



*Hail, Bishop Valentine,  
whose day this is,  
All the air is thy Diocese*  
**John Donne**

On the Lady Elizabeth and  
Count Palatine being married on  
St. Valentine's Day

## "Funding formula needs changes", says President

University President Kenneth L. Ozmon supports the 8.5 per cent funding increase recently recommended for Nova Scotia universities by the Maritime Provinces Higher Education Commission (MPHEC). He has grave doubts, however, about the fairness of the system by which the provincial government allocates funds to Nova Scotia's thirteen universities.

Dr. Ozmon explains, "The funding formula has two main components. One is a flat grant and the other is the enrollment portion of the grant. The flat grant is a fixed amount based upon things like historical factors, while enrollment is based upon the number of bodies at the University." The enrollment portion, however, is not an equal sum for every student. Dr. Ozmon explains, "The grant is weighted according to the programs the students are in. For example, an arts student is weighted lower than a science student, on the assumption that it is more costly to educate a science student.

Medical students are weighted very high and engineering is quite high."

The weighting is calculated by increasing the value of each student according to the cost of his or her education, so that the final number of students for which grants are given is considerably higher than the actual figure. In the calculations, part-time students are added together to form full-time figures.

"This weighting is intended to even out the costs of running the universities," says Dr. Ozmon, "so that an institution that has medical students and an engineering program gets proportionately more money."

Although this system seems fair, in practice the amounts given per student vary from university to university, in addition to the built-in weighting. For instance, Saint Mary's weighted total of students in 1986-87 was 8,453 and the enrollment grant was given on this basis. A similar institution, however, received an enrollment grant of over \$270 per student



## Students raise funds for United Way

Chinese and Caribbean students got together in October to sell balloons in aid of the United Way. Seen here are Kathy Dosman and Maurice See

more than that received by Saint Mary's. Simple arithmetic reveals that Saint Mary's would have received almost \$2.5 million more had the grants been allocated equitably. It is this inequality which is one of Dr. Ozmon's main concerns about the funding formula.

"The other factor which has worked to our disadvantage," says Dr. Ozmon, "is that the enrollment portion of the grant is averaged out over three years." When the formula was worked out seven years ago, all projections indicated that the number of university students was going to drop. "In order to help the universities cope with declining numbers," says Dr. Ozmon, "it was decided to award the enrollment grant on an average number of students based on the current year and the two previous years".

Contrary to expectations, enrollments have continued to rise and Saint Mary's is growing faster than any other institution in the province. Dr. Ozmon says, "If you keep increasing enrollment, you keep averaging in your highest figure with two low ones. That is what has hurt us over the last few years."

There is one more element in the funding system. The MPHEC makes recommendations each year that certain universities receive equalization payments to make up for inequalities in funding. This year it has asked that three-quarters of one percent of the increase be set aside for that purpose. When government allocates money for equalization, Saint Mary's usually benefits because of its under-funding relative to most of the universities. If equalization is not granted, it falls



## IEC celebrates anniversary

The staff of the International Education Centre held a festive gathering November 25 to celebrate the fifteenth anniversary of the opening of the Centre. In attendance were former Directors (L to R) Dr. Jim Morrisson, Dean of Arts, and Dr. Bridglal Pachai, and current Director Dr. George Schuyler

Continued on page 2

# Winter Carnival - Snow Trek '88



Top left: Alumni Officer Geraldine Dunnigan got a pie in the face in a good cause during Winter Carnival

Above: Snow basketball was one of the opening events of Winter Carnival



Left: Wet sponges were one of the tortures available at Arctic Alley

Bottom left: Games of chance were among the attractions of Arctic Alley



President continued from page farther behind the others.

Despite its funding problems, Saint Mary's has always balanced its books. Dr. Ozmon says, "I think it is fair to say that we have tried to be responsible. We do not feel that under-funding is any justification for failing to manage well. We have denied ourselves things that we need."

Continued under-funding puts the University under an increasing strain. "What it means at Saint Mary's," says Dr. Ozmon, "is that we defer very important

acquisitions in computers. We defer improvements to the physical plant that are demanded by our rapid growth. We put an extra burden on people in the classrooms and in the offices, simply because they are being asked to deal with more people and we have not raised our staff complement commensurate with the increase in numbers of students. When I came here in 1979, full-time enrollment was 2,044. This year it is more than 3,600."

The shortage of funds also makes it necessary for the University to seek more outside financial help. "You see universities going out now for scientific and computer equipment and books, which you would think should be part of normal expectations" says Dr. Ozmon. Saint Mary's is considering proposals to increase classroom space and provide for other pressing needs, "But," comments Dr. Ozmon, "you cannot go out on a new fundraising campaign every year."

"The dilemma for us as an institution is to decide how to respond to the obvious demand for places at Saint Mary's, knowing that every new body will create more problems in classrooms and administrative offices," says Dr. Ozmon. "The alternative is to say 'No', which we would be very reluctant to do because Saint Mary's has always tried to admit all qualified students who apply."

## University joins reciprocal insurance scheme

Saint Mary's has joined other universities in setting up an insurance scheme that should solve some of the problems the institutions have had obtaining the coverage they need.

Canadian Universities Reciprocal Insurance Exchange (CURIE) has around 40 members. Saint Mary's will start insuring with the new organization when its current insurance policy expires at the end of this year.

Guy Noel, Vice-President (Administration), explains why the change is being made, "This way we get control over our own fate. In the last few years we went through an insurance crisis. We could not get coverage for certain types of risks. There was a period of eight months where we had no coverage for accidents occurring as a result of athletic or recreational activities." Guy shudders at the memory, and adds, "We were not alone. Eighteen institutions across the country were in the same boat."

A reciprocal insurance exchange is not an insurance company, but a contractual agreement by which a group of subscribers share their risk of financial loss.

Reciprocal insurance schemes

are not a new idea. A number of groups, including the Ontario school boards, have already formed their own reciprocal.

CURIE's program is tailored to the needs of universities and covers all their requirements, from building insurance to liability. Because it is a non-profit organization, premiums will be reduced. Saint Mary's current annual premiums total \$70,000 and with CURIE this is expected to drop to \$50,000. All members of CURIE have committed



## Staff Union brings Christmas joy

Thanks to members of Saint Mary's University Staff Union, a needy Metro family had gifts, and food in abundance at Christmas. The Union's newly formed Charitable Works Committee raised almost \$600 and used it to purchase food and gifts for the family. Seen here with the gifts are (L to R) Staff Union President Cathy Lane, Sheryl Crosby and Bernadine Halliday (West photo)

### THE TIMES

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## University appoints sexual harrasment advisor



Vicki Wood is Saint Mary's first sexual harrasment advisor. She is a full time student counsellor, but half her time is devoted to her work as sexual harrasment advisor. She has been at the University since August and has already been consulted on a number of cases of such harrasment. She will shortly be issuing brochures setting out University policy and offering advice.

Vicki herself is from Yarmouth, Nova Scotia. She obtained a BA from Acadia, then began a Master's of Divinity. She moved to Dalhousie, where she completed a Master's degree in Social Work.

