



DAL News

Volume 16
Number 5
Nov. 6, 1985



Mid-terms and books got to be too much for this student caught snoozing in the Killam Library. (Watson photo)

Funding ebbs for Aquatron

Funding for Dalhousie's Aquatron is at ebb tide.

Grants from the Natural Sciences and Engineering Research Council to the specialized marine research facility dropped from \$111,000 last year to \$60,000 this year and the overall budget of \$185,884 in 1984-85 was slashed to \$159,397 this year.

"It's put us in a real bind," says Aquatron manager Norval Balch. "We're risking the long-term reliability of the system by not doing all the maintenance we should."

Twenty-two courses (16 biology, four psychology and two oceanography) use the Aquatron, in addition to research projects for which the unit is essential.

The facility enables scientists to control environmental variables of large volumes of water within the tractable confines of the lab. "It's unique in that it allows people to do marine research in the centre of the city," Balch says. "There is no comparable seawater system with the scope and capability of the Aquatron."

Well-recognized research has been conducted in the Aquatron on squid, oysters, seaweed, low-level chronic pollution, sea urchins, and various types of fish.

Although the 14-year-old facility was not designed as a money maker, NSERC now wants the Aquatron to generate income by renting to industrial users

and charging university departments for use of the facility.

"It was an integral part of research at Dalhousie," says Balch, who adds "it's fair for people to wonder if costs can be reduced or if we're generating enough research."

But it's difficult to calculate charges to university departments that have used Aquatron facilities for years.

Researchers who use the Aquatron count on their own NSERC grants which they usually receive for a two to three year period. Researchers now working on grants that made no provision for user fees will have trouble until their next application when they can note that expense. Even then, there is no guarantee they will get the amount they apply for.

Balch projects revenue from rentals of \$48,000 for 1985-86, including internal user fees.

NSERC is looking particularly at the tower tank and pool tank as money-earners. But, although they are the most visible parts of the system, they represent only a fraction of the costs of running the Aquatron.

The seawater system uses a pump-house at the bottom of South St. to circulate water from the Northwest Arm through a pipeline under South and

(continued on page 6)

Parking problems should ease soon

Relief is on the way for Dalhousie's chronic parking problem, says Max Keeping, director of Traffic and Security.

Keeping, who describes Dal's parking crunch as a "crisis situation," says the Studley Field running track will probably be used this winter for parking, adding about 160 spaces for Dal cars. (This isn't the first time the track has been used for parking; Izaak Walton Killam Hospital for Children staffers used it last winter while their parking garage underwent renovations.)

Finding a place to park at Dal in recent years has been a crap shoot at best. This year it's even worse: 2,400 parking permits were issued for about 1,800 parking spaces. With construction on the chemistry building addition to begin this winter, the number of available spa-

ces will fall to about 1,700.

While the ratio of parking permits to parking spaces is not ideal, Keeping says not all permit holders are on campus at the same time. Admittedly, there are the bad days: Mondays, Wednesdays and Fridays. Tuesdays are the lightest.

"It is a crisis situation, and this year we're a little worse off than last year," perhaps due to an increase in the number of students bringing cars to Dal.

Use of the Studley track is a short-term solution, and other options are under consideration. Paving and marking Dal parking lots could "glean another 150 to 200 spaces" because many people take up more space than they need for their cars. This plan could cost about \$1,000 per parking space, or close to \$2 million.

(continued on page 3)

Senate has come full circle — McNulty

A steering committee will consider the process to deal with regulations on appointments, tenure and promotions and report back to Senate with recommendations, members of Senate agreed at their meeting last week.

The committee, the fourth to deal with the subject in the last four years, will attempt to make the regulations in the 28-page document consistent with the latest Dalhousie Faculty Association (DFA) collective agreement.

Dr. Marcia Ozier, who made the motion to strike a steering committee, had earlier objected to a section in the regulations that dealt with standards for promotion. The section reads: "The standards expected under the criteria of teaching effectiveness and contributions to an academic discipline or professor should rise with consideration at each rank." The words, she said, are "problematic and open to misinterpretation."

Brian Crocker, a member of the sub-committee that worked on the regulations presented at Senate, described the document as "a camel designed by a committee." The committee had been working with a set of recommendations made by a committee formed in 1983.

Sub-committee members had been unable to reach a consensus, said Crocker, adding that it would be dangerous for Senate to support the regulations as presented. "New sections should be included."

One Senate member complained that it was difficult for senators to see where changes had been made without having copies of the existing document. He suggested the existing document be circulated with the new document.

Sub-committee chair Dr. John McNulty said the only major changes had been made in the section on promotions.

Dr. Alasdair Sinclair, vice-president, academic, said the tabled regulations are not entirely consistent with the current DFA collective agreement. He wondered if there should be one set of new regulations for faculty not covered by the DFA contract and another set for DFA members.

(continued on page 3)

INSIDE

• Saving money and solving problems. . . 4

• Tools for peace . . . 7

• Cardiac program working well, funding isn't . . . 8

LETTERS

EXCESSIVE SALARY RIGIDITY A PROBLEM

The letter from Peter Dresel, published in the Sept. 25 issue of *Dal News*, made a signal contribution in raising for public discussion within the university several problems related to salaries at Dalhousie. I hope his initiative will be followed by others since the university can only benefit from a more open consideration of the principles upon which our salary policy is based. I will not claim the same neutrality as does Peter, but I can certainly confirm that the opinions expressed here are entirely my own as a concerned member of faculty.

My attention was caught by several of Peter Dresel's observations about the present situation at Dalhousie. In particular, his statement that "all our salaries are entirely determined by our starting salary or by the salary we had when the union was certified" must be cause for concern in any institution which can thrive only on individual applications or nominations for special consideration — for which no funds are budgeted and no procedure negotiated — there is now in place at Dalhousie an absolutely rigid structure of salary relationships among faculty members. No matter what an individual does — in advancing his or her qualifications, in scholarly accomplishment, in teaching excellence, in public service — the salary will be unaffected.

One qualification of Peter Dresel's assertion is required. Salary relationships for about one-third of the faculty were fixed not when the union was certified, but when the initial salary review and anomaly adjustment process was completed. The DFA deserves full credit for the one-time realignment of salaries that was negotiated in the first round of collective bargaining.

Nonetheless, the central problem remains. Frankly, I believe it is an unacceptable situation in a university as academically vibrant as Dalhousie. And the longer this situation continues, the worse it gets.

In one sense, the problem is a simple one. In this sense, it is a problem of excessive rigidity. It arises because the same salary adjustment applies to everyone. Even when there are differences, they apply to classes of people, not to individuals. Thus, calculating salary increases as flat dollar amounts (as with the CDI) or as a combination of a per-

centage and a dollar amount (as recently in the case of the IMC) may, as Peter Dresel indicates, favor lower paid faculty members, but it favors all such faculty members. Salary increases vary, only with existing salary levels.

If the problem were really so simple, the solution would also be simple. The answer to rigidity is flexibility. The CDI, for example, need not be a fixed amount. Why is it not, as is the case in many universities, variable? The total amount available would obviously be limited by what had been negotiated, but within this amount different increments could be awarded to different individuals. Salary relationships could then be adjusted, even if the adjustments might well be modest in any one year.

Why is this eminently sensible flexibility so elusive? Part of the answer is contained in Peter Dresel's assertion that "the term merit increase has become a dirty word." This is only part of the answer, however, because it is not only merit which our present salary structure fails to recognize. The fact is that the present salary structure contains *no flexibility to address any anomalies between individuality*.

I believe there are two kinds of salary anomaly that must be addressed. These may be summarized as follows:

1. the situation where an individual is paid less than his or her colleagues whose experience, contributions and scholarly accomplishments are judged to be comparable; and

2. the situation where an individual's experience, contributions and scholarly accomplishments are judged to be superior to colleagues whose salaries are comparable.

The first situation is discouraging for the individual and unbecoming to the university. The second may be even more serious over the long term. It seems to me that the message in this situation is clear. We are saying that we value excellence no more highly than mediocrity; that exceptional accomplishments can only be rewarded elsewhere than at Dalhousie. I for one find this situation unacceptable.

This is not the place and I am not the person to make specific proposals. That is now the preserve of the bargaining process. It is not enough, however, to conclude that nothing can be done because flexibility will create difficulties and mistakes will be made. Of course this is so. But we make judgments all the time. We not only grade students' papers and examinations, but we decide whether a student passes or fails. We recommend that tenure be granted, deferred or withheld. We decide that colleagues should or should not be promoted. Because promotion requires difficult judgments, do we abolish ranks? Surely it is not beyond the wit of this university to devise a salary structure with sufficient flexibility to permit tangible recognition of accomplishments that may not have been obvious when an individual was hired. Surely our collegial and managerial processes can sustain some measure of annual evaluation for salary purposes.

We are indebted to Peter Dresel for starting this discussion. I do hope others will join in.

David M. Cameron,
Professor.

MANY APPROACHES TO EQUALITY

I take offence at Patrick J. C. Ryall's claim in his letter (He Didn't Ask Me, *Dal News*, Oct. 23, 1985) that affirmative action is inconsistent with equality.

He is simply choosing one, out of a number, of approaches to equality. It is one which stresses equal opportunity in a formal way ignoring the realities of our history and present circumstances. It would be just as easy to jump to the conclusion that equality means equal outcomes rather than equal opportunity. Whatever view that one takes it is not self-evident or self-justificatory.

Both proponents and opponents of affirmative action can claim a commitment to equality. It hardly matters in such a context that one can say "I believe

in equality." The useful debate relates to which view of equality is preferable and why.

For myself, I prefer concepts of equality which will not result in maintenance of the *status quo*. Until we have equal opportunity in fact, an insistence on equal opportunity in law or in our administrative policies, will tend to perpetuate the *status quo*.

Surely, in a university community, it should be obvious that there are no obvious, easy answers to the question of what equality means.

Christine Boyle

PRESIDENT'S NOTES

DAL NEEDS YOUR HELP

Two recent events at Dalhousie were occasions for us to take stock of our progress. These events were the rededication of the Forrest Building and the fall convocation when we took special note of the centenary of women graduates from Dalhousie.

The rededication by Premier John Buchanan of the near century-old Forrest Building, the second home of Dalhousie and once the home of the entire university, is the first symbol of the renewal in the mid-1980s which our Campaign for Dalhousie will make possible. While preserving attractive historic features of the building, the restoration has provided modern offices, classrooms and laboratories for Nursing, Physiotherapy and Occupational Therapy, under one roof and with the first settled accommodation for each school. The portents for development within each, among the three schools and with other health science departments in the adjacent buildings are greater than ever before.

The Campaign for Dalhousie has already enabled us to address other pressing needs.

The Department of Mathematics, Statistics and Computing Science now occupies its first specially planned space since its move from the A & A Building in 1966. Renovation of its new home, the former Public Archives Building, is nearly completed.

We have sought formal approval for an addition to the Chemistry Building for badly needed undergraduate teaching laboratories and architects are proceeding with detailed drawings.

Computer hardware was acquired last summer, funded largely by the very generous gift of the Bank of Nova Scotia, for the Business School courseware project, a very important first step in development of computer assisted instruction on a scale that will pervade the school's curriculum.

Later this fall a major computer installation will be initiated to support administrative computing. The process of considering an appropriate new main frame computer for academic and research purposes is well underway with a view to installation in 1986.

