



University News

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Dalhousie University

November 15, 1979

Comment

DFA agreement an acceptable compromise

by Derek Mann

A total of 420 clauses in 33 articles, plus three schedules and four appendices, typed single-spaced on 68 foolscap pages, form the first collective agreement negotiated by teams representing the Dalhousie Faculty Association (DFA) and the Board of Governors.

The agreement, ratified earlier this month by the DFA and the board, is by traditional labor-management standards a huge and impressive document, though not as voluminous as the agreements in effect at a few other universities.

That the negotiations lasted 10 months is not surprising, considering the scope of the agreement, and credit is due to the negotiators for their dedication and patience.

Both parties have publicly expressed their satisfaction with the agreement. **Dr. Susan Sherwin**, president of DFA, says the association is "quite pleased with the agreement. It's a reflection of healthy co-operative negotiations between the parties and I hope it will be a mark of even better relations in the future.

"We are heartened that we have been able to jointly achieve an agreement that seems to serve the interests of all in the university community."

Dr. Henry D. Hicks, the president of the university, commented: "We believe the agreement is a good one provided it is administered with good



The first collective agreement between the Dalhousie Faculty Association and the University's Board of Governors was signed at an official ceremony earlier this week. From left to right are: **Dr. Robert Rodger, Dr. Alan Kennedy, Dr. Michael Cross, Dr. Susan Sherwin, Dr. Henry Hicks and Miss Zilpha Linkletter.** (Photography Services Photo)

will on both sides and that the interests of the whole university will be regarded as of prime concern. Concessions were made on both sides. We look forward to continuing good relations with the members of the Dalhousie faculty."

In its latest newsletter, the DFA echoed the presidential views: "In summary, the Executive (of the DFA) believes it is a very good agreement that will serve the interests of members of the bargaining unit and the university community as well.

"It entrenches collegial processes

and ensures a forum and mechanism for co-operative decision-making in many crucial areas.

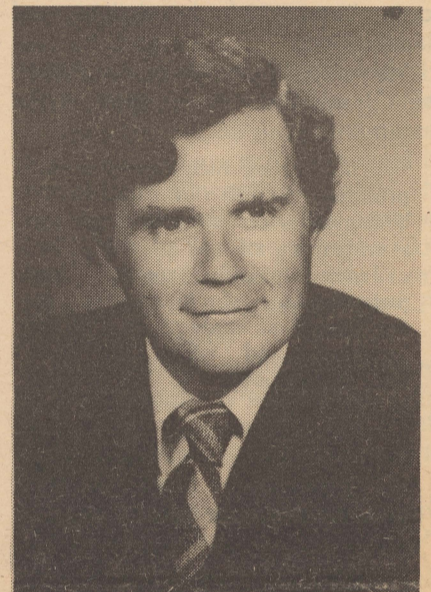
"Its ultimate strength will depend on the way it is used, however. It must be administered in the spirit in which it was written: with care and concern for the well being of our members and the university."

New ground covered

While much of the agreement codifies, for the first time comprehensively, many of the practices and

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Last Killam lecture looks at rights and the law



Paul C. Weiler

Paul C. Weiler, Mackenzie King Professor of Canadian Studies at Harvard, will conclude this season's Killam Memorial Lecture Series with a talk entitled *Judges and Rights: A Constitutional Bill of Rights for Canada?* The lecture will be given at 8 p.m., Nov. 20 in the Rebecca Cohn Auditorium.

Prof. Weiler's educational background includes a law degree from Osgoode and an LLM from Harvard. Following seven years as a member of the teaching faculty of Osgoode Hall Law School, he accepted the post of chairman of the British Columbia Labour Relations Board, a position he held until he took up his Harvard appointment.

While at Osgoode, Professor Weiler was engaged in labour arbitrations in addition to acting as a research consultant to the McRuer Royal Commission on Civil Rights. He has also served as a member of the Woods Task Force on Labour Relations, the LeDain Commission on Drugs and the National Law Reform Commission on the Criminal Code.

A respected academic, his articles have appeared in major legal journals. His books include *Labour Arbitration and Industrial Change*, and *In the Last Resort—A Critical Study of the Supreme Court of Canada*. He is co-editor of *Labour Relations Law* and co-author of *Studies in Sentencing*.

RG

Dal welcomes you —Our doors are open, have a look around

Open House 1979 is taking place this weekend—Friday, Saturday and Sunday—with displays, information booths, tours and tour guides, and a mini-bus shuttle service.

What's On?

You can see the entire campus in one afternoon, but perhaps you should make it a weekend event and spend a little time on all three days. After all, how can you have lunch, get fitness tests, watch chemistry's magic show, see the birth of a baboon or any of those other activities listed on the

pages of the special supplement contained in this issue of **University News**—all in one short afternoon?!

Dalhousie opens its doors for everyone:

2:00 p.m.-5:00 p.m. Friday

1:00 p.m.-5:00 p.m. Saturday and Sunday

Take the special supplement home with you so you won't miss a thing.

This is Dalhousie's opportunity to show you what we can do for you—so give us a chance. It could change your life.

CK

DAL OPEN HOUSE



TOUR INFORMATION - EVENTS
contact * 424-3527

Comment

First DFA contract reiterates past practices, covers new ground

Cont'd from page 1

processes relating to faculty and their terms and conditions of employment at Dalhousie that have existed for many years, a good deal of new ground is covered. Since the agreement is the first of its kind for Dalhousie, it had to be definitive. The article consisting of 24 clauses dealing with professional librarians, for example, provides for the first time comprehensive job descriptions and classifications.

Article 2—"Purposes of the Agreement"—sets the tone for most of the document:

"The Parties recognize that the principal goal of Dalhousie University is the attainment of high standards of academic excellence in the pursuit and dissemination of knowledge for the benefit of students and of the academic and wider communities. Excellence is to be pursued in teaching, in research and scholarly contributions and in service to Dalhousie University and the community at large. The Parties agree to co-operate in encouraging the Dalhousie University a climate of freedom, responsibility and mutual respect in the pursuit of these objectives. It is the purpose of this Collective Agreement to set out terms and conditions of employment for Members of the bargaining unit, which terms and conditions will promote academic excellence, foster and continue harmonious relations within the Dalhousie University Community, ensure equity in the treatment of Members through fair procedures, published for all Members, including means for settling differences which may arise from time to time between the Board and the Members."

This is followed by an explicit, three-section article on academic freedom:

"The Parties recognize and affirm that academic freedom is essential to the fulfillment of the purpose of Dalhousie University in the search for knowledge and the communication of knowledge to students, colleagues and society at large. Academic freedom does not confer legal immunity, nor does it prevent collective self-governance and peer evaluation as conducted or approved by the Senate or by other academic, research or professional bodies. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible.

"The Parties agree that they will not infringe or abridge the academic freedom of any member of the academic community. Members of the bargaining unit are entitled to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of

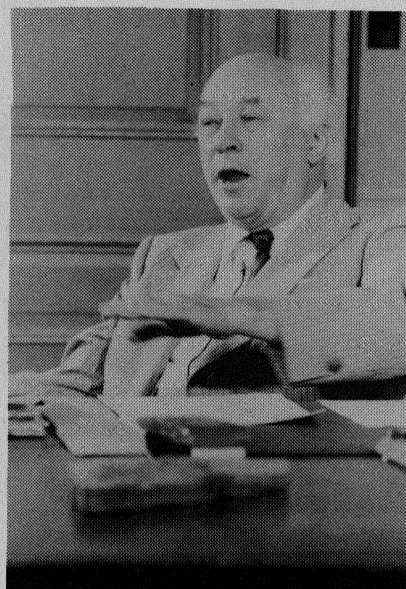


Dr. Susan Sherwin, the DFA's president, is "quite pleased with the agreement."

discussion, freedom to criticize, including criticism of the Board and the Association, and freedom from institutional censorship.

"Academic freedom implies protection of Members by the Board and the Association from pressure intended to hinder or prevent them pursuing their scholarly and research interests and communicating the results thereof to students, colleagues and the community at large. The Parties acknowledge this responsibility, whether such pressure emanates from inside or outside the University."

Having set the tone, the agreement gets down to business. After Articles 1 (Definitions), 2 (Purposes of Agreement), 3 (Academic Freedom) and 4 (No discrimination), it covers the following: Recognition; Management rights; DFA rights; Association-Board relations; University governance; Research staff appointments; Professional librarians; Appointments and reappointments; Tenure and appointment without term; Promotion; Rights, responsibilities and professional relationships (ethics, duties, teaching, research, scholarly, artistic and professional activity, administrative responsibilities within Dalhousie, responsibilities outside Dalhousie); Personal files; Existing practices; Workloads; Off-campus teaching; Extra professional activities; Copyrights, patents and author's rights; Resignation and retirement; Changes in program staffing for academic reasons; Financial constraint; Financial exigency; Disciplinary actions, suspension and dismissal; Grievance and arbitration; Vacations, holidays and leaves; Salaries (for 1978-79, 1979-80, salary maxima and review, merit increments in 1979-80, career review for adjustment to scale, administrative honoraria, salary administration); Benefits; Strikes and lock-outs; Transition;



"We look forward to continuing good relations with the members of the Dalhousie faculty," says Dr. Henry Hicks.

and Term and duration of the agreement. Three schedules, covering salary scales for librarians and salary minima, and four appendices (on career placement, special appointments, grievance form, a certificate and letter of clarification) complete the agreement.

"Neither party got everything it wanted"

A voluminous agreement? Yes. Detailed, yes. Satisfactory to both DFA and the board? Obviously—they ratified it.

But as Vice-President MacKay told the Deans and the Executive Committee of the board in his first reports to them after negotiations had been completed, neither party got everything it wanted: it was the best possible compromise.

Committee to administer contract

From the Administration's point of view, the agreement will, in some areas, result in more centralization and more responsibility for the Deans.

Both parties agree that, initially at least, the agreement will not be easy to administer. They recognize, however, that for the agreement to be effective it must be administered properly.

This is why there is to be a committee to administer the agreement. One article in the document specifies that within 14 days of the signing of the agreement, each party must provide the other with the names of three people to serve on the committee.

The committee will have co-chairmen, one designated by each party, who will preside alternately at meetings to be held at least once a month during the academic year and more often if required.