Before coming to Saint Mary's she worked for five years at a Halifax treatment centre for emotionally disturbed teenagers, then did an internship with a family therapist at the Izaak Walton Killam Hospital for Children in Halifax. In both these jobs she saw many forms of sexual abuse and sexual assault.

Vicki explained to *The Times* the chain of events which lead to Saint Mary's appointing a counsellor and setting up procedures to handle this problem. She says, "In 1983 the Canadian Human Rights code was amended to include sexual harrasment in its discrimination laws. Around the same time a number of cases came before the courts in America in which universities as employers were held responsible when people had been sexually harrasmed by university personnel." From that time on, many large institutions began to draw up sexual harrasment policies.

The recent case of Bonnie Robichaud, however, showed that setting up policies was not enough. Bonnie's employer, the Department of National Defence (DND), was held liable for her harrasment by another of its employees although a policy was in place. DND had not created a framework within which she could obtain the help she so badly needed.

Describing how things have evolved at Saint Mary's, Vicki says, "In December 1986 Senate accepted a definition and a set of procedures drawn up by a representative council which consisted of two faculty, two staff and two student representatives. This group had investigated what was happening in other Canadian universities, and considered the provincial human rights legislation. It then recommended a set of procedures for dealing with the problem and the appointment of a part-time advisor."

In most of the cases that are brought to her, Vicki will simply advise the person how to handle the problem and that will be the end of it. Some times this is not enough and Vicki says, "If the situation is blatant enough that they want to complain of sexual harrasment and have help, or if the person feels unable to handle it themselves, at that point they give me the name of the harrasser. I notify the harrasser and engage both parties in formal mediation. We sit down and hammer out an agreement. If this technique does not resolve the case in one month, either side can say 'I want this to go before a sexual harrasment hearing committee.'"

Vicki doesn't only help with cases of harrasment that occur on campus. Anyone who is a member of the Saint Mary's community can ask her advice on situations that have arisen outside the University.

Strict confidentiality is the byword of the system. Vicki does not even consult the campus committee on cases. Her only advisors are her fellow counsellors at other universities across Canada.

### The Father William A. Stewart, SJ, Medal for Teaching

This medal is awarded by the Alumni Association each year to a faculty member at Saint Mary's University who has made a special contribution to education. Selection is based on teaching ability, classroom performance, interaction with students and extra-curricular activities. The Award is open to faculty members who have taught for at least five years at the University.

**Deadline for nominations - Friday, February 26**  
Further information: Alumni Office, Student Centre 420-5420

## Fruits of the Capital Campaign



Capital Campaign provides funds for the Geography Department. Dean of Arts Dr. Jim Morrison (L) looks on as Academic Vice-President Dr. Joseph Jabbra (C) presents a cheque to Dr. Robert McCalla, Chairperson of the Geography Department. The money is being used to acquire computer equipment for a new computer cartography course being taught on campus



Dr. Kenneth L. Ozmon (L) talks to Chief Librarian Ron Lewis following the presentation of a cheque for more than \$12,000 to the library by the Capital Campaign. The money will be spent on books. The average cost of books for the library is now \$50.

### The Year of the Dragon Chinese New Year Banquet

Hosted by  
Saint Mary's University Chinese Students' Association

Friday, February 12, 1988  
7:00 pm

Multi-Purpose Room

Tickets: \$15.00, \$12.00 students

Contact: Michelle Kan 425-3167

## Science at Saint Mary's **Chemistry professor could change oil industry**

Dr. Mike Zaworotko of the Chemistry Department is working on research that could change the way lubricating oils are made. He is experimenting with different types of man-made salts that can be used to extract unwanted compounds from crude oil, leaving behind lubricating oil. Using the new process, the oil could be of a higher and more consistent quality than is currently possible.

The salts, or liquid clathrates, which Zaworotko is working with are unlike the sodium chloride we know so well. For one thing, they melt at much lower temperatures. Zaworotko says, "At present we use a reasonably expensive chemical (to refine crude oil) and it requires heating to 160 degrees. Using liquid clathrates, we could do it at room temperature, and the materials are pretty cheap. The liquid salt absorbs the unwanted portion of the crude oil, leaving lubricating oil."

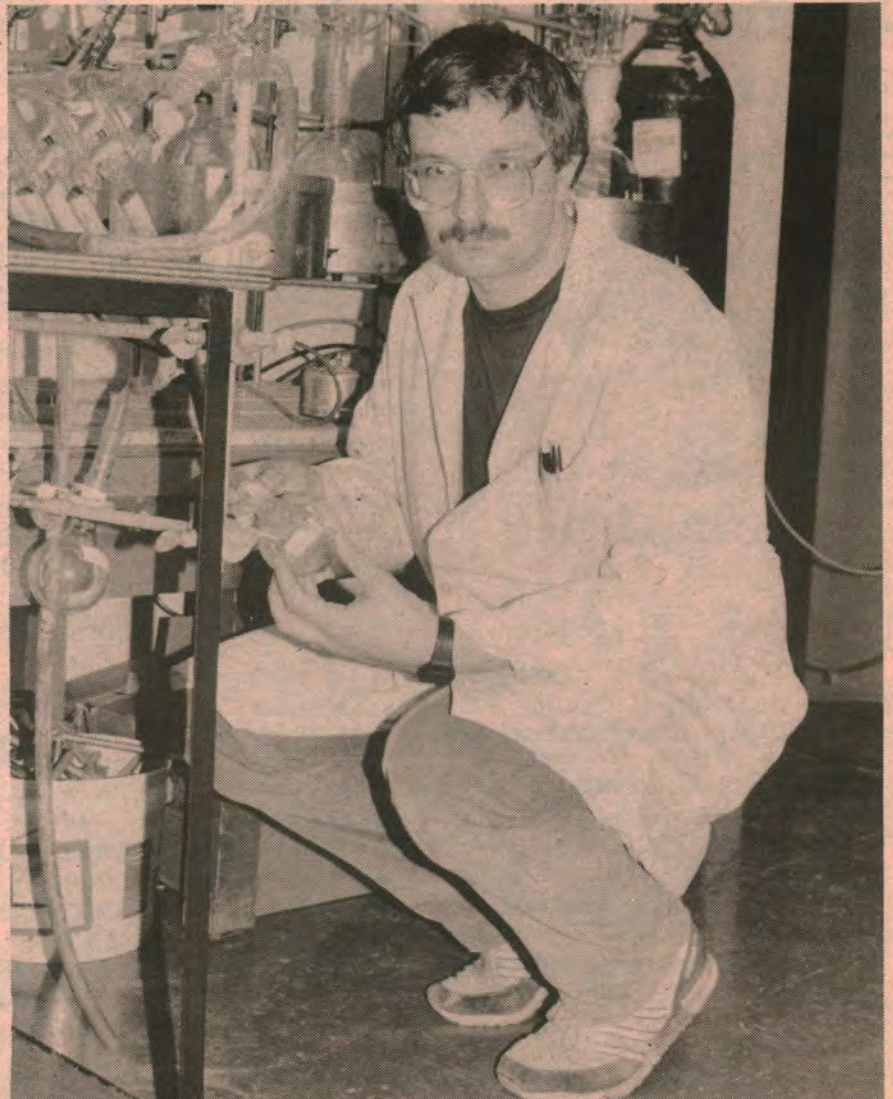
Zaworotko says "There are three types of compounds in crude oil. There are the light materials, the aliphatics or oils which are worth money and two other types of compounds, both known as aromatics." These aromatics, particularly the so-called polyaromatic compounds (PACs), are the toxic and carcinogenic part of crude oil.

