekend which saw the Thunderbirds overpower eastern opponents.

Dr. Peter Mullins' men's basketball team defeated the Axemen from Acadia University 87-80 in a nationally-televised game from the War Memorial Gymnasium to capture their second national title in three years.

Led by forward John Mills and guards Stan Callegari and Ron Thorsen, the 'Birds played a steady game. They were leading by only a single point at half-time, but pulled away from their opponents in the second half and hung on to win.

For Ron Thorsen, the high-scoring Thunderbird

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See ATHLETICS

Summer Jobs Seldom Pay Education Costs

Employment opportunities for UBC students were better in the summer of 1971 than in 1970.

In addition, students earned more money, worked for longer periods and saved more in 1971 than they did in 1970.

Despite this, few men or women students were able to finance their education through 1971 summer earnings.

SUMMER EARNINGS

These are the highlights of a statistical summary of the 1971 summer earnings of UBC students compiled by UBC's Office of Student Services.

The statistics are based on answers to a short questionnaire completed by students who registered in September, 1971, for UBC's 1971-72 winter session.

Mr. A.F. Shirran, director of the student services office, said the compilation is useful in making yearly comparisons and noting trends. "Caution has to be used in interpreting this information," he said, "because many responses are rough estimates which cannot be verified."

The statistical summary is based on the replies of 16,038 (82.2 per cent) of the students who registered in September of 1971. Of these, 82 per cent of the men students and 79 per cent of the women students indicated that they had sought employment during the summer.

On the whole, they were successful in finding jobs; 96.5 per cent of the men and 96.4 per cent of the women who sought work found it. This was a considerable improvement over 1970 figures which show that 85 per cent of men and 84 per cent of women students found work.

Students also worked more weeks in 1971 than in previous years. Median number of weeks worked in 1971 was reported as 13.4, compared to 12 in 1970, 13.3 in 1969 and 13 in 1968.

In terms of 1971 summer earnings men students earned a median figure of \$1,293, an increase of \$161 over the 1970 median figure. Women students showed a similar median increase

in earnings. They earned a median figure of \$752 in 1971, up \$112 over 1970.

Men students in the Faculties of Forestry, Applied Science and Law reported the highest 1971 median earnings of \$1,766, \$1,730 and \$1,724 respectively. Lowest median earnings for men students were in Music, Education and Arts, where respective figures of \$1,175, \$1,310 and \$1,294 were reported.

Median reported earnings for women were considerably below those for men. Highest were for women students in Agricultural Sciences (\$1,153) and Commerce (\$1,067), while the lowest were for students in Music (\$702) and Education (\$778).

Of greater significance, the report says, is not the total amount earned but the amount that students were able to save from their summer earnings.

Only 12.7 per cent of the male students replying indicated they were able to save \$1,600, the amount that Mr. Shirran estimates a completely independent student requires to finance his education for a year.

Only 1.5 per cent of the women students replying to the questionnaire indicated that they earned \$1,600.

REPORT'S CONCLUSION

The report's conclusion: "... very few students are able to finance the cost of their education from summer earnings. Women students continue to be at a disadvantage in this respect."

The report also notes that in the past five years there has been "a small but consistent increase in the number of students who have part-time jobs" during the winter session.

Responses to the questionnaire show that 26.1 per cent now have a part-time job compared to 20.6 per cent five years earlier in 1967-68, while the percentage indicating they required a part-time job in 1971-72 was 39.1 per cent compared to 26.5 per cent five years earlier.

BRIEFS

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term and similar appointments in government and industry. This difference is caused by the implication that tenure gives a man a legal right to a job until retirement.

After taking account of the experiences at Simon Fraser and at the University of Victoria, it is understandable that a University president is even more reluctant now than ever before to deal positively and objectively with problems involving tenure. At UBC the unworkability of the "Procedures for Dismissal" is borne out by the fact that no tenured professor at UBC has ever been dismissed. It must be unbelievable, even to those well removed from the University, that "Cause for Dismissal" has never arisen at UBC.