In addition, a number of other committees must be established as a result of the agreement. Already the DFA has moved quickly, its executive having appointed a nominating committee consisting of **Drs. Judith Fingard, James Hall and Susan Sherwin** to propose names for all committees. Committees that must be formed soon, as well as the Committee to Administer the Agreement, are a grievance committee (three representatives from each party within 30 days), a salary review committee (two representatives plus one alternate each within 30 days), and the employee benefits committee (two members each within 30 days).

Other committees to be elected within faculties include the career review committee, promotions committees and travel fund committees, and the negotiating committees for next year.

As might be expected, more than half (218) of the clauses are in the articles which deal with appointments and reappointments, tenure and appointments without term, promotion, rights, responsibilities and professional relationships, disciplinary actions, grievance and arbitration, vacations, holidays and leaves, salaries and benefits. Of these, significantly, the article on grievance and arbitration has 44 clauses, and the article on salaries has 42.

Salary scales

Salary scales agreed upon for faculty and librarians are included in the three schedules of the agreement. The 42-clause article covering salaries deals with regular salaries for 1978-79 and 1979-80, salary maxima and review, merit increments in 1979-80, career review for adjustment to scale, administrative honoraria, and salary administration.

Some new phraseology—at least for faculty at Dalhousie—makes its appearance in the salary article: Income Maintenance Change, Career Development Increment and Merit Increment. The first means an increase to try to keep up with inflation; the second means that, at its simplest, a faculty member with a PhD can automatically add three years to his total of "creditable performance years," which in turn can mean a tidy jump—up to about \$2,000—on the salary scale; the third, the merit increment, is just that.

When these three items are added up, the agreement is providing a salary increase to faculty of about 18 per cent (9.5 for 1978-79 and 8.6 for 1979-80).

For the adjustments to scale (embracing the income maintenance change and the career development increment) a total of \$273,000 is available. If this is not enough, then increases will be reduced equitably, but no one will receive less than a \$600 increase.

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November 15, 1979

Horrocks attends White House conference on libraries

Dr. Norman Horrocks, Director of the School of Library Service, is a delegate to the first White House Conference on Libraries and Information Services, being held in Washington this weekend.

The conference will bring together about 1,000 library users and potential users from across the United States, its territories and Canada, to discuss the future of libraries through the 1980s and beyond.

The conference, being held Nov. 15-19 at the Washington Hilton Hotel, is the first national forum to discuss the library and information needs of people in North America, and how their needs should be met and funded.

More than 100,000 people have been involved in the planning towards the conference; a total of 57 conferences have been held in the states and territories during the past three years.

Only one-third of the national delegates are library professionals; the rest are library users—lay people who can influence libraries.

Among the topics the delegates will tackle are:

- The right to privacy versus the



Dr. Norman Horrocks

freedom of information;

- The importance of meeting people's information needs, as compared with other national priorities;

- The future role of libraries and information services in the Information Age.

The final recommendations on these subjects will be presented to President Carter. **DM**

Mills studies the facts and myths of deep sea studies of the past

by Roselle Green

The men, the myths, the uncertainties, and even the politics of the 19th century are all part of the scenario that make up the history of deep sea exploration.

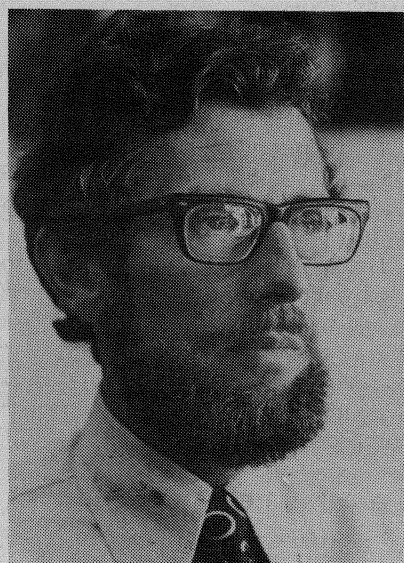
In searching the sources, marine scientist Eric Mills has discovered that the factors contributing to interest in deep oceans in the past are both varied and intriguing.

From about 1830-70 there was a strong bent on looking for ancient organisms and fossil records. The publication of the Darwinian theory helped to heighten the quest for knowledge, as did the introduction of new technological devices such as steam driven winches for hauling gear, the use of wire instead of hemp rope, and advanced skills for trawling in deeper waters.

But like many interests, probing the deep had its ups and downs. By the 1890s interest had waned and there was a virtual quiescence until the middle of the 20th century.

It's worth noting, says Mills, that the lofty ideal of furthering knowledge for its own sake was not the only motive for interest in deep sea studies. Often scientific curiosity went hand in hand with national interests. With the rise of nation-states in Europe, commercial rivalry among states led to heavy involvement in exploration, then in fishery exploitation. Scientists were forced by the situation to look at questions related to larvae, effects of currents, and the feeding habits of fish.

Political events played their part in the scheme of things as well. For



Dr. Eric Mills

instance, a branch of the Plymouth Laboratory became a government lab in 1910, freeing the scientists at Plymouth to initiate studies in basic chemistry and biology of the seas. Through their efforts, by 1935 there was a virtual "blossoming" in knowledge of what is referred to as modern biological oceanography.

The early 1960s ushered in a new era in deep water research, due in part to the availability of funding and because knowledge of deep water physics was required to support active antisubmarine programs. Deep-sea biology resumed where it had left off decades before.

The influence of such notions as ecological genetics, ecosystems, and

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It was hard work, but Nicole is now a CPS

Nicole L. Shayer, executive secretary of the Dalhousie Faculty Association (DFA), has earned the rating of Certified Professional Secretary (CPS), having successfully completed all six sections of the comprehensive examination administered by the Institute for Certifying Secretaries.

One of 1,060 persons to achieve certification this year, Nicole joined Dalhousie University in 1970, and the Dalhousie Faculty Association in May of 1979. A total of 13,124 persons have attained the CPS rating throughout the world since the examination was first administered in 1951. There are only 253 secretaries of CPS rating in Canada, and under 20 in Nova Scotia.

The Certified Professional Secretary program is sponsored by the National Secretaries Association (International) (NSA) through its department, the Institute for Certifying Secretaries. NSA is the world's leading secretarial association with 33,199 members.

To become a CPS, education plus experience requirements range from a maximum of eight years of verified

secretarial experience, if not a high school graduate, to a minimum of one year of accumulated verified secretarial experience if four or more years of college have been completed. Work experience must include at least 12 months of continuous secretarial experience with one firm.

The six parts of the examination, based on an analysis of secretarial work with emphasis on judgment, understanding and administrative ability are: behavioral science in business, business law, economics and management, accounting, secretarial skills and decision making, and office procedures and administration.

Nicole, who is also president of the Halifax-Dartmouth Chapter of NSA, completed her CPS program in three years. "Thanks are richly deserved by Mount Saint Vincent University," she said when she received her certificate and CPS key, "for continuing to allow us to use their facilities as a test centre. They go out of their way to put CPS candidates at ease.

"I'd also like to thank my employer for giving me the time off to write the exam, especially since I had only worked for them for three days prior to the exam.

"For those of you who are giving consideration to entering the CPS program, I strongly urge you to do so—you won't regret it. The personal satisfaction upon successful completion of the CPS rating far outweighs the sacrifice."

Application for the 1980 examination, to be administered May 2 and 3 at Mount St. Vincent University, must be completed before Dec. 1, 1979. Official application forms may be obtained from the National Secretaries Association (International), 2440 Pershing Road, Suite G10, Crown Center, Kansas City, MO 64108, U.S.A., or from Nicole Shayer, CPS, president, Halifax-Dartmouth Chapter (424-3722).



Nicole Shayer, executive secretary in the DFA office, is Dalhousie's second CPS. The first is Mrs. Alice Moore, the president's secretary. (St. Onge photo)

HCD professor receives out-post grant

Dr. Michael Webster, director and professor of the School of Human Communication Disorders, and **Dr. John Jacobson**, assistant professor at the School have been awarded a \$20,000 grant from the Gladys and Merrill Muttart Foundation of Edmonton, Alberta.

The purpose of the five year continuing grant is to provide training and equipment for out-post nurses in pure tone audiometry, immittance audiometry, and audiometric screening techniques.

Dalhousie out-post nursing students and practicing out-post nurses working out of Frobisher Bay, Baffin Island will participate in the training course to be

taught by Drs. Jacobson and Webster of the School, in cooperation with **Dr. George Novotny** of the Faculty of Medicine (Otolaryngology). Specialized equipment will be furnished to the Frobisher Bay station.

According to Dr. Webster, such a training course will increase the out-post nurse's capacity to accurately diagnose and treat middle ear disease among native populations and to make more accurate decisions about which cases should be referred to a physician. The grant marks Dr. Webster's 15th from private foundations during the last six years, resulting in over \$250,000 in awards.

Profile

Chatt checks fossil fuels



Dr. Amares Chatt's lab in the Trace Analysis Research Centre is a beehive of activity with no less than nine projects in the works. Among them is a series related to fossil fuels.

A two-year study being done at the request of the Cape Breton Development Corporation is designed to determine the trace elements present in their coal. To date, 40 elements (some of them toxic) in thermal and metallurgical samples of raw, processed and refuse coal have been identified using Dalhousie's SLOWPOKE facility.

The methods developed to detect the trace elements are being extended to study coal gasification and liquefaction processes.

Fly ash, which is transported long distances in the atmosphere and deposited in the Maritimes, is being studied in co-operation with the Atmospheric Environment Service and the Environmental Protection Service. Neutron activation studies are recording the degree of trace concentrations of a number of toxic substances in wet (acid rain) and dry (fall-out) precipitation.

Disposal of coal waste is also being investigated by Prof. Chatt in co-operation with a scientist from the State University of New York. The study on the extent of leaching of toxic elements from such waste products as scribber sludge, fly ash and bottom ash will help in determining suitable disposal methods.

Trace elements in marine environments, toxic elements in fisheries samples, the role of trace elements in neoplastic diseases and the use of scalp hair as an epidemiologic monitor are other studies in progress.

RG

Giant puppets, powerful piano and Mozart's mirth highlight Cohn schedule this week

by Dorothy Read-Horne

Giant puppets, a piano soloist and Mozart's comedy are the featured acts this week in the Rebecca Cohn Auditorium.

Le Theatre Sans Fils, Nov. 19

The Theatre Sans Fil, a troupe of giant puppets for adults, will revive the oral legends of the Indians of Canada in their latest production, *Tales From the Smokehouse*, coming to the Cohn, Monday, Nov. 19. Curtain time for this innovative production, which pays homage to the ancient legends of the Indians, is 8:30 p.m.

