

Status of Women Report

Committee finds sex/salary correlation

By Gina Wilkins Slopek

Women on Dalhousie's faculty are paid less than their male counterparts, are concentrated in the lower ranks, spend more time in each rank before being promoted, and are significantly fewer in number than male faculty.

These are the results of a study of female and male full-time faculty conducted by the Committee on the Status of Women at Dalhousie over the last year.

The study was prompted by the Dalhousie Women's Faculty Organization, who, after seeing the results of similar studies done elsewhere in Canada, approached President

Hicks in the spring of 1976 requesting that he establish a committee to study the position of women on campus. Dr. Hicks agreed, and the committee was established in April, 1976 with a mandate to review the status of women in the academic faculties, in administration, in the academic support staff, and as students.

Data collected were for the



Dr. Virginia Miller, sociology and social anthropology, presented the Status of Women Report to President Hicks in early December. She says of the alleged discrimination, "It's not a conscious thing." [Wilkins Slopek photo]

academic year 1977-1978. Phase I was for full-time faculty only (other phases will look at members of the administration, the academic support staff, and students). Analyses of the data included a look at salaries, rank and tenure.

In the area of salary, the report states that "overall at Dalhousie, at every rank, average salaries of males exceed average salaries of females," all other factors being equal. "The difference is most marked at the highest and lowest ranks: male full professors make on the

average \$4185 more than their female counterparts, while the differences between male and female lecturers and male and female instructors are \$7362 and \$3965 respectively." The difference is least at the level of assistant professor, although it still exceeds \$2000. These differences hold up through all faculties and almost all ranks.

Another view of the salary situation was to examine the distribution of salaries by sex. The report states that "women are clearly concentrated in the lower salary ranges," with

71.2% of Dal women making less than \$22,000, while only 29.1% of the men make less than that amount. Only 5% of the women make salaries greater than \$34,000, while 23% of the male salaries exceed that amount.

Linked with salary are the ranks women occupy. It was found that only 5.4% of the women at Dalhousie occupy the rank of full professor, while 28.6% of the men hold that rank. The bulk of women were found to be concentrated at the

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Strike developments

Modern contracted—CUPE, IPA condemn move

By Derek Mann

Dalhousie is approaching the end of its ninth week without regular cleaning and caretaking staff.

Classes resumed last week, after the Christmas-New Year break and university operations are now in full swing, with minimal cleaning continuing to be done by a group of 60 or 70 management and administrative personnel.

Members of CUPE Local 1392 (which includes 230 cleaning, caretaking and general services staff) went on strike on Nov. 5, seeking a wage increase of 85 cents an hour (about 21 per cent) on a one-year contract.

The latest round in the dispute began just before Christmas, on Dec. 21, when the university announced it had decided to contract out for the provision of cleaning services.

Full text of the statement announcing that move is as follows:

"Dalhousie University has today entered into a contract with Modern Building Cleaning Division, Dustbane Enterprises Ltd., for the provision of all cleaning services at the university, Dr. Louis G. Vagianos, Vice-President (Administration) announced today.

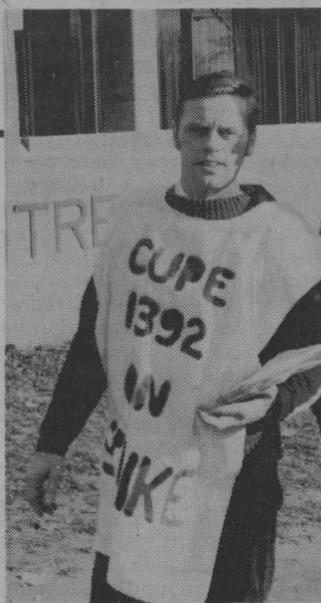
"We believe Modern's managerial experience and expertise in the cleaning field will result in long-term advantages for both the university and the cleaning staff," said Vice-President Vagianos.

"Modern is the largest professional cleaning corporation in Canada, with responsibility for over 50 million square feet of cleaning per day. This includes many Atlantic area government, hospital and educational institutions. Examples are the University of New Brunswick, Memorial University of Newfoundland, and three hospitals in Halifax. In all of these institutions, the cleaning staff is unionized—except at the University of New Brunswick.

"The university's present cleaning staff, numbering 176 full-time and 47 part-time employees represented by Local 1392 of the Canadian Union of Public Employees are currently on strike. Modern will immediately take over negotiations for a new collective agreement with the union local. The most recent agreement between the union and the university expired on August 31, 1978.