UBC SUGGESTION

Representatives from UBC have suggested to you that people can be "convinced" to move and that in a number of cases this process has rid the University of unwanted people. I think it is naive to believe that any technique of "convincing" people to leave in the existing job security system can lead to a positive selection process. It has been my experience during years of administration that such a procedure is ineffective with those people who are the most critical problems. A man who has become emotionally unfit or one who cannot find employment elsewhere because of a poor performance record is unlikely to be "convinced" to leave his position and salary.

The attempts made to implement procedures agreed upon by the faculty and administration have led to disasters at Simon Fraser and the University of Victoria. Though the public coffers suffered in both cases, the most serious damage was to the reputation and image of the universities. From this experience one concludes that it is impossible to lift the siege by direct action unless definite changes are made in the legislation and procedures governing university appointments.

There have been a number of attempts to resolve the problem of incompetent faculty without dismissal. In fact, these various methods have become the accepted practice in many cases rather than dealing positively with the problem. One of these methods is to make a "deal" with a man who is a personnel problem. This "deal," since it must be voluntarily acceptable to the faculty member involved, cannot give primary consideration to the interests of the university, the tax-paying public or the fee-paying students. The "deal" usually involves a dollop of public funds and various fringe benefits. It may be a "deal" for a man to leave the university, in which case it solves the problem, but in other cases it may only sweep the problem temporarily under the rug. Another method of trying to maintain the quality of the university's departments without coming into open conflict with the tenure system is to transfer the personnel problems to a supernumerary group. Members of this group, like their counterparts in the army, have no particular assigned duties in the university's operation. They are, however, severed from the destructive role that they would otherwise play in some department's operation. Hence, the result is positive and since the number is small it is definitely preferable to the "deal" approach unless the "deal" results in a permanent solution.

LEGAL RIGHT

The difficulties discussed above all trace their origin to the implication (or interpretation) of tenure as a legal right to a position until retirement. If this implication of tenure were eliminated, the problems would mostly disappear. It is not true, as some insist, that a *right* to tenure is necessary to protect the "academic freedom" of competent people. The implications of tenure could be abolished tomorrow without affecting one iota the freedom of a faculty member to teach and express his own opinions as he chooses. The individual is well protected in our society by laws covering individual rights such that he need not fear dismissal or demotion without just cause. If it were not for a firm conviction that the laws protect my individual rights I would not be here today expressing my opinion.

How may we resolve this problem? There has been a statement made to you that the University Administration and the Faculty Association are working to modify the "Procedures for Dismissal" at UBC to make them workable. Based on my knowledge of the existing attitudes and the record to date I do not believe that these procedures will be effectively improved by such negotiations. The tenure and dismissal problems

will persist until strong influence is brought to bear from outside the University.

One approach would be to modify the *Universities Act* to describe Appointments Without Term in a definite way and to spell out, in the Act, Procedures for Dismissal. The Act would then supersede any agreements previously made by the Board of Governors "at their pleasure." It seems at UBC that it has been the "pleasure" of the Board in the past to abdicate their powers given in the *Universities Act* and replace them with unworkable agreements detailed in the *Faculty Handbook*.

Another approach, which would also involve legislation, would be to establish an Arbitration Board to deal with disputes on tenure and dismissal at the universities. Such a board should have the power of judicial decision. It should be composed of members from the universities and from the supporters of the universities; these would include students, government, industry and the professions. This Board would take the decision process from the universities, away from the fear of CAUT censure and other pressures existing on the campus.

UBC Brief Criticized

What follows is the full text of "A Critique of the Statement on Appointment and Tenure Presented by the Representatives of the University of British Columbia," read to the Select Standing Committee on Social Welfare and Education of the B.C. Legislature in Victoria on Tuesday (Feb. 29). The critique, written by Mr. Rob McDiarmid, a fourth-year political science student, comments on the brief presented to the Legislature committee by representatives of UBC's academic administration on Feb. 18. Mr. McDiarmid was vice-president of the UBC Alma Mater Society from April to October, 1971. He was a member of the Human Government executive which resigned following a student referendum.

