

THE TIMES

Saint Mary's University
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*Love sought is good, but given
unsought is better.*
Shakespeare, *Twelfth Night*, Act III,
Sc 1.

New contract for SMUSU

The University and the Saint Mary's University Staff Union (SMUSU) recently ratified a new, two-year contract which provides wage increases of 5.75 per cent in the first year and 5.25 per cent in the second. This contract is retroactive to July 1, 1988.

Of the 122 union members, 111 turned up to vote 67.5 per cent in favour of accepting the contract. This agreement also includes improvements in maternity leave, vacation and the pension plan.

The University will supplement unemployment insurance payments to women on maternity leave. Those with one to three years of service will receive 80 per cent of their salary, while those with more than three will get 95 per cent.

The new agreement provides staff who have worked here for three

years with three weeks vacation. This increases to four weeks after ten years and to five weeks after 20 years.

Saint Mary's will now also pay a larger portion of the premiums for the staff association employee/employer funded pension plan and Blue Cross.

SMUSU President Cathy Lane says, "There have been some improvements, but there is still dissatisfaction from (union) members. We had hoped for more parity with faculty on benefits and higher salary increases."

University President, Dr. Kenneth Ozmon, says he is delighted a settlement was reached. "I am particularly pleased that we have a two-year contract," he says.

The contract expires June 30, 1990.



January 31 saw the signing of a new contract between the University and its staff union. L to R: (back) Daniel Stone (Personnel Director), Keith Hotchkiss (University negotiating team), Lori Sutherland (staff union vice-president), and Randall Brooks (chief union negotiator). (Front) Dr. Kenneth Ozmon (University president) and Kathy Lane (union president)

Business Development Centre opens

Saint Mary's and the Dartmouth Chamber of Commerce have established a Business Development Centre to serve businesses in the Burnside Industrial Park. The Centre was officially opened on February 6 by University President Dr. Kenneth Ozmon and Chamber of Commerce President Craig Meredith.

The Saint Mary's University Business Development Centre will provide low-cost research and assistance to local businesses. Specially-selected Commerce, MBA and Science students from Saint Mary's will conduct projects on behalf of the Centre. They have already

conducted a preliminary market survey to assess the needs of businesses with head offices in Burnside.

The students will be supervised by staff from the Centre, University faculty and experts in the business community. In addition to providing a valuable service, the Centre will give students an opportunity to gain practical experience in Atlantic Canadian business.

"The Centre has the potential to become a unique bridge between business and university," says Dr. David Othen, Finance and Management Science, and Director

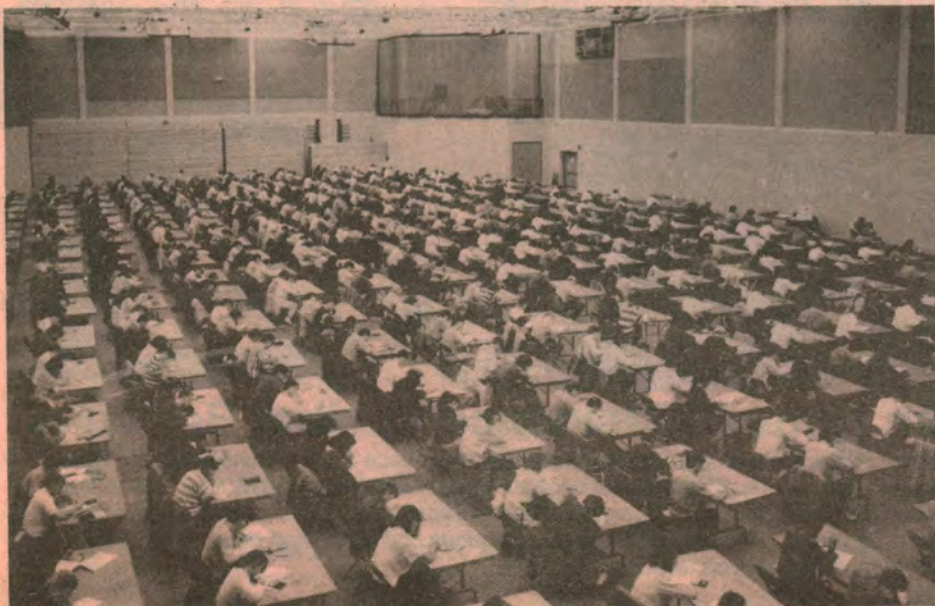
of the Centre.

Initially, this three-month pilot project is being funded by a grant from the Canada Employment and Immigration Commission. Once long-term funding is guaranteed, a resource centre will be established to provide small business with self-help videos on entrepreneurship and running a small business, practical business magazines, information databases and a variety of computer software samples that may be tested at the Centre. The planned facilities will also include a classroom, a seminar/board room, student work areas and offices where business people can meet with government officials and staff from the Centre.

The Business Development Centre is in Suite 58, Ancaster Place, 201 Brownlow Boulevard at the corner of Commodore Drive and Eileen Stubbs Avenue in the Burnside Industrial Park. The telephone number is 468-2992.

First exam ever held in Tower

Five hundred and fifty people sat the first exam ever held in the Fieldhouse at the Tower in December. The exam was for the "Introduction to Quantitative Methods for Commerce 1", from 7 - 10 p.m.



Storm Warning



Here is the University's policy on winter storms and office closures:

The University will remain open if at all possible. Only under the most severe conditions will a decision be made to close. This is because consideration must be given to the disruption of lectures, scheduled tests and examinations.

In the event of an overnight snowstorm in the Metro area, the President will make a decision regarding cancellation of classes or closure of the University. His decision will be relayed to the media, so that public service announcements can be made on the radio as soon as possible.

Please do not call the switchboard. The operators may not be able to get to work because of the snow and too many calls overload the telephone system. Instead, stay tuned to your local radio station.

If a severe storm develops during the day, the President will inform the Personnel Director if the University is to be closed. The Personnel Director will then inform all employees.



CIBC manager speaks to Economics Society

In November Mr. Lee G. Spicer, Assistant General Manager (Atlantic Region) of the Canadian Imperial Bank of Commerce addressed members of the Economics Society. L to R: David Amirault, Economics Society president, Mr. Spicer, and Dr. James Ahlakpor



New Zealand academic on campus

Dr. Ian Carter of Auckland University was a visiting speaker at Saint Mary's January 3 and 4. He spoke to an Atlantic Canada Studies graduate seminar and gave a public lecture on Robertson Davies' novel "Rebel Angels." L to R: Dr. Carter, Dr. Colin Howell and Dr. Ken MacKinnon (West photo)

Faculty appointed to research grant committees

Dr. Hari Das, Dr. Joseph Jabbar and Dr. Colin Howell have recently been appointed to serve on various committees of the Social Sciences and Humanities Research Council (SSHRC). Dr. George Mitchell was appointed in July, 1988 to a committee of the Natural Sciences and Engineering Research Council. These committees are responsible for the granting of research funds to academic researchers across Canada.

Dr. Das has been appointed for a two-year term to the Research Grants Adjudication Committee 14. This committee is responsible for reviewing and making recommendations for funding for applications in administrative studies and industrial relations areas.

Dr. Howell has been appointed, also for a two-year term, to the Research Grants Committee on History. He describes it as one of the larger committees in this category, saying it will probably be reviewing more than 180 applications for

funding.

Dr. Jabbar's two-year appointment is on the Research Grant Adjudication Committee 11. This committee reviews requests for research funding in law, political science and public administration.

Dr. George Mitchell has a three-year appointment on the Grant Selection Committee for Space and Astronomy.

Royal Bank Award for Canadian Achievement
This award honours a Canadian citizen whose outstanding accomplishment makes an important contribution to human welfare and the common good. Nominations must be made by at least two people in a joint letter of recommendation. The Award consists of \$100,000 and a gold medal. The deadline for nominations is February 28, 1989. Please contact Information and Public Relations for more information.

Saint Mary's to open doors to "executive students"

What do you do if you are a business executive (or a manager or a doctor or an architect) and you would like to study for your MBA? Full-time study would mean a drop in salary and time away from your career and part-time study would just take too long.

The Saint Mary's Executive MBA (EMBA) has been designed for people in this situation. If all the plans go along smoothly, then the University could see its first class of executives arriving in early 1990.

Professor Jack Gale of the Management department has been working on developing this program at Saint Mary's. "The idea of encouraging mid-career individuals to further their studies has been around in the United States for 20 years or so," he says. "But similar courses in Canada are only about five or seven years old." There are two, one at the University of Toronto and the other at Concordia University in Montreal.

The Executive MBA is aimed at middle and senior managers who are 35 years of age or older. "Independent business people, as well as doctors, lawyers and engineers may also find the program suited to their needs," says Gale.

An EMBA at Saint Mary's was considered a possibility in the early 1980's, and last summer it started to become a reality. At that time, a demand study was completed by MBA Services a consulting firm run by Saint Mary's MBA students, and Professor Anne Hope of the Marketing Department. This study investigated the demographics that would indicate the number of people who would meet the criteria for admission to the program, the number of managers and executives who would find this program relevant and the attitude of employers toward the value and support of the program. "...Taken altogether then, the program appears to be timely and to address a real, perceived need," the study concluded.

