

Feng

From: Feng Gao <gao@cs.ubc.ca>  
To: <head@cs.ubc.ca> [receipt], <faculty-conf@cs.ubc.ca> [receipt]  
Subject: Friday meeting

Dear Maria and colleagues,  
As you probably have known, I have formally filed a grievance with the Office of the President to request an investigation into the possible wrongdoing by Maria in her handling of my application to convert my position two years ago, and to get my position converted. While I am waiting anxiously for Dr. Strangway's reply on this, I feel that a discussion by the dept on this issue is still of much value, even though it has failed to materialize despite my countless attempts at it. This matter is of great importance to me personally since my present position terminates at the end of June and I am urgently in need of a job. It is of ramification to others in the dept as well since the wrongdoing, if it indeed happened, is but an instance of the negative side of Maria's management style. The sympathy and support of the dept certainly will exert positive influence on Dr. Strangway's decision. I hereby request that the scheduled dept meeting on Friday be devoted to a discussion on my grievance. Please let me know your opinions. Thank you.

- Feng

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From: Maria Klawe <klawe@cs.ubc.ca>  
To: Feng Gao <gao@cs.ubc.ca>  
Cc: <head@cs.ubc.ca>, <faculty-conf@cs.ubc.ca>  
In-Reply-To: inbox:91

Subject: Friday meeting

Feng has been instructed several times by myself and the Dean, both orally and in writing, that he is not to continue to attempt to place this issue on the agenda of department meetings. He has also been informed that if he does so, he will not be permitted to attend department meetings. Thus Feng will not be permitted to attend the department meeting this Friday. The meeting on Friday will discuss the report of the ad hoc committee on the graduate program.

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Delivery-date: Thu, 23 Apr 1992 16:31:35 UTC-0700  
From: Feng Gao <gao@cs.ubc.ca>  
To: <dept@cs.ubc.ca>  
Message-ID: 1622\*gao@cs.ubc.ca  
Subject: dept meeting

Some of you may still remember the message I sent out to say goodbye after the VP Academic ruled on my grievance in favor of Maria. It turned out that it was a little

too early to start packing, so I filed my grievance with the Office of the President instead. I am still waiting for Dr. Strangway's reply. Meanwhile, I am getting desperate now that there are only two months left before I am out on the street (probably E. Hastings near Main), unless I can get my job converted with God's blessing and your help. Dr. Strangway's decision is realistically my last chance to get anything positive since time is running out. I think if the issue can be discussed in the dept and enough of you show sympathy and support to me, Dr. Strangway may very well be moved and overrule Dr. Birch and give me the job. Yesterday I sent a message to Maria and the faculty requesting a discussion in the dept meeting on Friday, and Maria responded by banning me from the meeting. I'll still go, for a sit-in and protest, and won't leave until I get something. I figure if you all go and show your sympathy and speak out loud, you can probably win me the opportunity of a special meeting on Monday or Tuesday to address my grievance. Then things will look brighter for me and I'll be indebted to you. Thank you all.

- Feng

P.S. Sorry, Maria and Sam. I know I am breaking my promise of not broadcasting to the dept. But I am almost in despair. Ever heard of stories about people stranded in the sea eating anything (anybody?!) to survive? E-mail broadcast's pretty mild in comparison. I'll do my best not to broadcast again anyways.

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From: Feng Gao <gao@cs.ubc.ca>  
To: <dept@cs.ubc.ca>  
Subject: Maria outfoxed me

Well, the subject title says it all. And I have to admit that I am really impressed by Maria's ingenuity. The dept meeting was moved from 1 pm to 12 noon without my knowledge. And when I entered the room at 1 o'clock, I was facing a full-room audience listening attentively to Nick's important speech, and so I had to leave.

I am praying to God that a special, semi-informal meeting will be held within the next few days for those of you who are sympathetic to hear my grievance and to express their opinions. I cannot afford to wait for too long since I have to get on with my own life.

