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April 29, 1992

Dr. William A. Webber
Associate Vice President Academic
The University of British Columbia
Vancouver, B.C. V6T 2B3

Dear Dr. Webber,

As you are aware, I have filed a grievance with the Office of the President against the Head of Computer Science, Dr. Maria Klawe with regard to Dr. Klawe's handling of my job application two years ago. While waiting for the President's ruling on the matter, I am writing to request an instruction from Dr. Webber, the Associate Vice President in charge of faculty affairs, to the Computer Science Department that a formal Department meeting be held to discuss my grievance and its resolution be forwarded to the President for his information in making a decision. Such a meeting is necessary for me to feel convinced in the case of a negative decision by Dr. Strangway, for the following reasons:

- a) Even though my grievance is now with the President, it has never been discussed formally and in details either in a one-on-one session with Dr. Klawe or in a Department meeting. In fact, a one-on-one session with Dr. Klawe has never been an option since she has consistently refused my requests for meeting with her to discuss the matter.
- b) My grievance failed to be discussed in details in a meeting during the annual department retreat which was the normal departmental mechanism for airing of grievances. Some of the words I used to open the discussion was perhaps a little too strong for Dr. Klawe, who stormed out of the room in tears. Out of my genuine concern for her, I decided not to push further.
- c) My colleagues in the Department are the ones closest to the departmental decision making process and are therefore in a good position to assist Dr. Strangway in his decision. I have a lot of confidence in their judgement. So, I would be much more willing to accept a negative decision by Dr. Strangway if the decision took into consideration the opinions of my colleagues.

Since the decision by Dr. Strangway on my grievance is imminent, I would appreciate it if Dr. Webber can make a quick ruling on my request. For your information, I am enclosing copies of e-mail correspondence between Dr. Klawe, the departmental computing committee, and myself. To draw your attention to

the seriousness of my request, I quote from an enclosed e-mail message I sent to Dr. Klawe, "... 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", and from my letter to Dr. Strangway, "... In the case that the President is unwilling to conduct a thorough investigation and take appropriate measures, I will have to consider taking my grievance to the Office of the Minister of Advanced Education of British Columbia." Thank you.

Yours Sincerely,



Feng Gao

Assistant Professor