"The university's contract with Modern is subject to the following conditions:

1. All employees now on strike will be offered employment by Modern.
2. Modern will reopen negotiations immediately and will bargain in good faith to achieve a collective agreement with



CUPE Local 1392, including wages and benefits comparable with those offered by the university, or better. In the meantime, Dalhousie's administrative staff will continue to provide minimal cleaning services on a voluntary basis.

"If there are any details that require the assistance of Nova Scotia Labor Relations Board, that assistance would be sought," said Dr. Vagianos.

"Dalhousie will continue to employ the 25 members of the union local other than cleaners in their present jobs, and these employees will also continue to be represented by CUPE Local 1392."

The anticipated reaction was swift. CUPE and the Nova Scotia Federation of Labor criticized the action as strike-breaking and violating the Nova Scotia Trade Union Act, and a group of marginal work

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DFA—university bargaining begins

by Eric Cameron and Derek Mann

Meetings between negotiating teams of the university and the Dalhousie Faculty Association on a collective agreement for faculty and librarians in the newly-certified bargaining unit began in December.

The discussions have not advanced beyond ground rules for the negotiations and the consideration by the university team of some proposals submitted by DFA.

Vice-President W. Andrew MacKay said on Monday that the teams had met three times. "We have agreed on procedural guidelines and the university team has begun to consider some of the DFA proposals."

Dr. Michael Cross, chief negotiator for the DFA, said the two parties had not been able to agree on a satisfactory set of ground rules, from the DFA's point of view. Areas of disagreement were in publicity and "signing-off"—an "almost universal procedure" in which the two parties agree to remove from the table any clause on which agreement has been reached.

The university was not prepared to accept signing-off and this was "a prescription for chaos," said Dr. Cross.

The DFA negotiating team consists of Dr. Cross, DFA president Dr. Robert S. Rodger, Dr. Susan Sherwin and Dr. Alan Kennedy.

Negotiating for the university are Vice-President

MacKay, former Vice-President (Finance) Donald H. McNeill, Dr. D.M. Cameron and Dr. Norman Horrocks.

A proposal in early December by the university to pay budgeted salary increments to the DFA bargaining unit "on the understanding that there would be no further increase in salaries applicable for the period 1 July 1978 to 30 June 1979" was rejected by the DFA at a Dec. 7 meeting.

The DFA Newsletter of Dec. 11 reported that "while members recognized the need to secure a salary increase as soon as possible, they also recognized the necessity to secure that increase at the table in a manner appropriate to the conventions of collective bargaining."

Senate holds special session

Senate met in special session on Tuesday to consider the report of the Ad Hoc Senate Committee on the University Constitution.

The committee, whose report was the subject of a special edition of *University News* in December, recommended a more representative but smaller Senate and key committees to replace Senate Council.

A report of Senate's discussion will appear in *University News* next week.

Status of Women Report

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ranks of assistant professor (40.3%) and lecturer (28.7%). "This may be compared to the situation of male faculty," says the report, "where only 29.2% are assistant professors and only 3.1% are lecturers.

In terms of tenure, the report shows that overall, 68.5% of the male faculty is tenured, while only 37.4% of the female faculty is. This distribution holds up in every rank except that of assistant professor, where the percentage of tenured women exceeds that of tenured men.

Marital status was also found to be significantly correlated with salary. Being married adds, on the average, \$405 to one's salary. The effect differs from men to women, however, with most women losing money for being married and most men gaining.

The committee's mandate from Dr. Hicks was to determine whether females were discriminated against because of their sex. Statistical analysis "has demonstrated clearly that full-time women faculty at Dalhousie are indeed discriminated against in salary because of their sex," the report maintains, adding that the lower salaries that women receive represent only one aspect of the university's general attitude toward women. Other areas of discrimination, according to the report, may include hiring practices, promotion (Dalhousie has no objectively-determined, written, and publicized procedures for promotion), pensions (since pensions and disability benefits are based on earned salaries), and in administration.

"The discrimination suffered by women full-time faculty at Dalhousie is, of course, not unique to this institution," the report admits, "but it is the obligation of the university as a centre of enlightenment to set the example for the larger society and lead in the field of equalizing the position of women with that of men." To this end, the committee suggests nine recommendations, all geared towards equalizing opportunities and treatment for all women at Dalhousie (see the **University News** special supplement on the report for details).