The Campaign for Dalhousie, publicly initiated only a year ago, is progressing well, thanks to our volunteer leaders. We will soon match the province's commitment of \$10 million. We need the help and support of university faculty and staff to demonstrate, as students have already done, that we care about our own future. The campus community segment of the campaign will be underway early in the new year.

These signs of progress should be a source of pride to us all, and an incentive to further commitment. But we have moved ahead as well in areas other than the renewal of our physical resources. In my comments to the convocation which marked the centenary of women graduates, I underlined a few of these:

Women students now outnumber men in the total enrolment of Dalhousie and their place in the university is assured, though we have a dire need to provide more housing for women.

Among individual benefactors of Dalhousie and its activities in the past 60 years, women have made the most significant contributions and I acknowledge our great appreciation of the generosity of Lady Beaverbrook, Dr. Nora Balders, the late Dorothy Killam and Mrs. E.B. Eddy.

We have made progress in improving the status of women academics and other staff. But, undeniably, equity in employment opportunities will only be assured when we can deal effectively with perceptions of unwarranted differentials in salaries between women and men, which continue despite our efforts to address these through collective agreements, when we have attained a better balance between women and men in academic appointments, and when more women are appointed to senior positions within the university. An advisory committee continues to provide advice and to monitor our practices and I am hopeful that we can make further progress, and rapidly, in establishing an accepted sense of equity in our appointment, employment and salary practices.

I believe that progress in renewal of our resources and in the establishment of an accepted sense of equity will continue. But I know that it will depend upon the active commitment of all within the university.

—W. Andrew MacKay

DAL NEWS

Dal News is published by Dalhousie University for members of the Dalhousie community. Produced by the Public Relations Office. *Dal News* is published bi-weekly between September and April, with a break at Christmas. Occasional summer issues are also published.

Editor: Roma Senn
Susan Watson, assistant editor, general reporter

Ed MacLellan, general reporter
Doreen St. Onge, calendar, production assistant

Contributor: Derek Mann
With the assistance of Hilary Holt.

Deadline for submissions is 12 noon the Tuesday before publication. Inquiries and submissions should be addressed to: The Editor, *Dal News*, Public Relations Office, Killam Library, Dalhousie University, Halifax, NS, B3H 3J5. Tel: 424-9643.

"You can't talk and kill at the same time"

PLO real losers in Achille Lauro affair — Israeli prof

The Achille Lauro affair has shown Middle East terrorists they have now incurred the wrath of both the United States and Israel, a Tel Aviv professor said recently during a lecture at the political science department.

"The momentum the Palestine Liberation Organization wanted to achieve is lost," said Yosef Olmert. The PLO were the real losers. "You can't talk and kill at the same time."

Last month four Palestinians hijacked the Italian cruise ship Achille Lauro, holding 427 passengers and crew hostage for 52 hours. They killed Leon Klinghoffer, a 69-year-old American, before surrendering.

The PLO will not be able to negotiate with the United States or other Western governments. British Prime Minister Margaret Thatcher had agreed to talk to the PLO but Britain has rebuffed the organization, said Olmert, a visiting professor at Carleton University, Ottawa.

The PLO is "firmly committed" to using terrorism, despite leader Yasser Arafat's protests of innocence. Israel will continue to fight back. "When you encounter violence, you retaliate in kind. The raid on Tunis shows that, while they can be painful to us, we're as 10 times as painful to them," Israel's

raid on Arafat's headquarters in Tunis, Tunisia, resulted in 73 deaths. The raid was in retaliation for the shooting of three Israelis in Cyprus on Yom Kippur.

The Israeli government says it has proof Arafat's colleagues were behind the Achille Lauro hijacking.

"If Arafat wants peace but can't deliver he is not a good partner. If he doesn't want peace he is a very bad partner."

Olmert said that even if Arafat is sincere he speaks for his Al Fatah group, not for all segments of the organization.

"The PLO is divided, and has many factions. When you say 'talk to the PLO,' which PLO do you mean?"

Olmert seemed to have a handle on the thinking of Israeli Prime Minister Shimon Peres. He spoke a day before Peres addressed the United Nations General Assembly to propose peace with Jordan. Peres appeared to leave open the possibility of swapping West Bank territory for peace, an idea opposed by some members of the Israeli coalition government.

Olmert told the Dal group he favored Israel ceding "large parts" of the West Bank through a series of negotiations. He said the best hope for peace on the West Bank would be talks with Jordan's

King Hussein, who wants to deal on behalf of the Palestinian people and then work out an arrangement with the PLO. The PLO wants a Palestinian state on the West Bank, in confederation with Jordan, Olmert said.

"Hussein, unlike the PLO, has crossed many bridges." The Jordanian leader has agreed Israel has a right to exist. But since he can't expect support from his Arab neighbors, other than Egypt, he is negotiating from a difficult position and he has to worry about his predominantly Palestinian country being swallowed by a Palestinian state.

Recent relations with Egypt, even predating the cruise ship abduction, have caused anxiety within Israel. Harsh treatment of Israeli tourists and the killing of seven Israelis by an Egyptian soldier are troubling events.

Some Israelis believe they paid too high a price when the Sinai Peninsula was returned to Egypt as part of the peace settlement arranged by former Israeli Prime Minister Menachem Begin and the late Anwar Sadat of Egypt. Israel also has internal problems, such as the vociferous anti-Arab fringe. "We have lunatics as well."

Although he didn't put former Defence Minister Ariel Sharon in that

category, Olmert described him as dangerous. The architect of the invasion of Lebanon is "subtle, astute, and able" and he "stands for a philosophy many believe in." Sharon is already back in the cabinet and, while Olmert thought it unlikely, Sharon could become Prime Minister.

Egyptian president Hosni Mubarak was put in a difficult position when American jets intercepted the Egyptian plane carrying the Achille Lauro hijackers. Islamic fundamentalists are causing difficulties for Mubarak and the U.S. and Israel should do their utmost to help Mubarak, provided "he doesn't go too far."

The Egyptian leader made a crucial mistake, however, by misreading American policy. Mubarak has a strong incentive to maintain peace because another war with Israel would wreck the economy and he would not get the economic benefits from the Russians that the Americans provide.

In terms of Israel's broader relations, Olmert predicted Israel would talk to the Soviet Union — they do not currently have relations — if the Russians participated in an international peace initiative for the Middle East.—Ed MacLellan

Beware of technology that denies freedom

It's just as natural for human beings to invent machines as to want to do macramé, Toronto psychiatrist Dr. Vivian Rakoff said last month. He was giving the second 1985 Killam lecture at the Cohn.

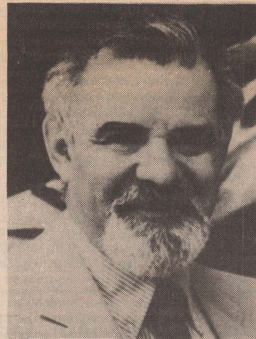
"Beware of any discussion of medical technology that denies our freedom to explore." Medicine is not defined by technology but uses technology to fill a role. Doctors have to exercise informed, rational compassion and demonstrate responsiveness to suffering, said Rakoff, a professor at the University of Toronto who has dabbled in acting and playwriting. He gave an interesting and often humorous talk on *High Technology, Will, Ethics and Medicine*. His speech was a masterpiece of entertaining erudition but instead of dealing with specific medical dilemmas, he spoke in generalities.

Rakoff drew upon Nietzsche's "little aphorism" that God is dead to prove his point. Rather than a theological comment, the philosopher's words stated that the development of science was invalidating the old guides to action. In Nietzsche's day, the church, king and other institutions were losing their power of molding personal goals in a world of ever greater scientific discoveries and inventions.

Humans are like tightrope walkers who will inevitably smash into the abyss but must take the chance. We must stride into the unknown as though we were "walking on the best parkade," said Rakoff, borrowing from Nietzsche's philosophy.

People who believe they know the truth are dangerous. "We should cherish uncertainty and realize this is a journey into the dark."

One of the biggest worries over the past two hundreds years has concerned free will. People are afraid the powerful



Dr. Vivian Rakoff

machines we've created are capable of taking over.

Without choice there is no freedom. On one hand, people say they value freedom and on the other, they are fearful when technology leads to unexplored territory.

"There is no escape into easy certainties." Against the image of a patient who is dying peacefully after life-support systems have been withdrawn, he contrasted the all-too-common plight of patients dying in intense pain, "drowning in their own fluids."

Technology has allowed people to raise their expectations and enjoy fuller lives. Until the end of the 19th century, people commonly faced the dreadful prospect of losing children to diseases that we can now easily cure. People expected to die young.

Health care has become a social democratic right. Medicine responds to individual cases, not to "macrostatistics."

"We cannot accept the kind of cost analysis in medicine that can be applied to industrial concerns."

There are worries that the increasing percentage of old people will strain the health care system. But we must be careful of Malthusian arguments that give a

terrifying example of the future. It was once predicted the great cities of the world would become choked by horse manure with increases in population. That shows the unrealistic conclusions often reached by those who try to predict the future.—Ed MacLellan

PARKING CRISIS SHOULD EASE SOON

(continued from page 1)

Another possibility is providing space for 100 cars on the roof of the chemistry building addition, although no decision has been made yet.

Past efforts to ease the parking crunch included the installation of parking meters. They have helped to provide parking for visitors and for staff and students who bring their car to campus occasionally. They also add \$17,000 to \$18,000 to university coffers. Parking permits sold last year brought in about \$250,000, or half of security's budget.

The gap between the number of permits issued and available spaces has caused some problems, such as permit holders who are ticketed when they park at expired meters.

Meter violations on campus cost \$15 under the terms of the Private Properties

Act. An expired meter is the same as an invalid permit, says Keeping, and under the Private Properties Act is punishable by a \$15 fine.

Dalhousie qualifies under the act as "private property" because the Board of Governors owns the university.

Although Keeping knows it is not always easy finding a place to park he says "there's always a free spot somewhere on campus, although admittedly it might not be anywhere near where you work."

Until more parking spaces are provided, Dal parkers can ease the crunch in a couple of ways. Those living close to Dal could walk or take a bus, especially on peak days. Those who must bring cars should try not to take up more space than needed.—Stuart Watson

SENATE HAS COME FULL CIRCLE

(continued from page 1)

Dr. David Cameron, of the political science department, wanted clarification on what Senate should do in adopting a set of regulations and a comparative analysis of what actually was being changed. He suggested Senate strike a committee to review the procedure.

McNully said his group had finished its work. "The current committee wants to get off the merry-go-round," he said. "Senate has come full circle." It should decide whether it wants its own set of regulations.

Dr. Alan Andrews, of the theatre department, said he did not see much

difference between the new and existing regulations. "It is a curious way this has evolved," he said, referring to the discussion during the meeting. Although Marcia Ozier had pointed to one area of inconsistency, he said that did not suggest the need to repeat a procedure that has been going on for three years. "This borders on the less than mature."

Ozier said her motion had nothing to do with the collective agreement. She said she only wanted to point out the "bad wording for promotions" and make the process fair and successful.—Roma Sem

Saving money and solving problems

Problem 1: Because doors were unlocked and left ajar, athletic early birds were getting into Dalplex before scheduled opening times and cleaners found that with people around, their work in priority areas — shower and locker areas — was being delayed. What could be done?

Problem 2: Although classrooms have signs saying "Please — No food, drink or smoking" the admonition is not generally heeded. As a result, there's a substantial amount of litter that has to be cleaned up. What's the solution?