"The study was finished in July and in September we began to get approval from the faculty," says Dr. Colin Dodds, Dean of Commerce. Many other councils and committees had to approve the proposal before the full Senate could see it and

approve it. "We have had Dr. Ozmon's support from the beginning," says Dodds. "It is something he wanted as well."

The course will be taught over four semesters, beginning in the winter and finishing in mid-fall of the following year. "Each semester will begin with a week of courses, followed by a series of classes on Fridays and Saturdays, every other weekend," says Gale.

"It is a lock-step, integrated program," says Dodds. "Once you're in, you're in. If you fail anything you're out." The first year is all compulsory, like the regular MBA. The second year offers the executives one course choice from a possible three, plus their regular courses.

The cost of the program will be about \$10,000 - \$12,000 a year. In many cases, Gale says, the firms will be picking up all or a portion of the costs. "It's a development cost for them, much like other professional training," he says.

When you have senior professionals on campus, you have to be very professional, explains Dodds. "These are quality people and you have to give them a quality product. They have to get their money's worth," he says.

While they are on campus, the class will be treated well, with meals and refreshments provided all day long, visiting speakers in the evenings and access to the business they have left behind for a day.

"We will provide a message centre and FAX machines, so they can stay in touch with their offices for emergencies," says Dodds.

The EMBA courses will be taught by Saint Mary's faculty, which will be a different experience than teaching undergraduates. "In other executive programs, some faculty members have been chewed up by the class," says Dodds. "These are senior people who want to know why they are being taught this material and will challenge opinions of the professor and others in the class."

At the same time, the potential for magic is there. "When you put senior executives together, the dynamics can be incredible," he says.



6th Annual Residence Curling Bonspiel

Almost 50 people took part in the 6th Annual Residence Curling Bonspiel at the Halifax Curling Club on January 20. Seen here are the winning team, L to R: Rob McCarthy (don), Jim Little (Security Officer), skip Helen Sekulich (don), and Umberto Catalano (Food Services). The players enjoyed a delicious chili and salad meal in the private dining room to round off their day

John F. Kennedy remembered

Twenty-five years after the assassination of U.S. President John F. Kennedy, Professor Edward McBride of the Political Science Department remembers working for him.



This picture of J.F.K. is from a memorial card printed for Mrs. Jacqueline Kennedy and given only to people who supported her husband. It is one of Professor McBride's prized possessions

Ask Ed. McBride if he was a speechwriter for John F. Kennedy and he says, "I wouldn't put it so grandly. Mine was a little effort in a large enterprise, which, as events turned out, left an enduring legacy."

Young Edward, who came from a strongly political Irish American background, first met Kennedy in 1956, when the future president visited his college. He says, "I had written a piece in the college literary magazine...about the early days of civil rights. My professors saw that the piece...and came to the attention of the prominent visitor." McBride and his parents were introduced to Kennedy, who praised the piece and commented on a phrase from it. "Riot-riven" he said, "That's a new one on me." McBride recalls, "Kennedy knew exactly what he was doing, praising a boy's modest efforts in front of his parents." He also remembers the senator as an unassuming man in a rented car, who drank Coke out of a bottle and commented, "They say it takes the rust off the fender of your car; imagine what it does to your insides."

McBride was part of Kennedy's campaign team during 1960, the year that led up to his election as President. McBride describes his role as someone who "Contributed ideas and research to the overall process."

He was part of the team which wrote Kennedy's January 4 speech to the National Press Club in Washington. He describes it as "A set piece which began the formal part of the campaign." "In that speech," says McBride, "He laid out a theme for his campaign, and that theme was...a concept of the presidency he hoped to fulfil." He described, says McBride, "A fully engaged and active presidency that is at the centre of things, saying 'I am running for the presidency because it is the vital centre of the entire system of government'."

Kennedy's view of the presidency was quite different from the tired end of the Eisenhower regime and McBride describes how

Kennedy took advantage of this contrast, while declining to criticize Eisenhower himself. One draft of the speech contained many shots against Eisenhower, including the comment that the only time we get energy in the presidency is on the golf course.

The drafts are preserved and McBride says, "They provide historical evidence that Kennedy made a judgement that he was going to campaign for a presidency in marked contrast to Eisenhower's, but he would not make this a personal contest between himself and Eisenhower." All the derogatory passages are scored out in what McBride describes as Kennedy's "Scrawl of a hand."

The speech set the tone for the campaign and McBride predicted it would find its way into the textbooks. It was not many years later that he found himself teaching it!

We have forgotten how remarkable it was for Kennedy, the son of an Irish Catholic family, to become President of the United States. McBride says, "My father told me a Catholic cannot win."

On election night he and a group of fellow Irish Americans watched the results on TV. Pennsylvania was the key state and Philadelphia the key city. If he could get 250,000 votes in Philadelphia, he could win the state and the election. The results came through and Kennedy had 320,000 votes. McBride remembers, "One of our number, whose wife had just given birth to a baby boy, proposed a toast: 'Now my son can be President of the United States'."

McBride was present at Kennedy's inauguration and remembers his neighbours on the viewing stand. One was playwright Arthur Miller. "He was an unassuming fellow and let me use his field glasses to scan the crowd," says McBride. But the miracle was that he was there at all. "He had been alienated from the American government ever since the McCarthy years," says McBride, "because he freely confessed his own political allegiance, but would not reveal the names of other artists." "However," says McBride, "There he was quietly enjoying the proceedings. I think that was symbolic of another side of America turning to Kennedy's presidency. Robert Frost described him as 'The poet's president'."

Also on the stand was what McBride describes as "A well known politico." "He, like me, was an Irish Catholic American and he leaned towards me and said 'It's our own out there'."

What did McBride feel when Kennedy was assassinated? "Everyone can remember exactly what they were doing and saying when they heard the news, and I am no exception." By then McBride was teaching political science in Loretto, Pennsylvania. He was talking with a group of colleagues in a restaurant and remembers saying, "The great



Signing the agreement between Saint Mary's University and the Nova Scotia Research Foundation Corporation (NSRFC). L to R: Fraser Sutherland (NSRFC Director of University Liaison), Thomas Nickerson (NSRFC President), Dr. Joseph Jabbar (Vice-President Academic and Research, Saint Mary's), and Dr. Kenneth L. Ozmon (President, Saint Mary's).

Agreement signed with research foundation

Saint Mary's has signed an agreement with the Nova Scotia Research Foundation Corporation (NSRFC) that is designed to develop closer ties between the university's researchers and private industry in Nova Scotia.

This agreement will lead to establishing a liaison committee that will meet twice a year to encourage joint research and development projects, to allow students to conduct thesis or project work at NSRFC laboratories and to co-ordinate technology transfer to local industry. This committee will be made up of the presidents of Saint Mary's and NSRFC, or a designate, and two additional members appointed by each of the parties.

Fraser Sutherland, NSRFC's Director of University Liaison, described the agreement as "A pre-nuptial agreement or like announcing the banns in church" that will formalize a relationship that has existed for many years. "We are putting both institutions on notice by saying we would like to co-operate to help industry in Nova Scotia by using science and technology. The document is intended to inspire both our staffs," he says.

Dr. Joseph Jabbar, Vice-President, Academic and Research, is equally enthusiastic. "The fact that

our University will be connected with the Foundation is a great step forward. It will provide our faculty members in science and commerce with an opportunity to have contacts at the Foundation. Also, the Foundation is looking forward to establishing links between itself and the universities because of the importance of the transfer of technology these days," he says.

The agreement is designed to make university researchers more responsive to the opportunities available for industry-related research as well as informing the industries of the goldmine of research resources to be found in universities. Students will also benefit through summer employment and the opportunity for "hands-on experience" in their field.

NSRFC gets about two-thirds of its funding from contract research and development for Nova Scotian companies. Foundation President Thomas Nickerson explains how it will benefit, "Because the foundation does not have expertise in all fields; we need to access the talents of the university."

Each joint project will have a specific agreement that details the project, ownership of resulting patents and funding responsibilities. The agreement will be signed by both parties.

thing about John Kennedy...is that he caused the expression 'conservative catholic to cease to become a redundancy.' At that moment the Chairman of our department burst in...and said, 'Turn on the TV'."

Would the world have been different if Kennedy had lived? "Vastly different," says McBride. "a number of things that we simply set aside would have gone ahead. Towards the end of his life...he said, 'Let's make the world safe for diversity' and we are still trying to do that. If he had lived the work would have gone on apace."

Over the years Ed. McBride has remained a steadfast Kennedy fan, quoting Shakespeare's Hamlet, "We shall not see his like again."

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Gorsebrook Institute reception

In November the Gorsebrook Institute hosted a reception in honour of the Canadian Historical Review. Seen here are (L to R) Peter Ward (University of British Columbia History Department), Dr. Colin Howell, (Saint Mary's University History Department), Rosemary Ommers (Memorial University of Newfoundland History Department), Jim Miller (Chairperson of the Canadian Historical Review Advisory Board), and Gerald Hallowell, (University of Toronto Press)

New home for Gorsebrook Institute

The Gorsebrook Research Institute has found itself a new home, in the basement of The Oaks. This level is actually the ground floor and has been renovated into office space to accommodate the Institute and the Survey Centre. The staff are thrilled about their new location, and ask that it not be referred to as the basement.

