

Grievance Hearing by Faculty Association

A formal hearing has been set up by the Faculty Association of the University of British Columbia to address grievances against Head of Computer Science, Dr. Maria Klawe regarding her management style in general. Executive Director of the Association and members of the Association's Personal Services Committee will be present. I intend to pursue in the hearing several incidents involving the Department Head's violation of code of conduct. The hearing is scheduled at 3 pm, Tuesday, June 16, 1992, at the Office of the Faculty Association, and is open to all members of the Computer Science Department.

Feng Gao

Forgot to Announce Agenda Again

Let me try again. The formal hearing at the Faculty Association has been deferred to 2:30 pm, Wednesday, June 17. I am calling a meeting of department members to be held at 3 pm, Tuesday, June 16, to address grievances regarding the management style of Head of Computer Science, Dr. Maria Klawe. In particular, discussions and votes will be conducted on the following issues:

- a) Did Dr. Klawe commit wrongdoing in her handling two year ago of my job application and of the job application of Dr. Pascal van Hentenryck?
- b) Do you support my pursuing the grievances thoroughly through the Faculty Association?
- c) If wrongdoing was committed, should the University relieve Dr. Klawe of her duty as Head of Computer Science immediately?
- d) If wrongdoing was committed, should Dr. Klawe write to me and admit her mistakes?

Feng Gao

The Meeting You Have Been Waiting For

The Faculty Association is concerned with the case of Dr. Maria Klawe's handling of the job application of Dr. Pascal van Hentenryck, but they cannot take legal actions unless Dr. van Hentenryck so requested. Partly because of assistance from the Association, Dr. Albert McLean, Associate Vice President Academic, is looking closely into my grievance, and is scheduled to meet with me again on Friday.

Victory is near, folks! The oppressions we have suffered in the past four years will soon be over! I am calling a Meeting of Department Members to be held at 11 am, Thursday, June 18, 1992, in CSCI 301, to address grievances against Head of Computer Science, Dr. Maria Klawe regarding her management style in general. The resolutions of this meeting will be forwarded to Dr. McLean for the information of the Office of the President in making their decision on this matter. The agenda of the meeting includes discussions and votes on the following issues:

- a) Did Dr. Klawe commit wrongdoing in her handling two year ago of my job application and of the job application of Dr. Pascal van Hentenryck?
- b) If wrongdoing was committed, should the University relieve Dr. Klawe of her duty as Head of Computer Science immediately?
- d) If wrongdoing was committed, should Dr. Klawe write to me and to Dr. van Hentenryck to admit her mistakes?

I say "Absolutely Yes" on all of them.

Feng Gao

Last Call for Meeting

I have sent a letter to Dr. McLean, Associate Vice President Academic, formally requesting that the President's Office conduct a thorough investigation of Maria's conduct in her handling two years ago of both my job application and Dr. van Hentenryck's job application. I have also requested that, if wrongdoing is found on Maria's part, the University relieve her of her duty as Head of Computer Science immediately and she write to Dr. van Hentenryck and to me to admit her mistakes formally.

Every sign shows that the University is now taking this matter very seriously under pressures from the Faculty Association and from myself. I am meeting with Dr. McLean tomorrow. Maria's wrongdoing will be exposed. Now is the time for you guys to show your conscience and make it happen, or be labeled accomplices of Maria's in covering up. I am calling the last Meeting of Department Members to be held at 11 am, Friday, June 19, 1992, in CSCI 301, to address grievances against Head of Computer Science, Dr. Maria Klawe. The agenda of the meeting include discussions and votes on the following issues:

- a) Did Dr. Klawe commit wrongdoing in her handling two year ago of my job application and of the job application of Dr. Pascal van Hentenryck?
- b) If wrongdoing was committed, should the University relieve Dr. Klawe of her duty as Head of Computer Science immediately?
- c) If wrongdoing was committed, should Dr. Klawe write to Dr. van Hentenryck and to me to admit her mistakes formally?

Feng Gao

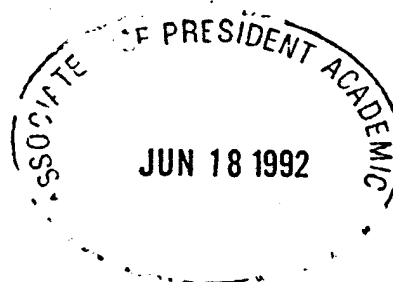
The University of British Columbia

6356 Agricultural Road
Vancouver, British Columbia
Canada V6T 1Z2

Department of Computer Science
(604) 822-3065
FAX: (604) 822-5485

June 18, 1992

Dr. Albert J. McLean
Associate Vice President Academic
The University of British Columbia
Vancouver, B.C. V6T 2B3



Dear Dr. McLean,

The intent of this letter is to further draw your attention to the seriousness of the negative aspects of Dr. Maria Klawe's management style as Head of Computer Science, and to demonstrate that Dr. Klawe's conduct in her handling two years ago of my job application was by no means an isolated incident.