The reputation of the Theatre Sans Fil has flourished over the years with successes such as *Blue Sky Takes a Wife* and the story of *The White Raven*, both which will be presented to the Halifax audience.

Combined under the title *Tales From the Smokehouse*, both works provide the background of the Indians' myths and beliefs. Assembled in the sweat-house to purify their souls, the tribal ancients recount to the younger ones the ancient way of life, occasionally leading to educational lessons.

Taking as its source the history of a Tsimshian tribe of the Pacific coast, *The White Raven* tells the audience, in a humorous manner, how these people, tinged with mythology, conceived the creation of the world. *Blue Sky Takes a Wife*, an ancient legend of the lake Nipigon Ojibways in Ontario, engulfs the viewer in a poetic search for love.

Overall some 40 puppets, six to 12 feet tall, were created with costumes inspired from the Indian tribes of Western Canada.

The brilliantly costumed and executed performance of *Tales From the Smokehouse* will appeal to an audience of all ages. Not only is it entertaining, the production will be informative as the audience is introduced to a myriad of daily social and religious gestures, habits and sacred rites which were part of the Indian culture.



Le Theatre Sans Fils

Janina Fialkowska, pianist, Nov. 21

Janina Fialkowska, who can include Arthur Rubinstein himself among her most ardent fans, has been labelled by music critics around the world as "a magnificent talent," a "pianistic powerhouse" and an "absolutely dazzling" soloist. Quiet, with delicate features and a poised unassuming presence, Janina Fialkowska hardly looks like an international sensation. But she sounds like one and she plays like a true phenomenon.

Metro music fans will have an opportunity to hear this brilliant pianist Wednesday, Nov. 21 at 8:30 p.m., in the Cohn.

Miss Fialkowska will perform the Beethoven Sonata Opus 2, No. 3 in C major; Schoenberg's Six Little Pieces, Opus 19; the Chopin Andante Spianato and Grande Polonaise Brillante, Opus 22; Ravel's Valses Nobles et Sentimentales and Liszt's Petrarch Sonnet No. 123 in A-flat major, Feux Follets and Mephisto Waltz. The



Janina Fialkowska

program seems the ideal vehicle for Miss Fialkowska's "impeccable technical command and boundless musicality."

Born in Montreal, Miss Fialkowska studied at the Ecole de Musique Vincent d'Indy in that city. At the incredible age of 17, Miss Fialkowska

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Portraiture and Japanese quilts grace the Art Gallery

The Dalhousie Art Gallery is featuring handicrafts and portraits this month as two exhibitions, one on Japanese quilting and another entitled *Theatre People*, occupy the rooms in the basement of the Arts Centre.

Teruko Inoue, quiltmaker - Nov. 15 to Dec. 9

Twenty-five quilts by Japanese quiltmaker **Teruko Inoue** will be exhibited at the Art Gallery from Nov. 15 until Dec. 9. The exhibition, mounted by the Beaverbrook Art Gallery, has received widespread acclaim, as the artist uses traditional patterns in a unique way.

Teruko Inoue first discovered the art of the North American patchwork quilt and its construction five years ago while visiting her son in Fredericton. The craft, previously unknown in Japan, held a great fascination for Mrs. Inoue. Following her first venture into traditional quilt making, she began to explore subtle, diminutive motifs and refined color harmonies found in Japanese and Canadian fabrics.

Initially Mrs. Inoue explored the methods of varying traditional patterns. As her skills progressed, she moved into more abstract and complex mathematical patterns, often quite oriental with their geometric design and soft colors. The op-art of M.C.

Escher has inspired many of her works in the past three years.

Mrs. Inoue's exploration of the varying shades of colors has also received much attention. The viewer becomes part of a game of optical illusions through an interplay of colors and forms. The images are never static, but move and change as the viewer approaches them from different angles. There are also the pattern pieces themselves. She often uses traditional patterns by approaching the design and changing the pattern size to create a wholly new experience.

In 1977 Tokyo became excited by Mrs. Inoue's art form when a leading

Cont'd on page 6



Come on in! Our doors are open to you this weekend

- Find out how passionate you are in the chemistry lab.
- Have lunch in a French cafe.
- Listen to concert music at the Arts Centre.
- Find out how physically fit you are at the Tupper Building.

Dalhousie's bi-annual **Open House**—a three-day extravaganza—is finally here. The university has opened its doors to you—future students, interested parents, educators, and anyone else who wants to find out what Dalhousie is all about.

Ioan Astle, community affairs secretariat and director of this year's Open House, has scheduled three

days of exciting and stimulating events for our guests. There are guided tours through all the departments; 50 to 100 "floating" tour guides circulating the campus with information for anyone who appears lost or confused; continuous mini-bus shuttles around the university with drivers who have been chosen not only for their driving capabilities, but for their friendly "mouthiness" (as Ioan has described it); displays; information booths; and a lot of friendly people who are anxious to tell you about their work, their departments, and about Dalhousie in general.

Dalhousie Open House, traditionally

held once every second year in March, has now been brought forward to the autumn to allow prospective students to visit the university before submitting their applications. Another reason for the change is that the weather is better in the fall, making it easier and safer to get to and around the campus.

Open House is mostly directed at high school students who may be interested in attending the university some day, and to the general public, who is perhaps wondering how its tax money is being spent, or what students are learning these days.

Open House is also directed at the Dalhousie student himself. It provides

a good opportunity for the university people to get to know their campus better, whether it be for assistance in choosing electives, deciding about post-graduate studies, or just because it may be fun. (How about viewing the birth of a baby baboon?!)

Details of the Open House events are contained on pages 2 and 3 of this supplement. You might also be interested in following our walking tour of Dalhousie, a copy of which is on page 4.

Any further information on schedules of events or specific activities may be obtained from Ioan Astle in room 216 in the SUB, 424-3527. **CK**

A message from the President



Welcome to the Dalhousie Campus for our eighth open house. This year **Dalhousie Open House** is being held in the fall in expectation of better weather and safer driving conditions. We hope that visitors, especially high school students, will come from all over the province to see what this university has to offer.

It is interesting to note that a physics student from Malaysia, Khoo Teng Lek, was the prime mover and chairman of the first Open House in 1965. Dr. Khoo, who is now a specialist in experimental nuclear physics at the Argonne National Laboratory in the United States, is one of many who have come to Dalhousie from all over the world to study or teach. We are proud of the international character of our campus.

I should point out that Dalhousie Open House, having begun as a student-inspired project, has continued to be planned and organized by the Student Union.

Our thanks go to the student committee and all those who have worked with them on Dalhousie Open House.

President,
Dalhousie University

A few words from the Open House director



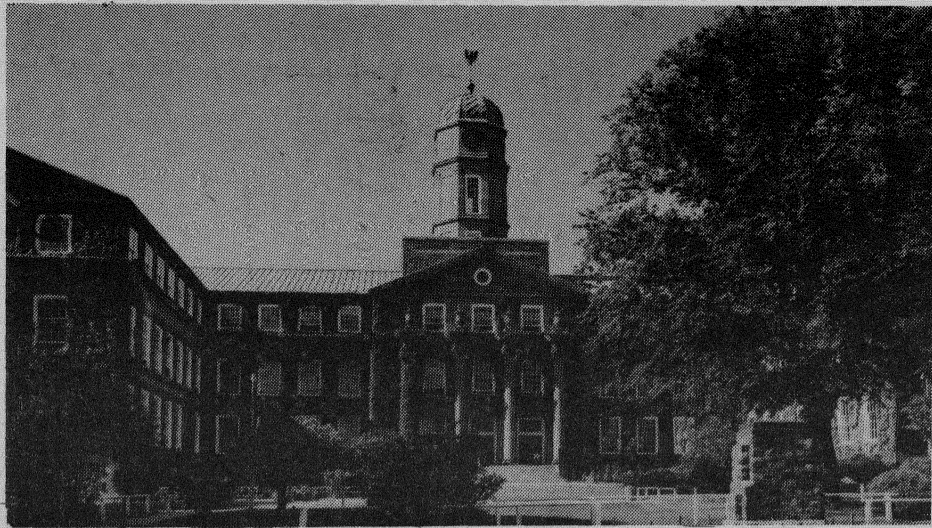
Welcome to **Dal Open House '79**. For those who have never been to Dalhousie before, a special invitation to walk around and see what we have to offer.

As a unique part of the metro community, we feel proud to open our doors to you.

A great deal of hard work, time and creativity has gone into this Open House. I would like to extend a hearty thank you to all who have worked so hard. It has indeed been a labour of love.

Finally, we will cherish our memories of you, our guests, as we hope you will cherish your memories of us.

Ioan Astle
Director,
Dal Open House '79



Arts and Administration Building

History

- Atlantic Canada Studies Conference materials
- Videotapes, slides, posters, maps
- Information Resource Center - Room 232

Economics

- Film and video presentation
- E.Q. test
- Book and information display
- 2 p.m. - Why are interest rates so high? (Saturday and Sunday only)
- 3 p.m. - How much is the Canadian dollar really worth? (SUB lobby)

Business Administration

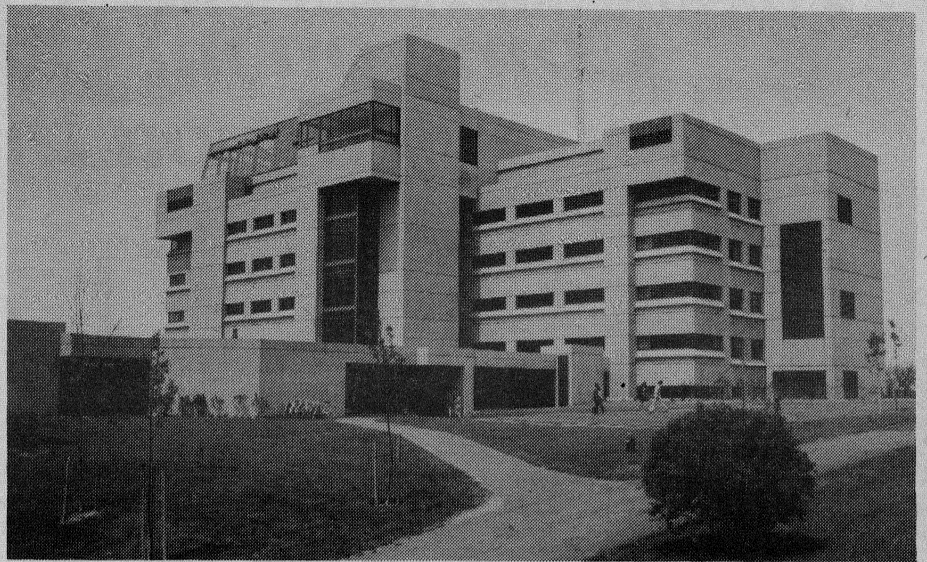
- *The Chartered Accountant* - a movie
- Career Information
- Fun with the Commerce Society
- Room 21B