"We now have space that's more suitable for our purposes, with more room to function," says Dr. Ken MacKinnon, Director of the Institute. "Here, we are self-contained."

The Gorsebrook Research Institute was formed in 1982 to encourage academic interdisciplinary research relevant to Atlantic Canada. The Atlantic Canada Studies program had begun seven years earlier, explains Dr. MacKinnon, with many faculty members doing research "to fill in the gaps in knowledge of the region."

This research arm of Atlantic Canada Studies began with funding from the Social Sciences and Humanities Research Council of Canada's (SSHRC) Aid to Small Universities program, says MacKinnon. Today, the Institute's activities tend to focus on socio-economic, political, environmental and policy issues that are specific to Atlantic Canada.

The Institute has a Board of Directors made up of representatives from Saint Mary's and other academic scholars from the Atlantic provinces. "This Board formalizes the links that Atlantic Canada Studies and research should have in the community and the region," says Dr. MacKinnon. "These connections help to make others aware of the support we can offer to research and that most research done here is relevant to Atlantic Canada."

Research support is provided in a variety of ways. There is non-financial support, such as office space, equipment and research facilities. "It also gives an outsider a research base if they don't have an academic position," says Dr. MacKinnon.

The Institute also provides graduate research assistantships to Masters students in Atlantic Canada Studies to offer them experience in

research-related work. There are often government grants that employ undergraduates as well.

The Institute sponsors applications to funding agencies, such as SSHRC, including one post-doctoral applicant each year. This year, Dr. Anders Sandberg, an economic geographer, has a fellowship to study forestry policy in Nova Scotia.

It also works on its own projects, such as the production of a complete bibliography of natural resources in Atlantic Canada, and the Atlantic Canada Research Newsletter, which features information on research topics in the region. Workshops are also sponsored on a fairly regular basis. Its largest single project is the Survey Centre, which was established in 1986 to support the survey research of scholars in Atlantic Canada. The Survey Centre also aims to increase knowledge of survey methodology by sponsoring seminars and workshops.

The Survey Centre

Though the Centre comes under the auspices of the Gorsebrook Research Institute, it has become fairly independent in just over two years of operation. There is a separate Board of Advisors, made up of academic representatives from the region's universities. This advisory board approves the various projects, comes up with ideas for activities for the centre to pursue, such as workshops, and determines the long-term goals of the centre. The members also help to promote the use of the centre, simply through word of mouth.

"In two years, I don't think we have gone out looking for business," says Madine VanderPlaat, Director of the Survey Centre. "They have always come to us." Which is the way the Centre would prefer it.

"If a researcher comes to us before applying for grant money, then we can help make sure the estimates are accurate and reflect the amount of time and money needed to complete the project," explains VanderPlaat. "If they show up after they have received their grants, then we are limited if they didn't ask for

Committee to develop AIDS policy

In public and private business everywhere, AIDS policies are being written and put into practice. Saint Mary's is no exception to this. A Presidential Committee has recently been formed to develop an AIDS policy for the University community. This policy will provide guidelines for informed rational responses to AIDS and HIV-related situations should they arise.

This committee, representing faculty, staff and students, is chaired by Dr. Janet Gregory, Finance and Management Science. Faculty members Stan Armstrong, Wendy Katz, James Ahiakpor and Ken Hill join Dianne Switzer, of the English Department, Natalie Bears from SMUSA, Heather Ferguson from Counselling Services and Dr. MacAdam Duncan, Director of Health Services on this committee.

At the first meeting, Dr. Duncan gave a presentation on AIDS, emphasizing that although there isn't

enough money to do their research properly."

One such project is just getting started now at the Centre, and is expected to last for two years. It is a project of Acadia professor Dr. Diane Looker, who has received grant money to study career aspirations of teenagers in Nova Scotia and Ontario. The centre will survey 800 students and their parents (up to 1600). They will then code and clean the data, and do preliminary analysis.

"We don't write reports or make recommendations based on the data," says VanderPlaat. "That is up to the researcher. But we are here to provide assistance from the preliminary stages such as the grant proposal or survey design up to the statistical analysis of the data."

Another of the Centre's projects was research for the Donald Marshall Jr. Inquiry. There are also three separate fisheries research projects going on.

The centre was started without government funding and today is financially independent from the Institute. All of its expenses are covered by the fees for service charged to "clients".

The centre's priority is work that is academic in nature. "We do work with an academic investigator. We don't bid for contracts and don't do work for government departments," says VanderPlaat. However, they will work for various agencies, such as the Nova Scotia Advisory Council on the Status of Women, if the job isn't put to tender and if it is in keeping with

a cure or vaccination against the virus, precautions can be taken to prevent infection. "It is important that all committee members have correct, complete information," says Dr. Gregory. "Dr. Duncan made it very clear that education is the route to go with this issue." Dr. Gregory went on to stress the committee's belief that it is essential that students learn more about AIDS and recognize they are the ones who are solely responsible for their own protection.

Dr. Gregory recognizes AIDS policies already exist at other universities. "We are not going to reinvent the wheel here," she says. "But we need a policy specific to this campus."

Association of Commonwealth Universities resources

The Association of Commonwealth Universities (ACU) has produced booklets on various awards available to help further study. The program booklets are: Awards for Commonwealth University Academic Staff (£12.50), Scholarships Guide for Commonwealth Postgraduate Students (£13.50), Financial Aid for First Degree Study at Commonwealth Universities (£3.50) and Grants for Study Visits by University Administrators and Librarians (£4.25).

ACU has also published the Report of the Proceedings of the 14th Congress of the Universities of the Commonwealth held in Perth in February, 1988 (£9.80).

These books are available from ACU, John Foster House, 36 Gordon Square, London, England WC1H 0PF.

the quality of work done in universities.

The centre has another project of a different nature under way. In May, it will sponsor a series of workshops on LISREL, a software program designed to be used in structural modelling projects associated with the social sciences. Dr. Leslie Hayduk will teach an introduction to LISREL on May 15 and 16. Dr. Hayduk is a professor of sociology at the University of Alberta and has used LISREL extensively in studying educational and social psychological phenomena.

The creator of this program, Dr. Karl G. Joreskog, is a professor of Multivariate Statistical Analysis, in the Department of Statistics at Uppsala University in Sweden. He will give several workshops on new developments in LISREL on May 18 and 19.

LISREL Workshops - May 1989.

LISREL is a computer software program designed to be used in sophisticated structural modelling projects associated with the Social Sciences.

Introduction to LISREL May 15 & 16
by Dr. Leslie Hayduk of the University of Alberta.

New Developments in LISREL May 18 & 19
by Dr. Karl Joreskog of the Uppsala University, Sweden.
(Dr. Joreskog is the creator of the program)

Registration applications are available from the Madine VanderPlaat at the Survey Centre, 420-5666.

AIESEC provides worldwide experience

"AIESEC is not simply an exchange program; AIESEC is an opportunity, offering a means of applying knowledge to practical experiences," said Blake Golding, Chairman of AIESEC Canada's Board of Directors, as he welcomed delegates to the National Congress in Montreal in January.

AIESEC Saint Mary's president Karen Smith says its main goal is to promote an "international awareness, so when students graduate, they have some perspective of international business."

AIESEC is the world's largest non-profit, non-political, student-managed organization. Established by seven European countries in 1948, it now includes 45,000 members on 600 campuses in 67 countries. It is also the world's largest international management-exchange program. AIESEC is a French acronym meaning International Association of Students in Economics and Commerce.

When AIESEC was founded, Europe was still recovering from World War II. "European countries were isolated from each other," says Smith. "There was a need to rebuild the continent, with more co-operation among the countries." Business students understood this need and created AIESEC to provide Europe's future business people with practical experience.

Today, AIESEC Saint Mary's works to give students practical management experience, on and off campus.

"Our events on-campus give students experience by being responsible for a project from start to finish," says Karen. "They have to take it and go with it." These are usually fundraising events that range from a Careers Day to gift-wrapping in a mall or sponsoring student bashes.

Off-campus experience comes from the International Job Exchange Program. The program provides traineeships for students to work, in their field of study, in another country for eight weeks to 18 months.

One AIESEC student is working in Holland right now. He graduated

with a marketing degree and is working for a Dutch company that wants to examine the United States market, explains Karen. "He is managing the feasibility study that will determine whether the company should expand into this market."

The jobs available vary in terms of the amount of responsibility given to the student. When students apply to the program, they are asked for detailed information about the type of work they are looking for, what countries they would like to work in, what special skills they have and what they hope to learn from their traineeship.

Each company or business, after agreeing to hire a student in the program, is also asked to give a detailed description of the position available and the type of student it would like to hire. All the information from both parties is fed into a computer that matches up students with employers.

