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file

CONFIDENTIAL

FACULTY OF SCIENCE
OFFICE OF THE DEAN

FAX TRANSMISSION

DATE: April 7, 1992
FROM: Dr. Barry McBride, Dean
TO: Dr. D. R. Birch
V-P Academic
FAX #: 822-3134

MESSAGE: We are sending a draft of a letter regarding Dr. Feng Gao for Dr. Birch's use.

WE ARE TRANSMITTING 2 PAGES (Including this cover)

If you do not receive all pages, please contact (604) 228-3979

G:\McBride\DRB-GAO

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DRAFT

CONFIDENTIAL

Dear Dr. Gao

On April 3 you wrote expressing concern about the handling of your application for a tenure track position in the Department of Computer Science. I have dicussed the issues you raised with Dr.Klawe and Dean McBride and am convinced that your application was handled in a fair and equitable manner.

You were hired in July 1988 into a non-tenure track assistant professor position. In accordance with University policy this position automatically terminates at the end of three years unless the individual moves into a tenure stream.

As your appointment neared the end of the third year the Department evaluated your application and made the decision that you were not the person that they required to fill the vacancy. I am convinced that the adjudication process was fair and took into consideration the standard criteria used to evaluate a candidate for a tenure track faculty position.

The Department went out of its way to give you time to find other employment by taking the unusual and generous step of offering you an additional one year appointment as a Lecturer.

In conclusion I find that Dr.Klawe and the Department dealt with your case in an appropriate manner. I urge you to put the past behind and to move on with establishing a career outside of UBC.

Yours sincerely,

G:\McBride\Fenggao

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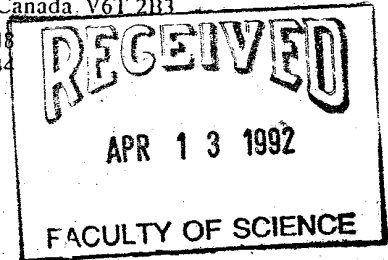
THE UNIVERSITY OF BRITISH COLUMBIA



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Vice President Academic and Provost
6328 Memorial Road
Vancouver, B.C. Canada V6T 2B3

Tel: (604) 228-4948
Fax: (604) 228-3134



April 8, 1992

Dr. Feng Gao
Department of Computer Science
UBC Campus

Dear Dr. Gao:

Thank you for your letter dated April 3 expressing concern about the handling of your application for a tenure track position in the Department of Computer Science. I have discussed the issues you raised with Dr. Klawe and Dean McBride and am convinced that your application was handled in a fair and equitable manner.

You were hired in July 1988 into a non-tenure track assistant professor position. In accordance with University policy this position automatically terminates at the end of three years unless the individual moves into a tenure stream position.

As your appointment neared the end of the third year the Department evaluated your application and made the decision that you were not the person that they required to fill the vacancy. I am convinced that the adjudication process was fair and took into consideration the standard criteria used to evaluate a candidate for a tenure track faculty position.

The Department went out of its way to give you time to find other employment by taking the unusual and generous step of offering you an additional one year appointment as a Lecturer.

In conclusion I find that Dr. Klawe and the Department dealt with your case in an appropriate manner, and I wish you well in your future endeavours.

Yours sincerely,

Daniel R. Birch
Vice President Academic and Provost

DRB/cp

cc: Dr. McBride
Dr. Klawe

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Department of Computer Science
#333 - 6356 Agricultural Road
Vancouver, B.C. Canada V6T 1Z2
Telephone: (604) 822-3061
FAX: (604) 822-5485

IN TRANSMISSION

TO: Dean B. McBride
Faculty of Science

FROM: Gale Arndt
Sect'y to Maria Klawe

DATE: [REDACTED]

FAX #: _____

SUBJECT: [REDACTED]

MESSAGE: For your information, I thought you should see this
email message which was sent out to the whole
department within the last half hour
by Feng Gao.

SIGNATURE: _____

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Message Name: columbia 1

Page 1

Message: inbox:370 - New, Unread
From: Feng Gao <gao@cs.ubc.ca>
To: <dept@cs.ubc.ca>
Subject: the end of my UBC years

I know many of you are sympathetic to me and want to know the outcome of my fight to uncover wrongdoing by Maria in handling the conversion of my position and to get my job converted. Well, I was obstructed and persecuted by the Dean (he took my e-mail away!) for pursuing this, and so I finally took it to the Vice President Academic, who then ruled that Maria had handled my case "in an appropriate manner". I suspect that when the VP and Maria worked on my case two years ago communication between them was verbal, and so now the VP just gave it away to Maria as a favor. Pretty crazy if that was indeed the case. But I don't think I have enough solid ground or it's worth my time to pursue it further.

So, within less than 3 months, I'll have to leave UBC for possibly a job in the middle of nowhere if I am lucky, or to collect my UI money if I am not. I am sending out this message to say goodbye to all of you, in case I don't get to talk to you again. I enjoyed my years at UBC, but I need a job and my boss is kicking me out.

F. Gao
Feng Gao

- Feng

P.S. Take it easy, Maria. This really is the last message on this.

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