Those problems are just two that have appeared on Action Needed reports at Dalhousie in recent weeks. (The responses to them appear at the end of this article.)

Action Needed? It is an element of the Ritchie and Associates' program at Dalhousie, that is designed to allow a supervisor in a department or office let management know that a recurring problem exists — a problem that would take longer to solve, if at all, by using the normal channels.

The Action Needed report ensures that a problem is brought to the atten-

tion of the right people and that, where possible, action is taken to eliminate the problem. The onus is on the responder — management — to provide an answer quickly.

There is another benefit from the Action Needed program. John Russell, the university's liaison officer with the consultants, said that once started, the process helped people remember other problems and brought them into the open.

"As we study the areas, more and more problems come to light," said Russell. "It is really a process in which people are beginning to think more, to ask questions about things they never really thought about in the past."

Ritchie and Associates, the management consultants who came on campus in September to carry out a series of analyses of most of the non-academic areas, are delighted by the positive reaction to the Action Needed part of their program.

Paul Boutin, Ritchie's vice-president of international operations, said the response to the Action Needed program

has been tremendous.

And the progress of Ritchie on campus generally?

Said Boutin: "We've visited every department which has so far been designated for the study and the analysis portion has been completed. We are now in the process of outlining the processes for new operating systems that will be installed in the next five or six months. Our next step is to take a detailed activity list as it relates to each position. In that list, all the activities carried out by the person in the job are listed."

Then come the observation sessions, to determine whether activities are performed according to the processes defined in the activity lists. During the observations, Ritchie looks for bottlenecks and problems.

The observation phase precedes development of standard data for the work, when Ritchie looks for predictability in the tasks. With the data developed, the workload among those a particular area is worked out.

"We sit down with the supervisor and work out how the new system is to be implemented and how it will work. We

then test the new system on paper — a dry run — and iron out any wrinkles. Then we go to a wet run to make sure the system works, or, if necessary, to make adjustments to make it work.

"The next step is to install the system with the supervisor and stay with it as long as is necessary to ensure its smooth operation. Normally that may take from one to two weeks, but we expect some installations to take longer."

The final steps come at the post-installation stage. In a follow-up program, Ritchie stays with a new system to see that it works and also evaluate the compliance of employees — are they sticking to the system. Finally, procedures are documented in an operating manual, but with the proviso that as circumstances change, so should the procedures, to ensure continuing efficiency.

Steve Bahen, Ritchie's project manager who is supervising the installation of new operating systems, said that his team has also begun training sessions with department supervisors. At those

(continued on page 5)

Reaction to Ritchie

"We got along quite well."

"They were easy to get along with."

"I found them very co-operative and have nothing but praise for them."

"They haven't bothered me, but they hit us at a bad time."

"... my people are not quite happy at the thought of being timed with stop watches."

"There is some understandable concern — that there may be staff reductions."

The reaction from supervisors in departments Ritchie and Associates analyzed is — understandably and predictably — mixed.

But the most common reaction to the Ritchie team's presence is the all-round co-operation. The observers and analysts do not seem in get in anyone's way and supervisors welcomed efficiencies and therefore savings.

Dal News asked a number of supervisors about Ritchie's visits to their areas.

Bob Cleveland, director, grounds, trucking and mail: They spent some time with us, in the mail room and with grounds staff. We got along quite well. Some people are concerned that there's only one way money can be saved and that is by cutting staff. I've been told this is not the case. Ritchie feel that they can get more work generally in the allotted time and by doing so, can get people to do other work. I hope it works, because at present, we are turning down some jobs. In the winter, for example, during a snowstorm, we could do with a dozen more people. But no one has been rubbed the wrong way. They (Ritchie) don't get in the way.

Brent Kaulback, general maintenance supervisor: Great. They were easy to get along with — not paternalistic. They have open minds. There is some concern by some members of the union (IUOE), but personally I am pleased with them.

Ken Spence, manager of the Printing Centre: I find them very co-operative and have nothing but praise for them. They haven't been here very much but what they are trying to do is good. If there's a way they can help the Printing Centre produce more, I'll be happy. The staff are a little uptight but that's to be expected.

Mike Wright, director of finance: There is some understandable concern in some areas — concern that savings can be made only by staff reductions. Generally that has been answered by the response that attrition and non-replacement of staff who leave will take care of it, but there is still the different point of view that it is not quite that painless.

Otto Noflke, comptroller, Accounting: I am concerned about my people, who are not quite happy at the thought of being timed. Another concern of the staff is that in the activity reports, they may forget something.

Jo Kingston, manager, personnel-payroll systems: They haven't bothered me personally. But they have hit us at a bad time — it's busy and we have new staff and one going on maternity leave. We can't drop everything and start talking — we are so bloody busy we just haven't had the time to give to them. But they are friendly enough and I haven't a negative attitude towards them, but I hope they won't be penny wise and pound foolish. We are working weekends — overtime — and if we had better equipment I'm sure we could do better. One of the staff had a terrible time getting them to understand the forms we use and another was frustrated because she was falling behind in her work. One of the things they are looking at is whether someone can do someone else's work, and if they can do that, it's great, but our people are so busy with their own work they don't have the time to do anyone else's. What would happen if we said to everyone, "Sorry, we can't pay you this month — we can't produce the cheques because Ritchie are here?"

Karl Knox, mechanical supervisor: So far we are getting along with them fine. They are not too far advanced in changing our operation. They are trying to

understand how much equipment we are looking after. Their main concern is scheduling and it's going to take a while before they make any (recommended) changes in the mechanical operations. They want to spend a lot of time with me and it's going to require a lot to set up a program that will help us. There's no feeling of resentment.

Max Keeping, director of security: I have got along well with them. They asked me, for example, how long it takes to check a building. Which building, I asked? If we checked the Arts Centre and found a door open, it could take hours. I find it hard to put a time frame on the kinds of work we do. I can tell them one thing, but when they go out with the staff on patrol, they may get a different answer. In some respects we are like a police department — some things can be done quickly, others take longer. It all depends on the circumstances. But my staff has taken a positive attitude, and maybe Ritchie will say there are not enough of us to do the job that has to be done.

Margaret White, supervisor, A/V Services: I was quite happy with them. They spent a full day in Photography, a day in A/V Distribution and half a day with me. They were here at a very busy time and were able to see how we operated under the circumstances. The staff got along with them very well. I get the impression that they are here to help, certainly not to get rid of people. If we had a bit more money and more equipment we could do a lot better.

Joyce Kelly, supervisor, Student Accounts: We got along well with Ritchie and have been successful in getting activity lists completed and Action Needed reports done. I have been very pleased with them. We operate in great peaks and valleys and when Ritchie came we were very busy, but that's probably a good time to have them — how else could they do proper measurements?

David Langille, acting manager, Purchasing: I welcome Ritchie and I think their main objective is to make this a better place. I hope they will be able to streamline the operations. There are no real fears — only some nervousness in the staff that they are being watched. I have the feeling that they are going to make us better. I am really pleased with what they are doing.

And a comment from the senior administration. Vice-president Robbie Shaw: My own personal observation is that they are proving worthwhile, are perceptive and have shown themselves to be sensitive to the needs and concerns of staff.

Now we await with interest the implementation of new systems, which is the real meat of the process.

Concerns about jobs? A lot of senior management time will be devoted to the whole process and, as I said in September when Ritchie arrived, the medium term results could result in a net reduction of the total work force, but we hope this will be achieved by attrition.

We are establishing a productivity committee, which I will chair. Other members of it will be Vice-president Sinclair, acting personnel director A.J. Cameron, Val Traversey of the president's office, other senior staff, a representative from the administrative group and a representative of Ritchie. The committee will make recommendations and decisions about programs recommended by Ritchie.

Ritchie will probably be invited to study areas not included in the initial list of departments and offices — for example, the administrative areas of academic units. Already two deans have been asked if they might allow Ritchie in their offices, and they are seriously considering the request. In addition, the President's Office will be included in future Ritchie surveys. —Derek Mann

More non-credit micro-computer courses needed — Myers

Dalhousie is missing the boat by not offering advanced level, non-credit microcomputer courses, says Doug Myers and Patricia Morris of the Henson College for Public Affairs and Continuing Education.

There's a demand for this type of course from microcomputer users on and off campus, Myers says.

Myers, Morris and others have formed a committee to assess the type of course(s) and equipment needed to properly run it.

Many of people with microcomputers know how to operate the machine but do not know how to make full use of it.

A secretary, for instance, may know how to use her Apple II's word processing program but her boss wants her to make use of a database, spread sheets and electronic mail.

The secretary may not fully understand the intricacies of the word processing program she is using, because most computer companies provide little more than a salesman's two hour training session and a "how to" manual. In a way, says Myers, the very machine that was supposed to help make life easier becomes a hindrance.

Other universities, like Saint Mary's, already offer advanced-level microcomputer courses. Myers and Morris took one that they set up.

Dalhousie had no place to teach this type of course so they used SMU facilities. They discovered some useful information that they hope to apply at Dalhousie.

There appears to be three types of people who could use something other than an introductory course. Some people are familiar with certain types of programs, like word processing, but do not know how to use it on a particular

micro. Others want to know how to make use of other programs on a familiar system. The computer whiz wants to learn about the "bells and whistles," or more complicated tasks their micros can do.

Myers and Morris say Dalhousie should offer courses targeting on each of these groups, using a "hands on" teaching approach.

Dalhousie already offers introductory courses but Myers says that aspect of the market is crumbling compared with a couple of years ago when microcomputer sales were booming. Most people are past the stage of playing sophisticated video games, storing recipes or balancing the household budget. They want to learn about word processing, databases, graphics, spreadsheets, electronic mail, statistics.

But potential students need microcomputer labs equipped with Apples and IBM PCs. (Dal's computer centre offers a course on IBM PCs).

Kay Desborough, former manager of the Microcomputer Information Centre, agrees with Myers and Morris and says, although the computer centre's doing the best job it can with the available resources, Dalhousie must improve its non-credit course offerings to both Dalhousie employees and the general public.

For Dal employees, Desborough suggests training sessions aimed at three specific groups: administrators, faculty and staff. Administrators should know what microcomputers can do for their office; faculty should understand their word processing and research capabilities and staff should receive thorough training for the kinds of programs they could encounter in such areas as word processing and perhaps budgeting and electronic mail. —Stuart Watson

HARRY BRUCE

AFTER WRITER'S BLOCK, WRITER'S CRAMP

As Dr. Ludwig Eidelberg explained in his monumental *Encyclopedia of Psychoanalysis* (1968), the cause of my Writer's Block lay in some rather disgusting "infantile repressed wishes." It was even possible that I was like "Donald." What put a stop to Donald's writing was "the frustrated wish to rape and be raped."

But this analysis did not address my Writer's Cramp. Fortunately, Eidelberg knew all about that, too. His colleague O. Fenichel, author of *The Psychoanalytic Theory of Neurosis* (1945), had failed to differentiate between Writer's Block and Writer's Cramp, but Eidelberg succinctly defined the cramp in my right hand as "an ego-alien conversion symptom characterized by an impairment of the ability to use a writing instrument."

As far back as 1948, Eidelberg had discovered the pathetic case of a 51-year-old municipal clerk who suffered not only from Writer's Cramp but also from agoraphobia. That's an abnormal fear of crossing or of being in open or public places. Let us call this unhappy chap "Roger." Roger's first wife was dead. He divorced his second wife, but claimed his third marriage was "satisfactory."