Have a good weekend.

- Feng

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Message inbox:198 - New, Read  
From: David Lowe <lowe@cs.ubc.ca>  
To: <head@cs.ubc.ca>  
Subject: Letter to Feng

Maria,

I delivered the letter in person to Feng and he agreed that he would no longer broadcast any e-mail on this topic or send it to people who did not wish to receive it.

I gave a copy to Gale who will forward one to Barry McBride. For your reference, following is the text of the letter.

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Dear Feng:

You have been making repeated and unsolicited broadcast e-mail messages regarding your dispute with the University on your request to convert your non-tenure track position to a tenure track one. You have previously been instructed not to send such messages, and you have violated your agreement to obey these instructions.

The faculty members and student representatives at the Department meeting held on April 24, 1992 unanimously decided that these messages constitute a form of harassment and should be stopped immediately. I have been instructed to notify you that should you continue these activities, your access to departmental e-mail facilities will be denied until further notice. You must not only refrain from sending messages to broadcast mailing lists, but must also refrain from sending unsolicited messages to individuals who do not wish to receive them.

Sincerely,  
David Lowe  
Departmental Computing Committee

cc: Departmental Computing Committee  
Dr. B. McBride

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Message inbox:273 - New, Read  
From: Feng Gao <gao@cs.ubc.ca>  
To: <head@cs.ubc.ca>

Dear Maria,  
I was not successful in trying to set up an appointment to talk to you in person.

I concur with you and the rest of the dept that e-mail broadcast was not an appropriate means for pursuing my grievance. However, my current situation is causing me a lot of anxiety and stress. My present job ends soon and my efforts in either pursuing my grievance or searching for a new position have not been successful. You have to excuse a desperate man for resorting to extreme means.

I am sending you this message to request strongly that you organize a special dept meeting to allow me to air my grievance formally and for people in the dept to express their opinions. Even though I have taken my grievance to the President, in the long process of pursuing it my grievance has never been presented formally and in details to the dept. The only chance I was given was during the dept retreat, when I decided not to push hard out of my sympathy and concern for you because you didn't feel well at that time.

I believe that my request is a reasonable one. My colleagues in the dept are the ones closest to the decision making process of the dept to judge whether what you did in handling my job application was fair. Their opinions and the opinions of the staff and students in the dept could be influential on the final decision by Dr. Strangway. An approval from you for a formal meeting does not necessarily constitute an admission of guilt (although I myself believe you committed wrongdoing there). But it would be a vital sign that the dept is being run in a democratic manner, that mistakes are being corrected, and that cover-up is unlikely. I have a great deal of faith in the judgement of my colleagues. In the case of a negative decision by Dr. Strangway, only one that took into full account the opinions of people in the Computer Science Department expressed through a formal dept meeting and adopted as a formal resolution, would have any likelihood to be convincing to me; otherwise, I would have to consider taking my grievance outside the university.

Thank you.

- Feng

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Send-date: Tue, 28 Apr 1992 17:58:07 UTC-0700  
From: Maria Klawe <klawe@cs.ubc.ca>  
To: <gao@cs.ubc.ca>  
Cc: <chanson@cs.ubc.ca>, <demco@cs.ubc.ca>, <lowe@cs.ubc.ca>  
Message-ID: 6841\*klawe@cs.ubc.ca  
Subject: your message

I, and the Dean, have asked you several times, both orally and in writing, to refrain from asking me to hold a department meeting to address your concerns. At this point I am informing both you and members of the departmental computing committee that I do not wish to receive any further email

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messages from you with respect to this or other related subjects, and that if you continue to send me such messages I will consider it harassment.

I am appending a copy of your most recent message for the information of the computing committee members.

Message inbox:273 - New, Read  
From: Feng Gao <gao@cs.ubc.ca>  
To: <head@cs.ubc.ca>

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Thank you.