"This process seems to work very well," says Karen. "There are very few problems between students and employers that I know of." Some companies are very specific about who they would like to hire, she says. There is one company in Canada who wants to hire a Japanese student because it hopes to expand into Japan in the future. It sees this as an opportunity for company officials to learn about business in Japan.

Right now, AIESEC Saint Mary's is busy trying to secure traineeships for foreign students who want to come to Halifax. "We have nine students who would like to enter the program and work in another country. Ideally, we should find nine jobs here for other students," explains Karen. AIESEC Canada is using its campaign, Target 300, to try to find 300 jobs across the country for the program.

Helping the students of AIESEC in their search for traineeships is their Board of Advisors. This Board is made up of local business men and women who act as contacts for the business community as well as advisors on the group's activities.

"We also get a lot of support



AIESEC members wrapped Christmas gifts at a shopping mall and raised \$514 for the IWK Hospital for Children. Seen here presenting the cheque, L to R, Raymond Ally, Kelly Dean, Zita Longobardi of the IWK Foundation and Chuck Coolen

nationally," says Karen. "The Canadian International Development Agency (CIDA) has agreed to sponsor students going to third-world countries for their work experience, by paying their travel costs and some of their wages.

"(Prime Minister) Brian Mulroney has tentatively agreed to speak at the International Congress, being hosted by Canada in Québec City and the President of the Royal Bank has confirmed that he will be there," says Karen. "The Royal Bank has been a major sponsor for a long time."

The International Congress in February will bring student representatives from each of the 67 countries together for a week to discuss AIESEC and the future, as well as to arrange the exchange of about 6000 students for traineeships. This Congress is one more way for members to work toward gaining that "Perspective of international business" that AIESEC believes will develop future world business leaders."



Education students organize debating contest

Bachelor of Education students in Dr. Ursula Kelly's English Methods class held a debating championship for junior high school students January 28.

Eight teams took part in the contest, which provided the Saint Mary's students with a practical application of their training. The contestants took part in impromptu debates on topics announced during the tournament, as well as debates on prepared topics.

In the final debate Grosvenor-Wentworth Park Junior High School beat Cornwallis Junior High by a narrow margin. The winning team, Jennifer Shellink, Meghan Johnston and Brian Inalls, successfully debated in favour of the motion, "It is resolved that Canada's defence budget be directed into public education." The debate was so close that it resulted in a split decision by the judges. Brian Inalls was voted top debater of the event.

The winners received a perpetual trophy and the championship will become an annual event.

Archaeology conference slated for April

The Nova Scotia Archaeology Society, in conjunction with Saint Mary's, will bring together prominent archaeologists from across North America for a one-day conference on urban archaeology on April 22 at the World Trade and Convention Centre.

"Doing Urban Archaeology" is largely funded by the Social Sciences and Humanities Research Council of Canada and will explore a variety of issues surrounding urban archaeology.

"We hope the conference will also lead to the development of policy to ensure that artifacts found on urban sites are properly excavated and preserved," says Dr. Paul Erickson, chair of the committee on urban archaeology. He says an account of the conference proceedings will be published. It will offer guidelines and recommendations on formulating urban

archaeology policy in Canada.

The conference agenda includes a morning session on approaches to urban archaeology and three concurrent afternoon sessions - a workshop on methods used in urban archaeology, an open forum on urban archaeology policy and a display of urban archaeology materials. These last two sessions are free.

A banquet will follow in the evening at Citadel Hill. James Deetz, professor of anthropology at the University of California, will deliver the keynote address. Tickets are available from the Anthropology Department.

For information, or to register, contact Dr. Erickson, 420-5627.



Food Services staff feed the needy

Serving a meal to the needy has become a Christmas tradition with University Food Services staff. L to R: Wayne MacLellan, Christine Talbot and Mary Brown served roast pork and Christmas cookies cooked on campus at St. Andrews United Church

At the Art Gallery **Excellent Ex!**



Michelle Fougere and David Peters inspect "Two figures," a carving by Dr. James Darley of the Psychology Department



Tony Goodwin (L) and Keith Hotchkiss admire "Pressed shirt front" by continuing education student Gillian McCulloch



Daphne Tucker and Jackie Logan admire Leighton Davis's watercolour "Yours and Mine"

The annual Faculty, Staff, Alumni and Student Art Exhibition is a high spot in the life of the University. This year's show was one of the best. It contained an appealing mixture of media, styles and standards, with 80 works ranging from contributions by professional artists to a couple of paper collages brought in one day by two small children who live in the Loyola residence.

One picture is worth 1,000 words, so we are using our space to show you members of the University family enjoying the creative talents of their colleagues. Special mention must be made, however, of two nudes by Paul Gouett. Paul and his wheelchair are well known around campus and the drawings were done during an art class in 1983. Gallery Director Leighton Davis helped devise a neat technical arrangement which allowed Paul to produce these expressions of his artistic talent.

Workshop to examine non-traditional students' needs

"In recent years, no campus has been without some influence from disabled, minority and mature students," says Clay Fowler, Director of Residence. As President-Elect of the Atlantic Association of College and University Student Services (AACUSS), he and Saint Mary's will host the AACUSS Winter Workshop on "Responding to the Non-Traditional Student".

The workshop, being held on campus March 2 and 3, will examine problems the non-traditional student faces and ways to respond to their needs. It will also look at the role of the student services professional in determining problems and solutions.

The keynote address will be given by Ms. Carolyn Thomas, Affirmative Action Co-ordinator for the Nova Scotia Human Rights Commission. In the following sessions, participants will hear addresses that are specific to each of the three student (disabled, minority and mature) groups. There will also be discussions on such topics as housing, health and counselling services.

AACUSS includes the universities and colleges in Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland.

Committee announced

University President Dr. Kenneth L. Ozmon has announced the names of the members of his special committee to study the future of the University. Dr. Alan Earp, a former President of Brock University and of the Association of Universities and Colleges of Canada is its chairman. The other members are Dr. James Ahlakpor (Economics), Margaret Ann Bennett (alumna), Fred Crooks (alumnus), Dr. Stephen Davis (Anthropology), Dr. Clive Elson (Chemistry), Dr. Wendy Katz (English), Karen Larsen (student), Dr. Grace Pretty (Psychology), Dr. Hermann Schwind (Management), and Dr. Donald Weeren (Education).

Athletics Department re-structuring involves all staff

The Athletics and Recreation Department has been restructured to run more efficiently. This by itself isn't very new or interesting. However, this department involved all 22 of its full time staff in deciding just where changes and improvements could be made.

When the Manager of Facilities and Operations left last fall, Dr. Ian McGregor, Director of Athletics and Recreation, saw it as an opportunity to look at the structure and how the department could be run better. "The management team got together and decided to involve everyone," says McGregor. "We knew where we were going and wanted input about how to get there."

Letters were sent to staff asking them what could be done to run the department more efficiently. Next, the management group met with the different staff groups, such as the front desk staff, the coaches and the instructors. "We asked them not to think about only their particular department," says McGregor. "We wanted their perceptions of the entire department."

After these meetings, the management team designed a new structure and took it back to the staff. "We asked them if it made any sense and could it work?" says McGregor.

The new system focused on two aspects - the front desk and the actual physical operations of the facility. "The front desk aspect is absolutely critical. We have a good reputation for our front desk service and we don't want to lose it," explains McGregor. There is now an eight-page job description with a built-in

evaluation for all staff at the front desk.

The other key area is making sure that all parts of the facility are running well, that it is clean and well-kept.

Some staff positions have changed and expanded. Kathy Mullane now looks after all programming and Lisa Finkle is responsible for Marketing and Communications. The manager's position, the one that started it all, hasn't been filled. Eric Smith is now Co-ordinator of Operations, a position that includes his previous duties of managing computer and finance operations as well as managing the facility.

After almost a month under the new system, McGregor is pleased with how it is working and credits the way it was designed with its success. "Because everyone bought into it, they have a responsibility for it to work. I'm very happy with it."

Pre-Columbian pottery at Art Gallery

3000 Years of Pre-Columbian Terra-Cottas will be on exhibit at Saint Mary's Art Gallery from February 16 until March 31. This exhibit is sponsored by Pratt and Whitney Canada.

More than 200 pieces will give visitors to the Gallery a visual display of the early culture of Mesoamerica. These vases, figurines and statuettes date from 1300 B. C. to the 16th century A. D. The pieces come from the private collection of Rollande and Jean-Claude Bertounesque.

Mr. Bertounesque has been a Pratt and Whitney Canada employee for 30 years. He spent 18 years studying, researching and travelling to put this collection together.

All members of the University community are welcome to the opening reception for "3000 Years of Pre-Columbian Terra-Cottas" on February 16 at 8 p.m.

Research at Small Universities

Fourth Annual Conference
April 27 - 29, 1989

Lakehead University
Thunder Bay, Ontario

Theme:

Directions for Success: Research at Small Universities

For more information, please contact:
Trish McGowan, Research Officer
Lakehead University
Thunder Bay, Ontario P7B 5E1

The Future of the University

Saint Mary's Society examines students' needs

The first in a series of articles designed to highlight some of the issues being examined by the President's Committee on the Future of the University

At a time when the University is examining its future, there are many with thoughts on how it should respond to students' needs now and in the future. The Saint Mary's Society has published *The Gifts and Needs of Our Students*, the result of panel presentations in late 1987.