Sociology and Anthropology

- Slides/Film (Sociology of Atlantic Canada) (Indian Basket-Weaving)
- Artifacts
- Information Display Center
- Room 21H

Religion

- *Indian Gods and Goddesses* -
- Information Center - Room 21H



Life Sciences Centre

Oceanography

- Pool Tanks: squid or scuba diving
- Pool Tank Anteroom: slide show
- 2nd Floor
- 'D' Lab: Planktonic biological oceanography presentation - food chain exhibit - algae cultures - ship-board *in situ* zooplankton counting computing set-up
- 3rd Floor
- Course and departmental literature
- display location guide
- coffee, Room 3652
- Room 3655 - films -
- *CSS Dawson Cruise to the Sargassa*
- *Sea '79* (10 min.)
- *Hudson '70* (30 min.)
- *Down to the Sea* (30 min.)
- 'D' Lab: Chemical oceanography exhibit - photographs
- current departmental research projects
- equipment demonstrations
- 4th Floor
- Tower tank: phytoplankton experiment or sampling gear demonstration
- 'D' Lab: Benthic biological oceanography presentation
- film: benthic organisms and sampling
- sea bottom photographs
- slides
- gear exhibit
- 5th Floor
- Lounge - slide of oceanographic cruises
- 'D' Lab: research projects, wave tank, ripple tank, computing facilities.

Psychology

- Siamese Fighting Fish display - Ultrasonic speech of rats and mice - Wolf movie - Hamster biorhythms - Monkey social behavior - Mental transformations - Brain stimulation - Deafness, Multiple Sclerosis and brain recordings - Electromicrographs - Delinquents - Diversion project - Chameleon pictures - Infant speech perception - Co-operative Behavior
- 2nd and 3rd Floors - Guided Tours



Arts Centre

Music

- 16th
- 12:30 - 1:30 Student recital in Sculpture Court
- 1:30 - 4:30 Ensemble programme - Early musical instruments
- Guitar ensemble
- Jazz workshop
- Demonstration: Electronic Music Studio
- Tour of Music department
- 17th
- 10:30 - 1:30 Opera rehearsal and workshop
- 1:30 - 4:30 Brass ensemble workshop
- 18th - *Dal Open House special*
- *Student-Faculty Showcase*

Concert

- Student-Faculty soloists
- Dalhousie Jazz Band
- Dalhousie Concert Band

Theatre

- Display of past productions
- Costumes and slides, Studio 2, 2nd Floor

International Cafe

- Depts. of *French, German, Russian* and *Russian Present*: samples of international cuisine
- cultural music
- displays and information
- Sculpture Court - Lower lobby



Fenwick Place - 5599 Fenwick St.

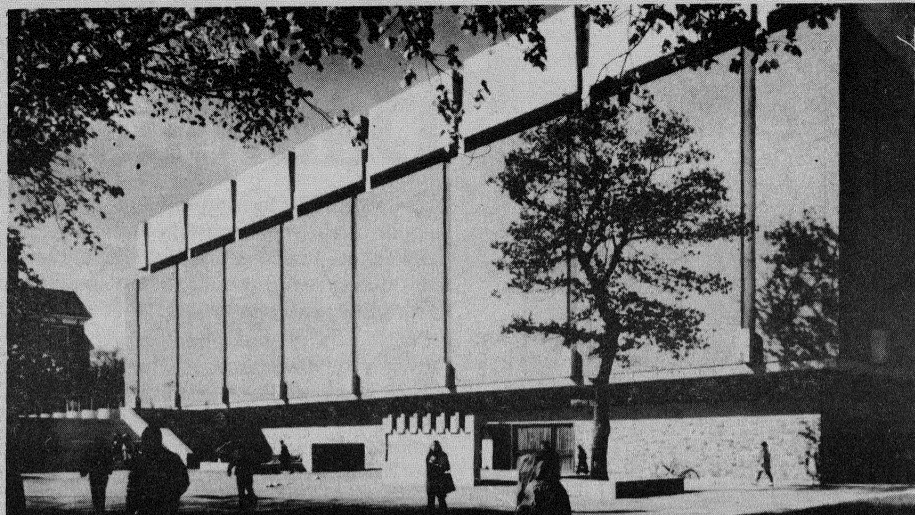
Human Communicative Disorders

- Audio and visual displays—*The Communication System*
- Demonstrations of speech
- Language, voice, fluency & hearing impairment
- Equipment & procedure displays
- Information Centre and Guided tours

Biology

- Hydroponics? What is it?
- Squid fisheries - research
- *McCulloch Museum*
- greenhouse and aquarium
- Biology 1000 study center - Teaching by Audio-Tutorial Method
- Guided tours provided by Dal Science Society

Weekend at Open House



Killam Library

Library Science

- Hand printing and binding demonstrations
- Dawson printing shop - *The Art of Printing*
- Tours and information center (Basement)

Killam Library Math

- Computer games
- History of math problems
- Mathematical puzzles



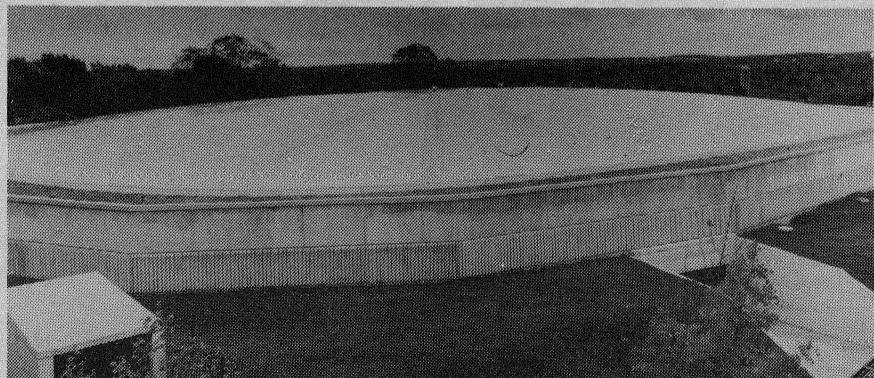
Weldon Law Building

Law School

- Library displays *Law for the Laymen*, *History of Law*, *Law of International Business*
- Legal research
- Guided tours and Information Center

Dal Legal Aid

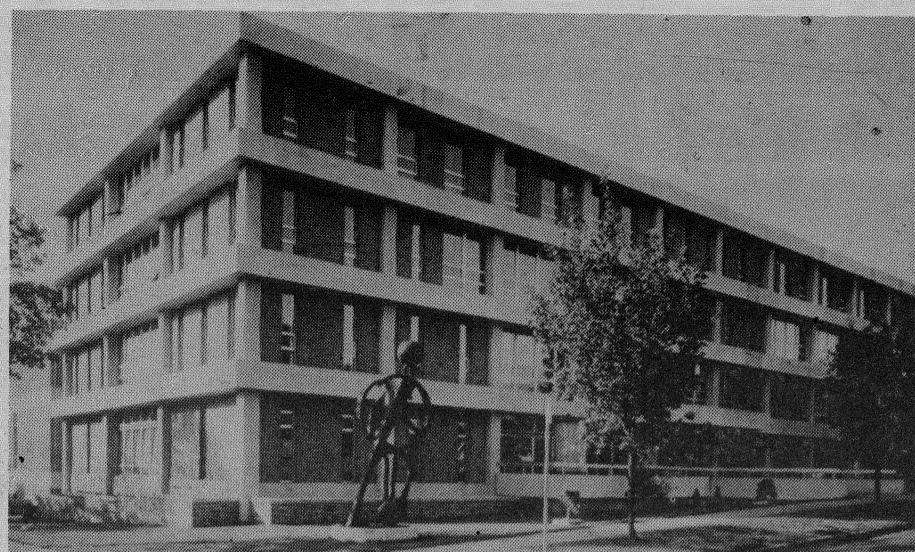
- *You and the Law*
- *Dal Legal Aid and the Metro Community*
- Information Center



Dalplex

School of Physical Education, Recreation, and Health Education

- slides on programmes offered
- Information Center
- Guided tours



Student Union Building (SUB)

Public Administration

- Career opportunities
- Government organization and structure display
- Management planning: problems and computer solutions (SUB lobby)

Political Science

- Staff research
- Careers
- Information Centre (SUB lobby)

MISSA

- Geography, currencies, & stamps
- Batik materials
- Sculptural arts
- Food samples
- Cultural music (lobby)

Newman Club

- Information & display centre (lobby)

Dal-Tech Chinese Students Association

- Slide show
- Chinese art display
- Information & display centre (lobby)

Latter-Day Saints Association

- Slide & film show
- Information & display centre (lobby)

Classic House —

1244 Le Marchant St.

- Art & Archeology
- Slide show and Information centre

Education House —

1460 Oxford St.

- Dept. of Ed school (ages 5-10)
- Learning Resource Centre
- Information centre

Citizen Advocacy

- Information & display centre (lobby)

Outreach Tutoring

- Information & display centre (lobby)

Pharos

- Information & display centre (lobby)

Photography

- Information & display centre (lobby)

CKDU Radio

- Information & display centre (lobby)

English

- General degree in English
- Honours degree
- Graduate degree
- Books, manuscripts & literature (lobby)

Social Work

- Bachelor of Social Work programme
- Information & display centre

Hospitality Suite

- Rm 316
- Visiting teachers, principals & guidance counsellors - Friday only

Dal Open House Disco, Friday Nov. 16, 9 p.m.

