THE UNIVERSITY OF BRITISH COLUMBIA

Office of the President
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DATE: _____29 June 1992_____

FROM: _____A. J. McClean_____

FAXING TO NO: 2-5485
_____

PLEASE BRING TO ATTENTION OF:

_____Dr. M. Klawe_____

_____Computer Science_____

NUMBER OF PAGES INCLUDING THIS PAGE: ___3___

BRIEF MESSAGE:

ANY QUERIES RE TRANSMISSION OF FACSIMILE SHOULD BE DIRECTED

TO: ___Linda Merry___   PHONE NO: ___(604) 822-3968___

IF YOU DO NOT RECEIVE ALL THE PAGES AS INDICATED PLEASE CONTACT US IMMEDIATELY.

The University of British Columbia

6356 Agricultural Road
Vancouver, British Columbia
Canada V6T 1Z2

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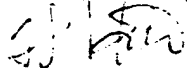   (604) 822-3065
FAX: (604) 822-5485

June 25, 1992

Dr. David W. Strangway
President
The University of British Columbia
Vancouver, B.C. V6T 2B3

Dear Dr. Strangway,

Dr. Albert McLean of your Office has informed me that my request for a formal investigation into the general conduct of Dr. Maria Klawe as Head of Computer Science, including her handling of the job application of Dr. Pascal van Hentenryck, is under your consideration. I wish to re-iterate that Dr. Klawe has committed serious mistakes and wrongdoing during her tenure as Department Head which have caused damage not only to her victims including myself but to the Department of Computer Science as a whole. I feel strongly that the University should relieve Dr. Klawe of her Head duty immediately and should urge Dr. Klawe to take remedies to rectify her mistakes.

I fully understand your reluctance to open such an investigation or to adopt disciplinary measures since Dr. Klawe was appointed by you to head the computer Science Department. However, any indecision on your part on this matter would only inflict more damage on the University of British Columbia. I am convinced my opinions on this matter are shared by many faculty, staff, students of the Computer Science Department, who have not had adequate opportunities to express their feelings. I therefore shall on my own hold a meeting with members of the Computer Science Department to solicit their opinions and forward them to your Office to assist you in reaching a wise decision.
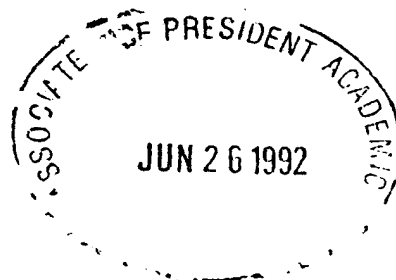
Yours Sincerely,

Feng Gao

Assistant Professor

cc: Dr. M. Klawe

The Meeting

The wrongdoing, misconduct and mistakes by Dr. Maria Klawe as Head of Computer Science have caused serious damage to the Computer Science Department and should be stopped and rectified at once. I have informed President Strangway my wish to hold a Meeting of Department Members to address the relevant issues and to forward to him your opinions. This meeting will take place at 11 am, Friday, June 26, in CSCI 301. In particular, discussions and votes will be conducted on the following questions:

a) Were there violations of code of conduct by Dr. Klawe in her handling two years ago of my job application and of the job application of Dr. Pascal van Hentenryck?

b) If wrongdoing was committed, should Dr. Klawe write to me and to Dr. van Hentenryck to formally admit her mistakes?

c) Should the President conduct a thorough investigation into the general conduct and performance of Dr. Klawe as Head of Computer Science?

d) If serious wrongdoing, misconduct and mistakes are found on the part of Dr. Klawe as Department Head, should the University relieve her of her Head duty immediately?

My own stand is "Yes" to all these questions.

Feng Gao

Meeting of Department Members

This morning at 11:30 a faculty brown-bag lunch meeting was held with the first topic on the agenda the issue of cheating by some students in graduate courses. It was abruptly and unreasonably terminated by Dr. Klawe when I insisted on a discussion about holding a Department Meeting to address cheating on the part of the Department Head in her handling of departmental affairs.

There is no question that cheating by a student should not be tolerated, but cheating by the Department Head, who is at a much higher professional level and occupies a much more important professional position, is infinitely more deplorable and causes very damaging consequences to the Department as a whole. The plights of Dr. Pascal van Hentenryck and myself are testimonies to this. This issue is of utmost importance to the Department of Computer Science and must be addressed at once. Someone who committed such acts of dishonesty and inflicted such damages on individuals as well as on the Department should not be allowed to continue as the Head. Since Dr. Klawe has steadfastly refused to hold a Department Meeting on this topic and the Dean's instructions have made it impossible for the faculty members who are sympathetic to my cause to organize one, I am calling another Meeting of Department Members at 11 am, Tuesday, June 30, in CSCI 301, to address the relevant issues. In particular, discussions and votes will be conducted on the following questions:

a) Were there violations of code of conduct on the part of Head of Computer Science, Dr. Maria Klawe, in her handling two years ago of my job application and of the job application of Dr. Pascal van Hentenryck?

b) Should the President conduct a formal and thorough investigation into the general conduct of Dr. Klawe as Head of Computer Science?

c) If serious wrongdoing, misconduct and mistakes are found on the part of Dr. Klawe, should the University relieve her of her Head duty immediately?

The resolutions of this meeting will be forwarded to the President's Office to assist President Strangway in making his decision on this matter.

Feng Gao

Dear Department Members,

As you are probably aware, today is the last day for me as a faculty member of the Computer Science Department at UBC. I'll be officially unemployed starting tomorrow. As you are also aware, in the past few months I have been actively pursuing grievances against Dr. Maria Klawe, Head of Computer Science, regarding her wrongdoing and mistakes in handling departmental affairs including recruiting, that have not only possibly deprived me of a tenure-track position and job security, but also caused damages to other individuals such as Dr. Pascal van Hentenryck and to the Department.

No one can argue that as Department Head Dr. Klawe made positive contributions. But she possesses a management style that has serious negative sides. In particular, she is extremely confrontational in dealing with people, likes to escalate squabbles with others, and breaks rules and cheats to settle personal differences, sometimes causing damaging consequences to others. It is my opinion that, for the interests of the Department and of the individuals who suffered as a result of injustice on her part, Dr. Klawe's misconduct must be exposed at once, and she should not be allowed to continue as Head and should take measures to rectify her mistakes.

I firmly believe that my view is share by many faculty, staff and students of the Computer Science Department, and that even those who do not hold as strong an opinion as I am are sympathetic to me and would like to help me unload my burden and move on. I am therefore calling a Meeting of Department Members to be held at 2 pm, today (Tuesday, June 30), in CSCI 301, to present to you my grievances and to solicit your opinions and advice. I hope you will all come.

Sincerely

Feng Gao

There was some error in the letter I sent you this morning. This is the corrected version.
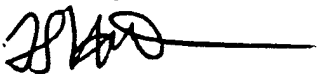
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I firmly believe in my cause. And I know that although many of you may not share my strong opinion, you are sympathetic to my plight and would like to help me achieve peace of mind and get on with life. I am therefore calling a Meeting of Department Members to be held at 2 pm, today (Tuesday, June 30), in CSCI 301, to present to you my grievances and to solicit your opinions and advice. I hope you will all come.

Sincerely

Feng Gao