He was lying, of course. His third wife was frigid and, as Eidelberg's analysis makes clear, Roger's sexual pleasure "was not as great as it had been in his previous sexual relationships. Part of his ungratified libido had thus cathected his hand by way of compensation." *Webster's Ninth New Collegiate Dictionary* (1985) says cathexis means "to invest with mental or emotional energy," and Roger's libido had cathected his hand in spades. For, as Eidelberg determined, "It occurred to the patient that the hand was used for masturbation and, thus, played the part of the vagina. . . . Through phallicization the hand became a female genital organ, while the pencil or pen took over the role of the penis. This phallicization led to a disturbance of the ego function of the affected member."

All well and good, but I still wasn't quite sure why Roger had a cramp in his hand. Eidelberg patiently enlightened me: "The symptom was intended to gratify the patient's unconscious aggression against his wife. The symptom also represented unconscious exhibitionism. Since writing had acquired a sexual significance for the patient — i.e., it had become a kind of publicly displayed coitus with himself — the writing function had to be inhibited. After the symptom was formed it was used to gratify unconscious exhibitionism by arousing attention in the patient's associates."

It particularly aroused the attention of an older chap: "Finally, the symptom represented partial identification with the friend of the patient's foster father who had tried to seduce the patient to homosexual intercourse." Roger's would-be seducer had also suffered Writer's Cramp, and it had made him so useless around the office that the municipality had put him on early retirement. The Town Hall doesn't seem to have been a happy shop.

Eidelberg has let me down in one important respect. On the inside of the longest finger of my right hand, half an inch from the tip, there's a small hard bump. I've always assumed that what caused it was my grasping ballpoint pens every day for decade after decade. That's the spot where the pens rubbed my flesh when I wrote. But now that Eidelberg has shown me the dark sources of my Writer's Block and Writer's Cramp, I know that nothing so simple as friction can possibly have built my Writer's Bump. But Eidelberg makes no mention of Writer's Bump whatsoever. The omission is glaring and unfortunate.

Moreover, he discusses writers' afflictions only as they strike men. Are there no women writers, or can it possibly be true that the rivers of literary creativity flow so powerfully in women that they sweep aside all blocks and loosen all cramps? Lucky Atwood. Lucky Laurence.

SAVING MONEY AND SOLVING PROBLEMS

(continued from page 4)

meetings, scheduling and other matters are discussed, as well as the appropriate means of introducing a new system.

"Supervisors have a lot of information in their heads. We are taking that information and putting it on paper."

Of the areas that have been surveyed, Ritchie's team has received co-operation and support (See accompanying article). They have found — as they expected to find — two kinds of work problems: the visible and the not-so-visible.

"For example," said Bahen, "one very visible problem stems from outside contractors coming in to do work. They may leave a mess behind them. This puts an extra burden on the cleaning staff. Could or should a clean-up clause be included in a contract with the company doing the work? If this were done, what would the financial implications be? Should we sub-contract in this area of activity at all?"

In clerical areas, however, the problems may be not so visible to the casual observer, so a good deal of time must be spent watching and discussing what an employee is doing and why.

The saving of dollars to the univer-

sity, of course, is the primary objective of the Ritchie game plan.

"If," said Bahen, "savings of time can be achieved in Physical Plant and painting or other work needs to be done, then the staff who have time available might be able to do that work rather than the university hiring an outside contractor. If that were possible, further savings could be achieved."

But what would happen if it turned out that a department were seriously understaffed or badly equipped?

John Russell: "Ritchie will say so, and will recommend that the department be given the resources to add staff or equipment — in order to make savings in the long run by being more efficient. Ritchie's hope is to simplify things, to cut down on the bureaucracy and perhaps redirect resources where they can be better used."

Vice-president Robbie Shaw agrees. If Ritchie made such recommendations, they would be seriously considered by the new productivity committee, which will make decisions about the whole of the program suggested by the consultants. Because Dal staff had raised some

concerns, Boutin said it was important to explain again how savings were to be made. "Savings come from better productivity — that is, more work with the same number of people, the same amount of work in less time or with fewer people, or a combination of both," he said.

"If we can eliminate redundant tasks, savings will be made. If we can reduce the amount of paper work, savings will be made. If someone can do a job quicker, savings will be made."

"I should emphasize that our fees are not determined by the amount of savings. We bill on a weekly basis, the amount being based on a fee for our services — manpower and what we do. We predict the savings the university might make by calculating the number of man-weeks needed to run a department after the implementation of a revised operating system."

Corroboration of that came from Vice-president Shaw. "One of the reasons we chose Ritchie is because they guarantee in writing that the savings to us in the first full year of operation of the measures they propose and we accept, will exceed the fees they earn."

Problem No. 1 was submitted on Oct. 8. It was passed on to a Dalplex staffer on Oct. 16. Date for a response was set on Oct. 23. The response was given on that date. It was found that cleaning was needed in the pre-opening hours (6-7 a.m., Monday to Friday) to make sure shower room floors were scrubbed before people got in to use them. Security for such access was approved and, for early access at weekends, the cleaners' shift is being revised. Additional benefits: Dalplex begins the day properly, there is more productive use of staff time. The changes were scheduled to be completed by Oct. 31.

Problem No. 2 was also submitted on Oct. 8 and passed on to Security on Oct. 15, with a response-due date of Oct. 18. Security responded on Oct. 16 as follows: At present, with current staffing, it is not possible for constant checks of buildings and the only way to enforce the regulations is to hire additional personnel. In the short term, it is suggested that a classroom be secured after use, that the rooms in question be pinpointed and the regular security patrol check them. —Derek Mann

Studying the slippery squid

In the Aquatron of the Life Sciences Building, a school of squid dart back and forth in the pool tank. Suddenly, without turning, they zip off in a reverse direction through the salty water. They seem to be held together by some invisible string, the odd-looking creatures jet endlessly up and down, propelling to and fro. They're a curious species and two Dalhousie researchers are trying to unravel their mystery.

Very little is known about squid. Biology professor Ron O'Dor and Aquatron manager, Norval Balch, are out to change that. They're two of about only 50 people in the world studying squid — attempting to determine life cycles, feeding habits, mating patterns and anything else they can.

For O'Dor, it's a research passion that's gone on for more than a decade. Balch calls it major "detective work." For both, the Aquatron provides the perfect habitat for the annual squid study. The tanks enable the team to keep squid alive in captivity — something that's proven difficult because the creatures are so fragile and not well adapted to confined spaces. Balch says squid have not been kept successfully anywhere else in the world.

Balch and O'Dor's findings could make major contributions toward a possible squid fishery in Canada's east coast waters. A successful fishery could mean squid sales to Oriental markets. Newfoundlanders already eat squid and use it as bait for cod fishing — that's when, and if, they can catch it. The squid aren't always around and that's where the Dal team comes in.

The particular species that Balch and O'Dor are studying has a one-year life

cycle. No one is certain what happens during that year. It's also not clear exactly when the squid occupy eastern waters, how many squid there are, if they're being overfished or if stocks are being destroyed.

Balch and O'Dor have a life cycle theory: it looks as though adult squid leave Canadian waters in November. O'Dor believes they go south, spawn, leave behind large egg masses and die. The balloon-like masses seem to be carried by the warmer waters of the Gulf Stream.

At some point, larvae appear and feed. Later, the growing squid make a return trip and the creatures appear off our coast from about May to November.

However, from the start of that cycle, little is known. Questions about the early life stages abound. Balch hopes the squid in the Aquatron will mate so he can learn "almost anything" about the tiny larvae — what they look like, how they feed, how they travel. O'Dor will continue to try to piece together the entire life cycle of the squid.

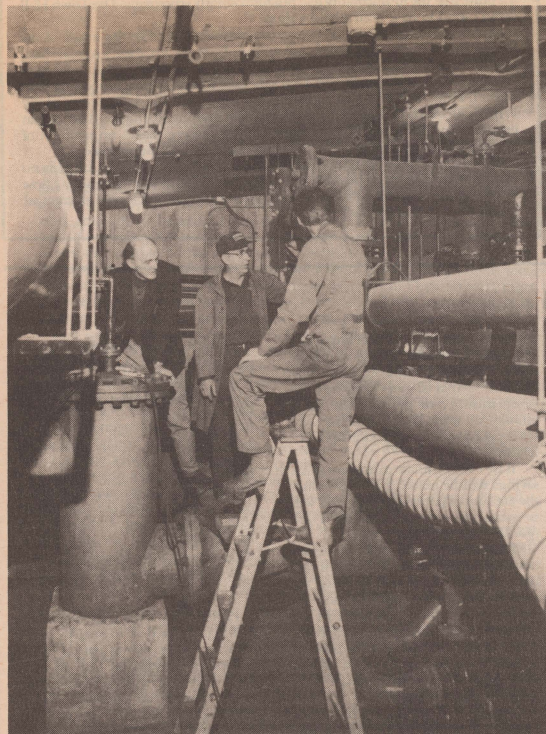
The work of the Dal researchers is supported by two grants. NSERC is helping O'Dor this year with \$19,000. Federal Fisheries and Oceans has provided Balch with \$11,000.

If the puzzles can be solved — learning where the squid are at various life stages, at what water depth they exist, unravelling the early life stages — and the pieces all put together, it should be possible to determine how many squid populate eastern Canadian waters, and when, thus providing the information that could contribute significantly to the future of a Canadian squid fishery. —

June Davidson



It's lunchtime for the squid. Aquatron manager Norval Balch throws in some goodies. (Carlos photo)



The pumphouse, the heart of the Aquatron, has to be kept in tip-top shape. Aquatron manager Norval Balch, left, is shown with staff members Fred Walsh and Donald Lawrence who are replacing a valve. (Carlos photo)

FUNDING EBBS FOR AQUATRON

(continued from page 1)

Oxford streets to the Aquatron. In addition to the tower and pool tanks, there is a reservoir tank, 10 temperature-controlled teaching and research wet-labs, a greenhouse and an outdoor seal tank.

"A reliable source of free-flowing sea water is the key to the system. To get reliability we have to spend money. The big tanks take a lot of time, money and involvement to use properly. NSERC says to have them used more by outside people. We now know their thinking so we can address that."

The leaking pipeline must be dug up soon. The physical plant used to cover that expense, and they did it about a half-dozen times, but say they will not now.

The Aquatron is understaffed and recently had to let a long-term employee go.

"If you reduce technical staff, the insidious thing is that there's no immediate effect," says Ron O'Dor, whose squid research has gained international attention. "But long-term maintenance is affected. Sea water eats everything and things can go down if not constantly looked after."

But NSERC was impressed with the staff's ability to run the facility. The manpower needed for the big tanks con-

sumes about 15 per cent of the total budget. About 100 people use the tanks each year.

With the Aquatron, O'Dor does not have to set up shop at a marine station isolated from the university.

"I can integrate marine research with my ordinary university routine. I give lectures every day and have access to the libraries, ultra-centrifuges and electron microscopes. I can do marine biology without taking off for two or three months to a marine station."

The Aquatron has helped Dalhousie carve a niche as a leading marine research centre, O'Dor says.

Exxon has used the tower tank to carry out tests where they bubbled gas through water. Naval researchers used the tank to develop a remote sensing technique. Lobsiger Associates, Ltd., a Halifax company, used it to develop high-technology underwater cameras. If required, temperatures can be accurately controlled in layers for experiments.

