

Concordia hosts major CITEC Conference

Four university rectors, top university researchers and industry representatives attend technology conference

by Diane McPeak

Yesterday, Concordia hosted a conference of the Centre d'Initiative Technologique de Montréal (CITEC), involving top researchers from Montréal's four universities and other participants from government, education and industry.

CITEC was first established in 1987 to stimulate long-range economic growth through high technology industrial ventures involving government, industry and the universities. The goal of Concordia's involvement is to contribute to existing links as well as build new ones between sister institutions, CITEC and conference participants.

Rector Patrick Kenniff was in attendance to welcome the President of the Board of Governors of CITEC and Chair and CEO of Bell Canada Enterprises Inc., J.V. Raymond Cyr, and the President of CITEC's Biotechnology Committee and President of Pfizer Canada Inc., Gordon Fehr.

In addition, Kenniff welcomed three fellow rectors from the Montréal region: Gilles Cloutier, Rector of the Université de

Montréal; Roland Doré, President and Principal of Ecole Polytechnique; and Jean Guertin, Director of Ecole des Hautes Etudes Commerciales de Montréal.

Recently, CITEC was involved in a project to create a modern industrial research park called the Technoparc Montréal Métropolitain, expected to generate an estimated \$3.5 billion in investments and a potential 50,000 jobs for the Montréal region over the next 20 years. The project could well place the city at the forefront of high-technology research and development in Canada. If Montréal's park follows the lead set by other modern industrial research parks, it should eventually become self-financing and serve as a catalyst for wide-ranging economic growth in the Montréal region.

Currently, CITEC has chosen aerospace, biotechnology, microelectronics and computers as its upcoming priorities for inter-university-industry growth and co-operation.

Page 1 heroes: Our basketball aces win national tourney

'They're short but they work,' say national media

There it was on page 1 of *The Gazette* on Monday, a colour picture of our basketball Stingers' Raphael Tyrell and Charlie Mason romancing the humungous cup which they helped earn by winning the Canadian Interuniversity Athletic Union national title in Halifax last Sunday.

They beat out the University of Guelph 80-62 before 4,713 fans at the Halifax Metro Centre.

"Our game plan was to take away their inside game and throw them off guard," said rookie team coach John Dore.

Even Athletics Director Bob Philip was caught a little off guard by the win. "After all," he told *Gazette* reporter Randy Phillips, "we've been going to the nationals for a lot of years without much success."

Think of this: our players were the shortest among the eight teams who competed at the championships; and none of our players were named on the all-Canadian team which was named just last week. In fact, we didn't even receive an honourable mention.

And there was some heated poetry to the big game, too. Soon after it began, our Stingers fell behind 12-4.

But then....

"Maybe now (other universities) will stop underestimating Québec," Philip, well — crowed — as he summed up the event.

There will be a convivial celebration at the Loyola Campus Centre tonight as well as a private event hosted by the Alumni Office at the Sir George Williams Faculty Club, and the Vice-Rector, Services will be hosting a reception for both our basketball heroes and our wrestling team, who have also earned national honours, at the Loyola Faculty Club on March 29th.

— TL

Even handwriting to be read by new generation of computers

Fifth in a series

Last October 26, federal Minister of State for Science and Technology William Winegard announced the creation of 14 national Networks of Centres of Excellence. About 500 researchers in 36 centres (mostly universities) will share \$240 million in new federal funding over four years.

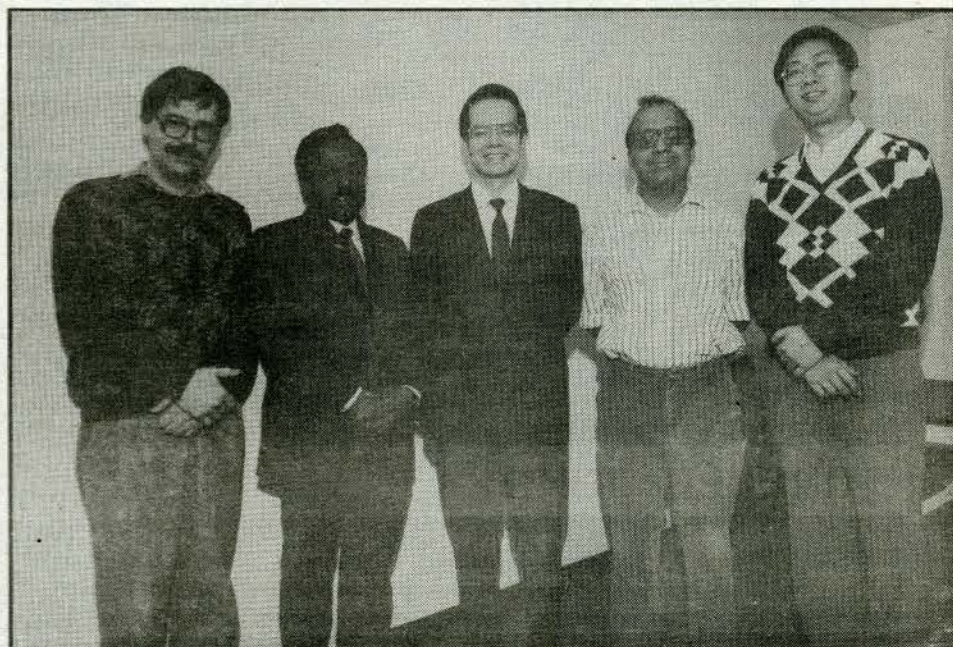
The program is a new, risky approach to increase Canadian industrial competitiveness by strengthening links between scientists in different fields and institutions.