- Feng

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Message inbox:290 - New, Read  
From: David Lowe <lowe@cs.ubc.ca>  
To: Feng Gao <gao@cs.ubc.ca>  
Cc: <chanson@cs.ubc.ca>, <demco@cs.ubc.ca>, <klawe@cs.ubc.ca>  
Subject: Reminder not to send e-mail

Feng,

Let me remind you that there was unanimous agreement at the last department meeting that you must stop sending e-mail on your dispute not only to mailing lists but also to individuals who do not wish to receive it. This certainly includes Maria, who has clearly expressed her wish not to be harrassed by further e-mail on this topic.

Let me emphasize that your e-mail will be cut off if you send any more messages on your dispute to department lists, Maria or others who do not wish to receive them.

You have been warned many times about this. Please stop at once if you wish to have continued access to e-mail.

-- David Lowe  
Department Computing Committee

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Delivery-date: Wed, 29 Apr 1992 18:37:41 UTC+0100  
From: Feng Gao <gao@cs.ubc.ca>  
To: <chanson@cs.ubc.ca> [receipt], <demco@cs.ubc.ca> [receipt]  
Message-ID: feng:36 1635\*gao@cs.ubc.ca

The following was my reply to David Lowe's message.

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Message inbox:62 - Sent  
From: Feng Gao <gao@cs.ubc.ca>  
To: David Lowe <lowe@cs.ubc.ca> [receipt]  
In-Reply-To: inbox:61  
Subject: Reminder not to send e-mail

David,  
I felt that the e-mail id head@cs.ubc.ca was appropriate for formal correspondence with the dept head. In any case, I shall respect the computing committee's advice and refraining from sending more messages about my grievance to that id.

The content of my message, on the other hand, is a legitimate request for a dept meeting to address my grievance, as far as I am concerned. Since Maria has rejected my request and in effect refused to deal with my grievance any further, I hereby formally ask that the computing committee looks into the content of my message to see if it can handle such a request and set up a dept meeting for me. If it is outside the authority of the committee, then I formally ask that the committee refers my request to an appropriate dept organ or initiates formation of such an organ to handle my grievance. Otherwise, I will have to send my request to Dr. Webber, the Associate Vice President in charge of faculty relations. Thanks.

- Feng

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Message inbox:320 - Read  
From: David Lowe <lowe@cs.ubc.ca>  
To: <klawe@cs.ubc.ca>, <chanson@cs.ubc.ca>  
Subject: My reply to Feng

Maria and Sam,

Following is my reply to Feng. I don't think that the department needs yet more meetings on this. No matter what we do, he is going to keep trying something.

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Date: Wed, 29 Apr 1992 10:57:09 -0700  
From: David Lowe <lowe@cs.ubc.ca>  
To: gao@cs.ubc.ca  
In-Reply-To: Feng Gao's message of 29 Apr 92 5:19 +0100 <1634\*gao@cs.ubc.ca>  
Subject: Reminder not to send e-mail

Feng,

The problem was not just that you sent mail to head@cs.ubc.ca, but that it was directed to Maria, who you have been constantly bothering about this issue. The whole department has decided that your e-mail will be cut off if you send any more mail to Maria about your dispute. The reason is that she has told you long ago, and the rest of the department agrees, that you have had more than enough opportunities to present your complaints. So, constantly trying to get further attention for the dispute is viewed as harrassment.

It is entirely within the right of the head and the department to decide whether further meetings are necessary. The whole department has discussed the issue and decided that no further meetings are needed. So, there is nothing more for the computing committee or

anyone else to do.

I wonder why you keep wanting to have further meetings when it is clear that the department will not support your position even if there is a meeting. Everyone who is refused a job by the university would like to get the decision changed, but the univeristy has a right to choose who it wants to hire. This is not an issue between you and Maria, but has clearly been agreed to by the department and university as a whole. You have to accept these decisions even if you think they were quite mistaken.

-- David