One way of improving the financial problem may be to combine research with an aquarium for the public. The aquatron could put sharks in the pool tank as an attraction, says Balch. But that could cause problems, by interfering with other research.

—Ed MacLellan

Cardiac program good but funding isn't

Sidney Jewers says he's coming along well. He's walking briskly through the halls of the Nova Scotia Rehabilitation Centre as part of a Dalhousie-run exercise program for people who have had open-heart surgery. Jewers, 68, joined the program seven months ago, two months after his operation.

"The program is excellent," he says. "I'm quite content." Not long ago Jewers couldn't climb a flight of stairs.

He is one of about 20 people who take part in what has become a well-regarded community program that has more applicants than it can accept. It is the only program of its kind in the area.

The program is held in a bright modern gym that also contains such equipment as an emergency medical cart in case an exerciser has a heart attack. It has never happened. The program also has a monthly educational session run by Dal-faculty volunteers who discuss such topics as sex after surgery, diet and medication. The exercise class itself is much like a regular aerobics class which starts with a warm-up, goes on to aerobics and ends with a cool-down.

But at the rehabilitation centre each participant has his own exercise prescription based on cardiologist assessment and an exercise stress test. The patient's prescription might include walking, running or cycling. With so much equipment in the gym the exercisers have to run around the halls.

No burning issues between DFA and administration — DFA prez

Ten months after the Dalhousie Faculty Association signed a three-year contract which ended a lengthy period of stormy labor relations, DFA president Dr. John Rutherford says association activities are "quietest."

Rutherford, an associate professor of anatomy, took over the reins of the DFA in April, two months after the association and the board of governors agreed to the new contract that ended an often heated nine-month dispute.

With the DFA currently in a non-negotiating period, Rutherford says it's time to catch up on housekeeping matters. "That's what we're about at the moment," he says. "There are no burning issues that are consuming peoples' interests."

Burning issues may not exist but certain areas are receiving increased attention. As last winter's labor problems were cooling, calls for improved internal relations and better communications between the DFA and university administrators became more common. Rutherford says steps are being taken in that direction.

Meetings between administrators and the DFA president and past president are helping break down some of the walls that separated the two sides so sharply last winter. He says the administration's appointment of a staff relations advisor and faculty involvement with the university budget advisory committee are all indicative of a beginning.

However, it's something of "an issue of rather subtle psychology" that most concerns the seemingly cautious association president. "The DFA is concerned that it be recognized and accepted as an equal partner in certain aspects of uni-



Third-year physiotherapy students Barry Johnson, left, and Trish Helm-Neime check out Robert Cunningham's progress as Professor Lydia Makrides takes his pulse. Cunningham, who has had open-heart surgery, participates in a cardiac rehabilitation exercise program which Makrides directs. (Carlos photo)

Physiotherapy professor Lydia Makrides, who directs the five-year-old program, says it started as a study project and that is still its primary aim. "We wanted to know what is the effectiveness of cardiac rehabilitation in returning people back to work." The medical literature had shown that patients who

had had open-heart surgery were not returning to work as quickly as expected.

People who have had open-heart surgery are generally in their late thirties to fifties, their most productive years.

The study, which began with \$5,500 in seed money from the Nova Scotia Heart Foundation, consists of a random control and experimental group, both of which have recently undergone surgery. The patients are tested for such factors as returning to work, an exercise stress test and a personal interview. During the eight-month test both groups are tested every two to three months.

Another study is now underway on cardiovascular response to isometric exercise. Many by-pass patients experience pain and elevated blood pressure levels when they grip such items as a heavy bag of groceries.

Originally, only patients who had had recent by-pass surgery could take part. But the program began receiving so many requests from patients who had surgery earlier, that 18 months ago it expanded. The program now has a service and a study component. Approximately 70 people have taken part since it began.

Although it's too early to gauge the success of the program, preliminary data "looks very encouraging," says Makrides, a lively, enthusiastic woman who seems to enjoy working with the patients.

"The patients feel better," she says. "Their fitness level is higher than people of their own age who don't have heart disease but don't exercise." Their return-to-work time looks good, too.

Many more patients would like to take part in the program. Makrides says there is a need to expand the program

outside the Metro area but there is no funding to do so. Patients in the Halifax program have come from as far away as Bridgewater. Makrides regularly receives requests to start up similar programs in other parts of the Atlantic region, and physiotherapists in other parts of Canada continue to ask for information so they can set up their own programs.

Although the Medical Services Insurance (MSI) has been approached to cover the costs of the program, the work is not considered part of acute care and it won't pay. Other provinces, however do cover the costs of participation in such exercise programs.

Participants now pay a \$25 monthly fee but that doesn't cover the costs. The only other funding has come from a \$3,500 grant from a federal Health and Welfare program and \$500 from the provincial government.

Fortunately, the program has a strong corps of volunteers who work with the patients during the twice weekly, 90-minute class. Many of them are Dal students, some in physiotherapy and some graduate physiotherapists. With four to five patients to each volunteer, they get lots of attention. The groups also get free use of the rehab centre's gym. "If it wasn't for the rehabilitation centre we couldn't run the program," says Makrides. But the group really has grown too big for the centre.

A nurse and a physiotherapist now receive a small honorarium but it's mostly a volunteer effort launched originally by Makrides, Dr. Ross MacKenzie, a cardiologist and Janet Leigh Schaffner, head physiotherapist at the rehabilitation centre.

Makrides plans to approach MSI herself now that she has some encouraging preliminary data in hand. The cardiac exercise program could actually save MSI money by improving the health of patients, reducing their visits to doctors and preventing future health emergencies. Makrides is now in the process of collecting such data but adds it's difficult to come by.

Everyone in the health field does not support the idea of exercise for heart patients. "There's not a great belief in exercise (for heart patients) in this region," Makrides says. "Exercise is not seen as important as things such as medicine."

The patients in the program certainly believe it is helping them. "I'm doing marvellously well with the program," says Eileen Barton, who underwent open-heart surgery two years ago. She has learned to recognize her physical limits with the help of the health workers and volunteers.

The class offers more than exercise. Many of the exercisers have become close friends and everyone seems to have a good time. "We care about them and they know it," says Makrides.

—Roma Senn

Two floors open in law school

The first two floors in the fire-damaged Weldon Law Building have reopened.

With the exception of the dean's office, the floors are in full use although faculty members are still housed in the Killam Library.

Associate Dean Brent Cotter says a decision will be made soon on the scope of the reconstruction.

"It's still pretty nebulous right now," he said last week. The main question is how much new construction, as opposed to repair work, will be undertaken.

Dal profs co-ordinate Nicaraguan relief

Two Dalhousie professors want to fill a cargo container with lightbulbs, pencils and shovels to send to the people of Nicaragua.

Spanish professor John Kirk and Patrick Kearnes, of the School of Social Work, are Dalhousie co-ordinators of a relief effort, Tools for Peace, which aims to send everyday items to Nicaragua. Nicaragua is suffering from a trade blockade imposed in May by United States President Ronald Reagan.

"We're looking to send the people of Nicaragua anything we can," says Kirk, stressing that "this is not a politically

motivated cause, but a people to people effort." The items sent to Nicaragua go to the people, not the government.

Donations, either money or goods, are tax deductible. Donated money is used to buy goods for shipment. There will also be a fund-raising concert at 8 p.m., Nov. 7 in the Student Union Building featuring three Nicaraguan musicians.

Response to the Nova Scotia campaign has been good so far. The container is almost half full. Tools for Peace hopes to ship a full container in December.

A group of Vancouver trade unionists started Tools for Peace six years ago when the United States began cutting aid to the country. The unionists sent \$25,000 worth of fishing equipment to the Central American country. The Tools for Peace movement quickly spread across the Canada, with good success. Last year \$1.5 million in goods were shipped. In Nova Scotia Tools for Peace operates in Truro, Amherst, Mahone Bay, Baddeck, Wolfville and Sydney as well as Halifax.

The U.S. blockade hit Nicaragua hard because the Americans were its main source of imported goods. Everyday items, such as razor blades, pencils, nails and typewriter ribbons are almost impossible to get. Lightbulbs, if they can be found, cost \$10. Spare parts for American-made machinery are non-existent. Broken equipment cannot be repaired.

On a recent trip to Nicaragua Kirk stopped in at a hospital maternity ward and found that of a dozen incubators, only two worked, the rest sat idle because the hospital could not get parts to fix them. There was a severe shortage of medicine and beds. Women in the ward were sleeping in shifts, four to a bed. The sight of this touched Kirk. "When I left the hospital it just hit me. I broke out in tears."

The conflict between Nicaragua and the United States has destroyed at least 50 medical posts and numerous schools. Aid sent through the relief campaign helps the Nicaraguans to rebuild, and to exist, Kirk says.

"They need everything: Toothpaste, shovels, typewriters, photocopiers, rakes, sewing machines, baseballs, work boots . . . the list goes on and on."

Kirk and Kearnes are looking for donations from Dalhousie staff, faculty and students. The Spanish department's basement is serving as a temporary storage area. Tools for Peace has received much local and national endorsement by people such as Dr. Donald Betts, Dean of Arts and Science, vice-presidents Alasdair Sinclair and Robbie Shaw, and

prominent Canadians such as Liberal Party president Iona Campagnolo and satirist/song-writer Nancy White.

Kirk says the aid reaches the people of Nicaragua quickly because there is "one, centralized authority" taking care of distribution. There are no bureaucratic egos to placate, as witnessed during earthquake relief efforts in Mexico.

One particularly hard hit group of Nicaraguans are the Miskitos, a native people who speak pidgin English and number about 30,000. The government moved them inland from their homes on the Honduras/Nicaragua border because of fighting between the government and the U.S.-backed "contra" troops based in Honduras. They are allowed back into the area, but their homes and farms were destroyed. They need nails, hammers and farm tools to rebuild.

Problems between Nicaragua and the U.S. started in 1979 when the leftist Sandinistas overthrew the right-wing government of Anastasio Somoza, ending more than 40 years of oppressive rule by the Somoza family. The coup left 50,000 people dead. The Reagan administration attempted to force the country into submission through economic and military pressure.

In 1981 the U.S. cut off all economic and food aid to the Central American country and since 1982 it has vetoed any loans to Nicaragua from the World Bank.

In 1983 the U.S. stopped 90 per cent of all sugar imports from the country and in 1984 mined Nicaraguan harbors to stop international shipping. Today the U.S. finances 15,000 "contras" based in Honduras, northern Nicaragua and Costa Rica. More than 9,000 people have been killed, wounded or are missing due to fighting between the two sides.

Nicaragua, a country about the size of New Brunswick has a population of about 2.5 million. Last year Daniel Ortega became the country's president.

by Stuart Watson

Televising trials subdues lawyers — Grange

Televising trials and hearings has tended to make lawyers more subdued rather than opposite as some critics feared, said the judge who conducted the much-publicized inquiry into the baby deaths at a Toronto hospital.

There was some fear that the lawyers would ham it up to turn trials into some form of melodrama, said Justice Samuel Grange who was speaking at law hour last week at the law school.

His royal commission of inquiry on the deaths at Toronto's Hospital for Sick Children was televised as was an earlier one he headed into the Mississauga chemical spill.

Justice must be seen to be done and televising hearings and trials, an excellent, although not perfect, way of achieving that goal.

Only one camera was used in the Toronto hearing. "Witnesses were not affected. It's a very strange experience for a witness to be in a courtroom to begin with." Trials should not be televised if the accused objected, he added.

