

Expensive good-bye gift boils faculty blood

by C. Ricketts

The appointment of retired Dalhousie psychology professor Henry James as head of Mount Allison's psychology department has faculty at both institutions questioning their administrations' ability to act in good faith.

The majority of Mount Allison's psychology department strongly opposed James' appointment, said a faculty source who asked to remain anonymous. The source said six other candidates were interviewed, and it did not make sense to hire someone "who hadn't been that active and had to commute from Tatamagouche to Fredericton."

The Dalhousie Faculty Association plans to grieve the procedure used in negotiating James' early retirement, said DFA president Om Kamra. Rumours of future employment were not verified, financial and academic interests were not considered and a

precedent was set combining a severance allowance with an early retirement provision.

The Mount Allison source sums the situation up nicely. "It's really scandalous when Dalhousie has invoked financial constraint to pay somebody to leave when he's got another job."

James' appointment was contingent on his early retirement from the Dalhousie psychology department which became effective January 3. He had been with the department since 1962.

According to a Mount Allison source, James was listed as a candidate for psychology department head on November 1 last year, and interviewed on November 10. The Argosy Weekly, Mount A's student newspaper, states that James first became interested in the position last February while acting as a consultant for a search committee

to fill the position. "I told them (Mount Allison) I might possibly be interested if they could not find someone to fill the position," James said recently.

Informal negotiations for early retirement began this fall. By November 4, a letter was sent from the board to James outlining terms already agreed upon. James sent a letter of acceptance, received by the Board on December 28, 1982.

The DFA's Collective Agreement early retirement clause states "the Board may enter into an agreement with a member with tenure ... who wishes to terminate his or her employment with Dalhousie, who does not have alternative employment at hand, and whose termination is consistent with the academic needs of the program and the financial interests of the university."

The board reserves the right to refuse application for contract



Professor Henry James

termination according to the provisions.

Both DFA president Om Kamra and acting DFA representative Chris Axworthy first heard of James' pending appointment in

December at a conference in Fredericton. "People in Fredericton told us Henry James would be there next term," said Axworthy.

Before an informal meeting of James, university director of Policy and Planning David Cameron, Kamra and Axworthy, Axworthy said "I told Cameron it would be a good idea if he would specifically ask James if he had another job."

When Cameron posed the question to James, he replied that he did not yet have a job. "I told them I wanted to be a master cabinet-maker, or something to that effect," said James.

When asked why he did not phone Mount Allison to verify the rumour, Cameron said if the board started to spy on people, the early retirement program should be scrapped.

"In every case we reserve the right not to proceed with negotiations. If dealings are not candid, there is no point to the program," he said.

It is in the board's long term interests to "buy out" contracts with a severance allowance instead of continuing to pay a salary for years to come. "For a younger person, it represents a much larger saving for the university," said Cameron.

A faculty member who terminates his or her contract before it is complete is, pending negotiation and years of service, entitled to a severance allowance worth up to two years' regular salary, an early retirement pension subject to the Dalhousie University Pension Scheme and some form of access accumulated pension benefits.

The Collective Agreement clause states further informal negotiations to this effect may proceed between the faculty member and the board without prejudice to either party, but once an agreement has been reached, formal negotiations must be finalized by the DFA. There were no formal negotiations.

"Our problem is with the administration," said Kamra. "They knew the Collective agreement calls for our members to negotiate a formal agreement with the board."

Not only is the DFA upset over the circumvention of procedure, they are concerned that academic and financial interests have not been adequately answered. Head of Dalhousie's psychology department Dr. Robert Rodger said his department will lose two more professors in addition to Dr. James by July 1. "It's going to be chaotic. Hundreds of students are going to be looking for classes next fall," he said.

Both Rodgers and Axworthy say the amount of severance allowance received by Dr. James is nearly sufficient to pay three assistant professors for one year. Rodgers is particularly concerned with the drop in faculty members. He said "Over thirty members in the faculty of Arts and Science will be leaving this year. We're seeking replacements for about half of them."

As of last year four, possible five, such arrangements had been completed, he said.