President Hicks, who received the report early in December, said in a recent interview that he is taking the document into consideration, and that he is checking the validity of the statistics with consultants in the math department. "I don't know that the report establishes any pattern," he said.

When asked whether he feels that Dal faculty women are discriminated against, Dr. Hicks replied, "I do not think

they are. I think they're being fairly treated." He pointed out that when a person is hired on to the faculty, the decision-making process has never considered paying a person less because she was a woman. Each case is dealt with individually, said the president, taking into consideration academic qualifications, publications, and accomplishments.

President Hicks discussed the various recommendations made in the report. To recommendation one, which calls for the university to publicly declare a policy of equal opportunity and equal treatment for all women at Dal, he replied, "Women should be treated on the same basis as men." To the recommendation that individuals whose salaries are found to be anomalous be compensated for past loss in salary, the president responded, "No. We are not going to open up our budget for last year." Any discrepancies in salary would be corrected for this year, however, he added.

Recommendation eight of the report called for the establishment of a high administrative post to deal with all matters concerning women at Dalhousie. "I want all persons in Administration to treat women fairly," said the president, "but I don't want to form a special agency to promote women."

Due to the recently begun bargaining with the DFA, many recommendations, such as those calling for special committees and the formalization of tenure and promotional procedures could not be dealt with at this time, said Dr. Hicks, who pointed out that they would be dealt with in negotiations.

The final recommendation of the report was that the status of women committee be reconstituted within 30 days and directed to continue its investigation of women on campus. "Yes," said President Hicks, "If I can find someone to take it over."

Members of the Committee on the Status of Women at Dalhousie, who published this report, are: Virginia Miller, department of sociology and social anthropology, and head of the Committee since Oct., 1977; John Aldous, department of pharmacology; David Sutherland, department of history; and Forbes Langstroth, department of physics, and the administration's representative on the committee. The research assistants were Barbara Marshall and Penny Hoover. The report was written by Virginia Miller, with comments and approval from John Aldous and Donald Sutherland.

The new president Structure of selection committee established

A selection committee to find a successor to president Hicks, who steps down in 1980, will soon be appointed.

Both Senate and the Board of Governors agreed at their December meetings that the selection committee should consist of three members elected by Senate, three by the Board and one by the Student Union. The Board approval included the stipulation that one of its members on the committee be a member of the Board of Directors of the Alumni Association.

Senate's Committee on Committees nominated three senators to be members of the selection committee. After the names of those nominated had been circulated, two more nominations were received by the chairman.

The first three were **D.M. Cameron** (Public Administration), **I.M. Christie** (Law) and **H.B.S. Cooke** (Geology). The next two were **M. Scott Wright** (Nursing) and **D.E. Ryan** (Chemistry).

During Senate's meeting last month, nominations were invited from the floor, and the following were nominated: **P. Monk** (English), **J.S. Manchester** (Radiology), and **T. Sin-**

clair-Faulkner (Religion).

Members of Senate must now elect three from the eight nominated. A mail vote, using a two-envelope system, will be taken. Ballots sent to Senate members by the Secretary of Senate are scheduled to be returned to him by tomorrow (Jan. 12).

Meanwhile, the officers of the Board of Governors will suggest the names of three of their members as nominees as well. The Board is expected to make its decision at this month's meeting.

Once established, the selection committee will publicize its existence and advertise the position of president. It will call for brief statements of principle, nominations or applications from interested groups within or without the university, and after considering the merits of all candidates presented to it, will prepare a short list.

Short list candidates will be interviewed by the committee and will also meet members of interested groups in the university. The selection committee will then choose the most suitable candidate and recommend his/or her appointment to the Board of Governors.



Dr. Donald R. Arnold

Killam Research Professor

Dr. Donald R. Arnold, a prominent organic photochemist, has been appointed a Killam Research Professor and professor of chemistry at Dalhousie, president Hicks announced recently.

Dr. Arnold will take up his appointment on July 1, 1979, and at Dalhousie will continue his work on the development of useful photochemical synthetic methods.

Born in Buffalo, N.Y., Dr. Arnold received his early education in Amherst and New York, and obtained his Bachelor of Science degree from Bethany College in West Virginia in 1957. He obtained his PhD in 1961 from the University of Rochester under the direction of Professor Marshall D. Gates.

Dr. Arnold has had considerable industrial experience as a research chemist, having been with the Union Carbide Research Institute at Tarrytown, New York from 1960 to 1970. He also acted as a consultant with Energy Conversion Devices Incorporated of Troy, Michigan.