Dr. Zaworotko and his team are doing their initial research with grants from NSERC, the

Petroleum Research Foundation and Saint Mary's Senate Research Committee, but he is looking for considerably more funding to continue the project. "We are talking six figure sums," he says. At present his team includes technician Michele Gaudet, graduate student Craig Sturge, who is jointly supervised by Dr. T.S. Cameron of Dalhousie University, and students Ray Dubois and Devin Peterson.

Zaworotko has been investigating liquid clathrates for some time and explains that an early reason for studying them was because of a possible application to coal liquefaction. He says, "Because of the drop in world oil prices, coal liquefaction is no longer regarded as a viable means of getting gasoline, lubricating oils and other hydro-carbons."

There are other researchers working on liquid clathrates in the United States, but Zaworotko says, "I am the first person looking at lubricating oils. I have been looking at liquid clathrates for a long time, but at this particular angle for only about a year." He has chosen lubricating oils because "They are always going to be big, so it won't matter what happens to the price of oil." It is also significant that one of the world's top centres for lubricating oil research is located in Canada at the Sarnia plant of Imperial Oil Limited.



Dr. Mike Zaworotko

The initial research is not a long process. Zaworotko says, "We would know if it was going to work within two years." Once his team proves it is possible to prepare lubricating oil by this new method, commercial tests will begin. These will include finding uses for the

waste products. "There has to be a use for everything in the process" says Zaworotko, "if it is to become viable, but the commercial side is not my interest. I am interested in the chemical synthesis and the properties of the new salts."

## **Chaplaincy Choir: the music of faith**



Members of the Chaplaincy Choir. In the foreground are (L to R) guitarists Tim Vallillee, Michelle Dober and Kevin Flynn

### by Blair Jerrett

At a time when Roman Catholic church attendance is reported to be on the decline, hundreds of Halifax university students are bucking the trend.

Each Sunday night students from virtually every university in Metro begin filing into Canadian

Martyr's Church on campus. By 7:00 pm they number around 700, in a church with a seating capacity of about 450.

"There is a need for a truly vibrant liturgy, especially for university students," says Rev. John Mills, Chaplain at Saint

Mary's. Father Mills is the head of the University Chaplaincy Service, a group of people who work together to provide this "vibrant" mass for students.

Central to the Sunday night celebration is the Chaplaincy Choir; a group of 25 people provide music that both enhances the mass and leads the congregation in song.

First known as the Saint Mary's Folk Choir, the group took on the name of the Saint Mary's University Chaplaincy Choir back in 1976, after Father Mills took over the community. Though the name has changed, the group dynamic has remained constant.

Diversity has always been a common theme for the group and its members are not only students. They include doctors, teachers, social workers, journalists and people from other professional backgrounds. There are professional musicians in the group, but egos are "checked at the door" and the professionals must rub elbows with strictly sing-in-the-shower types.

Accompanied by guitars and the occasional organ or synthesizer, the group's music is largely folk in flavour, although everything from soft rock to Gregorian chant has been sung.

Over the years, different

members of the group have written original songs that the choir continues to sing, although the composers have long-since departed.

With students graduating each year, the turnover of members is high. Father Mills estimates that over the last ten years, hundreds of people have passed through the choir. There is a different group each academic year, but the number seems to remain steady around twenty-five.

There are some members who do remain in the choir a number of years. This year the co-directors are Blair Jerrett and Susie Boudreau, both long-time members. Blair has sung in the choir for six years and Susie for five.

Although its prime purpose is the Sunday night mass, the choir has ventured beyond this realm. Over the years it has performed at University functions, including the annual Chancellor's Dinner, Art Gallery concerts and other special occasions put on by societies like the Chinese and Caribbean student associations. As well, the group has performed for residents of the St. Vincent's Guest Home and at other non-University functions, making its members goodwill ambassadors for Saint Mary's.

Teaching English with computers - new wave hits campus!



Dr. Tom Musial and Mac

## Saint Mary's designated Apple Canada Centre of Innovation

There are two Apple Canada Centres of Innovation in Canada. Saint Mary's is one and the University of Waterloo is the other.

The University has been given this designation by the Apple Educational Foundation in support of an ambitious research and teaching program undertaken by Dr. Tom Musial of the Marketing department. The project will convert Writer's Workbench, a major text-editing program, for use with Apple computers and prepare self-help, tutorial software which will allow students to take advantage of the linguistic advice offered by Writers'sWorkbench.

The Apple Educational Foundation has donated a Macintosh 11 computer to the project and Apple Corporation has provided a 15-station teaching laboratory. The total value of these donations is \$87,000.

Writer's Workbench contains 18 different programs which can analyze 250 aspects of grammar, composition and style. It can tell you whether your essay is well organized; let you know if you have written in the passive rather than the active tense and warn you if you have used sexist language. Spelling and punctuation are second nature to this highly literate program.

Dr. Musial has been using the University's mainframe computer to teach an advanced composition course with Writer's Workbench for three years. The system was not perfect and last year he put together a proposal to make Writer's Workbench compatible with the Apple computers that have become so popular on campus.

He also intends to create a series of what he describes as "pop-up tutorials". These are necessary, he says, "Because students can present their text to Writer's Workbench, but may not have sufficient knowledge of English to understand why it is giving them certain pointers". The tutorials will be a guide to the nature of the problems and advice on how to change sentences to produce a better essay.

Teaching in this way shifts the emphasis from teaching writing to teaching the craft of editing or revising used by professionals. Dr. Musial says, "It is not designed to eliminate the need for professors. Because the software was designed by linguists and programers, it has two very important features. It is linguistically sound and very objective and it eliminates student frustration with what they see as the professor's bias". Musial adds, "I am trying to set up an environment where the teacher becomes the helper and co-editor, working with the student and electronic editing software."

Dr. Musial adds, "Now writings skills and the discipline of linguistics come into a new focus as a result of using the new technology. Working with computers will help people to develop a stronger understanding of how their language works."

The original proposal was for \$600,000 and involved comparing the use of Writer's Workbench on VAX and Apple, however Dr. Musial is not downcast by getting only part of his package. He says, "If they gave me everything I asked for, it would take me two years to get it all operating and two

## An Apple for teacher - English 200 with computers

"Enthusiastic" is the word that best describes English professors David Pigot and Andrew Seaman as they talk about the English 200 pilot project they are conducting in the University's MacLab.

Pigot says, "I am a bit bowled over by what a simple word processor can do for a person. I never thought the electronic age could do anything for me, but word processing has been miraculous."

