Hiring controversy goes to board

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

The issue which was discussed at the April 29 meeting of the Faculty Association worried about what happened to the hiring of Dr. David Jeffrey, chairman of the English Department, that the association's discussion appeared to be "a kind of kangaroo court procedure."

At the heart of the matter is the question of advertising for the two positions.

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

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

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

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

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

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

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

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

He said the memo "raises more questions."

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

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

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

Capital projects frozen

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

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

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

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

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

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

(continued on page 2)

Budget creates headaches

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

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

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

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

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

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

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

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

The university must also increase its budget by five per cent for annualization of salaries and maintenance of new buildings.

Another increase of three per cent was hoped for to pay for the cost of new and emergent programs in Law, Social Welfare, Nursing and Public Administration.

He said an anticipated student enrolment increase of eight to nine per cent should be balanced by additional faculty and supplies.

This would account for an increase of six per cent from last year's budget.

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

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

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

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

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

McGill Photo

Transforming a bleak and desolate landscape into a garden and forest setting takes years but sometimes the effort pays off, as in the MacLaurin Building courtyard where Kathy Grover (FA-2) takes time out to snuff the flowers. There's at least one person, however, who feels the campus lacks aesthetic cohesioness. See page 4.

(continued on page 2)
The “supreme challenge” for higher education in Canada in the next decade may be survival, Dr. Ronald L. Watts, principal and vice-chancellor of Queen’s University, told a recent meeting of the Victoria branch of the Men’s Canadian Club.

Watts said that in the past four difficult years universities have been setting an example within a strained public economy by serving increasing numbers of students while receiving government grants which failed to match inflation and by having price controls on student services. He observed that students pay fees which are allowed to increase.

“If the difficulties of the first half of the decade have been somewhat lessened up to the balance of the 1970s and 1980s adds little cheer,” he said. “This ‘roller coaster pattern of enrolment’ will be a source of considerable stress and worry because of their implications for staffing and planning for facilities.

With no early end in sight for austerity, he said, universities will be unable to avoid hard decisions on such questions about the relative priorities between widening student accessibility and maintaining quality, between teaching and research, and between courses oriented to job training or salable skills and those aiming at a general education.

Watts suggested that universities are clearly in danger of losing their autonomy because of their now heavy dependence on vast public sums. In the past 20 years universities have been transformed from private ivory towers to public utilities.”

But, he advised, universities must not lose sight of their fundamental goal, which is learning and discovery in an atmosphere of free enquiry, if they are going to overcome these problems.

“Like the fanatic who having lost sight of his goal redoubles his efforts, our watchwords have been ‘accessibility’, ‘flexibility’, ‘financial viability’, ‘accountability’ and ‘coordination’ with insufficient conscious thought about what it is that these are means to,” he said.

Watts stressed that to reduce their dependence on governments, universities must “retain the capacity and accept the opportunity of bettering graduates, parents, communities and students by charging private support. If we do not have the courage and energy to raise money for ourselves, we do not deserve any significant degree of independence, and we certainly will not have it.”

[Continued from page 1]

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

Election of Chairman and Vice-Chairman

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

New Appointments – Faculty


Robert H. Fowler, B.A., M.A. (Queen’s), Ph.D. (Dalhousie), Victoria, B.C., appointed assistant professor, Department of Philosophy, Faculty of Education, effective Jan. 1, 1977 to June 30, 1979.


Special Appointments

Franklin E. Churcher, A.R.C.T., L.R.C.T. (Royal Conservatory of Music), B.Mus. (Toronto), M.A., Ed.D. (Colobus), Professor, Faculty of Education, appointed chairman, Division of Fine Arts and Music, Faculty of Education, effective July 1, 1976 to June 30, 1979, appointed jointly in the Faculty of Education and the Department of Music, Faculty of Fine Arts, effective July 1, 1976.

Caroline Monahan, B.A., M.A., (British Columbia), Ph.D. (London), Assistant Professor, Department of English and English Studies, effective July 1, 1976 to June 30, 1977.

New Appointments – Administrative and Academic Professional

David Glen, B.A. (Mount Allison), Vancouver, B.C., appointed director of Admission Services, effective June 1, 1976.

Appointments with Tenure, effective July 1, 1976

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

Owen W. Bell, assistant professor, Faculty of Education.