His academic career includes appointments at the University of Western Ontario as visiting professor in 1968, associate professor in 1970 and professor in 1971. He has published more than 50 scientific papers including several reviews and is co-author of the book "Photochemistry, an Introduction".

Dr. Arnold is a member of the Board of Editors of "Organic Photochemical Synthesis". He has also been active in organizing a number of International Conferences on various aspects of Organic Photochemistry and has presented numerous invited talks and lectures.

A Fellow of the Chemical Institute of Canada, Dr. Arnold is a member of the American Chemical Society and the Inter-American Photochemical Society. He has held a number of scholarships and fellowships including the Pittsburgh Consolidated Coal Company Scholarship, the Charles Pfizer Fellowship, the Union Carbide Fellowship and an Alfred P. Sloan Foundation Research Fellowship.

Strike developments

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world researchers at the university's Institute of Public Affairs urged the university to reverse its decision because of what it described as serious implications for the cleaning staff.

Last week CUPE filed charges of unfair labor practices against the university with the Nova Scotia Labor Relations Board, specifically that it had illegally fired 230 employees.

On Friday last week, representatives of the three parties — Dalhousie, Modern and CUPE — met for the first time since the contracting out decision. They were invited by the province's minister of labor to explain to him their views of the situation.

Also on Friday, another strike support rally, in the Student Union Building, was held. The supporters decided in favor of mass picketing at the Central Services Building at the beginning of this week, but at press time there was little evidence of mass picketing.

The IPA research group, in an open letter to the university community, said that contracting out would serve to dissociate workers from the regular employees of the university, would not have benefits, could not be guaranteed higher wages, and could not be sure of job security.

"We do not wish to minimize the difficult financial situation that the university finds itself in, nor do we wish to imply that working as a building cleaner at Dalhousie is a situation free of problems.

"It is not our view, however, that . . . Modern's managerial experience and expertise in the cleaning field will result in long-term advantages for both the university and the cleaning

staff", as the administration maintains.

"We hope that the decision to sub-contract cleaning services will be reversed and that the administration will resume negotiations with CUPE Local 1392 on the original issues of the strike."

Shortly after the group's Open Letter was circulated, Vice-President MacKay, in an interview on CBC's Information Morning radio program, said that the university had felt for some time it should not be in the cleaning business. All of the CUPE members had been offered employment by Modern, and Modern felt it could do the work in such a way as to give the university, ultimately, an annual saving of \$300,000.

Meanwhile, a ruling by the Nova Scotia Labor Relations Board is awaited by the university, Modern and CUPE.

United Way '78 pledges down

Dalhousie's contributions to the United Way campaign dropped considerably this year, Earl Wambolt of the business office reported recently. As of January 2, pledges for 1978 totalled \$10,089. 104 people have contributed so far. Last year's pledges reached the \$14,000 mark by the end of December, Wambolt said.

"We're still prepared to take pledges," Wambolt, who has optimistically not filed his final report on donations yet, hopes that more employees will pledge money to the campaign, which officially ended November 30.

Employees interested in making a donation should contact Mr. Wambolt at (424-) 2306.

UNIVERSITY NEWS

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

Inquiries and contributions should be sent to The Editor, University News, Information Office, Old Law Building Dalhousie University, 1236 Henry Street, Halifax, Nova Scotia, B3H 3J5. Tel: 902-424-2517. Registered as third-class mail; permit number, Dartmouth, N.S., 59.

Final deadline for all items for inclusion in the paper is 11 am of the Monday preceding Thursday publication.



Your Ticket to Great Entertainment Sykes starts schedule

Dance, theatre and comedy have been blended with a variety of musical performances in the latest Dalhousie Cultural Activities entertainment schedule. "Your ticket to great entertainment" promises the brochure, and the nineteen shows in the new season offer something for every taste.

To kick off the season in fine style will be a four night run of "A Hatful of Sykes", Jan. 17 through Jan. 20. The show, which stars top British comedians Eric Sykes, Hattie Jacques and Deryck Guyler, is a bit of cabaret, a bit of music hall, a bit of cinema and a lot of acting. The show has played to very successful seasons in England, capacity houses in Hong Kong, and is coming to the Dalhousie Arts Centre from an overwhelming reception in Australia.

