

THE UNIVERSITY OF BRITISH COLUMBIA



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Office of the President


June 23, 1992

MEMORANDUM

To: Dr. D.W. Strangway
President

From: A. J. McClean
Associate Vice-President (Academic)

Re: Dr. Feng GAO



I attach:

- (1) A letter of April 16, 1992 from Dr. Gao.
- (2) A memo reporting on conversations I have had with Dr. Gao and various members of the Department of Computer Science.
- (3) A suggested draft letter to Dr. Gao.

AJM:lkkm
Atts.

DRAFT

June 23, 1992

Dr. Feng Gao
Department of Computer Science
UBC Campus

Dear Dr. Gao,

I write in reply to your letter of April 16, 1992. As you know, I had asked Dr. McClean to enquire into the matters you raised in your letter and I write to you on his having reported to me.

As I understand it, your complaint is that Dr. Klawe deliberately misled you as to the number of vacancies available in the recruiting year 1990/91; that as a result of being misled you withdrew your application; that there were more vacancies than Dr. Klawe had led you to believe; that because you withdrew you were deprived of the opportunity of being considered for an appointment. The reason for Dr. Klawe acting in this manner is that she became ill-disposed to you because of what you refer to in your letter as "a small squabble" which took place in May 1990.

I deal first with the "squabble". You had sought to arrange a lunch with Dr. Klawe to discuss your status within the department. Dr. Klawe suggested, through her secretary, that a lunch was not possible but offered a half-hour appointment. You did not respond to that and shortly thereafter left for a two-month trip to Europe and California. On your return it was your impression that Dr. Klawe's attitude towards you had changed. You attributed this to the attempt to arrange a meeting in May but you did not raise the matter with her. Dr. Klawe states that the fact that the meeting did not take place had no effect on her attitude towards you.

I understand that you hold strongly your view about the change in Dr. Klawe's attitude. Nonetheless, I do not find it reasonable to conclude that Dr. Klawe's attitude to you would change on the basis of the events that you describe. I do not think they had any effect on how you were dealt with.

The meeting at which you allege Dr. Klawe misled you as to the number of vacancies took place in August or September 1990. You state that Dr. Klawe told you there were two vacancies and that neither were in your areas of expertise. In fact, you state, there were three vacancies and there may have been some others attributable to retirements. In particular, in a conversation with Dr. McClean you referred to the position of Dr. Gilmour who retired in August 1990.

Dr. Klawe does not recall the details of the conversation. She thinks that she probably gave you the type of information that she would give to anyone enquiring about appointments. She did make it clear that appointments were not likely to be made in your area of expertise.

On this basis I do not find that Dr. Klawe misled you. There were indeed three vacancies, one of which was not filled. However, for none of these vacancies was the department seeking to appoint in your area of work. The retirement position of Dr. Gilmore was filled as of September 1, 1990 by the appointment of Dr. Booth, a senior appointment for which you would not have been eligible.

I think it may also be important to mention two other matters. First, all of the members of the recruiting committee agree that there were no openings in your area; but even if there had been, an appointment would not have been offered to you given the calibre of other candidates. Secondly, given the broad-based consultation on appointments in the department, if a member of the department or of the recruiting committee had thought you deserving of consideration that could have been brought to the attention of the recruiting committee.

In conclusion, therefore, I do not find that Dr. Klawe misled you, and find that there was nothing improper or unfair in how you were treated by her.

Yours sincerely,

David W. Strangway
President

DWS:lkkm

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David W. Strangway, Ph.D.
President

June 23, 1992

Dr. Feng Gao
Department of Computer Science
UBC Campus

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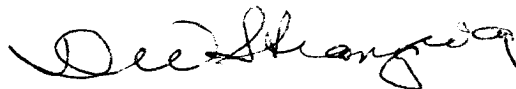
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In conclusion, therefore, I do not find that Dr. Klawe misled you, and find that there was nothing improper or unfair in how you were treated by her.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'David W. Strangway', with a stylized flourish at the end.

David W. Strangway
President

DWS:lkf