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

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

Orville S. Elliot, assistant professor, Department of Anthropology.

Robert Deshman, assistant professor, Department of German.

R. Alan Hedley, assistant professor, Department of Mathematics.

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

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

John H. Huse, assistant professor, Department of Slavonic and Oriental Studies.

Alan Hughes, associate professor, Department of Theatre.

Bruce R. Johnson, assistant professor, Department of History in Art.

Arthur Kratzmann, professor, Department of English and English Studies.

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

Caroline Monahan, assistant professor, Department of Hispanic & Italian Studies.

D. Dale Olesky, assistant professor, Department of Mathematics.

Irene Pierer, assistant professor, Department of Psychology.

Lorrie Rosewood, assistant professor, Department of Psychology.

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

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

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

Resignations

The following resignations were received with regret:

Arne P. Baarz, assistant professor, Department of Mathematics, effective June 1, 1976.

The Senate reports the following proceedings from the 138th meeting held on April 7, 1976.

Admission Requirements, September 1977

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

New Courses

The Senate approved one new Sociology course in the Faculty of Arts and Science, six new History in Arts courses in the Faculty of Graduate Studies, and a series of new courses for second and third year in the Faculty of Law, all to take effect in September 1976, subject to ratification by the president's committee on administrative procedures.

Pensions

The Senate decided a number of motions presented by individual members of the Senate, concerning the acceptance of resignations against smoking during meetings of the Senate; submission to Senate of all outside academic evaluations; and at the various granting councils at the federal level to keep government intervention at a minimum while guarding the public interest.

Howard Petch hosted the reception to mark past ties between Uvic and Vic High on the occasion of the school’s 100th anniversary celebrations.
S. Joseph Culliffe, a consulting engineer, has been re-elected to a one-year term as chairman of the UVic Board of Governors. The election, held at the April meeting of the BOG, was by proxy vote due to the absence of the chairman, Paul DeBek (A&S-3). Culliffe was first appointed to the board in 1971 by the provincial government. He was re-elected to the board in 1975 by the former NDP government.

Teknosis is provided by Prof. Robin Skelton, editor of The Malahat Review, and the foreword has a piece entitled "The Paintings of Camilo "

Dr. Nora Haimberger (Germanic) left this week to present a paper at the Berlin Museum in connection with an E.T.A. Hoffman bicentenary exhibition. Her topic will concern the instruments and the quality of their sounds as used by Hoffman in his literary work. Haimberger will also attend a celebration arranged by the E.T.A. Hoffmann Society in Bamberg, where Hoffman was musical director from 1808 to 1812.

Dr. Nona Macey (English) is leaving after eight years on campus. She will be replaced by Prof. Peter Ormsby, who is leaving after seven years as head of the English Department. Ms. Macey has been so great that many of the seminar papers will be given by scholars who would normally expect to speak in plenary sessions. Other UVic members of the committee are Prof. Tom Coster (English), Dr. John Money (History, Dr. Michael Hadley (German), and Dr. Pat Koster (English).

The Alma Mater Society has banned the UVic Rugby Club from using the Student Union Building until Sept. 30, following the club's annual party last month. SUV manager David Code said the action was initiated by the AMU council after the party "turned into a bit of an animal act." Code said some members of the club to begin to throw meatballs around which stained curtains and furniture, and someone poured beer into a duplicating machine, knocking it out of service. There was also an incident involving a junior and members of the club. Code said the action was taken because the club was not following the discipline of the members. However, he said, club president Mark Feltner (Edu) agreed with the censure as a way of posting a message across to the younger members of the club. "The majority of the members were concerned about the incident," Code said. "The ban does not apply to individuals, but only to club activities.

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By Gloria McCleave

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

"I'm a fanatic over bees," said Moody, 37, who is head service worker at student residences.

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

His enthusiasm for bees knows no bounds, and it is not in the least pricked by getting stung often. "If you love doing something, you feel the bees have every right to sting you. If I was to bang on your house, you'd be mad, too."

But why bees? What is it that makes them so fascinating?

"I just like them," replies Moody. "There's something about those little insects that draws me to them. I just can't help it."

He said he tried to kick bees once. He got rid of all his hives, but he hung onto one super (a removable upper story of a beehive).

