

Administration denies attempt at Centre shut-down

by Don Campbell

Concern expressed over the job security of four Dalhousie Faculty Association (DFA) members has brought to light the spectre of a shut-down of Dalhousie's Centre for Counselling and Psychological Services.

In a joint letter to the Dalhousie Gazette signed by DFA President Om Kamra, Peter Rans, President of the Dalhousie Student Union, and David Jolliffe, Dalhousie Association of Graduate Students' President, concern was expressed that one proposal in the ongoing DFA-Board of Governors contract negotiations would endanger the ongoing operation of the Centre. The letter claimed that, "The Board's negotiators offered the DFA a quick salary settlement if, among other things, the DFA would grant the Board the right to lay off the professional counsellors without explanation, without consultation, without review."

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Judy Hayashi, head of the Counselling and Psychological Services.

Memorial University censured by teachers' association

(reprinted from *The Muse*)
by Ian Carter

The President and Board of Regents of Memorial University are presently under censure by the Canadian Association of University Teachers (CAUT).

This arose because of an incident which took place at the University in 1978. Marlene Webber, a Social Work professor, did not get her contract renewed by the University. The reason given by the administration was because of her professed Marxist-Leninist leanings and the alleged misuse of her classroom.

When this came to the attention of CAUT, a CAUT committee of inquiry was set up to look into the University's handling of the case. The committee found that then University President Moses Morgan and the Board of Regents had committed a serious breach of academic freedom in basing the non-renewal of Webber's contract on the basis of her political activities without producing "admissible and cogent evidence" that these activi-

ties constituted professional wrong-doing.

The committee also found in its subsequent investigation of the case that Professor Webber had, in fact, alerted her students to her political perspective in the classroom.

All CAUT and local faculty association attempts to negotiate a settlement for Professor Webber, including an offer to arbitrate the differences, have failed to resolve the case.

In its motion to censure Memorial, CAUT charged that:

- the President and Board of Regents denied Professor Webber's reappointment on the grounds of her professed political beliefs and activities on and off campus, and thus deprived her of her academic and political freedom;

- the allegations of serious professional wrongdoing made against Professor Webber were not substantiated with admissible and cogent evidence;

- the procedures now in effect at

Memorial did not in this case provide adequate safeguards for the protection of academic freedom;

- the President and Board of Regents refused to provide binding arbitration to resolve the conflict.

When CAUT censures an administration it goes through three steps.

Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university.

Under the second stage of censure faculty members are again advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty associations and other publications.

Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.

The Board of Governors denies wanting to terminate the Dalhousie Centre and has offered "job security to the counsellors more generous than psychologists would normally receive," says Administration negotiator David Cameron.

"We do not want to end the program...No one doubts they provide an important service," said Cameron.

The program, begun in July 1966, offers group and personal psychological counselling, academic effectiveness training, career information, and preventive counselling. The centre has reported more demand for its services this year than in any other in the past.

Located on the fourth floor of the SUB, the Centre comes in contact with approximately one quarter of the student population each year.

Cameron said the board has offered one year's lay-off notice and one year's severance pay to the counsellors if and when the board decides to cut back any position.

Neither student union president Peter Rans or Dalhousie Association of Graduate Students' president David Jolliffe spoke with him before they sent the letter to the Gazette, said Cameron.

DFA negotiator Patrick Kerans describes the offer as not good enough and said it applies only to those who have appointment without term. This occurs when an individual hired at Dal serves two three-year probation contracts and passes a job rating in the fifth year of employment. He finishes the last year of the second contract, then has appointment without term.

"The generous offer wouldn't protect the service," said Kerans. "Generous lay-off provisions are not the same as protection against lay-off."

"None of the counsellors, at present, have appointment without term," said Kerans.

The counsellors and staff of the service joined the DFA after the province's labour relations board accepted a joint application by the counsellors and the DFA on July 1, 1982.

"We had been looking for about a year to join a collective group," said Vic Day, Ph.D., a counsellor at the centre. "We didn't feel we belonged with any other group."

"By joining the DFA we didn't intend to be controversial," he said. Day added that they joined the DFA, "with the naive belief that we would not be a contentious issue, but it hasn't worked out that way."

Cameron said it was natural for management to discuss provisions for the terminating of positions when negotiating a contract and that in doing so the "rights of the individual are clearly laid out".

"The board does not want to give the counsellors the same job security as the tenured academic staff in the DFA," said Cameron. He and the board do not consider the program to be academic.

This "academic" definition has caused friction between the DFA and the Board of Governors in the contract talks.

The DFA does not like the "black and white, academic and non-academic distinctions" between the faculty and the counsellors, says Dr. Kerans.

Kerans said the DFA wants "the same procedure for the laying off of counsellors as what now exists for the librarians".

"The DFA believes the counsellors are similar to the librarians in their relation to the association and should be treated comparably," said Kerans.

Tom Flemming, a DFA member who helped in negotiating the contract which includes librarians, says librarians are basically treated as all DFA members are in regard to layoffs. According to Flemming, librarians (or any DFA member) cannot be laid off, "Until the University has provided information which proves beyond a doubt that the University is in grave financial trouble".

Cameron feels the Board should be able to cut the Centre, if it came down to a choice between the Centre and cutting an academic program. He believes that having the board retain exclusive rights to examine student service programs without having to go through elaborate procedure will guarantee no academic programs are cut before a service program.

"Sports, counselling, and cultural activities should all be examined before academic programs," explained Cameron. He said that, theoretically, if complicated procedures are set up then it is possible an academic program could be cut before a service.

"Academic programs are initiated by the Senate and can only be terminated by the Senate," said Cameron. "The counselling and psychological center was established originally by the board...and it should have the right to terminate it when it feels necessary."

DFA negotiator Kerans doesn't feel that ultimate authority should rest with the Board.

"If there is a cut-back for non-financial reasons the board should have to consult some body...such as the Senate," said Kerans.

Kerans said the centre is "part and parcel to university life" and that the DFA is as concerned "with the protecting of the service as with the protection of its members".

When asked about many students not knowing about the service, counsellor Day said, "It's possible that we don't blow our own horn enough...we don't get credit for all the functions we provide."