Both professors see the new technique changing the teaching of writing fundamentally. Pigot says, "Writing in University up to this point has been a matter of the professor assigning an essay, marking it, handing it back - and that's the end of it." He believes that the most important aspects of writing - editing and revising - have, for the most part, been ignored, and sees computers as a means of introducing these steps into the process.

Referring to word processing, Pigot says "There is no question that this is a tremendous aid to every writer, and I'm not sure that we are entirely ready for what is coming to us in the next few years. Before they become our students, many of these young people are up to their eyeballs in computers; some are further

ahead with the technology than many of us are." He adds, "It is a medium they love to work in, and it is such a powerful tool for writing - it seems a shame not to be using it."

One semester of work in the MacLab has convinced Pigot and Seaman that the system is good, but, numbers are a problem. Pigot says, "We are desperate to get a lab of our own for the English department. We cannot start to plan a writing program based on word processing until we can control our own lab time."

The two professors believe computer-assisted teaching of English would have major advantages for the rest of the University. Pigot says, "All students would come out of that course having considerable familiarity with writing and revising assignments on word processors. This would almost certainly result in an increase in the overall quality of their written work."

Although Pigot and Seaman are enjoying their foray into the electronic world, Pigot says "We are not just in this for the fun of it. It is one of the few really positive steps I think we have been able to take with regard to helping students develop their written expression."



Dr. Andrew Seaman and Professor David Pigot in the MacLab

years from now the technology might be so different that it does not make sense to plan more than three to six months ahead".

If Dr. Musial's research is a success, he believes, "There are a lot of implications in this area for students who are speech or hearing impaired, or who have physical disabilities. He also thinks the system could be used to carry all these activities out into the North West Territories or rural Nova Scotia through electronic

distance education. He also says, "Apple Corporation sees the possibility of selling self-contained, turn-key writing laboratories using Writer's Workbench and my tutorials. I think we are part of the development of the future in a pretty significant way."

## Chance of a lifetime for China Co-ordinator

"Sometimes I think I shall wake up one morning and find it is a dream" says Madeleine Rivest of her new job as Canadian Co-ordinator of the Canada/China Language Centre in Beijing run by Saint Mary's China Program. Madeleine spoke to *The Times* just before she left for China in early January.

Relating how she almost turned the job down, she said "I was aware of the job but did not know of the opening until I received a letter from Saint Mary's inviting me to apply. 'That is very nice,' I thought, 'but I am not interested in making such a big move'. Then I went to China on my holidays and just fell in love with the people." Her visit to the country had been planned for two years and quite changed her mind. She said, "China is such a fascinating country and it has changed so much since the doors were opened in 1979. I thought how interesting it would be to participate in this. I normally travel everywhere as a tourist, but this time I have the opportunity to be there and contribute something to the evolution of this country."

While in China, Madeleine visited the Normal University in Beijing where the language centre is located. Although living standards are nothing like Canada, she says, "I will live on campus with the teachers in a staff apartment. It is quite luxurious compared to the accommodation the Chinese people have."

Although she has seen many of the well known tourist sights already, Madeleine will use her weekends to travel as much as possible. She also says, "I am going to learn to communicate in Mandarin, that is my objective."

Madeleine was born in Timmins, Ontario. After getting a BA from Queen's University, she trained as a teacher at the University of



Madeleine Rivest

Ottawa. She spent a short period teaching elementary school, then became involved in the teaching of English and French as second languages. This has been her career.

In the late 1960's she joined the Department of National Defence in St. Jean, Quebec and worked as a language teacher in French and English. She also worked on the curriculum and helped develop a bilingualism exam for the Canadian

Armed Forces.

Madeleine then became administrative assistant to the director of language training for the Canadian Armed Forces in Canada and Europe. In 1973 she moved to Quebec City and became a teacher of French and English as a second language. In 1980 she became a team head and in 1981 she became regional manager of the training centre in Quebec City. She says, "When I

arrived there was only training in Quebec City and one other place in my region. I opened centres in a further 13 cities."

Madeleine's philosophy about learning languages is very simple, "It is to communicate with people. I think everybody in their life should learn another language. I look on it as an enrichment. It is so wonderful to meet someone who speaks a different language and to be able to communicate, to read their literature, to be able to talk to the children."

Travelling is Madeleine's hobby and Greece, Mexico, Spain, Yugoslavia, Italy and Morocco, are just a few of the countries she has visited. She says, "I always pick up a couple of books and teach myself the basic things. I know there is no way I would spend six months in a country without learning to speak some of the language."

Asked about her new position, she said "What the job entails is to test Chinese students who will be coming to Canada to pursue their studies for Master's or PhDs or to go to various enterprises or companies to learn more about management. The candidates have to reach a certain level. Some of them might not be quite ready, so we give them one or two terms of English or French as a second language and get them ready culturally and linguistically for coming to Canada."

By the time you read this, Madeleine will have travelled to Beijing via Toronto, Vancouver and Hong Kong and will be deeply immersed in her new life. Her parting words were, "I thank God, Saint Mary's and the Federal government that I am allowed to do this. It is the chance of a lifetime."



Poet and writer Harry Thurston

## Harry Thurston: poet-in-residence

The night of January 14 was scheduled to go down to -27 degrees, but more than one hundred people braved the elements to hear Harry Thurston read his poems in the Art Gallery. The reading was part of Thurston's two-week visit to Saint Mary's under the auspices of the Canada Council's Writer-in-Residence program.

Harry Thurston is a journalist, writer and poet. He describes himself as "A person who makes his living writing out there every day."

Describing his duties as Writer-in-Residence, Harry said, "A large part of my duty is to meet with individual students and counsel them on something they have written". Although he himself is a non-fiction writer, he said "I am here when creative writing classes in fiction are under way, so I have

been responding to fiction. I have not found it as difficult as I thought."

He was impressed by the work he saw on campus, and believed his task was "Not looking for faults, but looking for the strengths. I have to be very careful. If I look back on what I wrote 18 years ago, I would say, 'This person has no potential.'"

Of his experience as Writer-in-Residence at Saint Mary's, he said, "It has been a privilege to share what I know. I think ultimately it is going to be good for my own work, because I have had to think critically."

## Wendy Katz and the Fiction of Empire

Dr. Wendy Katz has just had a book published by the Cambridge University Press. The book, *Rider Haggard and the Fiction of Empire: a critical study of British Imperial fiction*, is the first study to examine the place of Empire in Haggard's writing. It is the result of her 1984-85 sabbatical year, and is also the culmination of many years of study of the Victorian writer Rider Haggard, and his contemporaries.

One of Katz's interests is 19th century literature and she became interested in Haggard during her time as a graduate student at Dalhousie. "I knew all the major literary figures of the period," she says, "but was not used to looking at popular literature. Dalhousie has one of the largest Kipling collections in the world and I knew that if I started on Kipling they would have to bury me there." Looking for a more manageable author, she settled on Kipling's friend Haggard, who is best known for his two books *King Solomon's Mines* and *She*.

"I must confess to having a grudging admiration for this minor popular figure" she says, "however much I disagree with his ideas. He was one of those 19th century people who managed to do a lot by virtue of a tremendous amount of energy."