The brief referred to above (from UBC's academic administration) painted a convincingly rosy picture of the tenure situation at UBC. All pictures are illusions, and the aforementioned is no exception. Contained in the splendidly-edited verbiage are lies and misrepresentations obvious to any experienced student.

Tenure, say its supporters, is necessary "as an insurance against non-academically motivated interference with the subject matter of instruction and the acts of enquiry and instruction." Presumably this means that the tenured professor cannot be fired because of personality clashes and feuds from within the University, or by political and public pressure from without. While I agree that academic freedom should be safeguarded against the above hazards, a convincing case can be made to show:

- (a) That tenure does not really work; and
- (b) That pursuit of tenure actually impedes academic freedom and that current tenure practices seriously harm both the teaching and the academic research at UBC and the other provincial universities.

The UBC brief stresses that pressure can be applied to those "individuals who are no longer discharging their duties up to the University's expectations." I would question who decides what "the University" consists of, and what its expectations are. I would suggest that the term really refers to those few men and fewer women who comprise the department heads, deans, senior administrators and a few senior faculty, a group numbering at most 60, and on some key decisions probably less than ten. I would further question whether these people make decisions with the best interests of the students and the society in mind. In fact, the reverse often seems to occur: decisions are made in order to fulfill ambitions and to further the careers of ruthless climbers whose ultimate goals are not compatible with the goal of a university, which is presumably the pursuit of and transfer of knowledge.

Seen in this light "the University" is capable of seriously infringing on academic freedom if it so desires. If "the University" were expanded to include the real university community, then the tenure system would be greatly improved. The present system protects no one from being persecuted for his personal beliefs; it merely ensures that such persecution will come from his

superiors within the community of academia rather than from outside the Ivory Tower.

Tenure is decided, says "the University," by critically weighing teaching performance, scholarly qualities, service to the University (that term again), and service to the community. Tenure, says the cynical student, is decided in three ways:

- (a) If a prospective appointee does good research;
- (b) If a prospective appointee does mediocre research but keeps his mouth shut, or
- (c) If a prospective appointee does poor research, keeps his mouth shut, and serves his department head well (see Marxist definition of "lackey").

In a large university like UBC, decisions run the continuum from the official to the cynical version. In the professional Faculties (Medicine, for example), where much student-professor interaction takes place, and where most of the students are in close contact with each other, an informal but usually accurate consensus of teaching performance and scholastic ability emerges. Consequently, tenure decisions are generally well made in these Faculties.

In the non-professional Faculties (Arts and Science) the cynical student's judgment is more nearly correct. Assessment of teaching is just not done. The statement in the University's brief that "criteria (for deciding on tenure) . . . should include the candidate's quality as a teacher, fully considered, at all levels of instruction," is largely a lie. Furthermore, numerous cases exist where obviously inferior scholars are granted tenure while better qualified professors are passed over. So how are decisions made? The brief states: "The over-riding consideration in tenure decisions is the service to be rendered to the University." I cannot stress too strongly that "the University" does not refer to the students, to the goals of higher education, or to most of the faculty. I contend that recent decisions by these people have seriously hampered the cause of higher education and the building of a better, more dynamic society.

Stifling of academic freedom occurs once the prospective appointee realizes that she is to be judged on how well she serves these few who smugly call themselves "the University." Her research must not be too different. She must not cause trouble, which can be defined as almost anything which displeases her superiors. Conformity, dullness, and stagnation are the virtues which the prospective appointee is academically free to pursue.

BLACK MARK

And if tenure is denied, then what? The brief states: "The University's decision not to offer renewal of an expiring term contract is not dismissal . . ." That is, in fact, a lie. The unsuccessful applicant can no longer teach at UBC and has a black mark on her record in future job applications. (Note that other places will not necessarily consider her incapable; they will just know that she does not conform at one place, and therefore might not conform at their school.) So tenure seekers are often uncreative and subservient, depriving the students and the people of a source of knowledge and inspiration, wasting tax money and generally being a drag on the citizens of this province and country.

