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the 60s, 70s and early 80s Dal acquired properties to house a growing enrolment and faculty, when it really didn't have the money. We developed a capital debt that stands at \$25 million."

An additional \$8.5 million of operating debt means that Dal pays a total of \$3.7 million in annual interest, out of the operating budget.

Although Dal's budget deficit has been relatively low (about \$150,000) the last few years, this has been achieved only through across-the-board cuts, totalling 18.4% over the last five years. The cutbacks are increasingly human ones. According to Mason, it is only since the 1987 collective agreement that the administration has been able to 'not replace someone'.

"80 per cent of the budget goes to salaries and benefits. The other 20 per cent is used for the library, lab materials, etc. We can't cut them anymore, so we cut the number of people." The proposed 1988/89 budget calls for a 3.6 per cent base budget reduction, to be achieved through "the non-replacement of 24 faculty vacancies, continued reductions in support staff" and other cutbacks. Dal's predicament is hardly unique.

Cash-strapped Western governments are demanding that universities be more 'accountable' for the public funds they receive.

Last year in Britain, the Thatcher government abolished academic tenure. As a result, professors in the UK can now be dismissed on grounds of redundancy or financial exigency — they aren't needed or they're too expensive.

In North America, administrators have hired increasing numbers of part-time professors, who cost less and provide institutions with greater

'flexibility' to grapple with fluctuating enrollments and reduced funding.

'Rationalization' has been added to the underfunding phrasebook, a buzzword meaning that universities should content themselves with doing a few things well. Nova Scotia premier John Buchanan recently suggested going one step further: phasing out some universities altogether.

Administrators are feeling the heat. "We disburse about \$100 million a year of taxpayers' money," says Howard Clark, Dalhousie's president. "We have a major obligation to show that we are spending their money as efficiently as possible."

Let's put the future in perspective. The cutbacks of the past fifteen years have seriously jeopardized the ability of universities to maintain the current standard of education. Virtually every aspect of the university has suffered.

★ Program expansion at most univer-

research.

Last year at Dal, budget cuts resulted in fewer staff and reduced hours of operation. The hours were restored only after student protests and meetings between Dalhousie Student Union president Juanita Montalvo and library and administration officials.

★ Fewer people are expected to maintain more facilities and to clean up after more people. A lot of maintenance work is delayed until it can no longer be put off.

Dennis Stairs, Dal's Vice-President (Academic), says that in some cases, distinguished professors work in offices that no one in business or industry would tolerate.

"It gets to the point," he says, "that you want to say 'I'm not asking for fancy carpets, I want a light bulb, so I can see.'" Dalhousie now has two people changing bulbs. It used to have six.

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sities was halted in the early 70s. The last major program to be introduced at Dalhousie was the Foundation Year Program of King's College (1972)

★ Cuts have affected both collections and service. The Nova Scotia Confederation of University Faculty Associations (NSCUFA) is concerned that the holdings of the province's libraries are not sufficient to support teaching and

★ Studies in Canada and the United States have found that faculty morale and motivation are essential for quality education. Not much has occurred to cheer the hearts of University faculty.

In Nova Scotia, faculty appointments have not kept pace with enrolment increases.

At Dalhousie, faculty numbers have been reduced every year since the 1987

collective agreement. As a result, class sizes have increased, though they are still low compared to other universities in the province. Faculty are faced with greater workloads, which have been exacerbated by cuts in secretarial staff.

Joseph Jabbara, VP (Academic) at Saint Mary's University, says that there is tremendous pressure on professors.

"The professors are working as hard as they can, to cope with the problem, to ensure that the students are getting the best quality possible." He adds, "we should make the government and the public aware that the best investment is an investment in education."

The salaries of Dalhousie's faculty have not kept pace with inflation, a fact which led to the three week strike that immobilized the campus last November. Although members of the Dalhousie Faculty Association (DFA) achieved female-male pay equity and other demands, they failed to get a cost-of-living adjustment included in the agreement. DFA president David Williams, feels the strike was successful, but cautions that the issue of salaries has not been solved.

Tenure is another important aspect of faculty morale. It is traditionally considered essential to academic freedom, as it prevents professors from being dismissed simply because their work has gone out of style. Professors hoping to get tenure must, as the saying goes, 'publish or perish'.

But David Williams says the criteria for tenure have changed.

"Now tenure is granted, to a larger extent, solely on the things you can count. The publication of a book used to represent a substantial piece of scholarship that was well respected. Now tenure is granted in relation to publication in a 'refereed' journal. Not just any journal, only publica-

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