Those involved in the panel were Keith Hotchkiss, Director of Student Services; Rev. John Mills, Chaplain; Prof. Edward McBride, Political Science; Douglas Vaisey, Head of Reference, Patrick Power Library; and Dr. John Young, Chemistry. Each has a diverse perspective on Saint Mary's students. "Collectively, the panel presentations are a call to renewed commitment to serving our students," said Donald Weeren, of the Education Faculty, in his introduction to the publication. This renewed commitment to students encourages developing values, growing as people, preparing for their careers as well as learning.

Keith Hotchkiss (Director of Student Services)

Keith Hotchkiss discussed what students bring to the university and what they need from it. Their gifts, he said, are the energy and vitality of youth, an openness and sense of hope, a new perspective and humour. Students are vulnerable and frustrating at the same time.

They need a quality education with teachers who are knowledgeable and eager, state of the art technology, a stimulating environment and adults who provide above average role models. They need to be accepted and believed in.

"They require the services that will provide assistance in their adjustment to university life as well as support their various physical, social and basic needs," he said. "One of the greatest challenges of the University is to create and maintain this positive and supportive environment."

Reverend John Mills (University Chaplain)

Reverend Mills expressed concern about student apathy. Despite the large numbers he sees at his Sunday night services, he still

finds a reluctance to become involved unless there is a personal invitation.

"The strength of our students today lies in a real openness and genuineness," he said. "The weakness shows itself in a lack of leadership and discipline, a loneliness and general apathy."

He suggested making stronger personal relationships with students, especially those in residence. He is concerned about lack of adult presence in the lives of residence students from Friday afternoon until Monday. The residences can become "rowdy, dirty and noisy... growth and study are not free to take place," he said.

Professor Edward McBride (Political Science Department)

Professor McBride asked the members of the Saint Mary's community to look at the needs of students as being general, universal and traditional. The general needs include the "need for respect for the dignity of the human person... the need to be educated in a sense that is classical, one that brings forth the best that is in them... and the need to have a university that comprehends itself as a place of the world in which persons of the world are prepared for the affairs of the world."

The universal needs are for intellectual formation, personal development and career advancement. The traditional needs include the need for students to be taught the basic fundamentals of their chosen disciplines, the need to be made to perfect their skills and the need to have intellectual self-confidence encouraged in them.

Professor McBride also talked about another need - that of knowing that Saint Mary's is a true alma mater. "At Saint Mary's, rigor and challenge should commingle with nurture and regard," he said.

He mentioned one gift of students, one of great value. "The gift that our students all share in common is the tradition of Saint Mary's as a small-city, student-centered, substantively Christian institution of higher learning."



Immigrant Women Art Exhibition

Dr. Roxanna Ng (L) of the Ontario Institute for Studies in Education was on campus in December to lecture as a part of the Exhibit of Visual Art, Poetry, and Prose by Immigrant Women. She spoke on *Immigrant Women in Canada: Problems and Accomplishments*. Here, she speaks with Dr. Sun Ok You, originally from Korea. The exhibit and lecture were sponsored by the International Education Centre.

Douglas Vaisey (Library)

Douglas Vaisey reflected on the changes that growth has brought to the University and his own observations.

He said students are more academically competitive than in recent years. While some competition is healthy and should be encouraged, too much can have destructive results. Hiding resources and books or tearing pages out of journals and encyclopedias so that other students cannot have the same information creates a "conspiracy of achievers". This rewards those who are "crafty and unscrupulous," he said.

This ties in with the fact that resources are not keeping pace with the demand. "We are today faced with a group of students driven by the need to perform. How well do we supply their needs?" he asked.

His third point questioned the quality of relationships with the students. As Saint Mary's grows from a small to medium-sized university, students will become further removed from contact with faculty and administration.

Vaisey says the challenge facing Saint Mary's today is "to reconcile its new size and the demands which that creates with its tradition of caring for and educating the individual."

Dr. John Young (Chemistry Department)

Dr. Young also spoke about

caring for students, particularly about reaching those who leave the University during the academic year. He was primarily concerned with those who leave in the first month of the semester, saying their reasons often have more to do with being unable to adjust than anything else.

Dr. Young discussed "student retention" research and programs at other universities across North America. One study determined that an active approach was needed to reach the students who might leave without ever consulting a faculty member, counsellor or residence don. "These students never find the answers that could have made a difference," he said.

Student retention programs ensure that students know somebody cares, especially first-year students. The University of Prince Edward Island offers a credit course, "University 100", as an academic introduction to university life. Young would like to see "retention services" on all campuses.

This is an overview of what was presented on the panel organized by the Saint Mary's Society. The complete text of each participant's speech is included in *The Gifts and Needs of Our Students*, and is available from Donald Weeren in Education, or Helen Ralston in Sociology.

Chess team competes internationally

For the first time, Saint Mary's sent a team to the Pan-American Intercollegiate Team Chess Championships in New Brunswick, New Jersey. The team played eight matches in four days, each match lasting for four or five hours. The team won three and a half matches and lost four and a half matches.

The most exciting part of the trip was the first match, when it looked as if they might upset the Berkeley team, which was ranked fourth. Unfortunately, Berkeley turned the tables near the end and won the match.

The four-member team was led by commerce student Billy Peckford.

The other members were Troy MacDonald, Laurie Parker and Anil Goel. "The tournament was a learning experience and we left with a feeling of accomplishment," says Billy. "We are very grateful to the University for all the support that it gave to us."

There were 37 teams competing for the \$1000 first prize. Three other Canadian teams attended the tournament - Queen's University, University of Toronto and the University of Western Ontario. Saint Mary's beat Western in one of their matches. Harvard won the championship and Berkeley placed second.

Generous bequest establishes new scholarship

Alumnus Dr. James Joseph Carroll left \$373,900 to Saint Mary's on his death in late 1987. The bequest stipulates that half of this be used for the general purposes of the University and half be used to provide scholarships and bursaries.

The money designated for scholarship and bursary use will be invested to provide funds for these awards. Both entering and returning students will be eligible for the Dr. J. J. Carroll Scholarships. Qualifying for a scholarship or bursary will not depend exclusively on either academic standing or financial need. The recipients will be determined by

the Senate Scholarship Committee.

An endowment fund will be set up with the remainder and the interest will be used annually to buy books for the library.

At the time of his death, Dr. Carroll was retired from his medical practice and living in Antigonish. He attended Saint Mary's in the 1920's and then completed his degree in medicine at Dalhousie. Although there are no records of his activities while he was at Saint Mary's, Don Keleher, Director of University Advancement, described him as "a faithful donor to the University for the past seven or eight years."



Huskies Basketball player, John MacIntosh, looks for a teammate in action at the Tower. Wamboldt-Waterfield photo

Huskies busy during winter months

While many spend the winter being somewhat inactive, a group of Saint Mary's students find it their busiest time of year. They are the members of the "winter sports" teams - the hockey team, the men's and women's basketball teams and the volleyball team. (These standings are all as of January 30).

The Hockey Huskies are having a very successful year and at one time were ranked sixth in the country. They have a 13 - 7 - 1 record. The crowds are getting bigger at each game, with fans turning out to see such players as rookie Wayne Morrow who leads all rookies with 31 points after 17 games. Also leading the team this season are Cal Bussey, who is among the top 15 scorers and goaltender Mike Volpe.

The Men's Basketball Huskies are in a rebuilding year, after losing five players from last year's team. The Huskies are 4 - 7, but many of these losses have been close. Guard Chris Rowarth has averaged 22 points a game and ranks second in the league in scoring. Dean Durnford and Brian Thompson have both been strong on defense, with Brian averaging 15 points per game. The team is in third place in the Atlantic conference.

The Women's Basketball Huskies continue to improve this year with two additions from Prince Andrew High School, Suzanne Muir and Crystal Nicholson. The team is striving for a play-off berth after just missing one last year by two points. The team is in seventh place, with a record of 2 - 6.

The Women's Volleyball team have had an impressive first year. They have a 5 - 3 record and are just

shy of a possible playoff spot. Strong play has come from 6' 1" Monique Rafuse who leads the Huskies' attack and by Anne O'Neil, who plays consistently well.

Football Huskies attend CFL camp

Four members of the Saint Mary's Football Huskies were invited to the Canadian Football League pre-Canadian college draft evaluation camp held in late January in Hamilton. The Huskies who spent two days under scrutiny are Doug MacKenzie, defensive end, Rob Brennan, linebacker and Louis Olsacher, offensive lineman. Bill Scollard, slotback and back-up quarterback, was invited to the camp but did not attend.

Representatives from each of the eight CFL teams were at the camp to evaluate each player's speed, strength and football skills. This evaluation gave each team representative the opportunity to study the outstanding university players before the college draft later this month.

Nine Nova Scotian university football players were invited to attend this camp, four from Acadia and one from St. Francis Xavier, as well as the Saint Mary's foursome.