\$1.00 high school students, high school ID's required

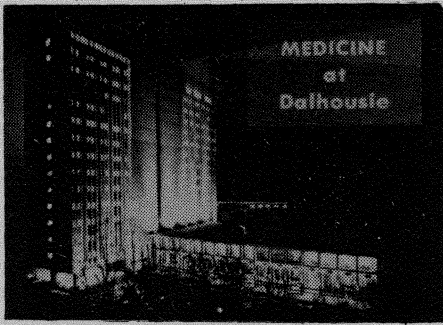
African Studies House —

1444 Seymour St.

- Slide show & Information centre
- African music

Cont'd

What's on where this weekend at Open House



Sir Charles Tupper Medical Building

Nursing

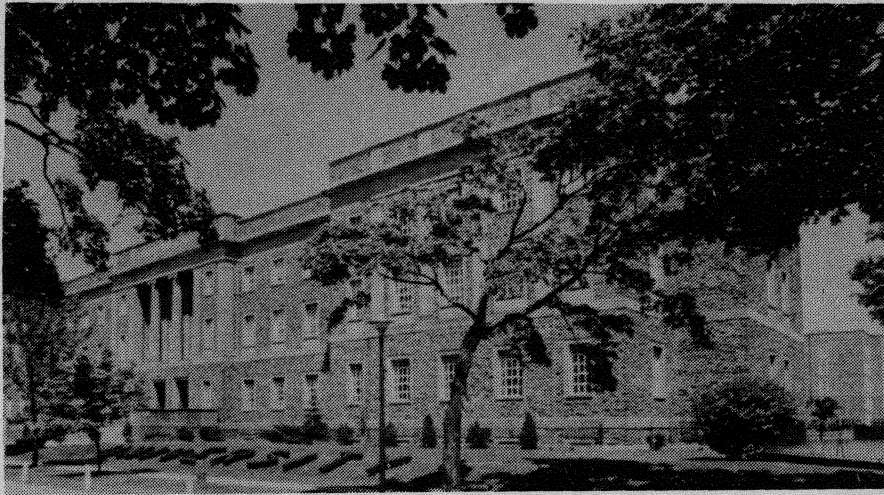
- How Fit Are You? Be tested
- Bachelor of Nursing slide presentation
- Information Centre (Tupper Lobby)

Physiotherapy

- Workshops - Treatment and Electrical Equipment in Clinical Situations
- Guided Tours (Sub-basement Labs 6 & 7)

Medicine

- The Birth of a Baby Baboon
- Medical School of the Maritimes (films in Theatres A & B - ground floor)
- Medical Foundation display
- Kellogg Library display
- Preventive medicine slide show
- Lung Slices - The Perils of Nicotine a Health Hazard
- Body models
- X-Rays of bone development in early life
- Microscopic specimens
- Heart disease & cancer research
- Information Centres:
 - Medicine
 - Microbiology
 - Physiology
 - Biophysics
- Guided tours



Sir James Dunn Building

Physics

- The Loneliness Factor - a Planetarium Show. Hourly - Ground Floor
- Low Temperature and Fun with Physics - Rm. 117
- The Flying Circus of Physics - interactive displays - Rm. 114

Engineering

- Engineering activities and careers - Dal - N.S. Technical College - What they can offer! 3rd floor

Burbidge Building

Pharmacy

- Old-fashioned pharmacy
- Modern pharmacy
- Hospital pharmacy
- Making of pills
- Course and Career Information Centre
- Guided tours

Geology

- Erupting Volcanoes - Meet a prospector; Pan for Gold; See films and displays - *the Earth in Action* - Identify your rocks! Learn why continents drift, where oil comes from, geology of Nova Scotia, 3rd floor.

Chemistry Building

Chemistry

- The Magic Show, Room 125
- How Passionate are you? Test yourself.
- Acid Rain and acid content of food
- How healthy are you? Check your Hair!
- Every Which Way But Loose - A display of bent glass
- Guided Tours

This is Dalhousie

Dalhousie is a potpourri of places, people and philosophies. Stately, ivy-cloaked low-rises of stone from the university's quarry stand proudly in the shadows of futuristic, concrete towers.

Within the campus boundaries and in addition to Dalhousie teaching and research units, social and cultural facilities, there is the University of King's College, a National Research Council Laboratory, the Nova Scotia Archives, clinics and teaching hospitals and private residences.

There are two campuses: Carleton, which is the principal location of the health-related faculties (a faculty being a group of academic departments); and Studley, site of the Faculties of Arts and Science, Administrative Studies, Law, the libraries, residences and recreation and sports facilities.

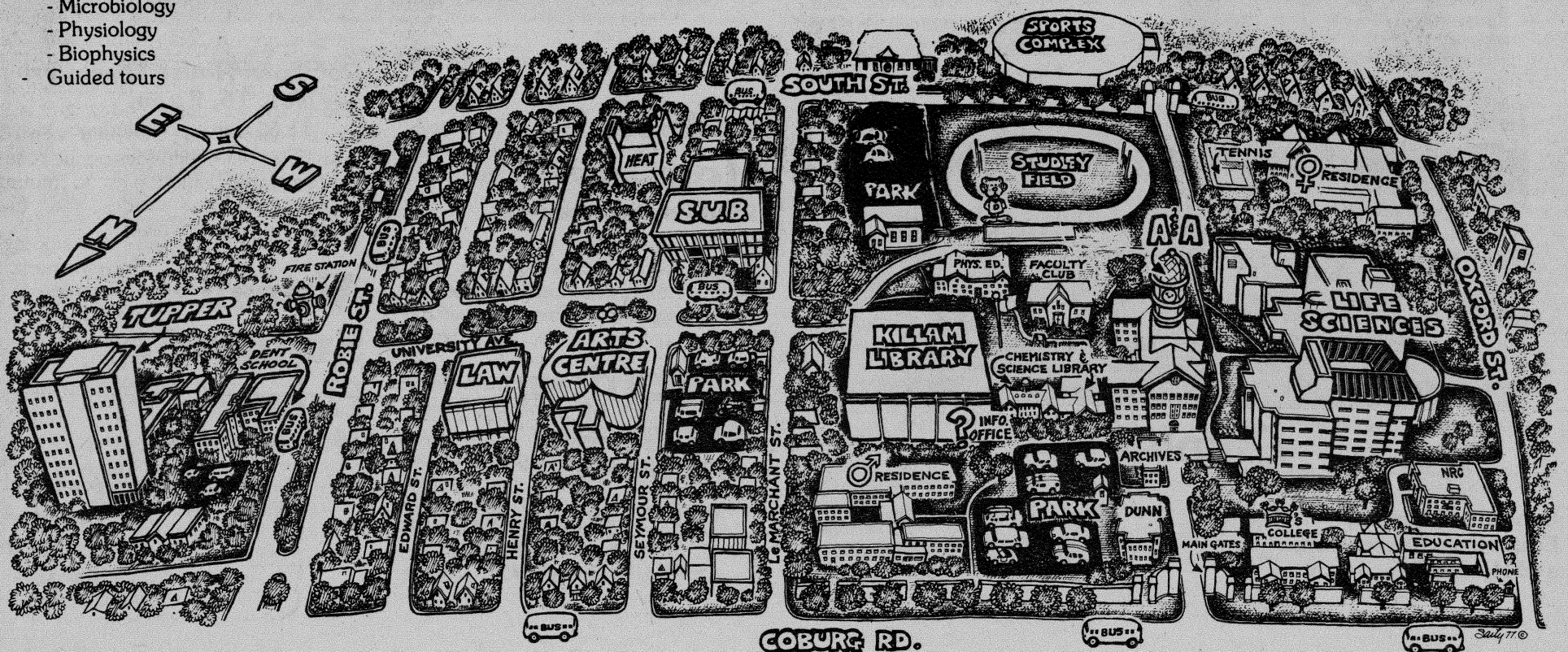
Alumni have made many contributions to Canada and the world. Graduates include two prime ministers, 10 provincial premiers, countless scientists, jurists and teachers, and no fewer than 83 Rhodes Scholars.

In the last 12 years, enrolment has doubled to 8,600. There are 1,200 academic staff, and over 1,000 support staff.

Dalhousie, the largest institution of higher learning in the Maritimes, has seven faculties, embracing arts and sciences, business and public administration, library service and social work, education dentistry, law, medicine and other health sciences.

Dalhousie benefits from collaboration with hospitals and regional research establishments, and on campus there are special institutes or centres ranging from African studies to foreign policy.

The library contains over a million items, and the university's computer centre serves on- and off-campus needs. In addition, the university enjoys an international reputation for its oceanography and marine-biology-related studies and research, and its medical and law schools are among the best in North America.



Sport Review

by Joel Jacobson

Volleyballers belt UNB

Phil Perrin, in an outstanding display of spiking and blocking, led the Varsity volleyball Tigers to a surprisingly easy 15-13, 15-3, 15-7 win over defending AUA champion University of New Brunswick Rebels in the opening game of the AUA Volleyball League.

The Rebels jumped in front 8-1 in the first game but then faded rapidly as Dalhousie came on to win. The rest of the day seemed academic.

Perrin had 14 kills and only one error while also collecting seven blocking points. Jan Prsala and Andy Stuart had 10 and eight kills respectively while Jean Louis Comeau picked up five blockig points. Sandy MacLean directed the team's offense and had an extremely high percentage on setting.

Coach Al Scott, while adding a new dimension to Dalhousie volleyball with statistics such as mentioned above, also brought an innovation to generate crowd interest. There were almost 20 prizes accumulated for giveaway which had the crowd, estimated at close to 300, jumping with enthusiasm.

"I plan to do that in each home game," chirped an excited Scott afterward. "The merchants who have helped us did so with little prodding. Anything we can do to put people in the gym, we'll do. Of course, we're going to play exciting and, I hope, winning, volleyball which should make the crowds increase game after game. Volleyball needs promotion and Dalhousie is going to do it."

Basketball Tigers off to fine start

In a surprising start to the men's basketball season, the Tigers won two of their first five games and coach Doc Ryan feels they could have won four of the five.

Most observers felt the season would be a long one after the Tigers lost their opener three weeks ago to the Alumni by 17 points. However, as coach Doc Ryan pointed out, the Varsity wasn't ready.

"At that time, we had been practising for only a couple of weeks. The kids were mostly new. I was new and there were many things I wanted to do to get ready for the season. We probably played the Alumni game too soon. I know there were feelings of depression about the team after that game but the guys and I didn't feel badly. We knew what we had to do and what we were going to do."

Last weekend, the Tigers journeyed to Ottawa for four games and split the quartet. On Thursday night, they came back from a 14-point half-time deficit to defeat Ottawa Selects, a senior men's club 78-74. Phil Howlett, hitting from outside and inside with regularity, scored 21 for Dal. John Cassidy, assistant coach of the Tigers, returned to his old stomping grounds (Canterbury High) and played for his old coach (Jock Simpson), scoring 12 points in a losing cause.