"Haggard," says Katz, "was the only one of five brothers who did not get a university education, because his father thought he was not bright enough!"

A civil service job was obtained for him and he went to South Africa in 1877, at the age of 19. Katz says "He was very good with languages and would listen to the stories and legends of his Zulu servants and later incorporated them in his fiction." Haggard did not stay long in South Africa, but said in defence of British



Dr. Wendy Katz

Imperialism there, that if the British left South Africa to the Boers, there would always be trouble.

Travelling was Haggard's chief passion and his books were written to support his travels. The famous adventure romances came about almost by accident. Katz says "After the publication of Stevenson's *Treasure Island*, which was a great success, he and

his brother made a bet they could produce something similar. Rider Haggard was the one to carry out the bet and he decided to write *King Solomon's Mines*." Katz recounts the story that his publisher asked whether he wanted a straight fee or royalties. Haggard was very keen to get the money and run, and asked for the fee. The papers were drawn up,

but a little clerk scratching away in the corner turned to Haggard and said, "If I were you, I would have royalties instead." When the editor came back, Haggard announced he had changed his mind.

Haggard wrote a total of 58 works of fiction. Katz says, "I have read all of them. It was not always fun, it was gruelling." Although *She* and *King Solomon's Mines* are the best known, Katz adds, "With the resurgence of interest in fantasy, several other Haggard books have come out in paperback."

Katz says "I have always been very uncomfortable with the idea of seeing literature in isolation from society. I want to see it as it relates to a cultural context." Considering the books in relation to the British Empire, she says "There is a certain kind of romance adventure which carried a particular kind of ideological burden and I argue that Haggard was simply one of a number of writers who shared not only similar political views, but also certain literary traits."

She believes "The writing is a reflection of the period," and adds "these writers believed in a fatalistic view of the world. They came to see Empire as inevitable, a kind of manifestation of the divine will and an unquestioned good." She believes the British went into Empire to seek political and economic power, but adds "I see racism as a kind of natural outcome of the rest."

Katz is planning an article on some of Haggard's diaries that were written during visits to Canada at the beginning of the First World War, but says, "That will finish Haggard for me for life."

## Education forum a success

"Master's Week" is now a two-year-old tradition in the Education Faculty at Saint Mary's. The theme of this forum was "Issues and Challenges for Nova Scotia Schools." It was organized by the 235 Master's students in the faculty and took place from January 19 to 21.

The program opened with a political panel. The speakers were Liberal Education Critic Dr. Bill Gillis, New Democrat MLA Bob Levy and Gerald McCarthy, Chairman of the Nova Scotia Council on Higher Education.

Wednesday's session focused on "Child Abuse" and "Student Suicide", while Thursday saw discussions of "Student's Rights under the Charter" and "Mainstreaming."

Peter Montgomery, is a full-time Master's student in the education program who helped organize the event. He says, "It was well worth

the effort, particularly in terms of co-operation between faculty, full-time students and part-time

students, most of whom never have this opportunity to get together."



A panel of politicians opens "Master's Week." L to R: Liberal MLA Dr. Bill Gillis, Chairman of the Nova Scotia Council on Higher Education Gerald McCarthy, and NDP Education Critic Bob Levy

## Novanet Manager appointed

The Novanet Co-ordinating Committee has announced that Leslie Foster has been appointed Novanet Systems Manager. He has extensive experience in library automation, served as a research associate in the Dalhousie Law Library and served as the Novanet Implementation Manager.

Novanet is a division of Inter-university Services Inc.

Poetry Reading  
Toronto poet  
**Libby Scheier**  
will give a reading from her poetry  
in  
**The Art Gallery**  
at  
8:00 pm  
Monday, February 15, 1988  
Admission free



Basketball Husky David McIntosh in action against Acadia

## High hopes for Basketball Huskies

The basketball Huskies are having a good season. As February starts, the Huskies stand second in the league with eight wins and four losses. "This," says coach Alan Waye, "is the best record we have had at this time of the year in the three years since the team was revitalised."

The team was at the top of the league until being beaten by Acadia at the end of January. Since Christmas the Huskies have also ranked in the top ten nationally.

Coach Waye, describing the

wide ranging strength of his team, says, "We are still developing our potential. There are nine or ten guys who have played a major role in our successes this season." He adds, "We have the best defensive record in the league. Most times we have held our opponents scores down in the 60s."

The playoffs are March 4 and 5 at the Forum and as defending champs, the Huskies hope to be right there for a repeat performance.

## Huskies work hard over Christmas break

### Hockey

The Saint Mary's Hockey Huskies were invited to the first College Hockey Challenge at the University of Prince Edward Island on January 2 and 3. In their first game they met a tough Sir Wilfrid Laurier team that took a 3-1 lead early in the second period. The Huskies roared back to tie the game on goals by Scott Bower and Colin Power. With the game tied going into the third period, Noble Carleton scored the winner for a 4-3 victory for the Huskies.

In the championship game, the Huskies faced UPEI. After a scoreless first period and excellent goal tending by Mike Volpe, the Huskies pressed in the

second period, taking a 3-1 lead. The score did not change in the third period and the Huskies won the tournament.

### Women's Basketball

Over the Christmas break, the Women's Basketball Huskies took on the heavily favoured Brock Badgers in an exhibition game at Saint Mary's. They played tough and were only down by one point at the half, losing by a 22-21 margin. In the second half, the Huskies were only down by six points with a minute and a half remaining. However, the Badgers pulled further ahead and won the game 50-39.

## Athletic profiles

by Al Forsey

### Steve Brown

Steve is a fourth year accounting student and is a starting rookie for the Saint Mary's Hockey Huskies this season. He is a native of Dartmouth and played at Dartmouth High School before moving on to play with the Dartmouth Fuel Kids of the Metro Valley Junior Hockey League.

As Captain of the Fuel Kids, Steve led the Dartmouth Junior A Team to the Atlantic Championship in 1986/87. He had a good training camp before playing in an exhibition game in Antigonish, where he broke his collar bone. His leadership ability and toughness brought him back into uniform before expected. Huskies fans should see him back next year when he enters the MBA program here at Saint Mary's.

### Brian Thompson

Brian is a first year commerce student. He is also a 6'6" rookie forward with the Saint Mary's Huskies Men's basketball team. He is a former member of the Halifax West Warriors basketball team and won several all-star and MVP tournament awards in the sport of basketball, including MVP of the Metro High School League in 1987. He was also a member of the 1986 and 1987 Premier Nova Scotia teams.

Brian has seen a good deal of court time in his first season. His rebounding ability and shot making are improving as he gains more confidence as the season progresses. Coach Waye is

hoping that he will be able to depend on Brian for some key "hoops" during the 1988 playoffs.



### Cindy Flynn

First year Arts student Cindy Flynn from Bathurst, New Brunswick, is making her presence known as a member of the Saint Mary's women's basketball Huskies this season. She is an excellent shooter, but is also known for quickness to the hoop. She stands seventh in league scoring.