Justice Samuel Grange's interesting address was disappointing in one sense — he barely mentioned the inquiry into the babies' deaths. Nurse Susan Nelles was charged with murder in the still-unsolved baby killings but was discharged when a preliminary inquiry judge determined there was no evidence against her.

Grange said he would answer any questions except for "who did it?" Some posters on campus claimed he would reveal the culprit.

CHEMISTRY SEEKS TO UNDERSTAND WORLD — BRESLOW

In some ways, chemistry is the most practical of the sciences, said Ronald Breslow, a Columbia University chemistry professor, during the Walter J. Chute Distinguished Lecture series last week on campus.

"We don't simply learn about chemicals, we often create them," Breslow said in his talk on *Natural Science and Unnatural Science*. "In chemistry, we want to understand the world as it can be, as well as what it is."

More than 90 per cent of known compounds have been created by man. Some are so old we don't think of them as artificial. It is absurd that there is a market for "natural" soap because soap is a man-made compound, but it has been made for so long people forget it doesn't exist naturally.

Many biological processes depend on chemistry. The body's enzymes are natural catalysts that spark chemical reactions.

Grange took issue with a recent poll that found Canadians believe the rich get better treatment than the poor from the legal system.

"I don't accept that answer," he said, adding that in 90 to 95 per cent of the cases he has been involved in "justice, at least justice according to law, has been attained."

Anatole France's dictum that "the law, in its majestic equality, forbids the rich as well as the poor to sleep under bridges, to beg in the streets and to steal bread" was appropriate at one time but not today.

Legal aid has given everyone access to a lawyer, although it is true the rich can hire the best legal advice. Middle-income people are often in a worse bind, because they do not qualify for legal aid.

In criminal law, to guard against a wrongful conviction, the crown must prove guilt beyond reasonable doubt.

Grange said the legal system is only as good as its judges, who interpret the law. "What is justice to one is anathema to another." Judges must be selected on merit alone, not for political connections and not on a representative basis. He does not support affirmative action for judges.

Since women only recently became lawyers in numbers equal to men, it will take time before an equal number of women exist with the experience to be a good judge. Neither males nor females should be appointed judges at a young age.

Rather surprisingly, Grange said it is preferable judges not head commissions or arbitration boards. —Ed MacLellan

Pharmaceutical companies use chemicals to create new drugs, which are invented, not discovered.

Breslow works on making natural reactions happen in an unnatural way. In his research on "selective chemistry" he chemically jockeys around the atoms in steroids, using metal ions to geometrically control the reactive properties of these long hydrocarbon chains.

This is "clean and safe chemistry," he said. It doesn't involve methyl isocyanate — the cause of the Bhopal disaster — or other dangerous chemicals. As long as the appropriate geometry and appropriate ions are available, enzymes can be used to safely "chew off" atoms as part of the chemical reaction.

Nature does general chemistry. Researchers are increasingly adept at using natural means to achieve specific, unnatural goals. —Ed MacLellan

Music for Nicaragua Tools for Peace

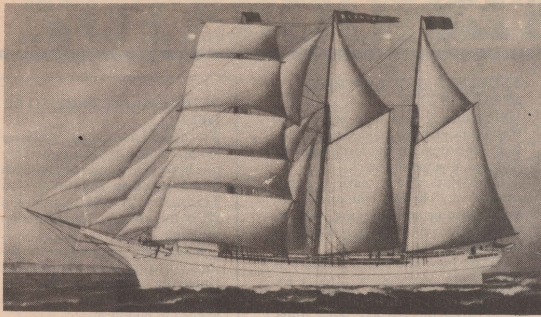
Featuring musicians from Nicaragua:
Mario Montenegro, Diego Aguirre and Marta Valdovana.

Money raised from the concert will go to the Halifax Tools for Peace campaign, which provides aid to the people of Nicaragua.

The concert begins at 8 p.m., November 7 in the cafeteria of the Student Union Building.

Tickets cost \$5 waged (employed), \$3 unwaged (unemployed) and are available in the SUB lobby between 11:30 a.m. and 1:30 p.m.

Sponsored by the Halifax Tools for Peace Committee, the Latin American Information Group and the Dalhousie Student Union.



S. Badger's "Reynard" on exhibit at the Dalhousie Art Gallery until Dec. 15th.

GALLERY OPENS CONTEMPORARY AND HISTORIC EXHIBITS

The Dalhousie Art Gallery opened an historic and a contemporary exhibit last week.

Marine Portraits of Nova Scotia Vessels, 1826-1918, displays 24 paintings of vessels built in Nova Scotia from 1826 to 1918. The exhibit shows various types of sailing vessels built during the heyday of shipbuilding in Nova Scotia. There are works by such well-known marine artists as John O'Brien, Edmond Adam and William Howard York. Among the vessels depicted are "The Statesman," a barque built in Yarmouth in 1852 by John Richards; the "Harriet Campbell," a barque built in Weymouth in 1884 by Colin Campbell and the "John W. Miller," a three-masted schooner built in

Mahone Bay in 1918 by the McLean Construction Company.

Dr. Charles Armour, university architect, guest curated the exhibit. In the illustrated brochure accompanying the exhibit, he presents the history of ship building in Nova Scotia and the evolution of rigging and hull design over the years. Armour will present a lecture on the exhibit in the gallery, Nov. 14 at 8 p.m.

Eric Cameron, an installation of work by Halifax artist Eric Cameron, presents "thick paintings" of everyday objects such as a chair, a lamp and a rose. They have been covered with successive layers of paint over a several-year period. Cameron will present a noon-hour talk on his work, Nov. 1 at 12:30.

MAJOR HEALTH CONFERENCE TO FOCUS ON UNIVERSITIES' ROLE

The president of the Canadian International Development Agency will be keynote speaker at an international health conference this Friday, Nov. 8, and Saturday, Nov. 9.

Dr. Margaret Catley Carlson's speech — "The Role of Canadian Universities in International Health" — will open the two-day session which will examine how health professionals respond to global needs.

Those attending the conference represent a broad spectrum of health professions — medicine, nursing, dentistry, occupational therapy, pharmacy, audiology, social work, health educa-

tion, economics and others.

Organizers hope the gathering will allow for a thorough examination of the role of universities in international health, especially in developing countries. University personnel, government representatives and members of voluntary international health bodies will exchange ideas.

The conference is organized by the International Development Office, of the Association of Universities and Colleges of Canada and the International Health Office of the Pearson Institute for International Development at Dalhousie.

What's up quark?

Dalhousie professor Kevin Moriarty explores the murky sub-atomic world of quarks, leptons and hadrons, particles so small they make an atom look like King Kong.

"There are 300 or more hadrons and, for all we know, the number might be infinite," says Moriarty.

He recently received a \$50,000 U.S. PACER award from Control Data Ltd.'s program for advanced computing in engineering and research. Moriarty is one of 12 worldwide, and the only Canadian, to receive the award. He has also been appointed to the "IBM International Professorship in Computing Science (Europe)," the only Canadian to receive that award also.

Moriarty estimates that 300 people around the world are doing the type of work he does. A typical problem may involve the solving of five million simultaneous equations.

"That would take several hundred years to do on a conventional computer," says Moriarty who plugs into supercomputers in Colorado, Maryland, Minneapolis and Paris.

Quarks are the basis of all matter in the universe and when they join together they form hadrons, the best-known of which are the proton and the neutron.

The concept of quarks is difficult but, "they are as real to me as apples or oranges," says Moriarty.

Traditionally, physicists pictured atoms as indestructible billiard balls but in this century it became possible to use accelerators (atom smashers) to pulverize them into even smaller particles. The discovery of these minuscule entities was entirely unexpected. Robert Oppenheimer, one of the fathers of the atomic bomb, described them as having an "insulting lack of meaning."

The significance of these smaller particles became known, but they continued to be described whimsically — like cute nuclear stepchildren — by scientists doing serious research.

They were dubbed quarks in 1961 by Murray Gell-Mann, who lifted the nonsense word from the pages of *Finnegan's Wake*. A few years later, Gell-Mann won a Nobel Prize for his work with quarks.

The force fields which bind quarks together like glue were given another playful name — gluons.

Physicists recognize four forces or interactions that make the universe work — gravity, electromagnetism, and the "strong" and "weak" nuclear forces.

Moriarty is involved with the theory of quantum chromodynamics, the accepted theory of the strong interactions. The strong force operates at very short distances, holding neutrons and protons together in the nucleus. To do that, it must first bind the quarks together to form hadrons.



Dr. Kevin Moriarty (Carlos photo)

Quarks come in six types, classified as "flavors": up, down, charm, strange, top (or truth) and bottom (or beauty). These terms have nothing to do with their properties but are easy-to-remember labels.

Quarks have mass, spin, electrical charge and a "color" charge which is supplied by the gluons. There are three categories of gluon — green, red and blue.

"Of course, since we can't see quarks, they don't really have colors, but it's an easy way of keeping track of them," Moriarty says. Just as the three primary colors combine to form other colors, red, green and blue quarks unite in various combinations to form hadrons.

Physicists know equations to describe the theory of quantum chromodynamics but the theory has not been conclusively proven.

"My goal is to describe all properties of hadrons from first principals with no *ad hoc* assumptions or approximations," Moriarty says. In fact, that's what everyone is shooting for. Moriarty thinks he has as good a chance as anyone to prove, or disprove, the theory.

Moriarty is adamant in his view that Dalhousie needs a Nova Scotia supercomputer it can use. Long-distance hook-ups can work but they have their drawbacks. But a decision on whether Nova Scotia will get a \$20 to \$30 million supercomputer is still on hold.

"It's easy when you know what you're doing," Moriarty says. But graduate students or other researchers without firsthand experience on the best computers will be at a disadvantage.

And a state-of-the-art computer in Halifax would have spin-off effects that would pay for it, Moriarty says.

Moriarty, a native of Halifax, spent 20 years studying and teaching in England before returning in 1983. His work on supercomputers led to his recent marriage to Shizuko Suzuki. He met her last year in Japan when she was a guest at a reception given in his honor by the Fujitsu computer company.

—Ed MacLellan

The First Annual Dalhousie University Christmas Party

Friday, December 6, 1985
McInnes Room - SUB

Dancing to the
John Alphonse Orchestra

Tickets: \$20 per couple
\$10 single

Prizes from Santa

Tickets available at the Dalhousie Arts Centre Box Office.
For more information call 424-COHN.

PRESIDENT'S OFFICE TROUNCED IN TRIVIA CONTEST

When Harry Flemming, the Godfather of trivia, brought 80 of his toughest questions to the Earl of Dalhousie pub at the Faculty Club the air was filled with arcana, obscuria and some fine answers.

Marilyn MacDonald, director of public relations and Jock Murray, dean of the medical school, finished strongly to

post a 37-18 victory over Bob Fournier, assistant vice-president and Val Traversy, co-ordinator of operations in the president's office. The score was 11-11 at half-time and 15-15 before the late rally by the winners.

The next contest will be held in the new year.

ACADEMIC NOTES

THESIS DEFENCES

Dian J. Gifford, of the oceanography department, presented a PhD thesis defence on "The Impact of Grazing Marine Planktonic Oligotrichs (Ciliophora, Oligotrichida) in Laboratory Culture and in the Northwest Arm of Halifax Harbour."