Students contribute to new bleachers at the Tower

The new bleachers in the Fieldhouse at the Tower are part of the students' contribution to the Capital Campaign. In the spring of 1988, students voted in favour of a referendum that increased Student Union fees and allowed a student contribution to the Capital Campaign.

"The University had wanted students to contribute to the Campaign," says Carie Schurr, President of SMUSA, 1987-88. "Mark Bower (President, 1985-87) introduced the idea but the students voted 'no' in the first referendum."

Under Carie's administration, the council asked students, "If you were going to contribute to the Capital Campaign, where would you want your money to go?" The students suggested three ways - bleachers for the Tower, a covered link from Rice residence to the Tower and paving the parking lot off Tower Rd.

This time, the referendum, which allowed for a \$15 contribution from each student for five years, passed.

"This money will not cover all the costs of these three things, but it is a contribution on the part of the students," says Carie.

The contribution was voted in as Carie left office and now the present and future Councils will make sure these plans are implemented.

International soccer tournament on campus

The Soccer Huskies will host the 7th Annual Indoor Soccer Tournament March 11 and 12. Sixteen teams from Eastern Canada and the United States will take part in 37 matches at The Tower.

The contestants will be competing for a first prize of \$1500 and a second prize of \$750. A pass to the entire tournament is only \$3.00. Make a point of being there!



East Indian dancer at Art Gallery

Student Sarada Vankamamidi gave a performance of traditional East Indian dances in the Art Gallery January 25. She is seen here in a classical pose from one of the dances.

The Father William J. Stewart, SJ Medal for Teaching

Nominations are now being accepted for this award. Each year the Alumni Association presents this Medal 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 Medal is open to faculty members who have taught for at least five years at the University.

Deadline for nominations is Tuesday, February 28, 1989. For further information, please contact Heather Brown in the Alumni Office at 420-5420.

V-P publishes book on Public Service Accountability

Public Service Accountability
Joseph G. Jabbar and O.P. Dwivedi
Kumarian Press, Hartford, Conn.
\$25.95 (paper) \$42.50 (cloth)

"Since World War II there has been, in both developed and developing countries, an increase in government activities and objectives...The State's involvement in virtually all aspects of citizen's lives has caused a significant increase in the size of public bureaucracies and an awesome concentration of powers in the hands of public servants."

Thus begins a new book, *Public Service Accountability*, edited by Academic and Research Vice-President Dr. Joseph Jabbar and Dr. O.P. Dwivedi of the University of Guelph.

Dr. Jabbar believes this growth of power and the increased size of bureaucracies provides ever growing opportunities for corruption and inefficiency. He considers it necessary to set up safeguards to protect citizens against these dangers and the accountability of civil servants is one such safeguard.

Dr. Jabbar's interest in this subject arose while he taught courses on public administration and was active with the International Public Administration Commission. In the early 1980s he took part in the drafting a code of ethics for public servants.

The book itself evolved from Dr. Jabbar's work as co-chairman of a panel of the International Association of Schools and Institutes of Administration (IASIA). "That panel produced a book on ethics in the public service," he says. "Then we thought 'How about the whole subject of accountability? We do not have any comparative data?'"

Dr. Jabbar remembers, "At the 1983 annual meeting of IASIA, the challenge was put to me (to write a book on the subject)." Three years later, he decided his sabbatical at the University of California at Los Angeles was, "a good opportunity to respond to that need."

When considering the content of the book Dr. Jabbar realised a number of basic questions needed answering. These included, "Do states have clear standards and requisites of performance for their public servants? To what extent do public servants understand and accept their ... responsibilities, both the legal and the moral? To what extent do they work hard to achieve the results expected of them."

After discussing these questions with experts around the world, he and his co-editor have produced a collection of chapters on the accountability of public servants in 14 different countries such as Canada, the United States and Britain, as well as developing countries like Nigeria, Tanzania, and Brazil. There is also a chapter on accountability in the Soviet Union.

In the chapter on Brazil, Anna Maria Campos notes that the Portuguese language has no word for accountability. As a result, the concept is also missing and she says, "Almost twelve years of reflection and analysis has led me to conclude that the missing concept of accountability

in Brazilian public administration accounts for several problems. Brazilian public servants lack concern for the public's rights, exhibit disregard for citizen's well-being and show carelessness with public monies."

Dr. Jabbar himself contributed an assessment of public service accountability in the Arab World which includes analyses of the situation in pre-1975 Lebanon, Egypt and Saudi Arabia. Asked why the book was necessary, he says, "There is no doubt corruption does exist. One of the things I became very concerned about was that people thought this was a Third World problem. What I found out was that the problem is all embracing although western bureaucracies may be more sophisticated in practising corruption than their counterparts in the Third World."

Dr. Jabbar adds, "I think we have a lot to learn from each other's experiences...I think I will consider this book a success if it contributes to an exchange of information and debate on the accountability of public servants all over the world. He describes the book as the first endeavour of its kind to provide comparative data on public service accountability and how people perceive it.

In his own chapter Dr. Jabbar details ways in which inefficiency and corruption occur in Arab countries, although safeguards appear to be in place. He believes this has occurred because civil service structures that are not compatible with the social structure of the countries have been borrowed from the western nations. He says, "Bureaucracies are only one part of society, and as long as no effort is made to sensitize the whole society, to change their attitudes, attempts at reforming only the bureaucracy won't work."

Asked how things can be changed, he says, "I am an optimist...You have to take the first step and you are not going to achieve that in a matter of years; it will be a matter of generations. But what is a couple of hundred years in the sweep of history?"

Special Olympians on campus again this summer

In June of this year, Saint Mary's will once again host the Nova Scotia Special Olympics Summer Games. This three-day event begins on June 16 and will involve more than 400 Special Olympians between 12 and 80 years of age.

Track and field events and the Masters' Triathlon will take place on campus and the swimming will be at the Dalplex.

"This project always involves many volunteer Santamarians," says Elizabeth Chard, co-chair of the organizing committee. In the past when Saint Mary's has hosted the event, the committee was made up of many faculty, staff, alumni and students.

Irish Studies hosts Christmas Ceilidh



The D'Arcy McGee Chair of Irish Studies hosted a Christmas Ceilidh December 8. During the evening Mr. Archie MacKenzie was presented with a copy of the proceedings of the First North American Gaelic Congress in recognition of his success at the 1988 Gaelic Mod in Scotland. L to R: Dr. Cyril Byrne, Archie MacKenzie and Norman MacDonald of the University College of Cape Breton



At the Christmas Ceilidh traditional dances were performed by members of the Metro Irish Dancers (West photo)

MPHEC needs "fresh start" - consultant

The Maritime Provinces Higher Education Commission (MPHEC) should terminate its funding formula for the 21 institutions under its umbrella and "make a fresh start", according to a consultant hired to review the formula.

In his report submitted on December 9, Alan Addlington, the former Ontario Deputy Minister for Colleges and Universities, says funding formulas based on enrolment and equity "Have run their course". Instead, he proposes a one-time grant to equalize funding among institutions and a new basic operating grant, representing the total of the current flat, enrolment and supplementary grants.

The basic operating grant and tuition fees would be the "Principal elements...on which the funded institutions could count for stability and predictability" he says. They could then place more emphasis on quality of education and research, rather than accessibility, he adds.

MPHEC should also create a limited number of policy envelopes to deal with matters such as accessibility, plant renovation and renewal, special needs and research

costs. The report recommends that institutions prepare three or five-year plans to set priorities and define operating and capital funding needs. MPHEC would approve these plans and would become the "Public's monitor of the performance of institutions" according to Addlington.

Recommendations based on the report will be submitted to the Maritime Premiers in March, 1989.

(Reprinted from AUCC's *Notes*, Dec 20, 1988).

New phone system for University of Alberta

On Saturday, January 28, the University of Alberta changed to a new telephone system, Centrex III. Although most locals are still the same, the prefix changes to 492-. The general information number is 492-3111. Operators will be available for several months to assist callers uncertain of the new numbers.

People

Recent activities of faculty members, staff and students

Philosophy

Since joining this department in September, 1988, Dr. Sheldon Wein has presented four papers: "Hume and the Law" to the Society for Eighteenth Century Studies, Dalhousie University, Halifax; "Technology and Democracy" to the Atlantic Philosophical Association, St. Francis Xavier University, Antigonish; "Skepticism and Biomedical Ethics" to a joint meeting of the Canadian Society for Medical Ethics and the Canadian Society for Biomedical Ethics, Ottawa and "Hume's Moral Descriptivism" to the Dalhousie University Philosophy Department, Halifax.

Administration

Mr. Guy Noel, Vice-President Administration, was recently elected President of the Canadian Association of University Business Officers.

Commerce

Dr. Colin Dodds was the speaker at the opening session of the Marketing Spectrum '88 in Saint John, New Brunswick in September. This national conference is sponsored by the Canadian Co-operative Credit Society. The conference theme was "Credit unions in a sea of change". Dr. Dodds spoke about the traditional role of financial intermediaries becoming obsolescent.

