

cont'd from pg. 6

teaching load. They are pleased because the arrangement gives them what they want — more free time and flexibility.

Some problems have yet to be worked out. For instance, it has not been decided what will happen if it is decided to award tenure to one of the Percivals and not the other. They have been evaluated separately, but there is only one appointment. In case of a differential judgment, does the position qualify for tenure or the individual? Kenneth Ozmon, dean of arts, says that they may have to toss a coin to decide.

The Apfelstadts have been at the university for six months. They applied jointly for the job because the advertisement required skills in each of their respective specialties — music education, and woodwinds instruction. Hillary has a master's in music education; Marc in performance.

Both were teaching at the high school level and find they much prefer teaching university courses. They plan to return for doctoral studies within the next few years.

Hillary Apfelstadts notes that the question of tenure and promotions could cause hard feelings between a couple if one was promoted and the other not. She also thinks that it is good that they have different areas of specialization, thereby avoiding competition.

**Salary negotiations also different**

UPEI also has what is probably a unique arrangement in Canada for negotiating salaries and fringe benefits. Negotiations are completed a year in advance.

The negotiations were first proposed by the faculty association which represents 130 faculty. Ted Weiden, faculty association vice-president, says that the faculty were tired of hearing the university say that it could not provide the salary increases requested because it did not have enough money from the MPHEC.

The university now knows what it has agreed to provide in salary and fringe benefits before it receives the MPHEC grant.

The faculty are not unionized and Dr Weiden says that there is no "strong feeling for unionization" at the university. The faculty association has an agreement with the board of governors to negotiate on these items. Conditions of employment are not negotiable.

The board and the faculty association each appoint four-member negotiating teams that usually meet for two weeks to

work out an agreement.

If no settlement is reached they then go to arbitration. In arbitration they rely on final offer selection on an issue-by-issue basis. This means that both parties submit their final positions on each point under discussion and the arbitrator rules on each point separately. Thus either side can "win" on one point and "lose" on another.

Negotiations for the 1979-80 year were completed last August and for the first time the parties did not go to arbitration.

A joint faculty association-board committee is presently developing a new policy for merit increases. Dr Wieden says that the association would like the names of those receiving merit pay to be made public.

**Veterinary college**

As could be expected, efforts at cooperation between the three Maritime provinces in higher education do not always proceed smoothly.

One of the hotter items of debate in the Maritimes during the past three years has been the location of a proposed veterinary college.

A 1975 report on the need for and best location of such a college, prepared for the MPHEC by D.G. Howell, dean of the Ontario Veterinary College at the University of Guelph, recommended that the college be located at UPEI. The MPHEC endorsed this recommendation, but the Council of Maritime Premiers has still not agreed on the location.

The other contenders are the University of New Brunswick, Acadia University in Wolfville, Nova Scotia and the Nova Scotia Agricultural College in Truro.

Dr Baker says that there is no "ideal location for the college, but the need is enormous".

The federal government has said that it will not contribute any funds towards the veterinary college until the provinces agree on the location.

It appears that the recent federal cutbacks, which included a statement that no future funding commitments would be forthcoming for veterinary schools, will not affect the proposed Maritime school.

Peter Meincke, who became president of UPEI last July, says: "We haven't been able to assess the full implications of these cutbacks. If they refer to the 1979-80 year we will still proceed on schedule since there will be no building commitment needed until at least two years from now. A lot can happen in two years."

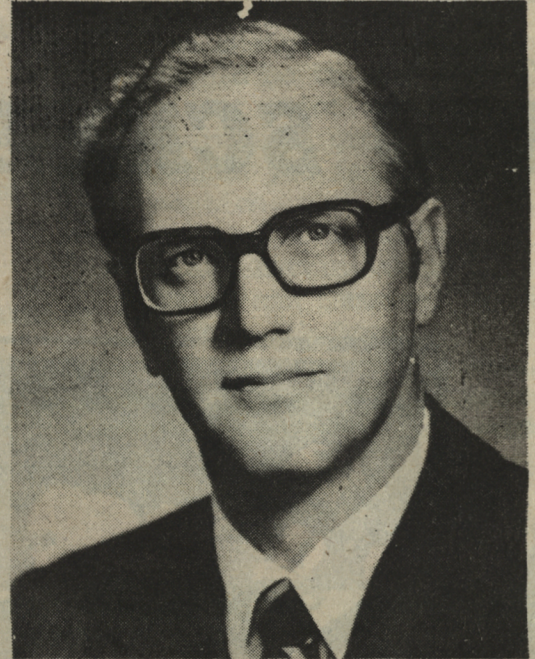
Jean-Paul Marchand, a spokesman in

Agriculture Minister Eugene Whelan's office, said that there will definitely be a new veterinary college since the government has committed itself to the idea.

The PEI government has provided a \$175,000 grant to the university to finance a study on whether the veterinary school is needed.

The university has hired Reginald G. Thompson, acting associate dean of research at Guelph's Ontario Veterinary College, to conduct the study on the "feasibility and appropriate orientation" of a school of veterinary medicine. Dr Thompson's two-year appointment is effective January 1, 1979. If a decision is made to establish the school at UPEI he will be offered the job of first dean.

Dr Meincke says that while there are conflicting views on the need for more veterinarians, "if Canada is to have a fourth veterinary school then it makes sense to have it at UPEI".



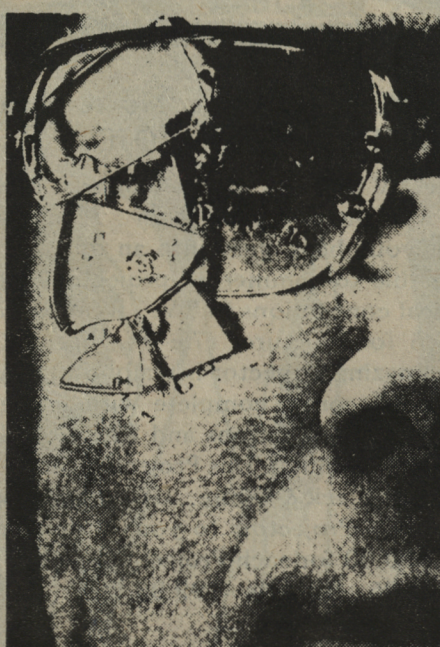
UPEI President Peter Meincke believes that a student enrolment of between 1,000 and 2,000 is "a good size for a postsecondary institution because you do not get rigidities between disciplines".

As "a great believer in multidisciplinary education" Dr Meincke finds that in a small institution faculty set an example for students by interacting more with colleagues in other disciplines.

Dr Meincke, who came to UPEI from the University of Toronto, watched its Erindale College campus grow from 100 to 4,000 students and says that its character changed somewhere between 1,000 and 2,000 students.

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