The current methods of deciding on tenure place immense power in the hands of a very few persons, whom I have called "the University." Their power over tenure committees and over channels of appeal is so great that the vast majority of faculty and students never have a say in the quality of education at UBC. The people involved are, as often as not, interested solely in personal gain. Even those who think they are acting in the best interests of the University and the community are often incredibly isolated from other opinions because they have enough power to never be forced to really listen and accept criticism.

The tenure squabbles are symptomatic of the resentment most members of the University (the whole University) harbor towards the high-handed decisions of the select few rulers of UBC. Drastic realignment of the methods of committee selection, which must include significant student representation, is necessary before real academic freedom (the freedom to pursue truth, without worrying about whether truth involves agreement with your department head) can be realized. This committee should look very critically at the current structure, and envisage all possible informal contacts which can be used, through collusion, to deprive the people of this province of a better education. Please do not believe "the University's" brief. It is largely false. The tenure problems at UBC are *seriously* affecting the English, Slavonic studies, sociology and psychology departments. Well over one-fourth of the students are enrolled in a course in one of these departments. The

problem exists and students have been largely ineffective in gaining acceptable solutions. Though I am leery of government interference, I emphatically plead with you to extend your investigation to include many students at UBC and find out how critical the problem is and how it will ultimately (if it is not solved) be very detrimental to the province.

N.B. All quotations are from *UBC Reports*. Reprinting of the aforementioned statement (the academic administration brief) appears on Pages Two and Three of the Feb. 23, 1972, edition.

Letter to Sun Editor

The following letter to the editor of The Sun, the Vancouver daily newspaper, was written on March 1 by Mr. Doug Aldridge, president-elect of the AMS, following a Sun report of Feb. 29 of the hearings in Victoria at which Mr. Rob McDiarmid presented a critique (see above) to the Legislature Committee investigating tenure at B.C.'s public universities. Mr. Aldridge presented a report (see below) at the same meeting to the Legislature committee on behalf of the AMS executive.

Dear Sir:

I would like to point out several errors in a report titled "Student leader charges UBC officials told lies" (*Sun*, Feb. 29th).

The statement that "McDiarmid's position was backed by the current and incoming executive of the AMS before the legislative committee" is false. We disagree emphatically with McDiarmid's charge that "UBC officials told lies" in their brief to the committee. We do not "blame the problem on sweetheart arrangements between favorite courtiers among faculty." We do not believe that tenure is granted only because "the person is friendly to the tenure committee." I did not state nor support the statement that there are "serious difficulties in some arts faculties."

Our brief was quite clear and contained none of the accusations which received so much attention in the article. It states quite simply that "students can make a valuable contribution to the teacher evaluation process" and should be allowed to do so in every department. It also states that it is this evaluation process which has the greatest effect on the quality of teaching at UBC, not whether or not tenure is the type of contract in use.

In conclusion, I would suggest that the term "student leader" can hardly be applied to Mr. McDiarmid. While it was noted in the article that he was an AMS vice-president last year, it was not pointed out that the entire executive resigned after a non-confidence vote by one of the largest voter turn-outs in AMS history.

Yours truly,
Doug Aldridge,
President-Elect,
Alma Mater Society.

AMS Brief On Tenure

Following is the full text of a report presented to the Select Standing Committee on Social Welfare and Education of the provincial Legislature on Feb. 29 by Mr. Doug Aldridge, president-elect of the AMS.

The executive members of the Alma Mater Society at the University of British Columbia feel that the quality of teaching at the University depends primarily upon the criteria used to evaluate candidates for tenure, along with the quality of information to which these criteria are applied.

We believe that the present criteria are acceptable and would not be substantially altered if a different contractual system (other than the current system of "tenure") were adopted.

At present, these criteria are applied to a candidate's record by the Promotions and Tenure Committee members in each department. The criteria include "the candidate's quality as a teacher, fully considered, at all levels of instruction."