Vandalism spree costs Dal thousands

by Samantha Brennan

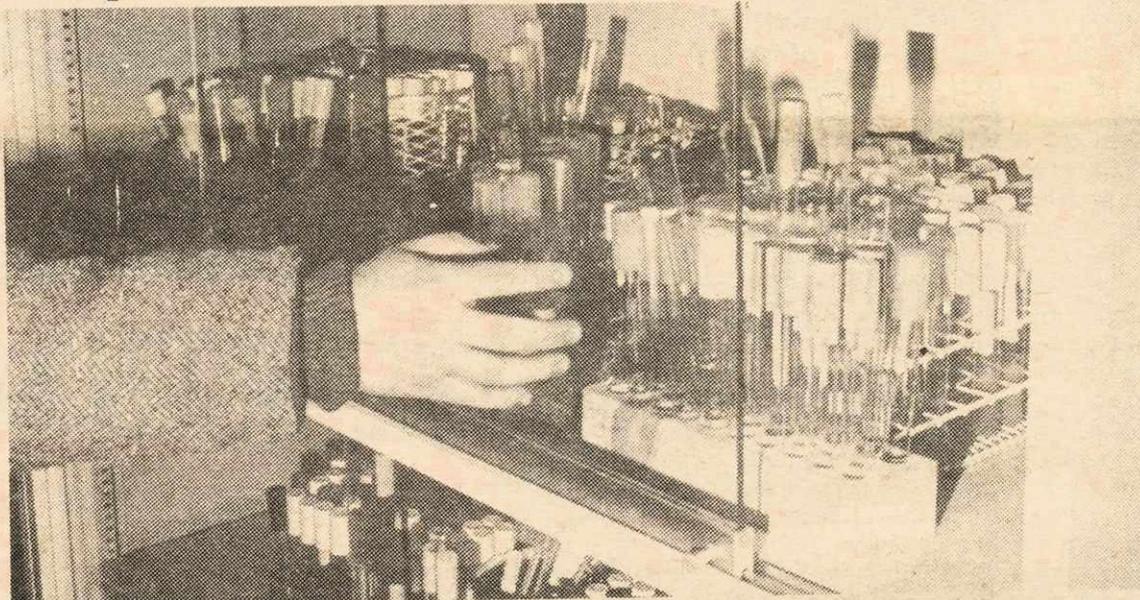
For the second time this year, Dalhousie's Life Sciences Centre (LSC) has been the site of major vandalism, this recent incident involving over six thousand dollars in damage.

Sometime after a party organized by the French and Greek student societies last Saturday night, vandals went on a rampage inside the building.

Over one thousand test tubes in the biology wing of the LSC were smashed, destroying the work of students in that department. Fire extinguishers were discharged and an attempt made to break into an office in the psychology department.

Head of Security Max Keeping and Halifax police are presently investigating the incident. The damage was discovered Sunday morning.

Saturday's incident is the second major outbreak of vandalism in the LSC this academic year. There was approximately \$600 damage incurred last November after "assassination games" were held by the Dalhousie Science Society in the Centre.



As a result of these incidents the administration is reviewing rules regarding use of student lounges. Biology department administrator John Coates said they are "considering a change in policy."

We will lock the lounge at a specific hour. There will definitely be a review of whether or not societies will be able

to use the lounge."

The party was held in the LSC's fifth floor Biology lounge. The group obtained alcohol from Bar Services and had arranged to have Student Union bartenders present. However, due to Saturday's snow storm, students were forced to operate the bar themselves.

The society is disturbed their group has been accused of vandalism when anyone could have entered the building that night said Andreas Ioannides, vice president of the Hellenic Students Society.

Ioannides said the party was quiet and he encountered "no problems at all." The French club served a mildly-alcoholic punch and the group did not drink all the alcohol provided by Bar Services.

Susan McIntyre, Dalhousie's Community Affairs Secretary, attended the event and confirmed Ioannides' statement, saying, "It was a nice party." She said the party was small, people were well-dressed, and for the most part not drinking. Although the party was supposed to end at one, students stayed a little later to clean the room.

According to Ioannides, there

continued from page 1

of the council of Nova Scotia University Presidents Kenneth Ozmon is reserving judgement on the commission until they are in action for a while. "I'm willing to give them a fair chance," he said. Ozmon saw no need for expanding the commission's membership.

University administrations are taking a low-key approach to the commission's creation. Ozmon is confident the commission's report will be favourable to the university community.

"Most of the presidents think the commission will show we're being underfunded," he said.

Dalhousie University President Andrew MacKay agreed with Ozmon. MacKay said the commission presented an opportunity to

focus public interest on the problems of post-secondary education through presentations and briefs. "I'm not sure added representation would add anything to that," he said.

The commission's first meeting is planned for Feb. 17, to discuss its activities.

When reached for comment on his position as commission chair, Rod MacLennan said, "I think it's an extremely important responsibility."

When asked why he would want to sit on the commission MacLennan replied, "I think as someone who was a student for six years I have as much interest in it as the next person."

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