Shunsuke Koshio, of the biology department, gave his PhD thesis defence on "The effects of eyestalk ablation, diet and environmental factors on growth, survival and energy utilization of juvenile American lobsters, *Homarus americanus*, as applied to aquaculture."

Sita Rama Lingeswara Rao Gonella, of the biology department, presented his PhD thesis defence on "Suberization of isolated tomato fruit protoplasts."

OCCUPATIONAL THERAPY HOLDS WORKSHOP

Susan Kaplan, of Florida International University, will conduct a workshop on "Assessment in Occupational Therapy" during the fourth annual continuing education workshop at the School of Occupational Therapy.

Kaplan, an assistant professor in occupational therapy, has an extensive background in measurement theory as it applies to occupational therapy.

The workshop will introduce and review the basic principles of measurement, with discussion on their application to assessment procedures in clinical practice.

All Atlantic-region clinicians and other interested individuals are welcome to attend. For registration information call Occupational Therapy at 8804.

ADMISSION SEMINAR

Prospective law school applicants in the Metro area are invited to an information session Thurs., Nov. 14 at 8 p.m. in Room 115 of the Weldon Law Building.

NSERC FORECASTS RESEARCHER SHORTAGE

Canada's goal of doubling research and development income by 1990 will be "severely hampered" by a lack of talented researchers according to a study released by the National Sciences and Engineering Research Council.

The report, "Research Talent in the Natural Sciences and Engineering: Supply and Demand," states that even with a modest growth in gross research and development expenditures research talent at the master's and doctoral level will be inadequate to increase domestic research and development activities.

All areas will feel the pinch but particularly in applied sciences, engineering, computer science and biotechnology. Canada, the report said, could lose researchers to other countries.

KIDNEY FOUNDATION GIVES GRANTS TO DAL RESEARCHERS

The Kidney Foundation of Canada has awarded \$135,000 for kidney transplant and other research at Dal's Faculty of Medicine.

Dr. Aril Om received \$32,550 to further his study of cellular activity in kidney transplant rejection, under the supervision of Dr. P. Belitsky, chairman of the transplant team at the Victoria General Hospital.

Dr. J.M. MacSween, of the division of immunology, and Dr. A.D. Cohen, of the division of nephrology, received \$25,000 to continue their research into the effects of transplant rejection drugs on the immune response to transplanted kidneys.

The urology department's Dr. R. Norman received a \$35,000 two-year grant to study the effect of certain drugs on kidney stone formation. Endocrinology's Dr. M.H. Tan received \$25,000 to study abnormal fat metabolism and atherosclerosis in acute and chronic kidney failure.

Dr. J.F. Crocker of pediatrics was awarded \$19,000 to further his research in the field of genetically transmitted cystic kidney disease.

STUDENTS SHOULD WRITE, SPEAK BETTER

Universities should help students to communicate better, said George Connell, president of the University of Toronto, in a recent speech.

Universities should make sure they provide very effective criticism of students' writing and speaking, even in courses which appear to be remote from those areas, he said.

"There may have been a tendency in the past for professors of physics, for example, to say 'I really only have to be concerned about science,' but I think they should be concerned about how well they express themselves too."

Connell reported the results of a study that found graduates and employers alike were generally satisfied with the quality of technical education in universities but they thought communication skills were underdeveloped.

As if in answer to Connell's remarks, the English department at the University of Waterloo will soon offer courses in rhetoric and technical writing.

The undergraduate course, rhetoric and technical writing, will accept second-year students next fall, while the master's course on professional writing will begin in September 1987.

"We felt it was important to create a program that would speak to particular kinds of needs in that way, which expository essays and literature courses don't in quite the same way," said Dr. Gordon Sletthaug, chairman of UW's English department.

The course in rhetoric (the art of persuasion) and technical writing requires students to study a technical, scientific or social sciences area, besides literature, linguistics, rhetoric and writing courses.

The master's program in professional writing will be open to students graduating from science, engineering, or any other field so long as they have taken undergraduate courses. (From the *U of T Bulletin* and *UW Gazette*.)

BUDDHISM LECTURE TO BE HELD

The department of comparative religion will sponsor a public lecture by Dr. Chatsamun Kabilsingh on "Women in Buddhism" on Thurs., Nov. 21 at 8 p.m. in Room 222 of the Arts and Administration Building.

Kabilsingh, an associate philosophy professor at Thammasat University in Bangkok, Thailand, has written several books on women in buddhism.

For more information contact Dr. Ravi Ravindra of the comparative religion department, 3578.

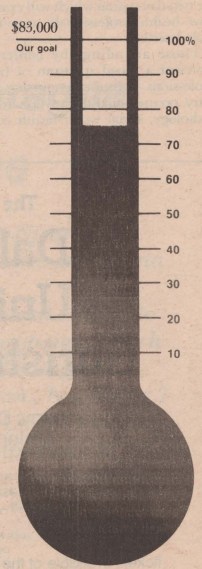
59TH DALHOUSIE REFRESHER COURSE

The 59th annual Dalhousie refresher course will update doctors in medical practice in a variety of specialties. Sessions take place from Nov. 18 to 20 at the Tupper Building.



United Way

Our Pledges
\$62,000



Dalhousie Theatre Productions presents

Agnes of God

by John Pielmeir
A DTP Lab Production
Studio 1
November 21, 22, 23 at 8 p.m.
Tickets: \$4 & \$6

Rose

by Andrew Davies
Sir James Dunn Theatre
November 27, 28, 29, 30 at 8 p.m.
Matinees: Nov. 28 at 1 p.m.
Dec. 1 at 2 p.m.
Tickets: \$5 & \$7, \$6 & \$8

Dalhousie Arts Centre Box Office
Phone 424-2646 Charge Line 424-3820

For the best in exciting Theatre

CMA WANTS VIVISECTION GUIDELINES

The Canadian Medical Association wants the federal and provincial governments to make mandatory guidelines on animal research.

The CMA wants governments, and other agencies who fund research, to demand that research institutions follow the now voluntary guidelines of the Canadian Council on Animal Care as a condition for receiving financial support.

CMA president, Bill Vail, says "the use of animals in research is absolutely essential. In return we, as human beings, owe them our respect, our gratitude, and especially our protections."

NEW BOOK IN EXPORTING RELEASED

Dr. Philip Rosson, of the Centre for International Business Studies, recently wrote *Excellence in Exporting*, a book in which some of Canada's most successful exporters offer advice on exports.

The book was launched last week in Toronto at the World Trade Centre on the last day of Canada Export Trade Month. James Kelleher, the international trade minister, released the publication which was funded by the External Affairs department.

In the forward to the book, Kelleher described it as an "excellent first step" for anyone thinking of venturing into exporting.

NOTEBOOK

A SPECIAL DINNER

A special dinner to honor the new chief justice of Nova Scotia, Lorne Clarke, takes place Friday, Nov. 15 at 7:15 p.m. at the Halifax Sheraton.

The dinner, which will be held during the Advocacy 85 conference, is sponsored by the Dalhousie Law Alumni Association, the Nova Scotia Barristers' Society and The Continuing Legal Education Society of Nova Scotia.

During the dinner the alumni association will present the Weldon Award for unselfish public service.

Nova Scotia singer Rita MacNeil will entertain.

The tickets, which cost \$45, are available through the Continuing Legal Education Society of Nova Scotia.

BUTLER APPOINTED TO SSHRC

Dr. Peter Butler, of sociology and social anthropology, has been appointed to the Social Sciences and Humanities Research Council.

Butler, who is also senior advisor for post-secondary education in the provincial department of education, has served as consultant to the Department of National Health and Welfare, the Department of Regional Economic Expansion, the Canadian International Development Agency and the Pan American Health Organization.

VOLUNTEERS NEEDED

Camp Hill Hospital needs student volunteers who are interested in a range of fields including geriatrics and psychiatry.

For more information on volunteer positions available visit the hospital or contact Marie Welton, co-ordinator of volunteers.

CYBER IS "BAUDY" BUILDING

Dalhousie's CYBER computer can now be reached through a limited number of 9600 BAUD lines (the previous maximum speed was 1800 BAUD).

To use 9600 BAUD you just set your terminal at that speed. You may be queued, however, due to the limited number of these lines. CYBER can now also be reached using 2400 BAUD.

ACADEMIC COMPUTING PRESENTATIONS

Control Data Corporation and IBM will make presentations concerning a new academic computer on Nov. 6 and 13, respectively, at 3:30 in the MacMechan Auditorium.

CHEMISTRY MERIT AWARD

Jan Friedrich, a Dal graduate who is now on a Rhodes Scholarship at Oxford University, received the 1985 Society of Chemical Industry merit award. A plaque bearing the names of previous winners hangs in the display case near the chemistry department office.

DIPLOMATS IN DIALOGUE

Dr. Robert Moore read from his new book *Third World Diplomats in Dialogue with the First World* on Oct. 24 in the Canadian Book Information Centre, Killam Library.

MACDOUGALL JOINS MEDICAL DEAN'S OFFICE

Brian MacDougall joined the dean's office in medicine last month as the faculty's financial officer.

MacDougall manages the faculty's financial resources and physical plant.

EXAM REGISTRY SERVICE

STARTED

Undergraduate students at Dal can take a look at past exams thanks to a new service started by the Student Union.

The Exam Registry Service will ask professors and students to donate old exams so that undergraduate students can study the exam format of a particular professor. Initially, exams from the School of Business Administration and the Faculty of Arts and Science will be available.

Old exams can be sent to the Exam Registry, Student Council Office, Student Union Building.

POSTERS AVAILABLE

Women's Centenary posters are still available from the Art Gallery or the Alumni Affairs office at \$5 unframed and \$30 framed.

DEVELOPMENT FUNDS

The Development Office has released a glossy *1984 Development Funds Report* listing contributors to Dalhousie.



Crystal White, (right) a third-year recreation student, received a new national award that marks a significant student contribution to a student association. Frank Covey, (left) presented the award on behalf of the Canadian Association of Health Physical Education and Recreation as Dr. Larry Maloney, director of the school of recreation, physical and health education, looks on. (Carlos photo)

JOBS

At press time, the following positions were vacant. Members of the Dalhousie Staff Association (DSA) will receive preference during the posting period for DSA jobs. For more information please visit the Staffing and Job Evaluation Office, Room 12, Arts and Administration Building.

ADMINISTRATIVE POSITIONS

Purchasing and Materials Manager — ADM 08; Financial Services; \$39,461 — \$48,282.

Budget Officer — ADM 06 (provisional); Financial Services; \$29,333 — \$35,987.

Administrative Officer For Special Projects — ADM 05; Computer Facilities and Operations; \$25,305 — \$31,959.

DSA POSITIONS

Technician 2; Computer Facilities and Operations; \$17,882 — \$21,807.

Administrative Secretary 1 (provisional); Office of Dean of Medicine; \$16,647 — \$20,301.

Technician 3 (provisional); Production Lab, Faculty of Dentistry; \$19,379 — \$23,633.

Technician 4; Family Medicine Centre; \$23,102 — \$28,173.

Technician 4; Administrative Computing Services; \$23,102 — \$28,173.

Clerk-Typist 2; Serials, Killam Library; \$13,027 — \$15,886.

Clerk-Typist 2; Circulation, Killam Library; \$13,027 — \$15,886.

Clerk-Typist 2 (provisional); Housing Services; \$13,027 — \$15,886.

Technician 1 (provisional); Public Relations Office; \$16,271 — \$19,843.