Students can make a valuable contribution to the

assessment of teaching quality and should be allowed to do so in all the departments in each Faculty. The form of this contribution, be it student-organized questionnaires, briefs to the committees, or membership on the committees themselves can best be decided upon by the students and faculty members in each department.

We are confident that the University community accepts the concept of students contributing to the teaching evaluation process.

We would ask that the Committee on Social Welfare and Education endorse this concept in its report to the Legislature.

Thank you for your concern.

Equality Sought

What follows is the full text of a brief to the Select Standing Committee on Social Welfare and Education of the provincial Legislature from the Women's Action Group, a campus women's organization made up of representatives of UBC's faculty, staff and students. It was presented in Victoria on Thursday (March 2) by Mrs. Shelagh Day, a lecturer in the Arts I program.

We are in agreement with the statements of the administration and the Faculty Association of the University of British Columbia that the continuation of tenure is necessary to preserve academic freedom. We are, however, concerned about the inequities in tenure-granting practices, specifically those related to women.

The General Situation of Women in Relation to Tenure.

A research study of the comparative status of all male and female faculty members in Canadian universities done by R.A.H. Robson (PhD, professor of sociology, University of British Columbia) and Mireille Lapointe (BA, BSc, Research Officer, Canadian Association of University Teachers) for the Royal Commission on the Status of Women in Canada indicates the following:

(a) That "women are less likely than men to have an appointment in the top four ranks (i.e., dean/chairman, full, associate, and assistant professor) and indeed, are much more likely to be in the lowest rank."

BETTER QUALIFIED

(b) That this cannot be justified by the statement that men are better qualified "since at every level of competence, as measured by both 'highest earned degree' (training) and 'age' (experience) the typical woman has a lower rank than her male counterpart."

(c) That "women progress through the ranks at a considerably slower pace than men."

(d) That "the proportion of women with doctorates in the two lowest ranks is always higher than the proportion of comparable men."

(e) That "only women who have PhD's stand as much chance of attaining the rank of dean as men, and then only when they are 60 or older. At any age, a woman who holds an MA is much less likely to become a dean, and there are no reported cases of female deans whose highest earned degree is a professional degree, a BA, or no degree at all, although there are some men in these categories who have appointments at this rank."

(f) That "the chances of a woman, with the same competence as a man, becoming a full professor before the age of 50 are only about a third as good as the man's chance," and

(g) That "43.7 per cent of women do not have regular academic appointments (i.e., assistant professor and above), compared to 17.9 per cent of men. While this is due in part to the lower qualifications of females (as measured by the highest earned degree) it is fairly clear that it is due also to the fact that women are less frequently placed in the higher regular academic ranks, even when they have the same competence as men. We should note also that, taking the highest earned degree as constant, in every age group up to 59 a higher proportion of women remain outside the regular academic ranks."

The data indicates, then, that in Canadian universities, even when their measured competence is equal, women are more likely than men to be initially appointed to the lower, non-tenured ranks and to progress more slowly up to and through the tenured ranks.

Data from UBC forms, of course, part of the above statistics. However, to show that the experience of women faculty here is entirely in line with what

Robson-Lapointe describe, we have taken the following information on the Faculty of Arts from the 1971-72 Calendar.

(a) Of 503 regular faculty members in the Faculty of Arts, only 90 are women. They are less than 18 per cent of the entire faculty. (The position of women in the Faculty of Science is much worse.) A recent study done by the Association of Universities and Colleges of Canada shows that in the year 1969-70, 26 per cent of the doctorates awarded in arts in Canada went to women. This means that the number of women in the UBC arts faculty is disproportionately smaller than the number of qualified women available.

(b) Ninety-two per cent of the male faculty are at the rank of senior instructor and above. Only 59 per cent of the female faculty are at the rank of senior instructor and above. This means that 41 per cent of all female arts faculty (members) at UBC are in non-tenurable positions, while this is true of only eight per cent of all male arts faculty (members).