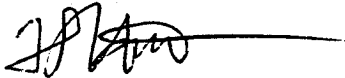
Also in the early recruiting season of 1990, the Computer Science Department interviewed faculty candidate Dr. Pascal van Hentenryck. During his seminar talk, Dr. van Hentenryck made some statements which were in my opinion not very accurate, and drew criticism from people in the audience including myself. And a small debate occurred during the question period of the seminar. The incident was in every sense a normal academic exchange of views and opinions, albeit a little heated, but as a result of it Dr. van Hentenryck incurred the wrath of Dr. Klawe. When in April 1990 the Department, after many discussions, finally made a positive decision on Dr. van Hentenryck's application in the form of an offer doubled with another candidate of a higher priority, Dr. Klawe, I have every reason to believe, broke the rules of the University to prevent the offer from materializing at that time. She took the Department's decision to the Dean, and came back with the following announcement, "The money in our assistant professor slots has been upgraded so we can make the three offers (Blau, Gibson and Seger) and we are allowed one double offer to Taylor (largely because she is female)". Dr. van Hentenryck's name was not even mentioned. Of course, one might argue that perhaps the Dean decided against making a double offer to Dr. van Hentenryck, but I seriously doubt it for otherwise more serious and detailed reasoning should have come from the Dean. In other words, I believe Dr. Klawe simply did not forward to the Dean the Department's request for a double offer at that particular time to Dr. van Hentenryck. Instead, she only allowed a token offer to be made to Dr. van Hentenryck a month later after he had accepted an offer from Brown University.

If the above is true, then Dr. Klawe's action not only possibly deprived the University of an outstanding researcher and faculty member, but also violated 5.02 (b) (ix) of Agreement on Conditions of Appointment for Faculty between the University of British Columbia and the Faculty Association of the University of British Columbia, which states that "the Head shall forward the recommendation of the departmental standing committee to the Dean". It is also another example of Dr. Klawe's confrontational style in dealing with people and of her pattern of escalating small squabbles into serious professional conflicts and breaking rules to win fights, which in my opinion make her unfit as the Head.

I hereby request that the Office of the President conduct a thorough investigation of Dr. Klawe's conduct not just in her handling of my job application but also in that of Dr. van Hentenryck's job application. If any wrongdoing is found, I strongly request that the University relieve Dr. Klawe of her duty as Head of Computer Science immediately, and that Dr. Klawe write to Dr. van Hentenryck and to me to admit her mistakes formally. Otherwise, I shall have no recourse but to pursue my grievance to a higher authority outside the University of British Columbia.

Thank you very much.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Feng Gao', with a long horizontal line extending to the right.

Feng Gao

Assistant Professor

Your Opinions Are Needed

I met with Associate Vice President Dr. McLean on Friday. I am positive that the President's Office is on the right track in its investigation of Dr. Klawe's handling of my job application. The President has also received my recent letter to Dr. McLean regarding Dr. Klawe's handling of Dr. van Hentenryck's job application as well as her general conduct as Head of Computer Science, but he is still considering whether to launch an investigation into these issues. To aid the President in making his decision on opening the general investigation, I am calling a Meeting of Department Members at 11 am, Tuesday, June 23, 1992, in CSCI 301, to present to you the issues I have raised to the President and to solicit your opinions on them. The resolutions of the meeting will be forwarded to the President's Office. I firmly believe that resolving these issues thoroughly is very important to the future well-being of the Department, and that your participation is instrumental and indispensable to achieving this objective.

Feng Gao

Issues I'll Consult You On

Here is a list of issues I would like to solicit your opinions on in the meeting tomorrow (Tuesday, June 23):

- a) Did Dr. Klawe commit wrongdoing in her handling two years ago of my job application and of the job application of Dr. van Hentenryck?
- b) If wrongdoing was committed, should Dr. Klawe write to me and to Dr. van Hentenryck to admit her mistakes formally?
- c) Should the President launch a formal investigation into Dr. Klawe's conduct in her handling of Dr. van Hentenryck's job application as well as her general conduct as Head of Computer Science?
- d) Are there other instances of the negative aspects of Dr. Klawe's management style as Head?
- e) If serious wrongdoings, mistakes and incompetence are found on the part of Dr. Klawe as Head of Computer Science, should the University relieve her of her Head duty immediately?

Feng Gao