Friday, in the opening game of the University of Ottawa Tip-Off Tournament, the Tigers edged Wilfred Laurier 73-72 on some late clutch play by Howlett and Al MacDonald. The Tigers led 33-30 at the half and the game seesawed throughout the second half. MacDonald led the team with 20 points. Ken Russell had 12 and Howlett 10.

Saturday, two games were scheduled for Dal in the round robin affair. In the



Dal wins big—Dalhousie Tigers volleyball stars Phil Perrin (2) and Dave O'Hanley (11) prepare to return the ball to UNB during Dal's opening AUA win last Saturday. (Photo by Ummat—Dal Photo)

morning, Brock University was the first foe and the Tigers weren't ready. They scored but four points in the first 12 minutes but played strongly enough on defence to trail only 13-4 at that time. In the second half, the start was the same with only five points being scored by the Tigers in the first eight minutes. That slow period cost the ball game as Brock opened an insurmountable 12-point lead on the way to a 65-45 win.

In the evening, the Tigers faced Ottawa and built a three-point half-time bulge, 41-38. However, fatigue started to take its toll and they faded badly in the second half as Ottawa muscled their way to a 89-76 win. Midway through the second half, the Tigers fell back a dozen points, struggled back to within five, but then dropped away for the last time.

Sunday, game five of the weekend saw Dal drop a 94-76 decision to Husson College of Bangor, Maine. After trailing by 19 at half-time, 60-41 the Tigers played Husson even through the second half even though their bodies and minds craved rest.

Ryan was pleased generally with his team's play although victories would have been more satisfactory. "We learned a lot, had a chance to work hard on many plays and combinations, and I had the opportunity to see what many of the players could do in stress situations. We're going to get stronger as the season goes on."

Atlantic runner

Dal's Pam Currie was the top Atlantic female finisher in the Canadian Cross Country championships senior women's division last Saturday in Halifax with a 22nd place finish in a field of over 50. Her time of 19:52 was her best to date at that distance.

Tim Prince of the Dal men's team was the second best Atlantic runner in the men's senior division with a 47th place finish in a field of over 100.

Hockey team splits 4 games, holds first

In an up-and-down week, the Tigers hockey club split four games. Losses to Acadia (6-2) and Saint Mary's (6-1) preceded a weekend in New Brunswick when the Tigers showed some firepower, beating UNB 8-5 and St. Thomas 8-2.

Brian Gualazzi was the top offensive player with five goals on the New Brunswick trip—two against UNB and a hat trick

against the Tommies. Kevin Zimmel and Don Matheson each scored a goal a game.

Coach Pierre Page finally saw his Tigers outshoot the opposition as they belted 47 shots at the Tommie net. In the UNB game, as in most earlier games this year, Dalhousie was outshot, this time 50-32.

The Tigers hold first place in the Eastern Division with a 4-2-1 record. St. F.X. is 4-1 while SMU and Acadia are 3-2.

Gualazzi leads the team in scoring with nine goals while Kevin Zimmel, with 12 points on five goals and seven assists, tops the total point parade.

Reports indicate that Zimmel and Matheson were the two outstanding Tigers on the weekend.

Swim Tigers win again

Dal swimmers continue to dominate AUA swimming pools as they easily outpointed UNB and Memorial in a double dual meet at Dalplex last weekend. In addition, five of Dalhousie's female team have now qualified for the CIAU's as Janie Flynn (200 IM) and Louise Deveau (400 and 800 free) both achieved the standard this weekend.

Dalhousie won 15 of the 22 events with Susan Mason and Brian Jessop each taking three firsts.

Three new Dalhousie records were set with Sue Bennie establishing a mark in 200 breast (2:56.9); Sue Mason in 200 back (2:37.5); and the 400 free relay team of Krista Daley, Flynn, Deveau and Bennie establishing a record of 4:17.8.

Women Volleyballers take 3rd place

Dalhousie women's volleyball Tigers captured third place in their section at the Quebec Open in Montreal last weekend. After breezing through their first three opponents, the Tigers dropped a 2-15 match to Laval, the eventual tourney winner, and came back to dump Laval 15-11.

In their final contest, against Concordia, Dal dropped both games 7-15 and 12-15.

Lois MacGregor was pleased with the play of her team except for the three matches lost. "In our first tournament of the year against top teams, I feel we did creditably," said MacGregor. Beth Fraser and Sandra Foley were very strong in blocking while Karen Fraser was excellent in outside hitting and serving."

Athletic Schedule

Basketball (women's)

Tues. Nov. 20 - Dal at SMU - 6 p.m.

Basketball (men's)

Mon. Nov. 19 - Dal vs Athletes in Action (exhibition) - Dalplex - 8 p.m.

Tues. Nov. '20 - Dal vs SMU at the Metro Cnetre - 8 p.m.

Hockey

Sat. Nov. 17 - Acadia at Dal - 7:30 p.m.

Wed. Nov. 21 - Dal at St. F. X. - 7:30 p.m.

Volleyball (women's)

Nov. 16 & 17 - Dal and Acadia tournament

Volleyball (men's)

Nov. 16 & 17 - Dal and Acadia tournament

Swimming & Diving

Sat. Nov. 17 - Dal and Acadia at Mount A.

PM

Sport Review

The Dalhousie-Acadia volleyball tournament will be one of the week's highlights as another busy seven days is scheduled for Dalhousie teams.

The volleyball tourney takes place Friday night and Saturday with one of the key matches being played Friday evening at 9:30 between the Dal women and defending AUA champion Memorial.

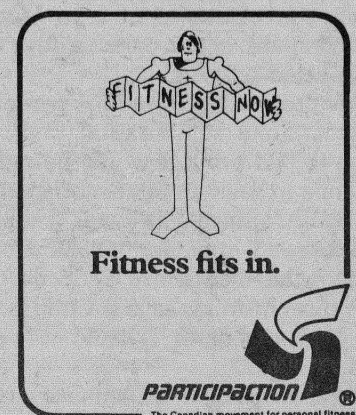
Ten teams will participate in each section of the tourney which takes place at the Dalplex.

The hockey Tigers host Acadia at 7:30 p.m. Saturday at the Forum.

Basketball action resumes with the Tigers facing Athletes in Action Monday night in the first basketball game at the Dalplex. Game time is 8 p.m. Tuesday the men and women play Saint Mary's Huskies on the road.

The swim team travels to Mount Allison to face Acadia and the Mounties in a dual meet.

JJ



Athletes of The Week

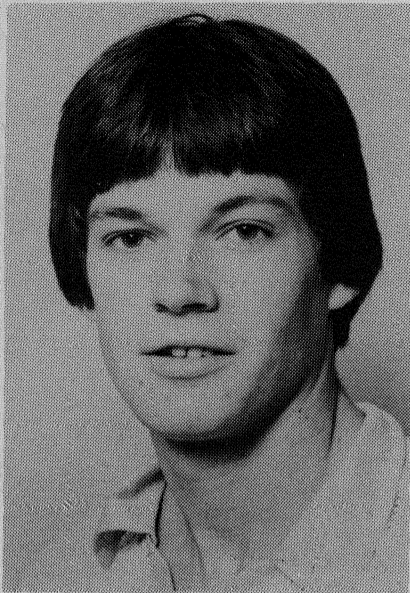
Louise Deveau Swimming

The first year nursing student from Dartmouth won two events at the Dal-UNB-Memorial meet last weekend bettering the CIAU standard in each of the 400 and 800 metre freestyle events. She also was a member of a Dalhousie record setting 400 metre free style relay team.

Phil Perrin Volleyball

Had an outstanding match against UNB leading the Tigers past the defending AUA championship. Perrin had 14 kills with only one error while also accumulating seven blocking points. Perrin is a transfer student from St. F.X. and a past member of the provincial Canada Games team.

JJ



Phil Perrin

DFA contract

Cont'd from page 2

In addition, for the current year, \$110,000 in merit increment money will be available university-wide to those who deserve such increments, but not more than one-third of the total number of members in a department will get a merit increase.

The agreement, which is retroactive to July 1, 1978, remains in force until June 30 next year "but including any period of negotiation until a new Collective Agreement is signed or the right to strike and lock-out accrues." It also provides that both parties will meet to bargain in good faith for a new agreement within 14 days of one party giving notice to the other on or after April 1 next year.

Even before the agreement was ratified, steps were taken by the financial administrators and the Payroll Department to set up a system whereby salary increases could be included in pay cheques before the end of the calendar year—this to avoid more of an income tax burden than is necessary; members of faculty last received a salary increase in July, 1977, so for some of them the increases retroactive to July, 1978, will represent a hefty lump sum.

Flurry of protest short-lived

Also before the agreement was ratified, and immediately following distribution of copies of it to faculty and librarians, there came a few not unexpected protests.

One professor prowled the corridors of the Arts and Administration Building, trying to find out if it would be worth his while to seek an injunction against the DFA; since he was not a card-carrying member of DFA, he thought the mandatory deduction of DFA dues from his salary a transgression of his civil rights. (He did not seek the injunction.)

Then, on Oct. 30, an anti-union trio

of faculty circulated an open letter to all members of faculty and librarians urging DFA voting members to turn down ratification of the agreement because "there are a number of objectionable elements" in it. Two of those elements—"which stand out, each sufficiently compelling in itself"—were the payment of dues to DFA (as it related to the "conscientious objector" clause) and what the trio described as encroachment on the powers and responsibilities of Senate.

Outside of that short-lived flurry of protest, there has not been much adverse reaction to the agreement.

A number of DFA members were worried about the mechanisms they should use to exercise their rights, and expressions of concern were made by some of the Deans and members of Board of Governors over some clauses.

One member of the board was sure that private industry would not work with such an agreement, and he was probably right. The point is, though, that while universities today may be big business (this year Dalhousie has a \$62 million budget), they cannot, should not—and probably never will—be comparable with private business or industry; the very explicit article on academic freedom—which for years has been an integral part of university philosophy and policy—makes that abundantly clear.

Having been signed by both parties, the agreement is now in force. All that remains is to wait and see how workable it is during the next six months, which happens to be the rest of its life.

Meanwhile, negotiations are continuing on a first agreement for the faculty's other bargaining unit—that which covers instructors and demonstrators.

Cohn accents variety this week

Cont'd from page 4

graduated from the University of Montreal with both Bachelor and Master of Music degrees. After receiving a first prize in the Radio Canada National Talent Festival she travelled to Paris where her studies were continued with the renowned Yvonne Lefebvre. Since Miss Fialkowska became a prize winner at the First International Arthur Rubinstein Piano Competition, her career as an internationally acclaimed performer and recording artist was assured.