Eric Sykes has been one of the biggest names in British theatre, television and cinema for years. His BBC television series "Sykes", which also stars Hattie Jacques as his sister, is the longest running domestic comedy series on British television.

Hattie Jacques hardly needs an introduction. Her appearances on stage are

numerous, but she is perhaps best known on this continent for her sixteen famous "Carry On" films.

Deryck Guyler has been part of the Sykes team for many years, and has also found time to appear on numerous British radio and television shows. His most recent film appearance was in Walt Disney's "One of Our Dinosaurs is Missing".

The remainder of the Cohn program includes something to titillate every taste, from the Kingston Trio to an Edwardian play to jazz to wit to ballet (and mock ballet) to classical music to top Scots entertainment. Watch the University News for further information.

The Dalhousie Chamber Music series will continue throughout the new season. Individual tickets to the Dalart Trio, Jan. 12 and April 6; the Bartok Quartet, Feb. 16 and Canadian Brass in "Horn-smoke", a comic opera by P.D.Q. Bach, March 9, may still be purchased.

As in previous seasons, the Dalhousie Arts Centre Box Office is taking mail orders from December 9. The box office will open January 3 for In-person ticket sales. For further information, please phone 424-2298.

de Niverville talks a visual language

The Robert McLaughlin Gallery of Oshawa has put together this exhibition of about 40 works of Louis de Niverville, which may be seen in the Art Gallery (downstairs in the Arts Centre) until Sunday afternoon, Jan. 14. There is also a short slide show of an interview with the artist, and an animated cartoon in video, "The Pounding Heart," which may be of particular attraction for children.

Louis de Niverville, born in 1933, was the eighth of 13 children. When his father left the RCAF, with the rank of Air Vice-Marshal, he went on to be assistant to the Minister of Transport, and the family lived in Ottawa. From the age of six to ten, Louis was in hospital being treated for tuberculosis of the bone. This period of extreme physical inactivity and loneliness was filled with fantasies about his family, childhood memories, and comic strip characters. As he discovered the work of other

artists, such as Saul Steinberg, Matisse, Picasso, Bonnard, etc., they too became part of his mental world and eventually their influences helped to shape and to colour his own work.

Moving from the English language of the hospital to the French of his home was, says Louis, "... like arriving in the middle of a play, not knowing what the plot is, who the characters are, but having to carry on anyway." Viewers too may feel this way about some of de Niverville's paintings. In attempting to go directly from his sub-conscious to paper or canvas, de Niverville uses a visual language which may be difficult to read; but this is the whole point. It is feelings and moods which he wishes to express, not to make intellectual or political statements.

—N.D. Graham

Searchers seek dean's successor

By Eric Cameron

The search committee established to find a successor to Professor Ronald St. John Macdonald, Dean of Law since 1972, has met several times and has advertised across the country.

This was reported last week by the chairman of the committee, law Professor Rowland Harrison. Prof. Harrison said the committee had been pleased with the encouraging response of law alumni, who had been invited to offer suggestions and advice concerning the position.

In addition to Prof. Harrison, the search committee consists of: Professor R. Graham Murray, Professor Brent Cotter and Professor Leo Barrie, representing the Faculty of Law; Tony Brown, president of the Law Students Society; Joanne Kellerman, a second-year law student; Professor Murray Beck, representing the Dalhousie academic community; Ronald Downie, president of the Nova Scotia Barristers' Society; and George MacDonald, representing members of the part-time law faculty.

Dean Macdonald's term of office ends on June 30. He will take a year's sabbatical, after which he will return to full-time teaching in the law school.

He was the sixth Dalhousie law graduate in succession to become Dean, having graduated in 1952. Prior to his appointment at Dalhousie, he was Dean of Law at the University of Toronto.

Sport Scores

Hockey

In Toronto: Dal (5) vs York Univ. (4)
In Toronto: Dal (5) vs York Univ. (2)
Jan. 6 Dal (6) vs Concordia (1)
Jan. 7 Dal (1) vs Univ. of Toronto (7)

Soccer

In Bermuda: Dal (0) vs Vasco De Gama (0)
In Bermuda: Dal (2) vs PHC (3)
In Bermuda: Dal (1) vs Somerset (4)

Basketball (M)

In Bermuda: Dal (83) vs U.S. Marine Corps (82)
In Bermuda: Dal (70) vs U.S. Naval Station (63)
Jan. 4 Dal (59) vs York (94)
Jan. 5 Dal (59) vs Waterloo (71)
Jan. 6 Dal (60) vs Laurentian (64)

Basketball (W)

Jan. 5 Dal (61) vs UNB (67)
Jan. 6 Dal (59) vs Midtown (62)
Jan. 7 Dal (57) vs UNB (75)

Volleyball (W)

Jan. 5 Dal (0) vs N.S. Canada Games (2)
Jan. 7 Dal (3) vs Mt. Allison (0)

compiled by Rod Shoveller

New executive for DSA

The Dalhousie Staff Association, the independent union representing 650 clerical and technical employees at the university, was scheduled to hold its annual election of officers at a general meeting today, January 11.