The Saint Mary's rookie standout was a member of the New Brunswick Canada Games team in 1987 and a three-year member of the junior elite squad for New Brunswick. Her ability is well known throughout Atlantic Canada and she is averaging 15.5 points per game. Cindy scored 17 points against top-ranked University of Prince Edward Island in a recent Saint Mary's loss. First year bench boss Jill Jeffrey says, "Cindy Flynn is a consistent performer who should be a top contender for Rookie of the Year honours this season".



## Varsity Club honours supporters

The Hockey Huskies Varsity Club honoured some of its supporters at a luncheon November 27. L to R: Rick Butler, Director of the Industrial Benefits Office of the Nova Scotia Development Department, University Registrar Elizabeth Chard, Professor Frank Dougherty, former President of the Alumni Association, Don Reardon and Mike Kelly, premier supporter of the Hockey Huskies program. Absent from the group was Steven Mabey, President of Schooner Trading Company, Halifax, the first corporate sponsor of the Hockey Huskies Varsity Club (Murphy photo)



# People

Recent activities of faculty members, staff and students

## Management

**Dr. Hermann F. Schwind** has been invited to serve on the editorial board of the journal "The Human Resource". It is a Canadian journal catering to managers and professionals in the field of human resource management. Dr. Schwind plans to develop the journal into a link between researchers and practitioners in the personnel field. Dr. Schwind also participated in a panel discussion on "Business Ethics and Multinational Corporations: are they compatible?" at the School of Management Studies, Dalhousie University.

**Dr. Hari Das** was a keynote speaker at the "International Conference on Productivity and Technological Transformation" organized by the Planning Commission and Indian Society for Training and Development. The conference took place in November 1987. Dr. Das's paper dealt with the relevance of western management training to the needs of the developing world. The conference was the first of its kind and had over 650 participants from 35 countries.

## Biology

**Dr. Alfonso Rojo** has been invited to collaborate in the study of North West Atlantic fishes for the publication *Fiches de Poissons* published by the Centre de Recherches Archéologiques, a branch of the Centre National de Recherches Scientifiques, France.

## Economics

**Dr. Paul Bowles** recently presented the results of his research on Financial Reforms in China to audiences at the Atlantic Canada Economics Association meetings, Dalhousie University and the Institute of Development Studies, England.

## Geology

**Dr. Jaroslav Dostal** has been appointed to the Canadian National Committee for the International Union of Geodesy and Geophysics for a three-year term. The appointment was made by the National Research Council of Canada.

## Education

**Dr. Roger Barnsley** has been asked to chair a joint federal and provincial government project which will study vocational assessment and establish a model vocational assessment centre. The project will be directed by an advisory committee and will be carried out by the staff of the Department of Vocational and Technical Training. The federal government guidelines require that the committee has an "objective" outsider as its chair and Dr. Barnsley has been invited



## Rotarians help deaf students

Members of the Rotary Club of Halifax donated a Super Print 400 to the Atlantic Centre of Support for Disabled Students. The equipment enables hearing-impaired students to use the telephone at the Centre. Donald McCrea Duncan, President of the Rotary Club of Halifax, tries out the Super Print, watched by (L to R:) Jack Rowe, President of the Construction Association of Nova Scotia, John H. Doering, Vice-President of Dover Mills Ltd and David Leitch, Director of the Atlantic Centre

to serve in this capacity.

## Chemistry

**Dr. John Young** has received an initial grant of \$35,000 from Energy, Mines and Resources, Canada, to develop a research program and recruit a team of scientists from universities, government research laboratories and industry to carry out Canada's part of the International Energy Agency's project on "Advanced Transmission Fluids for District Heating and Cooling Systems."

## Commerce

**Dr. Colin Dodds** presented a paper entitled "The post-1973 financial environment and emerging financial centres in the Pacific" at an International Symposium on Pacific Asian Business at the Pacific Asian Management Institute, January 6 to 9. He then attended a meeting of the Deans of Business Schools from Canada and the Association of South East Asian Nations, in Manila, Phillipines.

Saint Mary's students graduate and go on to many successful ventures. Many Political Science students study Law, and some come back to give guest lectures.

David Rogers (BA '79, LLB from UNB, LLM in Admiralty Law, Tulane University Law School), lectured to Professor Ed McBride's Comparative Constitutional Law class on a "mobility rights" case that he had argued before the New Brunswick courts.

Lynn Connors, (BA'82, LLB from Dal.) has successfully completed her work for the LLM at the London School of Economics: she also lectured to the Comparative Constitutional Law class on the jurisprudence of Ivan C. Rand, in relation to "mobility rights". Ms. Connors finished second in her class of Master's of Law students at the London School of Economics. Since returning from London, she has joined the law firm of MacInnes, Wilson, Flinn and Wickwire.

The following 1986 graduates are studying at Dalhousie University Law School: Scott Gillis, Nick Fader, Judith MacDonald, Shawn Eagles and Greg Knudsen. Others are Heidi Foshay ('85), Burghlind Gregg ('82), Darlene Jamieson ('85), Catherine Cogswell ('87) and Claire Milton ('87).

Our graduates also go on to

## Jurisprudential Jottings

from the Political Science Department



Saint Mary's Graduates who are now at Dalhousie law school. L to R: (back) Nick Fader, Darlene Jamieson-Fraser, Shawn Eagles, Burghlind Gregg and Scott Gillis. (Front) Lena Metlege Diab, Gregg Knudson and Claire Milton.

such as Oxford, Osgood Hall and the University of New Brunswick.

Jo-Lynn Durocher, (BA '87) is the second of our graduates to

complete the work for the Master's of Judicial Administration at Brock. She is working at the Supreme Court of Nova Scotia (Trial Division) where her duties include

the drawing up of court dockets.

Peter Craig (BA '87) is progressing toward his Master's of Judicial Administration at Brock University this year. Next year, he will begin his studies at Dalhousie Law School, having been granted the most unusual concession of a deferred acceptance upon his graduation from Saint Mary's, so he could take advantage of a scholarship to Brock.

The jurisprudence program of the Political Science department has fostered three students who have Master's of Law degrees. Two of these attended the London School of Economics and the third, Tulane University. It has also to its credit three Master's of Judicial Administration degrees from Brock University. There are currently fourteen Saint Mary's graduates taking law degrees, as well as scores of practicing lawyers.

Camille Cameron (BA '78), LLB from UNB, who is practising law with Stewart, McKeen & Covert, is again teaching the Civil Trial Practice course at Dalhousie Law School.

Randall Balcome (BA '78), is again teaching the Law and Politics course at Saint Mary's University.

David Reid (BA '87) is studying for his Master's in Political Science at the University of Western Ontario.

## Visiting lecturer from India

Dr. Sheela Shukla visited Saint Mary's in January as part of a four-month stay in Canada sponsored by the Shastri Indo-Canadian Institute.

"I have a twofold purpose." Dr. Shukla told *The Times*, "The first is to deliver lectures on 'Women in Development in India.' I want to make the situation known to Canadian scholars."

Her second, and personal, purpose is to study the way in which Indian women adjust to Canadian society. "I shall contact some of the Indian people who have been here for the last two or three generations," she says.