One day he came upon a cougar sunning itself near the hives. Now Moody makes lots of noise when approaching his hives so he will scare away any cougars.

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

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

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

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

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

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

One year Moody acquired a dark honey, from oak trees, so thick one of his commercial customers sold it for pancake syrup. He was never able to duplicate this particular type of honey again because he found out weather conditions were never favorable because the tree must never get below 60 degrees at night. Salal berries make a dark honey and are depended upon to feed the bees during the winter so they can produce the following spring.

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

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

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

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

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

Bumble bees are a breed apart, strictly loners who build their own nests. They were here on this continent before the honey bee and are pollinators. Moody said they are stronger than the honey bee but that they cannot produce as much honey as it is cold, but no one has ever been able to do anything with them. "A bumble bee cannot resist raiding a honey beehive. She will jump into their hive and flick them off, but eventually they will sting her to death."

Wasp or yellow jackets are often mistaken for honey bees. "You can usually shake a honey bee off a flower and she will go away, but a yellow jacket will come after you."

Moody looks upon yellow jackets as friends because they are scavengers and clean the hives of dead bees when the others are too busy to haul the carcasses away.

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

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

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

Moody’s ultimate goal is to have an educational honey house with an elaborate display lobby where the public and groups of school children can come and actually see how bees are hatched. There will be pictures of bees in various stages and a hive in operation under glass, with the entire honey extracting operation behind a large picture window, Moody is already collecting antique smokers and out-of-date hives for this project.

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

Moody and his son, David, who is equally avid and almost as knowledgeable as his father about bees, show a nervous photographer clusters of bees from hives they tend in a Saanich field. The photographer, by the way, got stung on top of the head by one irate bee who didn’t cotton to strangers.

The Ring – Page 4, May 12, 1976
In the beginning, some 15 years ago, the site of UBC's forefather UVic was “a piece of ground, half forest and bush and half flat, open country, completely barren and uninteresting,” recalls Ted Apps, director of Buildings and Grounds.

Then, for the next six or seven years, it was construction site, and “a look of one,” said Apps, who was here almost from the beginning.

So it was about 1970 that Buildings and Grounds earnestly began the long-range strategy of transforming a scarred and humdrum campus into a thing of varied beauty.

Now, Apps said, the progress is starting to become visible, and it will be another two years before it all starts to come together.

Although there was “certainly no conscious effort to have unity in the architecture, there was an effort to have landscaping as a unifying element.”

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

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

What was envisioned at the start, taking into account the flat northern half and the forested southern half, was a landscape that would be casual and open making good use of the flat northern half and the landscaping and gardening.”

as a unifying element.”

made about the campus was that it would become visible, and it will be another two years before it takes finishing shape, but he welcomes people to view what progress has been made on the two sites of the gardens, inside and outside Ring Road.

There has been criticism of the so-called mounding (which Apps and Murfitt prefer to call contouring) that has been carried out to screen the Elliott and McPherson parking lots.

“We've been building mounds since the beginning, especially on the eastern side of the campus, which was flat and uninteresting,” said Apps.

“it's like taking a flat tabletop and creating depth and a feeling of anticipation of what's behind them,” said Murfitt. “the idea is that as you move across campus you go through one defined area after another, rather than across a flat prairie or a continual forest.”

For the first time all the various leadership groups in B.C.'s education field will be represented on one organization for “a concerted attack” on common problems.

The new organization, called the British Columbia Council for Leadership in Education (BCCLE), represents about 8,000 persons involved in administration or supervision.

Dr. Arthur Kratzmann (Education), one of two UVic charter members on BCCLE's board of directors, said 350 representatives attended the inaugural meeting earlier this year.

But, he said, what gives the organization even more clout, is that it is being funded to the tune of $265,965 over a four-year period by the Kellogg Foundation, a philanthropic agency set up by the cereal makers to finance worthwhile educational leadership programs.

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

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

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

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

From that beginning, “cohesive, strong

Education leaders band together

With their various vested interests held conferences separate from each other and had never co-ordinated any action of mutual interest.

To start with, the BCCLE will be a clearinghouse for data on all educational problems and issues, accessible to its members to examine and discuss.

“More importantly it will run regional and provincial workshops on a week-long basis where all these groups can get together and talk to each other.”