Gorsebrook Research Institute

Laurie Alexander has been made Executive Assistant of the Survey Centre. This is a new, full-time position, created from her part-time position as research assistant. She now co-ordinates the activities of the Research Institute, publishes the Atlantic Canada Research Letter



Departure at Dawn

Dr. Keith Vaughan's photo was awarded a PSA Gold Medal in the 1987-88 Slide of the Year competition in North America. This shot captures the unique winter character of Halifax Harbour at dawn. The "sea smoke" is created when the air is much colder than the water. The early morning sun hits the cloud of fog and "the result is pure magic".

(three times a year), and is putting together the Atlantic Canada Resource Bibliography, the first book to be published by the Institute on its own.

Sociology

Dr. Linda Christiansen-Ruffman is President-elect of the Canadian Sociology and Anthropology Association.

Dr. Jo-Anne Fiske recently gave a seminar on Native Women and Politics in Reserve Communities at Duke University in North Carolina.

Dr. Helen Ralston has received a SSHRC grant to study "Ethnicity, Class and Gender among South Asian Women in Atlantic Canada" over the next two years. She continues to serve as the Saint Mary's representative on the Board of Directors of the Shastri Indo-Canadian Institute and is also the editor of the Canadian Ethnic Studies Association Bulletin. In December, 1988, she presented a paper on "The Lived Experience of South Asian Immigrant Women in Atlantic

Canada" at the Research Seminar on Race and Ethnic Relations of the International Sociological Association at the University of Amsterdam. Also in December, she was part of a panel on Ideology, Culture and Politics at the Fourth National Conference on Women's Studies held at Andhra University in Vishakapatnam, India.

Professor Gail Kellough presented a paper on "Gender, Sexuality and Social Control" at the Annual Conference of the European Group for the Study of Deviance and Social Control in September, 1988 in Løirvassbu, Norway. She also presented "Relationship of Male/Female Paradigms to Correctional Philosophy" at the annual meeting of the Atlantic Association of Sociology and Anthropology at Saint Mary's in March, 1988. She attended the International Congress of Criminology held in Hamburg, Germany in September, 1988.

Anthropology

Dr. Paul Erickson has been appointed to the American

Anthropological Association Task Force on Teaching Precollege Anthropology. Dr. Erickson is the editor of the Teaching Anthropology Newsletter, which is designed to promote precollege anthropology.

Education

Donald Weeren made a poster presentation at the Association for Moral Education annual conference in Pittsburgh in November, 1988. It was called "Hartshorne and May Revisited: a Report of Some Benefits of Reading *Studies in the Nature of Character* (1928-30)."

Philosophy

Three members of the department delivered papers at the 18th Annual Conference of the Atlantic Philosophical Association at St. Francis Xavier University in October, 1988. Dr. Robert Ansell's paper was called "Nietzsche's Failure to Achieve Self-realization". Dr. Peter March delivered his paper: "Alfred Mele's Recent Work on Self-deception". Dr. Rowland Marshall gave his paper on "Leibniz's Use of Logic in Response to the Problem of Evil".

Art Gallery

Kim Truchan, Art Gallery Assistant, had an exhibition at the Dalhousie Art Gallery. She used the beach environments in Nova Scotia to create *Moving Sand*, and also used multi-media sound installations, sketchbooks, photographs and a floor piece to complete the show.

Management

Dr. Hemann F. Schwind has been invited to serve on the Editorial Board of the Canadian Journal of Administrative Sciences. Dr. Schwind has also been elected to the Board of Directors of the Social Science Federation of Canada for a two-year term.

Geography

Dr. Douglas Day has been appointed a member of the National Education Committee of the Canadian Association of Geographers.

Co-ordinator for interpreters program

Debra MacFarlane is the new Co-ordinator of the Visual Language Interpreters Program at the Atlantic Centre of Support for Disabled Students. Her interest in communicating with deaf people by sign language goes back a long way. "I was one of those lucky people who knew at a young age what I wanted to do with my life," she says. "I saw deaf people and interpreters and I cried with excitement."

Debra learned American Sign Language (ASL) at Vancouver City College in 1972. Before coming to Saint Mary's she taught ASL in Prince Edward Island.

Debra sees deaf culture as a separate and special thing. She says of sign language, "It is culturally based. You cannot separate culture from language. Idioms are passed down through conversation and story telling, as part of the culture." She

adds, "The deaf community is like one big family, like any minority group. They are such great gossips; they do not use TV and radio, so rely on telephone machines to spread their news. They depend on a circuit of communication across the land."

Joining the interpreting program at Saint Mary's really pleases Debra, who says, "There are so few interpreters and such a great need that every day counts in the program." No real survey of deafness has been done yet and it is a hard handicap to spot, but 10 per cent of Canadians are estimated to be hearing impaired. "If a deaf person wants to get an interpreter in Metro, there are only five or six to choose from," says Debra.

Saint Mary's has eleven students studying interpreting. The program will always be small. "Twelve is the maximum because ASL is not the

kind of thing you can study out of a book," says Debra. "The instructor cannot see more than 12 people and critique their signs. There is so much conversation involved."

The program lasts for 12 months and people who enter it already have strong English skills and a good knowledge of ASL. Even after a year of training, however, Debra cautions, "Students should be prepared to realise their limitations for the next couple of years while they develop their skills."

The program has four sign language teachers, one of whom specialises in Maritime signs. Debra says, "Our area is unique. There are many signs only used here. A deaf person out west would not know what these signs mean."



Debra MacFarlane

New co-ordinator welcomes challenge



Donna Merriam

Sitting amidst the confusion of a new office is Donna Merriam, the new Co-ordinator of the Innovations Project. Donna stepped into the position at the beginning of January and is settling in so quickly, the telephones are just catching up with her.

In this position, Donna co-ordinates the work of the Innovations program to help university graduates with physical disabilities find meaningful, substantive work. "This means working on the attitudes and structures that are keeping them out," she says.

Before coming to Saint Mary's, Donna was Executive Director at Spencer House, an organization providing programs and services to senior citizens. She completed her Masters of Public Administration at Dalhousie University. "A useful part of the program was learning to understand government spending and the framework of the bureaucracy," she says.

Her experiences range from

working with pre-schoolers - she was once a teacher - to providing lifeskills coaching to ex-inmates at the Memramcook Institute in New Brunswick. She also worked with youths with employment problems in a Neighbourhood Work Activity Program.

Though she says she is still finding her way around the Saint Mary's community, Donna is already looking at where she would like to see the program a year from now.

"I hope to have a strong connection with the corporate sector, as well as a clearer idea of the needs of the candidates in the program," she says and she is optimistic that the program can make a mark.

"Universities are often leaders of social change," she says. "If we promote the idea from within Saint Mary's, if we use the people here to begin the process, then that's a start. Government and then private business may tend to follow."

"The entry level jobs are there, but we need to find some with a ladder for our candidates to climb," says Donna. At this stage, Innovations is just beginning to make connections with business and find out where these jobs may be and what candidates will need to adapt to the working environment.

Donna is enthusiastic about tackling the project. "It will be a complex and challenging job. The program really is the only one of its kind in Canada. There are two Centres of Excellence in the country that provide the support the Atlantic Centre does, but there's nothing like the Innovations project," she says.



Employers meet Innovations Project

The Innovations Project hosted a luncheon for local employers January 9. David Leitch, Director of the Atlantic Centre of Support for Disabled Students, is seen here addressing the capacity crowd which packed the Student Conference Centre to hear about the project's drive to make possible meaningful employment for the disabled

Obituaries

Two members of the Saint Mary's community passed away recently. We would like to offer our condolences to their families and friends.

Dr. Donald Higgins

Dr. Donald Higgins of the Political Science Department passed away on January 8. On January 24 the University hosted a reception in his honour at which a number of his friends and colleagues mourned his passing and paid tribute to his achievements.

In paying tribute to Dr. Higgins, University President Dr. Kenneth Ozmon said, "As a university we gained a great deal from his efforts and his presence, and as a community we will miss him."

Ian Morrison, Administrative Vice-President of Saint Mary's University Student Association and a student of Dr. Higgins, described him as "A great instructor and a greater political scientist. A person who took trouble to listen to his students."

Donald Higgins received his BA from Queen's in 1964, then obtained his MA at Victoria University, New Zealand. He completed his PhD at Carleton in 1973. His subject was urban government and he specialized in planning. In 1977 he published *Urban Canada, its Government and Politics*, which, revised in 1986 as *Local and Urban Politics in Canada*, remains a standard textbook on the subject. He was an active participant in regional and national professional associations and served a term as President of the Atlantic Provinces Political Science Association. At Saint Mary's he served for two years as Faculty of Arts Research Officer and also taught in the Atlantic Canada Studies Program. He was involved in the creation of the Gorsebrook Institute, which is the research arm of the Atlantic Canada Studies Program.

Don Higgins expended a great deal of energy fighting to retain the quality of life in his adopted city by ensuring that good planning took place. In addition to his colleagues at Saint Mary's, the reception was

attended by many of the Haligonians with whom he had shared this fight.