Dr. Shukla has devoted her long academic career to studying all aspects of women in development. She believes that Indian women are well behind their Canadian sisters in achieving equality and says, "I feel it will be early in the next century before they reach the level of Canada." Describing the enormous differences between the life of Indian women in rural and urban areas, she explained that women in rural areas have far less chance of learning about new opportunities and ways of thinking.

Although advances have been made, Dr. Shukla says, "India is still a very male dominated society." She believes former Prime Minister Indira Gandhi played an important role in promoting the advancement of women. She says, "I was in a rural area during her last election, so I interviewed some of the women. They were very keen to give her their vote, irrespective of party politics. They called her 'mother', one who gives inspiration to others."

The Mahatma Gandhi too, helped the status of women, believes Shukla. "He favoured raising up the weaker section of society," she says, "and women are definitely that."

There is a movement in India which enables educated women to become volunteer social workers for remote villages. Dr. Shukla says, "This is my plan. After my retirement from academic life in 1990, I have selected two villages in a remote area and I will concentrate on training in these villages." She adds, "Women in rural areas are not educated. They do not have knowledge of health and child care and other such practical things."

Describing how her project will



Dr. Sheela Shukla

work, she says, "I shall come at first and live with them and see what problems they are facing, and then I will make a plan and some others will get involved in some of the villages around, so that we cover a whole area."

Dr. Shukla has experience of living with groups of people to

conduct research. One of her special subjects is criminology and she says, "When I was collecting material for my PhD I stayed in prison with women prisoners for four months. It was a very good experience. I did not disclose my identity."

At that time Dr. Shukla's son was quite young and, she says, "When people came to visit and asked 'Where is your mother?' he would say 'She is in jail' and they were horrified!"

Nearly two per cent of women in prison in India are there for murdering their husbands, who had persistently maltreated them. Dr. Shukla found her cell mates totally ignorant of their legal rights, their property rights, in fact any aspect of the law.

Dr. Shukla considers herself very fortunate. Her father, was very liberal. "When I was a child" she says, "my grandfather was insisting my father marry me. He said, 'No' if a girl is married and becomes a widow, she has to serve her in-laws all her life. I will educate all my daughters". Dr. Shukla and her two sisters are all university professors and she is married to a professor of physics.

Dr. Shukla was nervous about visiting Canada in winter, but her son, who is an engineer, encouraged her. "You are my very daring mother" he said, "you are a great lady, you must go."

## Check out the 'Specials' at the Courtside!

Things are on the move at The Courtside, the lounge and restaurant section of The Tower.

Ian McGregor, Director of Athletics and Recreation, explained to *The Times* why changes are being made. He says, "I guess we looked at the whole operation and felt that there were not as many people using the Courtside as we had hoped for. We decided to review the situation and we went out to the customer and said 'what are we not doing right, how would you like to see things changed? What are some of the things we are not doing well?' We have listened to

people and made an attempt to find out what people want."

Three different groups took part in this research. Faculty, staff and students were questioned and the results were interesting. Ian says, "We came to the conclusion we were trying to cater to too many markets for too many hours during the day. We were opening at 9:00 am and shutting at 10:30 at night and trying to do breakfasts, lunches and suppers."

Once the problem was identified, staff of The Courtside worked with SMUSA and senior executives of the caterers, Marriott. Ian says, "We came to the conclusion we have to focus on specific markets at specific times". As a result, he says, "We are working on three initiatives, lunch, happy hour and evening activities."

Although each period is designed to suit a different group, nobody is excluded and Ian says, "Lunch is aimed at staff, faculty and members of the community, but students are welcome. I'm happy to say, we have seen encouraging numbers of students coming to have lunch."

Lunch at The Courtside is changing. Ian says, "Three major issues became clear during our research. People want fast service, a daily special at less than \$4, and a more healthy menu". All

of these concerns are gradually being met and Ian says, "Marriott have come up with the daily specials. We are trying out a number of these during the next couple of weeks to find out what people like best. We are also working hard to make sure that you can get fast service if you want it. The daily special guarantees this, and the self-service soup and salad bar does not need a waitress. Our commitment is to a fast, reasonably priced lunch." After week one of the daily specials, Ian reported, "Last week was our busiest ever, despite the fact that it was the coldest week we have had. I think it shows there is a need for a good lunch service on campus if people will actually brave the elements to get it."

When it comes to evening, Ian believes, "We are not going to attract faculty and staff back in the evenings, so our focus should be on students. We want to create an alternative social space to the Gorsebrook Lounge. We are trying to get more activities going in the evenings."

To do this SMUSA and the Tower have formed a joint committee and theme nights are being organized. Monday is sports night, when students can watch sports films, and professional wrestling on a large screen TV. Tuesday is movie night and Wednesday is games night with crib tournaments and other activities. Thursday is members night and events that will appeal to Tower members are planned. They will include a wine tasting dinner on February 25.

## "Alumni Orators" helps students

Saint Mary's alumnus Rod Dorion is helping students improve their public speaking and presentation skills through a new program sponsored by the Saint Mary's Alumni Association.

Twenty-five students are attending "Alumni Orators", which is an 11-week program that aims to help people with a number of aspects of their lives. In addition to learning how to make speeches and presentations, Dorion believes that his students will finish the course better equipped to participate in class and handle question and answer periods. The course also improves general communication skills, teaches meeting procedures and helps people shine at job interviews.

Dorion, who is a member of Toastmasters International, is a stockbroker with Scotia Bond. He teaches a course on Public Speaking with the Dartmouth Continuing Education Department and believes the skills gained by attending a course on public speaking are very important to students after graduation. He says, "Unfair as it may seem, there is nothing that determines how far or how fast you will go in the business world than your ability to speak in public".

Ian says, "The overall aim is to create a sports atmosphere in here so that when there is no scheduled event in the evening, people will just come and watch the TSN sports channel on TV".

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## Fidel Castro's brother on campus



Ramon Castro at Saint Mary's

More than three hundred people crowded into Theatre A on November 6 to hear Ramon Castro, elder brother of Cuban leader Fidel Castro, speak on "Rural Development in Cuba".

Castro, a dairy farmer and director of a state experimental farm in Cuba, entertained the audience with his impassioned descriptions of progress in Cuba since the revolution. Castro expressed his thanks to the Canadian people and agricultural workers in particular, for contributing breeding stock to Cuban dairy herds. Although he spoke in Spanish, the audience felt the passion of the revolution from his forceful rhetorical style, which resembles that of his brother Fidel.

Castro was one of two keynote speakers for the "Rural Communities in Crisis" conference sponsored by the University. The other was well known author Susan George, who explained the world debt crisis to a crowd of over 400 on the first day of the conference. She pointed out that the growth of world debt hampers global development initiatives and programs. In addition, the social policies forced on third world countries by the International Monetary Fund restrict educational health and relief programs.

Susan George described mothers in Bolivia who give their children newspapers to chew on, "to fill their stomachs." As a possible solution, she proposed a moratorium on third world debt to give developing countries an opportunity to reorganize their domestic economies.