Only one of the seven executive positions was contested in the election.

Unopposed for their positions were **Margo Beveridge**, president; **Pat Kelly**, vice-president (lower campus); **Ria Hodgson**, vice-president (cen-

tral campus); **Len Cochrane**, vice-president (upper campus); **Brenda Detienne**, secretary; and **Margaret Dingley**, treasurer.

The position of member-at-large was sought by two members of the Association: Ben Fullerton and Joanne Milon.

Immediate past-president Jane Mersereau, stepping down after two one-year terms as president, will serve on the executive in an ex-officio non-voting capacity.

CROSSWORD

ACROSS

No. 2791

- Gets things going differently in the tower (5, 3, 7)
- Cut the weight in a flash? (7)
- Too confused about bombast in Italy (7)
- Just the right dress for clubs possibly (4)
- Pursuit of adders? (10)
- Really dire pap needs editing if it's to be settled in advance (7)
- Is abroad on the A1 returning from foreign parts! (7)
- All tear out when belonging to the side (7)
- Not handicapped by slight wound (7)
- Tin and coal is a mixture that doesn't seem very good at mixing! (10)
- Medicine ball, as it were? (4)
- Pub pictured, one hears, but not given a puff! (7)
- Tomboys in their Orcadian lairs? (7)
- Skilled craftsman, but not exactly a woodwork teacher (6, 9)

DOWN

- Vehicle delivering bread? (5)
- Careless recipe for egg in Lent (9)
- Fixes court sessions (4)
- Cheshire started with just part of the county once (7)
- Most of the chorus let out a low laugh (7)

6. Scientific instrument is more a tree in one way (9)

7. It's inside information—and in French, as you'd expect from a French author (5)

8. Laggard isn't much use on the express run (9)

13. Safeguard this famous London theatre (9)

14. Burning to achieve flight in this environment? (9)

6. Teachers in term cooked up food (9)

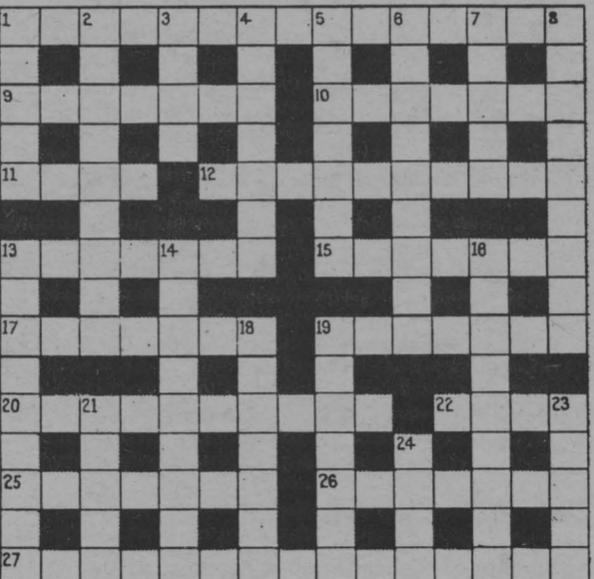
18. Study in non-clerical surroundings turn out to be brief (7)

19. Absolutely gorgeous girl! She'll shatter you! (7)

21. Festivals of the sea? (5)

23. Realise that is missing in the beam (5)

24. Road-runner of ancient Syria? (4)



This prize crossword puzzle appears in every second issue of the weekly paper.

\$10 will be awarded for the first correct entry opened; this does not necessarily mean the first correct entry received in the Information Office.

All members of the university community—faculty, staff, students and members of affiliated universities and Dalhousie alumni are eligible. Those involved in the production of UNIVERSITY NEWS are not eligible.

Entries must be received no later than one week from the date of publication and should be sent to CROSSWORD, University News, Information Office, Old Law Building, Studley Campus.