B.C. or the lead of Ontario, which is the only other province to have a similar organization.

Daniels slugs 'campus planners'

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

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

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

And so when the stones finally arrive and are placed atop the mounds under the direction of the landscape architects we shall see red double-decker buses of tourists from points south who have come across the channel to see a little bit of England and are being driven past UVic's dendritic ruins on the pilgrimage to Anne Hathaway's Cottage."
When Dr. David Jeffrey returned to UVic in 1973 to become chairman of the English Department he was quoted as saying that he sensed "the time has come to put our shoulders together to achieve the potential that is really here — to be among the faculty of the first rank in Canada — and I hope the English Department will be in the forefront of this."

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

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

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

One controversy concerns advertising procedures followed in the hiring of two faculty members in his department, which concern me. "I don't reject resistance to these ideas, in principle, but when it comes to items that are legitimate. What I'm saying is my commitment to them and to their realisation is more important than this job is to me.

Jeffrey said the prime reason he's stepping out of his job is because of the futurity of "contemporary running contests with my colleagues to the benefit of no one." He said the role of a university administrator has changed since the turbulent Sixties when the administrators were considered nine degrees to the right of Attila the Hun. "If you look at this department and many Canadian universities you find that administration has swung to people who are younger than I am and who find it difficult to make changes because there is inherent resistance within the faculty.

"The faculty now tend to be the most conservative group in the sense that they represent themselves as largely seeking to hold to the status quo, to avoid dramatic change."

Jeffrey said administrators now have little practical power and that "their best energies are occupied with an inordinate amount of trivial on the one hand and an excessive preoccupation with adversarial politics on the other.

He said the most powerful persons on campus are not administrators but "the individual members of faculty who choose to be vocal on issues."

The explanation, is another reason for his resignation, the belief that he can be more effective as a "free" member of the university than as an administrator.

"Contest with no profit is not good either for my colleagues or myself and it prevents me from having the opportunity to address as effectively as possible, the issues that concern me."

Jeffrey said his prime commitments are to such things as "literacy, teacher training, student participation in the evaluation of teaching, the fostering and recognition of academic excellence and achievement and the proposed faculty hiring policy."

He said he can be more effective on these issues by becoming more involved on the practical level, "for example in literacy training, where there is much more active advocacy of academic issues in committees, groups and agencies which are dedicated to bring about changes in these areas."

Jeffrey said he realized that everyone had their blind side and he was no exception. "As a politician I'd make a pretty good farmer," he said. "I've been impatient on some of these issues and I think of some of my colleagues have found my impatience a source of difficulty to them.

"It's true that I would like changes to be happening more rapidly than they are happening. There is some resistance to the fundamental changes in the Canadian university."

Jeffrey said the foremost of these changes is a greater responsiveness to the culture of the university is a part and to the culture of the students who the university teaches."

With that statement Jeffrey turned to another factor in his decision to resign as chairman, the opposition to his public stand on a hiring policy which favors Canadian applicants for faculty positions. "I think we're living in a Pollyana world where a nice place to be. As a Canadian I've experienced the real power bases in the university."

"I vigorously reject any notion of removing tenure on the grounds of citizenship."

Jeffrey said too many members of the faculty regard UVic as "no place" or the "University of Majorca" with no responsibility or commitment to the unique Canadian culture. He said for a lot of people "the university is a nice place to be. For me it's not just a nice place to be. As a Canadian I've discovered it's all we've got and if we really want to achieve the best that we can in this country academically then we've got to make the absolute maximum out of these opportunities."

Jeffrey said unless the university finds a way of governing itself which will demonstrate its vigorous commitment to the Canadian culture, "there will be irresistible pressures from government agencies which fund the university for controls which will erode some responsibility."

"I don't reject resistance to these ideas, in principle, but when it comes to items that are legitimate. What I'm saying is my commitment to them and to their realisation is more important than this job is to me."

He said any allegation that he was talking about taking tenure away from non-Canadians or that people who weren't born here are somehow second-class citizens is nonsense.

"Like a lot of other people I believe the purpose of tenure is not being served by present practices. But that applies to everyone, Canadians and non-Canadians alike."

"The real guts of the university are the appointments committees at the departmental level and they have held to the opinion that we avoid legal restrictions to have these."