He was for many years an active member of the Community Planning Association of Canada (CPAC), working on a number of projects, including the development of the Halifax waterfront. A CPAC colleague, Joanne Lamey, praised his community involvement, but remembered that whatever demands were made on him, "His students came first." She lamented, "I wish he was still here, because there is a lot of unfinished business."

Professor Colin Howell of the History Department summed up this aspect of Dr. Higgins' life by saying, "Don Higgins wanted a better world, and he worked hard to achieve it."

The Saint Mary's University Faculty Union has set up a scholarship fund in memory of Don Higgins and will also institute an annual lecture series in his name. Contributions should be addressed to the treasurer of the faculty union.

Gerald Fraser

A former Saint Mary's employee, Mr. Fraser dies on December 26 in the Victoria General Hospital. He was a retired chief warrant officer from the Canadian Navy. He worked for Physical Plant from May 1976 until March 1986. He is survived by his wife, Mary Purcell, by his four daughters, by two grandchildren, by his four brothers and two sisters and several nieces and nephews. Donations may be made in Mr. Fraser's memory to the Nova Scotia Heart Foundation.

Winter Carnival 1989



How do blind people pour glasses of water? Lisa Wile helps a sighted student discover how during Disabled Awareness Day



Natalie Bakeef (L) and Clare Marshall, seen here dancing with Steve Looktong, were one of the winning couples in the 24-hour Dance-a-Thon

3000 Years of Pre-Columbian Terra-Cottas
at the
Saint Mary's University Art Gallery.

February 16 - March 31, 1989.

Opening Reception - February 16 at 8 p.m.
All are welcome.

Sponsored by Pratt & Whitney Canada



Dr. Andrew Seamen with Alfred, Douglas and a feline friend in front of the dream home

Faculty Publications

Biology

Dr. Alfonso Rojo has had an article titled "Contribution to the biology of *Rutilus arcasi*, Steindachner, 1866 (Osteichthyes: Cyprinidae) II. Age and Growth Rate" published in *Dofiana Acta Vertebrata*, 1988, 15 (1): 5-7. The Spanish Institute of Oceanography has published his *Encyclopedic Multilingual Dictionary of Fish Anatomy* as a special bulletin. Madrid, Dec 1988, 400 pages with 180 illustrations.

Economics

Dr. James Ahlakpor has had two articles published recently. The first is "Recognizing 'Left' from 'Right' in Ghana: A Comment on Ninsin," in the *Canadian Journal of African Studies*, Vol 22, No 1, 1988, pg 132-36. The second is "Linking economic policy changes to loans helps Third World poor," *The Financial Post*, October 22-24, 1988, pg 14.

Chemistry

Dr. Keith Vaughan, with Hartford Manning, published "Open chain nitrogen compounds. Part XIII." in the *Canadian Journal of Chemistry*, Vol 66, 1988.

Library

Rashid Tayyeb published "Micro-computer Services in Canadian College and University Libraries: A discussion paper on Policies and Procedures." in the *Canadian Association of College and University Libraries Occasional Paper Series*, No 2, 1988. (With Tanis Fink, Faye Maxwell and Gwen Zilm.)

English

Dr. Kathleen Tudor published "Writing It Up In Britain" in the *Canadian Author and Bookman*, Vol 64, No 1, Fall, 1988. She also was a finalist in the Canada-wide Annual Writing Competition for her poem "Atlantic Spring". Her review article on "Things That Last" appeared in *Fiddlehead*, Winter 1988, No 158, Pg 103-106.

Dr. Wendy Katz has recently published "Mark, Printed on the Opposing Page": Robert Louis Stevenson's *Moral Emblems* in the latest issue of *Emblematica: An Interdisciplinary Journal for Emblem Studies*.

Geography

Dr. Douglas Day has published "Maritime Boundaries, Jurisdictional Disputes and Offshore Hydrocarbon Exploration in Eastern Canada" in the *Journal of Canadian Studies*, Vol 23, No 3, (Fall, 1988), pg 60-89.

Sociology

In 1987, Dr. Ronald Cosper had an article published in a translation of the *Canadian Encyclopedia* called "Alcoolisme", A. Stanke (ed), *Encyclopedie du Canada*. Montreal: Les Editions internationales, 1987, pg 45-47. The article was revised and appeared in English: "Alcoholism", James H. Marsh (ed), *The Canadian Encyclopedia*, 2nd edition, Hurtig Publishers, Edmonton, 1988, pg 58-60. He also had published "Magazine Reading in Canada: A study in Cultural Stratification" in the *International*

English professor builds dream home

Most of us have our dream homes in the backs of our minds, but few of us ever get round to creating them. Not so Dr. Andrew Seamen of the English Department. Last September he, Jane Archibald and their sons Alfred and Douglas moved into a brand new house on Chestnut Street which fulfilled all their dreams.

When Andy and Jane bought the property, they decided to tear down the tiny house that stood on it. Jane drafted a wish list, then they spent almost a year working with their friend and builder, Peter Wilson, to create a design that incorporated all the things they wanted in their new home. This was not easy because the lot is only 27ft wide.

They were also concerned to make their new home compatible with the other traditional Halifax houses on the street. That they succeeded is proved by the fact that I drove past twice before spotting the house!

A garage is a luxury in the south end of Halifax, but by setting the house back from the street, they were able to make a short driveway down to the basement. As well as the garage, the basement contains a big playroom with its own bathroom that could be used as a separate suite.

The house is only 19ft wide, but Andy was anxious to create a feeling of space. To do this he kept most rooms the full width of the house, using various devices to divide the space.

Inside the front door an island containing fireplace and closets divides the living room and foyer and also leaves space for a tiny study. Because of the open plan an impression of space remains.

The kitchen and dining room are side by side across the full width of the house, divided by an island with a working top and extra sinks.

On all floors, the length of the house is broken by having stair wells and bathrooms in the centre.

There is light everywhere in the house, but very little awareness of the neighbours, although they are so close. The stairs are lit by tall, narrow windows like the arrow slits in medieval castles. On the first floor one end of the space is divided into two small bedrooms for the boys. The master bedroom is full width and contains such luxurious elements as a balcony, huge closets, a large marble tiled bathroom with whirlpool bath and shower stall.

But the best is yet to come. By

Review of Modern Sociology, Vol 19, Spring 1988, pg 17-30.

Dr. Rick Hadden has published two articles recently. The first is "Social Relations and the Content of Early Modern Science" in the *British Journal of Sociology*, Vol 39, No 2, June 1988, pg 255-280. The other is "Mathematics, Relativism and David Bloor" in the *Philosophy of the Social Sciences* in December, 1988.

Dr. Helen Ralston published an article called "Strands of Research on Religious Movements in Canada" in *Sciences Religieuses*, Vol 17, No 3, 1988. She also published "Ashrams, Christian Indians and Nationalism" in

using roof beams rather than trusses, Peter utilized the roof space to provide 'his' and 'hers' attics. Jane's has brilliant sunlight pouring through a south facing skylight, while Andy's desk is lit by a north skylight, which he describes as "A splendid light to work by."

Technically the house is a dream. Although not quite to R2000 insulation standards, it is so airtight that each room has a fresh air vent. These lead to the basement, where a heat exchanger takes heat from the stale air and warms fresh air coming in, with a heat loss of only 18 per cent. Heating is by radiant panels hidden above the gyproc in the ceilings in all the main rooms.

The standard of carpentry is high, and the floors are varnished Canadian maple. They are beautiful, but Andy remembers, "The sanding was just horrible."

How did Andy gain enough experience to attempt this project? He says, "I built a house in Oakfield in 1973. We used a bought plan, but in the end I wished I had designed it myself." His next project was the renovation of a house on Charles Street, which left him with enough experience to tackle a major project.

The old house was torn down in May, and excavation and basement work followed at once. Construction took place over June, July and August. This was a remarkable effort for so small a team and Andy says of Peter Wilson, "He is a fantastic worker, he gets more work done in a day than two ordinary men." The plumbing, tiling and gyproc work were contracted out and Andy says, "My chief job was co-ordinating the project, keeping the materials coming and making sure the sub-contractors got here on time."

Jane was in charge of furnishing and decorating and her inspired choice of colours and fabrics has brought Victorian Halifax inside this very modern house.

Have there been any problems? "We thought the stairs might be a major problem," says Andy, "but in fact they give the house a great deal of privacy." Would they have done anything differently? "We love this house," he adds. "We haven't had too many 'wish we had's'."

In November the house won the *Nova Scotia Department of Housing award in the category of design innovation by a non-architect*.

The Canadian Review of Studies in Nationalism, Vol 15, No 2, pg 71-80.

Dr. Ishmael Okraku has had two papers published that are requested frequently. They are "Age and Attitudes Toward Multigenerational Residence, 1973 - 1983" in *Journal of Gerontology*, Vol 42, No 3, pg 280-287; and "Age Residential Segregation in Canadian Cities" in the *Canadian Review of Sociology and Anthropology*, Vol 24, No 3, pg 431-452. He also presented a paper, "Retirement Planning Among Public Service Retirees in Ghana", at the Annual Meeting of the Gerontological Society of America in late 1988.