Solution to 2789

Across: 4. Obstacle; 8. Hecuba; 9. Ethereal; 10. Quatrain; 11. Bandit; 12. Hieratic; 13. Heritage; 16. Original; 19. Agrimony; 21. Agnate; 23. Seaboard; 24. Flourish; 25. Tweeny; 26. Backdrop.
Down: 1. Petunia; 2. Muttering; 3. Basalt; 4. Open scholarship; 5. Schubert; 6. Arran; 7. Leading; 14. Trombones; 15. Interior; 17. Regalia; 18. Snoring; 20. Rialto; 22. Amuck.

There was no winner for no. 2790

The Back Page

Compiled by Eric Cameron

Calendar

Thursday, January 11

Music Department Colloquium Series. 4:30 - 6 p.m., Room 406, Arts Centre. "Beethoven and Hegel", James A. Stark, Music Dept., Mount Allison University.

Biophysics - Biomathematics Seminar. 2:30 - 3:30 p.m., Theatre E or in Room 3K1, Tupper Bldg. "The Aging Lung: Senescence vs. Senile Emphysema", J.G. Holland, Physiology and Biophysics Dept.

Varsity Volleyball (W) Waterloo Invitational Jan. 11-14.

Friday, January 12

Friday at Four Lecture. Theatre A, Tupper Bldg. "The modern diagnosis of orbital tumors", Dr. F.C. Blodi, Head, Dept. of Ophthalmology, Univ. of Iowa.

GLAD (Gays and Lesbians at Dalhousie) Annual Meeting, 12:30 p.m., Student Union Bldg.

Cultural Activities. Dalart Trio, 8:30 p.m., Rebecca Cohn Aud.

Varsity Wrestling Dalhousie Open, 8 p.m.

Saturday, January 13

Varsity Wrestling Dal Open continues.

Varsity Hockey Acadia at Dal, Scotia Stadium, 2 p.m.

Sunday, January 14

Varsity Basketball (M) SMU at Dal, 8 p.m.

Varsity Basketball (W) UNB at Dal, 2 p.m.

Winter / Spring Film Series. Three Women, Rebecca Cohn Aud., 8 p.m.

Music Department. Elvira Gonnella, mezzo-soprano, 3 p.m., Rebecca Cohn Aud.

Red Herring Books Presents. Mike Lynk, "The Nova Scotia Fishermen's Strike of 1938", 2:30 p.m. 1652 Barrington St.

Monday, January 15

Dal-King's Reading Club. "Research at the Children's Hospital", 8 p.m., 6008 Oakland Road, Hostess Mrs. C.B. Stewart.

Tuesday, January 16

Varsity Basketball (W) Dal at St. F.X. 6:15 p.m.

Varsity Basketball (M) Dal at St. F.X. 8:15 p.m.

Wednesday, January 17

Physics Seminar. 4 p.m. Dunn Bldg., "Charge Density Waves and Elasticity Measurements in TAS_2 ", Dr. A.M. Simpson, Physics Dept.

Cultural Activities. A Hatful of Sykes, 8:30 p.m., Rebecca Cohn Aud.

Alliance Francaise. Two films in French, Le Medecin malgre lui and a Canadian short feature, 8 p.m., NFB, 1572 Barrington St.

Biological Oceanography Seminar. Ross Shotten, B.I.O., Acoustic Fish Stock Assessment, 4 p.m. Room 4660 LSC.

Thursday, January 18

Biophysics-Biomathematics Seminar. 2:30-3:30 p.m., Theatre E or Room 3K1, Tupper Bldg., "The Pursuit of Longevity: some causes and consequences", Rev. G.E. MacDiarmid, St. Andrew's Church and Atlantic School of Theology.

African Studies Seminar. "Patterns of Assimilation of the Tiv," John Orkar, Nigeria, 4:30 p.m., 1444 Seymour St.

Art Gallery. 25th Annual Student, Staff and Alumni Exhibition, Arts Centre, Jan. 18 - Feb. 11.



Health Sciences Librarian Alan MacDonald "retaliates" after remarks by Vice-President (Administration) Louis Vagianos and Vice-President W.A. MacKay at a going away dinner sponsored by the Law, Health Sciences, and University libraries and the School of Library Service. MacDonald, who has worked at all three libraries and taught in the library school during his 14 years at Dalhousie, moved to Alberta at the end of December to take up his new position as Director of Libraries at the University of Calgary. Head table guests were Vice-President MacKay, Mrs. Vincent C. MacDonald, Vice-President Vagianos, Mrs. MacKay, and Dr. Norman Horrocks. (Cameron Photo)

Awards

"Money, money, everywhere, but not a buck for me." Is that the song you've been singing lately as the costs of study escalate but your income doesn't? If it is, you should know about the help there is right here on campus.