The two-day conference included five panel sessions in which papers were presented on "The Nature of the Crisis", "The Farm Crisis", "Alternative Development Strategies",

"Women and Rural Communities", and "Responding to the Crisis". Four workshop sessions were held. These addressed the experience of academics and community workers in dealing with the issues.

The conference participants were drawn from all four Atlantic provinces and represented a wide variety of community groups, associations of primary producers, and academic institutions.



## Community Art exhibition

The Eighth Annual Faculty, Alumni, Student and Staff Exhibition contained a wide selection of interesting works of art. Seen here is Art Gallery Assistant Laura Vickerson with her painting of her kitten Debbie.

## Sociologists and Anthropologists to meet on campus

Saint Mary's is hosting this year's annual conference of the Atlantic Association of Sociologists and Anthropologists from March 10 to 13.

Dr. Henry Veltmeyer of the Sociology Department is organizing the program and many faculty members are chairing sessions.



## Faculty study classroom interpreters

Staff interpreter Lynne Turcotte held an information session called "An Interpreter in my classroom" for faculty members December 10. L to R: Lynne Turcotte, Dr. Gillian Thomas, Dr. Nathan Kling and Professor Hélène Boucher

## Caribbean Society moves ahead



Caribbean students raised funds to provide Christmas gifts for a needy child. President Marie Joell (L) and member Michelle Sullivan with some of the gifts

Palm trees and golden sands can seem a long way off to Caribbean students at Saint Mary's during a Canadian winter. There are 150 of them on campus and they come from almost every island in the West Indies.

The Saint Mary's Caribbean Students' Society provides a link for these students. Marie Joell, the Society's first woman president, says, "Being so far away from home, but having similar interests, it really makes us closer."

The society has existed for many years, but under Marie's leadership it has undertaken many new activities. Perhaps the most significant has been the creation of a new committee for society development. "This group," says Marie, "tries to make our society better known to the Halifax community and create interaction with others on Saint Mary's campus. Instead of a closed society, we are trying to be more open."

This committee organized an Immigration Night and invited the Chinese Students Association to take part. After this initial contact, the two societies worked together to raise funds for the United Way by selling balloons in the Colonnade. Speaking of this co-operation, Marie says, "It is great to support each other. What University is about is getting to know people and forming new friendships".

In an other gesture towards the community beyond Saint Mary's, Caribbean students bought gifts and food for a little girl through the Children's Aid society at Christmas.

Public Relations Officer Karyn Hodgson describes some of the other groups that make up the Society. "The social and cultural committee," she says, "sponsors

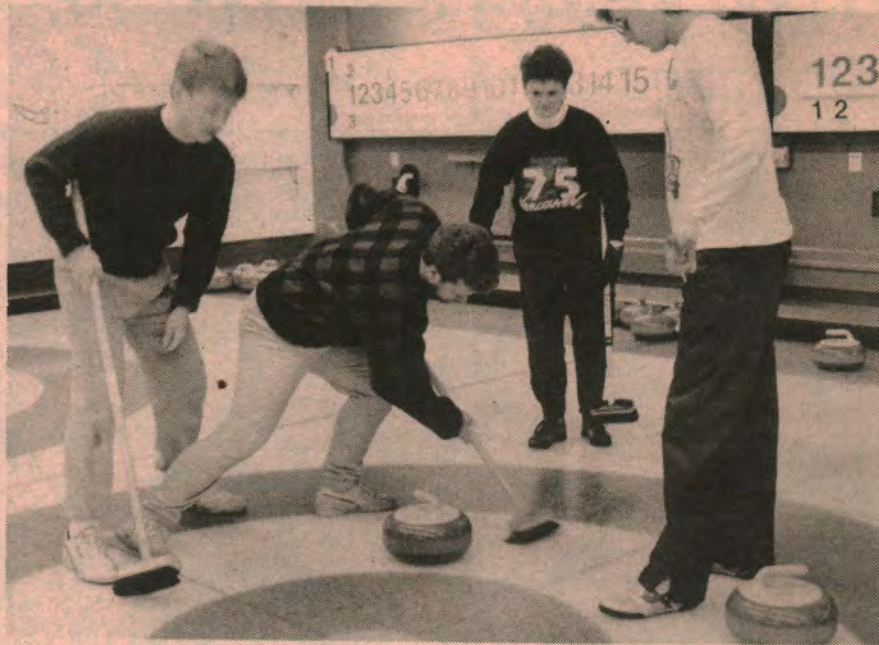
parties, entertainment and things along those lines." The annual fashion show is organized by this group.

Sports are another activity of the Society. Karyn says, "The sports committee is not competitive. It is mainly to promote interaction among our members, although this sometimes turns out to be competitive." Games nights and tournaments are popular and the year always begins with soccer on the Astroturf.

Also new this year is a support network for Caribbean students. This is an informal group of senior students and professors who are available to help students. Karyn says "They are mostly new students. Sometimes they get homesick, sometimes they just cannot understand calculus."

Also new this year is an office in the Student building and yet to come is the first newsletter put out by the Society. Other new ventures include a ski trip and T-shirts.

Coming up on March 5 is the year's biggest event, Caribbanza, which, in Marie's words, "Is a cultural show including West Indian arts and drama as well as dinner and dancing." This event, which takes place at Dalhousie, is organized jointly by the Caribbean Societies of Dalhousie, Mount Saint Vincent and Saint Mary's. This year it will be part of a Caribbean Awareness Week, which will start with mass on Sunday night and include an exhibition in the Colonnade.



## Curling Bonspiel

Action during Saint Mary's Fifth Annual Invitational Curling Bonspiel on January 22. The Bonspiel was held at the Halifax Curling Club and almost 60 people took part. The winning team was Skip John Frohlick, Manager of the Student Cafeteria with students Greg MacLean, Robert Caissie and Keith Penney.



## AIESEC Lunch

Nova Scotia NDP leader Alexa McDonough was the guest speaker at the AIESEC lunch on November 27

## Faculty Publications

### Management

**Dr. Hari Das**, with M. Das, had an article entitled "Retailing in India: some socio-cultural impediments to the growth of marketing orientation in India" published in the *Proceedings of International Conference on Retailing*, University of Glasgow, Scotland, 1987. Dr. Das is also the author of a series entitled "Know your India" published in the *INCA News Bulletin* each month. So far he has covered such items as "Indian economy," "India's population problem," and "The linguistic complexity of India."

**Dr. Hermann Schwind** published an article entitled "A useful selection instrument: the weighted application blank" in *The*

*Human Resource*, 4(5), October/November 1987, pp 29-30. He also published an article entitled "Preparing employees for overseas assignments: dimensions and methods," (in Chinese), in the *Journal of International Business and Trade* published by the University of International Business and Trade, Beijing, 5 (10), October 1987, pp 51-55.

Dr. Schwind also published a book chapter "Personnel problems in multinational corporations in the Asia-Pacific region" in *Global Business: Asia-Pacific Dimensions* Beckenham, Kent, England: Croom Helm Limited, 1988. The book is edited by Erdener Kaynak and Kam-Hon Lee.