Technician 2 (Job Evaluation Trainee); Personnel Services, Staffing & Job Evaluation; \$17,822 — \$21,807.

Secretary 3; Recreation, Physical & Health Education; \$14,834 — \$18,090.



The "no parking" sign doesn't stop these drivers. They don't have many choices with more cars than spaces on campus. But the crisis is expected to ease a bit soon. (Watson photo)

CLASSIFIED

If you have something to sell or rent, or if you want to buy something, this space is reserved for you. *Dal News* will list your private classified ad free of charge for two issues. Just mail your submission (please keep it as short as possible) to Dal News, Public Relations, Killam Library, Dalhousie University, Halifax, N.S., B3H 3J5. Please include a phone number where you can be reached during the day. Phone numbers will be published only on request. Sorry, we cannot accept placements over the phone. To cancel an ad, call 424-3643. While every effort is made to ensure accuracy, we cannot assume responsibility for errors. Deadline for submissions is Tuesday at noon, the week before publication.

FOR SALE: Martin D-28 guitar, in new condition, with hard shell case. Call 826-7551 after 6 p.m.

FOR SALE: Two Kenmore room humidifiers, 7.9 gallon capacity, excellent condition, \$50 and \$60. Call 424-2545 (days) or 477-6147 after 6 p.m.

FOR SALE: 28-foot fiberglass sloop, diesel auxiliary. Replacement cost \$30,000. Selling for \$20,000 or nearest offer. Phone 424-3423.

SUBLET: Three-bedroom apartment, fully furnished, washer and dryer, 5 min. walk to Dal, near Jubilee Rd. Faculty or family preferred. Dec. 15, 1985 to Sept. 5, 1986 (9 months), \$545 per month plus utilities. Call 425-5541.

CALENDAR

THURSDAY, NOV. 7

PEARSON INSTITUTE SEMINAR: Impact on Sanctions Against South Africa on the Front Line States: Questions For Canada's Policy Toward SADCC. Chris Davids, CIDA consultant, Ottawa. Pearson Seminar Room, 23,30 p.m.

DWFO MEETING: To discuss priorities and goals for the DWFO and the formation of standing committees on issues of importance to women faculty members. English lounge, 4-6 p.m.

FRIDAY, NOV. 8

AT THE FACULTY CLUB: Candlelight Dinner. Hungarian Style Fish Fillets or Baked Stuffed Pork Chops. \$12.50/person. Reservations required. 6-9 p.m.

DALHOUSIE TIGERS: Hockey. Aca vs. Dal. Dalhousie Memorial Rink, 7:30 p.m. AUSA Tournament. Men's Volleyball. Dalplex, 8 p.m.

OCEANOGRAPHY DEPT. SEMINAR: A Density-Independent Hypothesis of Marine Population Regulation Involving the Direct Role of Physical Oceanographic Processes. Dr. Michael Sinclair, Director, Marine Plants and Invertebrates Division, Dept. of Fisheries and Oceans, Halifax. L.S.C., Room 2970, 4-5 p.m.

SENATE MEETING: Board and Senate Room, 4 p.m.

POLITICAL SCIENCE SEMINAR: Party Competition in Canadian Provinces. Dale Poel. Political Science Lounge, A & A Building, 3 p.m.

CHEMISTRY SEMINAR: Progress and Perspective in Chemical and Biosensor Research. Dr. M. Thompson, Chemistry Dept., University of Toronto. Chemistry Bldg., Room 215, 1:30 p.m.

ECONOMICS DEPT. SEMINAR: Handle with Care! Economic Estimates of the Efficiency Gains of Tax and Social Policy Change. L. Osberg, Dalhousie, 6214 University Ave., Seminar Room, 3:30 p.m.

PSYCHOLOGY COLLOQUIA: Opiokinetic Systems of Birds and Primates. Dr. Josh Wallman, Biology Dept., City University of New York. L.S.C., Room 4258/63, 3:30 p.m.

TUESDAY, NOV. 12

DALHOUSIE FILM SERIES: Gertrude Stein: When This You See, Remember Me. USA, 1971, color, 90 min. The film biography of writer Gertrude Stein and her literary and artistic world. Screenings: 12 noon, MacAloney Room, 8 p.m. in the Art Gallery. Admission is free.

POLITICAL SCIENCE SEMINAR: The Liberal Party Reform. Conference: Some reflections on Change in Political Parties. John Courtney (University of Saskatchewan). Political Science Lounge, A & A Bldg., 11:30 a.m.

EXPLORAMA '85: A visit to Scotland. Sheryl Mentis is the producer and narrator for this visit through Scotland's gentle hills and bleak moors. Cohn Auditorium, 8 p.m. Tickets: Regular \$5.00; students/sr. citizens \$4.00.

THURSDAY NOV. 14

ON STAGE AT THE COHN: The Royal Winnipeg Ballet. Their repertoire embraces a wide array of dance styles and moods. Tickets are \$16.50; students/sr. citizens \$15.00. The Ballet will be performing for three nights.

OCEANOGRAPHY DEPT. SEMINAR: Review of Evidence for Density-Independent Hypothesis of Marine Population Regulation; and Discussion of Implications, if Robust, on Some Aspects of Ecological Theory. Dr. Michael Sinclair, Director, Marine Plants and Invertebrates Division, Dept. of Fisheries and Oceans, Halifax. L.S.C., Room 2970, 4-5 p.m.

BIOLOGY DEPT. SEMINAR: Genetics of Size and Shape During Development and Evolution. W.R. Atchley, Genetics Lab, College of Agriculture and Life Sciences, University of Wisconsin. L.S.C., Room 2830, 11:30 a.m.

ART GALLERY LECTURE: Dr. Charles Armour, University Archivist of Dalhousie University will present an illustrated lecture on the works in the exhibition Marine Portraits of Nova Scotia Vessels, 1826-1918 currently on view. Art Gallery, 8 p.m.

FRIDAY, NOV. 15

AFRICAN STUDIES SEMINAR: Recent Controversies over Stabilization in Developing Countries: empirical evidence. Prof. Gerald K. Helleiner, University of Toronto. MacMechan Auditorium, Killam Library, 3:30 p.m.

SOCIOLOGY AND SOCIAL ANTHROPOLOGY SEMINAR: Hostesses and Guests: Women, Work and Tourism. Pauline Barber, Dalhousie. Sociology Complex, 2:30 p.m. Refreshments to follow.

ENGLISH DEPT. COLLOQUIUM: Speaking of Mysteries: John Donne and the Rhetoric of Prophecy. Patricia Howison, English Dept., King's University. English Dept. Lounge, 3:30 p.m.



The Royal Winnipeg Ballet performs at the Cohn Nov. 14, 15 and 16 at 8 p.m.

HISTORY DEPT. SEMINAR: Larry Mackenzie and the Massey Commission 1949-1952. Peter Waite. History Seminar Room 1, 3 p.m.

OCEANOGRAPHY DEPT. SEMINAR: If Predominant, How Can Marine Density-Independent Population Regulation be Integrated Into Evolutionary Theory? Dr. Michael Sinclair, Director, Marine Plants and Invertebrates Division, Dept. of Fisheries and Oceans, Halifax. L.S.C., Room 2970, 4-5 p.m.

WOMEN'S CENTENNIAL YEAR PROGRAMME: Women's Basketball Tournament, Dalplex, Nov. 15-17. Women's Centennial Exhibition: The Widening Sphere: Women in Canada, 1870-1940. This is an exhibition from the Public Archives of Canada. Tupper Link, Nov. 15 - Dec. 15.

SCHOOL OF LIBRARY SERVICES LECTURE: The Experiences of a Visiting Professor of Canadian Studies at the University of Edinburgh. Prof. Douglas Lochhead, Davidson Professor of Canadian Studies, Mount Allison University and Librarian-in-Residence, School of Library Services, MacMechan Auditorium, 11:45 a.m.

CHEMISTRY DEPT. SEMINAR: Biological Alkylating Agents from Di- and Trialkyltriazenes. Dr. C. Michejda, Lab. of Chem. and Phys. Carcinogenesis, Nat'l Cancer Institute, Frederick, Maryland. Chemistry Bldg., Room 215, 1:30 p.m.

PSYCHOLOGY COLLOQUIA: Auditory processing difficulties in children. Dr. Christine Sloan, School of Human Communication Disorders, Dalhousie. L.S.C., Room 4258/63, 3:30 p.m.

FRIDAY AT FOUR LECTURE: Biotechnology and Medicine: prospects and problems. Dr. Julian E. Davies, President and Research Director, Biogen SA & Associate Professor, University of Geneva Medical School, Geneva, Switzerland. Lecture Theatre A., Tupper Medical Bldg.

PEARSON INSTITUTE LECTURE: Recent Controversies over Stabilization in Developing Countries. Some Empirical Evidence. Dr. Gerald K. Helleiner, Dept. of Economics, Toronto University, Room 234, A & A Building, 3:30 p.m.

SUNDAY, NOV. 17

DALHOUSIE FILM SERIES: The Birds. 1963 (USA). Directed by Alfred Hitchcock. Rebecca Cohn Aud., 8 p.m.

MONDAY, NOV. 18

AFRICAN STUDIES SEMINAR: Presentations on health, gender, labour and literature in Southern Africa. Shula Marks, History, School of Oriental and African Studies, London. African Studies House, 1444 Seymour St., Nov. 18-20.

DALHOUSIE-KING'S READING CLUB: Halifax District School Board. Eva Huber and Nita Graham will speak. Hostess: Mrs. K. MacDonald, 1820 Armview Terrace. Halifax.

TUESDAY, NOV. 19

BOARD OF GOVERNORS MEETING: Board & Senate Room, A & A Building, 4 p.m.

ANATOMY DEPT. SEMINAR: The Kinematics of Swimming in Anuran Larvae: or Why Aren't Tadpoles Built Like Fish. Dr. Richard Wassersug, Anatomy Dept., Dalhousie. Tupper Medical Bldg., Room 14B, 11:30 a.m.

DALHOUSIE FILM SERIES: Speaking Our Peace. NEB, 1985, color, 55 min. This film is based on the conviction that women's skills and experience as peacemakers within families and communities must be applied to the global social and political forum if lasting peace is to be achieved. Screenings: 12 noon MacAloney Room, 8 p.m. in the Art Gallery.

WEDNESDAY, NOV. 20

PSYCHOLOGY COLLOQUIA: Baroreceptors input to CNS systems that inhibit pain. Dr. Alan Randich, Psychology Dept., University of Iowa. L.S.C., Room 4258/63, 3:30 p.m.

THURSDAY, NOV. 21

BIOLOGY DEPT. SEMINAR: Marine Ecology + Chemistry = Drugs From Slugs. Jeff Wright, Atlantic Research Laboratory, N.R.C., Halifax. L.S.C., Room 2830, 11:30 a.m.

FRIDAY, NOV. 22

SOCIOLOGY AND SOCIAL ANTHROPOLOGY SEMINAR: Max Weber's Essay on China and the Chinese Potential for Modernization. Dr. Andreas Buss, Director, Dept. of Social Sciences, Université Sainté Anné. Sociology Complex Lounge, 2:30 p.m.

HISTORY DEPT. SEMINAR: Industrialization, rural change and the 1944 National Health Services Act in South Africa. Shula Marks, University of London. History Seminar Room 1, 3 p.m.

AT THE FACULTY CLUB: Candlelight Dinner featuring shrimp stuffed sole or pepper steak. \$12.50/person. Reservations required.