NOT REPRESENTED

(c) Eleven per cent of the women holding PhDs are in non-tenurable positions, while less than one per cent of the men holding PhDs are in non-tenurable positions.

(d) Women are not represented in the highest ranks in the same ratio as men. Twenty-three per cent of the total number of male faculty are deans, heads of departments, and full professors. Two per cent of the total number of female faculty are deans, heads of departments, and full professors.

We conclude that in the Faculty of Arts at the University of British Columbia women are appointed to faculty positions in disproportionately small numbers, at lower ranks than men with similar qualifications, and that fewer women than men, in proportion to their total numbers, progress to the higher ranks. These findings have many implications for women, but the one we are concerned with here is that clearly women with similar qualifications do not have the same access to tenure as men.

It is not an explicit policy of the University to discriminate against women. In fact, it is an explicit policy of the University not to discriminate against women. In practice, discrimination occurs nonetheless. To remedy the inequitable tenure situation of women, hiring and promotions policies will have to be administered equitably. *The issue of tenure here is simply part of the general inequality in promotions and tenure proceedings with respect to women in the University of British Columbia.*

Women in the Lower Ranks.

As we have seen, 41 per cent of the female faculty members in arts are at ranks below senior instructor. Their jobs are teaching mainly first- and second-year students more general information and more basic skills. Many women, who perhaps came into these jobs originally because they had fewer degrees or, as we have seen, landed there because they are women whether they had fewer degrees or not, have turned themselves to teaching in these areas with real interest. The problems of teaching at this level are specific and thorny. Teaching the basic structure of a foreign language, the language and techniques of scientific, or sociological, or psychological investigation, and the ways of reasonable and imaginative prose are not easy or to be taken for granted.

PhDs and scholarly research and publishing are much less pertinent as measures of success in this area than are interest and experience. It is in the interests of students to have some people in the University whose only job is teaching.

ONE MODEL

If service to the University is indeed the principle criterion for granting tenure, as the administration brief states, tenure should be available to women in these ranks. Though the University claims to reward both teaching and research, in practice rewards are only given out to those who fit one model of excellence: research, publication, and the teaching of upper-division and graduate students. There ought to be ordinary, institutional rewards also for excellence in teaching younger and less sophisticated students. Tenure is one of those rewards.

Part-time Lecturers.

Women are 540 of the total 2,682 administrative and academic staff of the University of British Columbia. Thirty-seven per cent of those women teach part-time. Many of these women might be promoted to full-time

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UBC NEWS IN BRIEF

Mr. Abraham R. Okazaki, a lecturer in UBC's Faculty of Law, is the 1972 winner of the \$5,000 Viscount Bennett Scholarship of the Canadian Bar Association.

Mr. Okazaki, 28, a 1971 graduate of the UBC law school, will use the scholarship to undertake post-graduate studies in law at the London School of Economics.

The scholarship, awarded annually to an outstanding graduate of a Canadian law school, was established in 1930 when former federal prime

WOMEN

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positions if promotions procedures were not discriminatory. These are also many women who, because of their families or other reasons, prefer part-time work.

The conditions of part-time teaching are extremely bad. Part-time teaching has the lowest status in the University and is the most badly paid. No part-time lecturer has access to tenure or promotions. While it is called "part-time," we know of cases of part-time teachers carrying 11 and 12 teaching hours. This is more than a full-time teaching load in many departments.

Part-time teachers also have no voice in University or departmental decision-making. Nor do they have any protection. They are entirely dependent on the good will of the head of the department and can be exploited in a purely arbitrary way.

Since part-time lecturers are hired sessionally, it is possible for people to teach in part-time positions for several years and to be dropped without evaluative procedures being undertaken. Recently there has been a case of a woman who worked for a department for ten years as a part-time lecturer who was not rehired this fall and no reasons were given.

It is also very difficult for women to change from part-time to full-time status. Thus there are many older women who have worked for years as research associates or part-time lecturers because of family and children and who would now like to work full-time. They are often older than those persons who are typically appointed to the full-time positions of lecturer, instructor or assistant professor. Their age, sex and the fact that they have been working part-time all interfere with their being considered for these positions.