Arthur Rubinstein summed up Miss Fialkowska's talent by stating, "For me, Janina Fialkowska was a revelation. I cannot recommend enough a young artist of such calibre, and I do it only to provide my many faithful audiences in the world with the same joy hearing her as I felt myself."

The Marriage of Figaro, Nov. 22-24

The mirth and music of Mozart's ever popular *The Marriage of Figaro* comes to the Cohn Thursday through Saturday, Nov. 22-24 at 8:30 p.m.

This light-hearted musical was the Canadian Opera Touring Company's featured production during the 1978 / 79 National Tour West and the United States and Ontario tours. Critics and audiences from coast to coast applauded the "polished, tuneful" production.

Long a beloved classic of music theatre, *The Marriage of Figaro* is a

sparkling blend of Mozart's musical genius and rich comic theatre. When a young servant decides to outwit his unassuming master, the stage is set for a humorous, romantic piece of captivating theatrical entertainment.

The cast of the 1979 COTC troupe features many of Canada's most outstanding operatic talents, including **Roxolana Roslak**, a 1979 Juno Award Winner; **Theodore Baerg**, winner of the Canadian Opera Company's 1978 Chalmers Award for Excellence; **John Dodington**, hailed for his 1979 spring appearances in the COC's productions of *Carmen* and *Cinderella*; **Deborah Milson**, making her COTC debut in the role of Cherubino; and **Derek Bate**, the promising young conductor who won the praise of critics during the COC's 1979 Spring season.

The National Tour East production is directed by **John Leberg**, with sets and costumes designed by **Mary Kerr**. Derek Bate will share the conducting responsibilities with renowned international conductor Kenneth Montgomery.

Audiences from Dryden to Victoria, from Las Vegas to Albuquerque have loved this Figaro, which is sung in English. Don't miss it when it comes to Halifax.

For additional information on all three shows please contact the Arts Centre Box Office, 424-2298.

Art Gallery features quilts and drawings

Cont'd from page 4

department store featured a gallery show of her work. The public flocked in and even the Imperial family came to see this new art-form from Canada.

Another of her successes is her recently published book on the making of quilts. The publication has already sold 60,000 copies and is going into its second printing.

Theatre People

—Nov. 15 to Dec. 9

Drawings and watercolors of British actors and actresses of the 1930's and 1940's by **Grant Macdonald** will be exhibited at the Art Gallery from Nov. 15 to Dec. 9. The exhibition, entitled *Theatre People*, is at Dalhousie courtesy of the University of New Brunswick Arts Centre.

In the early 1930's Grant Macdonald went to London to continue his art studies, supporting himself with freelance work. He had studied at the Ontario College of Art and at the Art Students' League in New York, and his work experience included engraving, retouching and illustration for Toronto newspapers and magazines.

In England, the *Daily Telegraph* had a column devoted to the arts, mostly the theatre, and Grant Macdonald was sent to draw portraits to accompany the reviews. Working through their press representatives, he arranged

sittings with the greatest stars of the London Stage. His method was to see the performance first to get the feeling of the character and then to draw from life.

The Sketch and *The Bystander* also used his drawings, and later he worked directly for H.M. Tennant Productions doing drawings for posters and programs, as well as portraits for the media. When Tennant opened productions in New York, Macdonald also went, and his work appeared in the *N.Y. Herald Tribune* and *Theatre Arts Monthly*.

In 1947, Macdonald moved back to Kingston, although he continued to go to New York for sketch commissions. He also recorded the productions being staged in the new Stratford (Ontario) Theatre. Two books of his Stratford portraits have been published.

The coloured drawings, pen and ink with oil stain, were executed originally in colour, but were usually reproduced in black and white. The monochromes to be exhibited in the gallery are pencil drawings.

The Dalhousie Art Gallery is located on the lower level of the Arts Centre. The gallery is open Tuesday through Friday from 11 a.m. to 5 p.m. and from 7 p.m. until 10 p.m. On weekends the gallery is open from 1 p.m. until 5 p.m. It is closed Mondays.

MBO system gets the job done, says expert

by Roselle Green

Management by Objectives is a system by which rational people at the top get things done better.

That's the view of **George Odiorne**, author of the first book on the subject and a course leader for a recent Advanced Management Centre seminar for executives.

Odiorne, a former dean of the School of Business Administration at the University of Massachusetts, believes the concept overcomes many human relations problems in the work place because it clarifies the business of an organization and is committed to the development of people.

What is MBO?

Odiorne defines it this way: "A process whereby the superior and subordinate managers of an organization jointly identify its common goals for a given period, define each individual's major areas of responsibility in terms of results expected, and use these measures as guides for operating the unit and assessing the contribution of each of its members."

The term originated in the 1920s. One of the first companies to implement the idea was Dupont. Today, 80 per cent of the Fortune 500

use it. According to Professor Odiorne, it's being introduced in hospitals as well as government offices. He also suggests that it's worthwhile for universities to consider.

Asked about the benefits, Odiorne claims there are distinct benefits for employees. They know what's expected of them, they know where to go for help, they know they can work on their own, they know how well they are doing, and there are great personal rewards.

On the other side of the coin, the individual boss can use MBO as the basis for solving five chronic areas of concern—How should I award salary increases? How do I coach people? What kind of training do my employees need? Who should get promoted? and How do I motivate my staff?

Although the process takes a great deal of time and practice to become fully operational, it's worth it. Odiorne says MBO creates a high level of trust. His views are shared by researchers who have analyzed the effects of MBO and they indicate that when the objectives are clearly spelled out, performance improves.

The history of deep sea exploration

Cont'd from page 3

the politics of shared resources are also being reviewed by Mills, but he maintains they will be most readily assessed by historians of the 21st century.

Marine scientist Mills sees a direct connection between the history of deep sea exploration and his research in benthic studies. He relies on the historical perspective as a background for some of his writings on oceanog-

raphic studies.

He edited one such work, titled *100 Years of Oceanography*. It contains a collection of essays commemorating the 1873 visit of the H.M.C.S. Challenger to Halifax.

Now Mills is completing a book chapter for an upcoming volume dealing with the current state of deep sea biology.

Evaluation workshop a success — more to come

The six-part faculty workshop on Teaching and Learning sponsored by the Dalhousie University Committee has proven to be a rewarding experience for the approximately 35 persons who attended.

Dr. Sam York, chairman of the committee, says that, in response to requests resulting from the first package, plans will be formulated in the coming months for another series next fall.

Topics dealt with by resource leaders in the first workshop were all related to evaluation.

Some of those who attended indicated an interest in criterion referenced instruction and evaluation, basic teaching techniques, and contract instruction. Others expressed a need for further workshops on evaluation of teaching performance and setting objectives to improve their instructional capabilities.

Dr. York said that the administration is supportive of the workshop program. The committee will now take stock of the suggestions passed on to them by the participants and analyze the results before setting new objectives. **RG**

French students visit France

Mayenne, France. The Abbaye de Clairmont, a picturesque Cistercian Abbey built in the twelfth century, was the home of nine Dalhousie French students from May 15 to June 7. The students were participating in a pilot project sponsored by the French department and directed by **Dr. Edward Gesner**.

All of the students successfully completed French 3000, Advanced Oral Workshop, and earned one half-credit. Students met for two hours a day for formal instruction and they participated in excursions to points of interest in Normandy, Brittany, the Loire Valley and central France. They

spoke French during the entire time of their stay in France and learned much about French culture and history from the trips.

The students also participated in the restoration of the abbey when they were not studying. For this, they received room and board. They were awarded scholarships through the French department which assisted them with their travel expenses.

The students, Dr. Gesner and the French department have rated the program an unqualified success and it is hoped that it will be continued in future summers.

King's hosts news seminars

Premier **Richard Hatfield** of New Brunswick will speak at the King's Senior News Seminar on Thursday, Nov. 15.

Hatfield will speak on "The Constitutional Future of Canada," the first in a series of News Seminars on "The Future," held weekly at 7:30 p.m. in the Haliburton Room at King's College.

The School of Journalism at King's will also host former Parti Québécois cabinet minister **Rodrigue Tremblay** Nov. 29. Tremblay, who last month resigned as Québec's Minister of Commerce and Industry, will speak on "The Economic Future of Québec and Canada."

This term's final seminar features **Elizabeth Mann-Borghese**, a delegate to the Law of the Sea Conference, who will speak on "The Future of the Sea." Mann-Borghese is also a found-

ing member of the Club of Rome.

The public is invited to attend the seminars, chaired by King's President **Dr. John Godfrey**. Drinks will be served in the Common Room at the conclusion of the seminars.

Dalhousie French Studies, a new journal

Dalhousie French Studies is a new journal devoted to the study of French and Francophone literatures. Volume One has just appeared and can be obtained in local bookstores or through the French department. Edited by **James Lawler**, associate editors are **Michael Bishop** and **James Brown**, and the members of the editorial board include: **Paul Chavy**, **Hans Runte**, **Roseann Runte**, **Marcelle Sandhu**, and **Karolyn Waterson**, all of the French department. The advisory board is composed of scholars from England, Canada and the United States. They are: **Mary Ann Caws**, **Victor Graham**, **David Hayne**, **C.A. Hackett**, **Eva Kushner** and **Henri Peyre**.

Dalhousie French Studies aims to present vigorous and varied critical appraisals in French or English, with special emphasis on textual analysis. It will include articles on all periods from the Middle Ages to the present day.

The first issue contains articles by **Henri Peyre**, **Lucienne Frappier-Mazur**, **Kathryn M. Grossman**, **Beverly Ormerod**, **A.L. Gordon**, and **Mary Ann Caws**. The subjects treated in this first volume range from the Sapphic Motif to Stendhal's heroines and the notebooks of Aimé Césaire. A section on recent Canadian theses in French literature is also

included.

Subscriptions may be obtained by contacting The Editors in the French department (424-2430).

Biogeography


Outdoor biologists of all kinds, ecologists, students of evolution, oceanographers, paleontologists, and geographers will be attracted to a new work entitled *Biogeography* by **Dr. E.C. Pielou**.

Biogeography is a new subject which spans the life and earth sciences. It has come about because of many recent advances in our understanding of the development of life on earth among them, plate tectonics, life in the deep oceans, knowledge about climates, ecology of the past and developments in evolutionary theory.


Because it is so broad in scope, few attempts have been made to deal with more than a few facets of biogeography in a single volume. But Professor Pielou manages to discuss every aspect of the topic, skillfully summarizing a host of subjects in an authoritative and comprehensive way.