Jeffrey said he realizes some of the things he said challenge the complacency of his colleagues but he explains, "I don't apologize for that. I think some of them have been far too complacent."

Prompted by the Ontario government, all the presidents of that province's universities have adopted a policy designed to increase the percentage of Canadian professors.

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

He said they had done this by establishing the following procedures to govern appointments:

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

(These procedures are similar to the hiring policy being proposed at UVic, except they do not go as far as to spell out that preference be given to Canadian applicants, except in cases where a non-Canadian "would mean and outstanding or extraordinary benefit to the University.")

However, the eventual intent of the Ontario government is to see foreign appointments are kept to a minimum by existing or vacant professors."

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

Parrott had pressed the university presidents into action after monitoring the citizenship of new and existing faculty members through data provided by the universities to Statistics Canada.

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

For the second time within a year the Indian Education Resources Centre in "Q" Hut has closed down operations.

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

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

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

"I think it's safe to be optimistic about the estimates being approved, but we can't legally allocate the money for the centre until the budget is approved by the legislature," said Walsh.

"This is only one of many programs that are tied up at the present time."

Walsh said funds for the centre are part of overall funds for programs for native Indians. "Funding for the centre will depend also on the pressures put on the overall funds," he said.

"But to the degree we can, we will support the centre. We've heard nothing but good about the centre on the Indian community."

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

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

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

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

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

The centre also provides counselling in the area of education.

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

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

Native students seek funds

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

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

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

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

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

Robert Matthews (AB'S-3), one of the organizers of the first campaign, said there are about 45 native Indians on campus.

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

"We'd like to provide full-time resource people for the summer session."

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

"Word got back pretty quickly about our office being the focal point on campus for new students," he said. "People drop in to chat, get information or use our books and newspapers."

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

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

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

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

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

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

He pointed to statistics from the Department of Indian Affairs that show only one native Indian graduated from a university in Canada in 1973. Matthews said the province benefits by having good resource people for the auditorium with the possibility of it being completed in the future.

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"If there is no attempt to put up at least the shell then it's likely we wouldn't be able to go ahead with the auditorium," he said.

The uses are suspended for six months. Deletions of $1.66 million have been made, including $1.3 million for the interior of the auditorium.

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

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Students in prisons receive awards

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

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

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

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

Officiating at the B.C. Penitentiary event was Stephen Duguid (History), the resident instructor while R. Clark Cook (English) handled the ceremony at Matsqui. Valedictorian chosen by the prisoners at Matsqui was William Payea.

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

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

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

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

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

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

Faculty elects exec

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

He takes over from David Henn (Hispanic and Italian Studies) who will remain on the executive as past president during the summer. As Henn is on leave next year, T. R. Warburton (Sociology) will take the position of past president beginning in September.

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

Wills and Empey: expanding into barber shop

Woman takes over campus bank

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

"It's not that she's moonlighting as a tornologist," she said, "just that the bank has taken over the space in the campus centre previously occupied by the barber shop."

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

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

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

Wills and assistant manager Frank Empey, who joined the campus branch April 1, head up a staff of 22.

Bank officials have not made an official decision on what part of the busy operation will move to the barber shop which adjoins the bank's basement.

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

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

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

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

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

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

Last night the provincial government sponsored a formal dinner for the participants at the Empress Hotel at which Bristol Foster, provincial co-ordinator of Ecological Reserves was guest speaker.

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

She said the atmosphere at the UVic campus is being funded by the National Research Council, UVic, the University of Alberta and The Leon and Thea Edlestein Foundation; Howard M. Lenhoff, University of California, Irvine; Pierre Tardent, Universitat Zurich; Masao Yoshida, Tamano Marine Laboratory, Okayama, Japan; L.M. Passano, University of Wisconsin, Madison; Lawrence Slobodkin, State University of New York; Joseph Connell, University of California, Santa Barbara; M.R. Reeve, University of Miami; Charles Cutsress, University of Puerto Rico; Elaine Robson, University of Reading; Leonard Muscatine, University of California, Los Angeles; Dietrich Schlichter, Cologne University; and Cadet Hart, University of California, Berkeley.

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

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

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

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

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

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

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

The symposium is being funded by the National Research Council, UVic, the Univer-