Part-time work is extremely important for women. Until the conditions of part-time status are comparable to those of full-time status, the employment situation for women at the University of British Columbia cannot be considered equal.

Recommendations.

In order to rectify the inequitable tenure situation of women at the University of British Columbia, we make the following recommendations:

Since the issue of tenure is only part of the general inequity, hiring, promotions, and tenure policies must be considered as a whole. Therefore, we recommend:

(1) That commencing in 1972, new appointments to academic positions in the University of British Columbia reflect the proportion of women receiving PhDs in that year.

(2) That by 1976, the University of British Columbia achieve a percentage of women holding tenured positions at least equal to the percentage of women holding non-tenured positions in 1971.

(3) That by 1981, the proportion of male and female faculty at each level in the University of British Columbia be at least equal to the proportion of males and females receiving doctoral degrees in Canada in 1971.

Since the tenure situation of women in the lower ranks and in part-time positions is an inequitable one, we recommend:

(4) That tenure be granted to both full-time instructors and part-time lecturers on the grounds of excellence in teaching lower division courses and younger students, and that all the rights and privileges of regular members of faculty be accorded to part-time members of faculty, including votes in departments and in the Faculty Association, salary raises, and promotions.

(5) That the University of British Columbia immediately undertake a review of the existing situation of women with a view to remedying specific injustices and anomalies in respect to rank and tenure.

minister R.B. Bennett endowed a fund to be administered by the Canadian Bar Association to assist one student each year to undertake postgraduate study.

March 15 is the final date for application for Government of B.C. Scholarships by UBC students attending the University this session on a full program of studies and who plan to continue next year.

Late applications cannot be accepted. Regulations governing the awards and applications are available from the Scholarship and Bursary Office, Room 207, Buchanan Building.

Members of the UBC Pension Plan for faculty members have elected two new trustees to the eight-man board that administers the plan. Dr. John L. Evans, assistant professor in the Faculty of Commerce, and Mr. Hartley V. Lewis, assistant professor in the Department of Economics, are the new trustees.

They succeed Prof. C.L. Mitchell and Dr. W.F.J. Wood, both of the Commerce faculty, whose terms of office have expired.

Another trustee recently appointed to the pension plan board of trustees by UBC's Board of Governors is Mrs. Beverly Lecky, who succeeds Mr. Richard M. Bibbs.

Mr. Glen G. Ewan, a second-year Arts student at UBC, has been awarded an undergraduate scholarship by the Rotary Foundation of Rotary International for study abroad in 1972-73.

Mr. Ewan plans to enrol at the University of Montpellier in Montpellier, France, to study French philosophy and sociology.

He is one of 400 students who have received Rotary awards this year. The scholarship provides funds for round-trip transportation, tuition, meals, lodging, intensive language training if necessary and a grant for education travel during the year abroad.

UBC's Traffic Department will begin accepting applications from senior and graduate students for reserved parking in preferred campus parking lots on April 4. The system is designed to give students living or working outside the Vancouver area during the summer an equal chance to obtain preferred spaces with students living in the Vancouver area.

Students interested in reserving space should apply

ATHLETICS

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playmaker, the game marked the end of his college career as a basketball player.

He averaged 20 points per game in the 1971-72 season and became the highest scoring player in Canadian college basketball history before the season ended by scoring a career 2,007 points.

The ball that he used to crack the Canadian scoring record will be placed in B.C.'s Sports Hall of Fame.

In Saskatchewan, the UBC Thunderettes got off to a quick start and defeated the University of New Brunswick Red Bloomers to capture the first Canadian Intercollegiate women's basketball championship 74-69.

The Thunderettes, led by Bev Barnes and Wendy Grant, dominated the first half and were leading 46-28 at half time.

UBC swimmers led a western contingent to the Canadian intercollegiate swimming and diving championships at Laval University in Quebec on Saturday (March 4).