The Awards Office and the Faculty of Graduate Studies are two places you can look for financial assistance. They have listings and indices of scholarships, awards, and prizes and numerous flyers from governments, private industry, and other institutions.

"The problem is, many students don't think they are scholarship material," says Dean Leffek of Graduate Studies. He would like to see more students come to the office to check out their awards chances.

Another problem is lack of communication. As awards flyers come in, copies are sent to the heads of the departments concerned in the hope that they will circulate them and professors will advise qualified students of their existence. "We can't be sure what the department heads do with them, though," explains Gordon Steedman of the Awards Office. "Different departments respond in different ways."

University News will help publicize off-campus awards. From this issue on, this column will be a regular feature of the Back Page. The names of awards, brief descriptions, and deadline dates will appear under this logo each week. If an item here interests you, contact the Awards Office at 424-2416, Room 125A in the A&A Building, or the Faculty of Graduate Studies at 424-2485, Room 314, A&A.

Watch this column. We sing a different song—"Money, money, everywhere, even a sous for you."

Our first listings are:

The Steel Company of Canada Ltd. Graduate Research Fellowships in Metallurgy. \$5,000 prize. Open to graduates of Canadian universities or colleges. One year duration. Four awards available. Deadline February 1.

Department of National Defence Scholarship and Fellowship Program. For strategic studies of relevance to current and future national security problems. Fellowships \$12,000 and scholarships \$6,000. One of each available, duration one year. Applicants must be Canadian citizens. Deadline February 1.

Gulf Canada Ltd. Graduate Fellowships. \$5,500 in value, nine available. Open to graduates of a Canadian university or college in business or management studies or sciences related to the petroleum industry. Deadline February 1.

—Gina Wilkins Slopek

People

E. Christine Hayward, Systems Librarian at the Kellogg Health Sciences Library, has been appointed Acting Health Sciences Librarian.

Dr. John Farley of the Biology department is in Mexico this week speaking at

the Third Mexican Meeting on the Origins of Life. He will address himself to the spontaneous generation controversy, a topic he treated extensively in his book, **From Descartes to Oparin: Theories of the Origin of Life**, published last year.

Notices

Dalhousie Review

In future the **Dalhousie Review** will not be sold by the Dalhousie University Bookstore, but must be purchased from Mrs. H. Gorman, Dalhousie Review office, Room 4413, 4th floor, Killam Library. (424-2541)

Arthritis patients

The problems and care of patients with arthritis will be the subject of a short course for family physicians from the Maritimes, Jan. 18 and 19, 1979, in the Sir Charles Tupper Medical Building, Halifax.

The visiting speaker will be Dr. John Esdaile, division of rheumatology, Montreal General Hospital. He is a specialist in the treatment of arthritis and also is engaged in some research. He is an assistant professor of medicine at McGill University.

Local speakers will include Dr. J. Henderson, Halifax; Dr. R.D. Stuart, Wolfville, and Arthur Sewell, the Arthritis Society of Nova Scotia. Members of Dalhousie faculty of medicine will take part in the sessions which will cover diagnosis, examination, treatments available, surgery and counselling in young and old patients, suffering varying degrees of disability.

The course is presented by the Division of Continuing Medical Education.

Leisure time classes

Leisure time classes for all members of the Dal community are being offered again this term. Although starting dates for some classes have already passed, openings are still available. For more information, call (424-) 3372.

Beginner's ballet	Tues.	7:30 p.m. Jan. 9-Mar. 13
Intermediate ballet	Thurs.	7:30 p.m. Jan. 11-Mar. 15
Yoga	Thurs.	12-1 p.m. Jan. 18-Mar. 29
Yoga	Tues.	7:30 p.m. Jan. 15-Mar. 30
Disco	Thurs.	8:30 p.m. Jan. 4-Feb. 8
Swimming	Tues. & Thurs.	6:00 p.m. Jan. 9-Feb. 15
Belly dancing	Mon.	7:30 p.m. Jan. 8-Feb. 26
Women's fitness	Tues. & Thurs.	12 noon Jan. 9-Mar. 15