The book, which contains numerous maps, diagrams and a bibliography of over 300 references, is published by Wiley-Interscience, Toronto.

Earlier works by Dr. Pielou are *Population and Community Ecology* [1974], *Ecological Diversity* [1975], and *Mathematical Ecology* [1977]. **RG**



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UNIVERSITY NEWS is published by the Information Office at Dalhousie University every week between September and May, with the exception of a break at Christmas.

Final deadline for inclusion of items in the paper is noon the Friday preceding Thursday publication.

The staff includes: Derek Mann, Editor-in-Chief; Gina Wilkins, Editor; with the assistance

of Cathy Kerr, Roselle Green, Pam McWhinnie, Doreen St. Onge, Marge Veitch, and Barbara Hinds.

Inquires and contributions should be sent to The Editor, University News, Information Office, Killam Library, Dalhousie University, Halifax, N.S., B3H 4H8. Tel: 902-424-2517. Registered as third class mail: permit number, Dartmouth, N.S. 59.

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November 15, 1979

Calendar

Thursday, Nov. 15

Pharmacology lecture. 4 p.m., Rm. 6J1, Tupper Bldg. Dr. Ian L. Martin, Univ. of Cambridge, England, "Presynaptic GABA Mechanisms."

Physiology/Biophysics seminar. 12:30 p.m., Rm. 3K1, Tupper Bldg. Dr. Max Cynader, Psychology, "Postnatal Development of Cat Visual System."

Biology seminar. 11:30 a.m., Rm. 2970, LSC. Dr. J. Gordon Ogden, III, "Effects of Acidic Precipitation on Nova Scotia's Lakes."

Public Administration lecture. 8 p.m., MacMechan Aud., Killam Library. Prof. Michael Pitfield, "Future of Government in Canada: Parliament" (First in a series - next lecture Dec. 6).

African Studies seminar. 4:30 p.m., 1444 Seymour St., R. Roberts, "The Rule of Law and Abuses of Power in Early Colonial Western Sudan."

Art Films. 12 noon, MacAloney Room (406), Arts Centre. "Traditional Handicrafts in Modern Living" and "Origami."

Friday, Nov. 16

Open House. Dalhousie welcomes visitors to the campus. See supplement for more information. Continues until Nov. 18.

Library Service. 10:45 a.m. MacMechan Auditorium, Killam. Pat Zuest, metropolitan Toronto library board, "Library Planning: The Systems Approach."

Friday-at-Four. Theatre A, Tupper Bldg. Summer research presentations by three students: Joanne Embree, Robert Hamilton and Laurie MacNeil.

Issues in Science-The Public Wants to Know. 12 noon. Halifax City Regional Library. J.A. Brothers, N.S. Research Foundation, Corp., "Synthetic Liquid Fuels from Nova Scotia Resources."

Sunday, Nov. 18

Dal Film series. 8 p.m. Rebecca Cohn Auditorium, Arts Centre. "Cria" with Geraldine Chaplin and Ana Torrent. (English subtitles).

Monday, Nov. 19

Mathematics colloquium. 3:30 p.m. Rm. B400, Killam. Prof. D. Borwein, Univ. of Western Ontario, "On the Strong Law of Large Numbers."

Pharmacology lecture. 4 p.m. Rm 6J1, Tupper Bldg. Dr. George I. Drummond, Killam Prof., Univ. of Calgary, "Resolution and reconstitution of the Adenylate Cyclase system in heart and skeletal muscle."

Cultural Activities. 8:30 p.m. Arts Centre. "Le Theatre Sans Fil 'Tales from the Smokehouse.'"

Tuesday, Nov. 20

Killam Memorial lecture. 8 p.m. Rebecca Cohn Aud., Arts Centre. Paul C. Weiler, "Judges and Rights: A Constitutional Bill of Rights for Canada".

Foreign Policy Studies seminar. 11:30 a.m. Rm 363, A&A Bldg. John MacDonnell, "Khrushchev and the Soviet Military-Industrial Complex: The Evolution of Soviet Defence Policy, 1959-61."

Sociology and Social Anthropology lecture/discussion. "A case study of ritualism: becoming a prison guard in the Canadian federal prison," Dr. Terrence Willett, visiting professor from Queen's University. 3 to 5 p.m., Rm. 101, Sociology complex.

Wednesday, Nov. 21

AMC seminar. Selling Skills for the Professional Salesman. Resource leader is E.F. Cormier. Holiday Inn, Halifax. (continues tomorrow).

Biological-oceanography seminar. 4 p.m. D lab, LSC. Prof. Ian McLaren, "Recent works on growth and reproduction of copepods."

SUB Movie. 7:30 p.m. McInnes Rm. "Looking for Mr. Goodbar" with Diane Keaton.

Cultural Activities. 8:30 p.m. Arts Centre. Janina Fialkowska, pianist.

English-Poetry reading. 8:30 p.m. Student Lounge, Arts Centre. Canadian poet Ralph Gustafson will read his poetry. All welcome.

Thursday, Nov. 22

Biology seminar. 11:30 a.m. Rm. 2970, LSC. Dr. Alistar Robertson, "Structure of Invertebrate Guilds in Sea Grass Communities."

Art films. 12 noon. MacAloney Rm (406), Arts Centre. Two films on Japan: "Higashiyama Kaii—Painter" and "Arakawa Toyozo—Master Potter."

Physiology/Biophysics seminar. 12:20 noon. Rm. 3K1, Tupper. Rejean Tessier, "Centrifugation interacting micromolecules in sucrose density gradient and to the effect of hydrostatic pressure: A case of E.coli ribosomes."

Medicine. 8 p.m. Theatre A, Tupper Bldg. *Public lecture.* Dr. C.M. McBride, "Malignant Melanoma: The Ubiquitous Black Mole."

Art Gallery talk. 8 p.m. Art Gallery, Arts Centre. "The Quilts by Teruko Inoue", Scott Robson, Nova Scotia Museum.

Cultural Activities. 8:30 p.m. Arts Centre. Canadian Opera Company, "The Marriage of Figaro." (continues 23 & 24).

Art Gallery Exhibition. Quilts by Teruko Inoue will be on display with Grant MacDonald's Theatre People. (until Dec. 9). **PM**

People

Dr. Roger Cooter of the history department will be one of the speakers in the CBC *Ideas* program on Science, Pseudoscience and Society to be broadcast Nov. 12, 13 and 20 at 8:04 p.m. The program is devised from the papers delivered at the conference on Science, Pseudoscience and Society at the University of Calgary last May.

Dr. Cooter's contribution, "Deploying Pseudoscience: Then and Now," stems from his research into the cultural meaning of popular science in nineteenth-century Britain.

When the conference was held Dr. Cooter was a postdoctoral fellow at the Institute for Humanities, University of Calgary. He presently holds a Killam post-doctoral fellowship in the history department.

The papers upon which the *Ideas* program draws will be published next year in a volume by Wilfred Laurier Press.

Dr. Ravi Ravindra of the departments of physics and religion participated in a meeting on the co-evolution of science and spirit recently in New York.

Dr. Ravindra has also been invited to participate in the 8th International Conference on the Unity of the Sciences to be held this month in Los Angeles. He participated in the 6th and 7th conferences, reading papers at both. The only other member of the Dalhousie faculty to have been invited to this conference is **Dr. Roland Puccetti** of the philosophy department.

Dr. David K. Yung, professor and director of the College of Pharmacy, has been invited to be the 1979-80 Medical Research Council of Canada (MRC) Visiting Professor at the College of Pharmacy, University of Saskatchewan. On Nov. 26-27, 1979, he will be at that university to deliver two lectures on quantitative structure - activity relationships to undergraduate pharmacy students and will also conduct a research seminar for faculty and students. Dr. Yung is the first Dalhousie College of Pharmacy faculty member to receive an MRC Visiting Professorship.

Richard B. Goldbloom conducted a round table discussion on nutritional deficiency states at the October meeting of the American Academy of Pediatrics in San Francisco, California.

Dr. J.P. Hatcher, dean of the Faculty of Medicine, was chosen member-at-large at the recent annual meeting (1979-80) of the Association of Canadian Medical Colleges.

Dr. Om P. Kamra of the biology department has been appointed for a two year term as director of the Genetics Society of Canada.

Awards

The following awards are currently available. For further information, contact the Awards Office, Room 125A, A&A Building, 424-2416, or the Faculty of Graduate Studies, Room 314, A&A Building, 424-2485.

Ontario Graduate Scholarship Program. In the 1980-81 academic year up to 1200 scholarships will be awarded, worth \$1600 per term, for two or three consecutive terms. Applications must be submitted before Dec. 3, 1979.

Swiss University Scholarships 1980-81. Six scholarships offered, tenable for 10 months in Switzerland, for the value of approximately \$538 to \$637 per month, plus fare for return journey at the conclusion of scholarship, tuition fees, health and accident insurance, and an amount for the purchase of books. All fields of study may apply. Deadline for applications: Nov. 30, 1979.

France-Canada Cultural Agreement University Scholarships offered by the Government of France. Available for all fields of study, especially language studies and studies with a view to teaching French. Tenable in France, up to two years at the Master's level and up to 39 months at the Doctoral level. Value: 1400 francs per month, with most expenses paid. Closing date for applications is Nov. 30, 1979.

Canada-USSR Exchange Scholarships 1980-81. Offered for post-graduate studies and research in all fields. Eight scholarships to be awarded, tenable in the USSR for up to ten months. Many expenses will be paid, including return air transportation from Canada to the USSR. Deadline for applications is Nov. 30, 1979.

Belgian Government Fellowships 1980-81. Five scholarships offered for university study and research at the postgraduate level. Tenable in a variety of places and languages, one academic year for the study awards, 1-6 months for the research awards. Closing date for applications: Nov. 30, 1979.

Israeli Government Scholarships 1980-81. Tenable in Jerusalem, Tel Aviv, Ramat Gan, Rehovoth, and Haifa for 9-11 months. An unspecified number of scholarships available for unrestricted post-graduate or research studies. Closing date for applications is Nov. 30, 1979.

Canada-People's Republic of China Exchange Scholarships 1980-81. Approximately 11 scholarships offered tenable in the People's Republic of China for one academic year. Fields of study include Chinese Modern Language, Chinese Language, Chinese Literature, Chinese History, Chinese Pharmacology, and a variety of others. Deadline for applications is Nov. 30, 1979.