The western swimmers picked up 493½ points to nose out Ontario, which accumulated 484½ points, for the championship. Seven Canadian university records and two Canadian amateur records were broken at the meet.

Canada's lone gold medal in the World University Winter Games at Lake Placid, New York, was won Feb. 28 by Liza Richardson, a third-year Arts student at UBC.

Miss Richardson, 19, won the women's downhill race. She was the last skier down the course and snatched the victory from Miss Caroline Rebattu of France, the apparent winner and favorite to take the medal.

Miss Richardson was timed at 2:01.84 over the 1.69-mile course, which has a vertical drop of 2,210 feet. Miss Rebattu was timed at 2:01.87.

in person or write to the UBC Traffic Office on Wesbrook Crescent. A fee of \$1 will be charged to each student to whom preferred parking is allotted. Students applying in writing should enclose the \$1 fee, which will be refunded if space is not allotted to them.

This is Women's Week on the UBC campus.

Among the events remaining in the March 6-10 week are an address by Quebec labor organizer Miss Madeleine Parent in the Student Union Building ballroom at 12:30 p.m. today (March 8); a two-hour concert of poetry readings, dance and song in the SUB ballroom tomorrow (March 9) and a discussion of female sexuality at 12:30 p.m. in the SUB ballroom on Friday (March 10).

The UBC Dean of Women's Office will sponsor Spectrum '72 on March 16 to enable students to discuss course choices and future academic possibilities.

The annual event, formerly called Quo Vadis?, will take place from 12 noon to 2:30 p.m. in the ballroom of the Student Union Building.

All UBC Faculties and Schools will have advisors available for consultation. Representatives of UBC's counselling services, Housing Administration, International House and Health Service will also be on hand.

March 31 has been set as the final date for nominations for the \$1,500 Sherwood Lett Memorial Scholarship for 1972-73.

The annual award is made to a UBC undergraduate who reflects the late Mr. Lett's personal qualities — "high scholastic and literary attainments, physical vigor, moral force of character and ability to serve work with and lead others."

Chief Justice Sherwood Lett, after whom the award is named, was the first president of UBC's Alma Mater Society in 1915 and was awarded the Rhodes Scholarship in 1919. He was a member of the UBC Board of Governors and Senate and Chancellor of the University from 1951 to 1957. Mr. Lett was Chief Justice of B.C. at the time of his death in 1964.

Candidates for the scholarship are selected from students nominated by the Students' Council, the executive of the Graduate Students' Association, the executive of the official undergraduate society of a Faculty or School, or by a Faculty through its dean or a School through its director.

Candidates must be undergraduates who have attended UBC for two winter sessions, rank academically in the top quarter of students in their Faculty or School and give assurances that they will enrol in the next UBC winter session.

Full details of the award and method of nomination are available from the Scholarship and Bursary Office, Room 207, Buchanan Building.

Prof. V.J. Krajina, of UBC's Botany department, will give an H.R. MacMillan Lecture on Ecosystem Perspectives in Forestry on March 15.

The lecture will take place in Room 116 of the MacMillan Building at 12:30 p.m. Prof. Krajina, the first UBC faculty member invited to give a MacMillan Lecture, has been at UBC since 1949 and has been instrumental in the establishment of ecological reserves in the province.

The B.C. Association of Teachers of Modern Language plans to honor Prof. Sadie Boyles, a UBC graduate and long-time member of the UBC faculty, at a Faculty Club dinner on April 22. Tickets, at \$8 single and \$15 per couple, are available by writing to the Secretary of the Secondary Division of the UBC Faculty of Education. Cheques should be payable to "S.M. Boyles Reception."

UBC Vol. 18, No. 6 — March 8, 1972. Published by the University of British Columbia and distributed free. UBC **REPORTS** Reports appears on Wednesdays during the University's winter session. J.A. Banham, Editor. Louise Hoskin, Production Supervisor. Letters to the Editor should be sent to Information Services, Main Mall North Administration Building, UBC, Vancouver 8, B.C.