Concordia University is proud to be directly involved in three of the 14 projects and to play a contributing role in a fourth.

by André Fauteux

Anyone who may speed up a tax refund deserves a bigger office. Especially a world leader like Ching Suen, the slow-talking director of Concordia's Centre for Pattern Recognition and Machine Intelligence.

The calm researcher can hardly move in
See NETWORKS page 2



Pattern recognition world leader Ching Suen, a Concordia Computer Science professor, is principal investigator in the "Automatic Document Processing and Character Recognition" component of the Institute for Robotics and Intelligent Systems Network of Centres of Excellence.

He is shown above with Concordia co-investigators (from left) A. Kryzak, R. Jayakumar, Suen, R. Shinghal and H.F. Li.

PHOTO: Charles Bélanger

INSIDE

Letters, letters, letters:
on CSN, CUNASA,
JEP pp. 4-6

A new series begins
on Concordia's
buildings page 3

Unravelling the mystery
of PMS page 7

Are you eligible
for these
scholarships? page 8

The organizing committee
for "The Future
of Concordia: The Legal,
Moral, and Ethical Liability
of the University
in the 1990s"
is pictured page 2



Edited by Bronwyn Chester

Will Perez give greater opportunity for Palestinian-Israeli peace? asks Habib

For the first time in its 42-year history, the Israeli government has been defeated while in office. Last week, in protest against Prime Minister Yitzhak Shamir's policies on the Israeli-Palestinian peace process, the coalition government was defeated on a vote of non-confidence. A majority of the 120-seat Knesset want the U.S.-proposed Cairo peace talks with Palestinian leaders to proceed, in hopes of ending the more than two years of Israeli-Palestinian conflict in the occupied territories. Shamir wanted guarantees that the Palestine Liberation Organization and Arabs from Israeli-annexed East Jerusalem would not be part of the process. If President Herzog calls on Labor Party leader Shimon Peres to lead a new coalition government, it may give peace a chance in that war-torn part of the world, says Political Science Professor Henry Habib, a specialist in Middle Eastern affairs.

Habib: "I was quite encouraged when I heard that some of the ultra-Orthodox parties supported the motion to defeat the government so as to ensure that the peace process would begin. They felt that the government wasn't moving and that with the Labour Party there was a better possibility of facilitating the movement toward peace."

"What astounded me yesterday (last Thursday) was them saying: 'we want the peace process to begin and we want to start a dialogue with the Palestinians.'

"It could be a positive development but I've been watching the possibility of peace in that part of the world for decades and little has happened. In 1963, I gave a talk on the possibility of peace in the Middle East. There was lots of optimism then. At that conference I made friends with an older Jewish man and we still discuss the possibility of peace, but look how many wars there have been since then. So, one is cautious of raising any hopes. But, perhaps with the changes happening in Eastern Europe and South Africa, something may be triggered in Israel."

☞ If you have something to say "off the cuff" on any subject in the news, phone 4882.

NETWORKS from page 1

his cramped Hall Bldg. office—it looks like a teenager's room, except that it's overflowing with books instead of dirty clothes, posters and other essentials. The Computer Science professor says one of his greatest frustrations is not having enough space for graduate students and fellows, three or four of which he is hiring to work in the *Institute for Robotics and Intelligent Systems (IRIS)* Network of Centres of Excellence.

Suen is principal investigator in a critical IRIS project: *Automatic Document Processing and Character Recognition*. He expects to receive about \$90,000 a year in federal funding for the next four years.

Along with Suen, Computer Science's A. Kryzak, T. Kasvand, H. Li, R. Shinghal and J. Jayakumar are co-investigators in the project.

Four years is roughly how long he feels it will take to program computers to quickly and accurately read large quantities of documents—from banking and financial statements to engineering drawings to memos—and to extract and process useful information.

His specialty, Pattern Recognition and Expert Systems, promises "immense savings in the cost of processing information," says Suen, who has been with the Computer Science Department since it was created in 1972 and served as its Chair from 1980-84. Yes, it may even speed up tax refunds.

Computer vision was stressed as a "particular strength" in IRIS's application for federal funding. Handwriting recognition is such a "hot field" that Suen is organizing an international workshop at Concordia in April.

The professor has already brought the University more than \$2.5 million in research funds from world leaders (Bell Canada, Kodak, Xerox, Philips...) who

don't want to miss out on tomorrow's pattern recognition technology.

It's no wonder they are all coming to him: the modest professor matter-of-factly states he's been the world's leading author in the field of computer recognition of hand-written print for about 10 years (in computer talk, that's "billions of micro-seconds"). The Chinese-born electrical engineer is a prolific author of more than 150 refereed scientific papers and is an associate editor of several journals.

When asked how he became No. 1, he carefully adjusts his glasses and answers: "It takes a very strong background, perseverance, very hard work (I'm very thorough), good support from the department, and (this with a smile), occasionally, excellent students."

In the past few years, Suen's team of researchers has studied and developed many pre-processing techniques and algorithms for reliability in recognizing numbers and letters, including a few thousand Chinese characters. Computers with optical instruments were taught to recognize different types of handwriting—"as long as it's not too distorted"—and more than a million samples of linguistic properties (such as letter and word frequencies) to correct errors.

Computers are taught to read by distinguishing skeletons of characters, such as contours, centre lines, geometrical figures, crossing of strokes. "Essentially, it's like experts looking at a problem from several angles," Suen explains.

Excited about the future, he stresses that replacing people by machines has great advantages.

"Human experts sometimes make emotional or incomplete judgements," notes Suen. "It takes at least five to 10 years to train a human expert compared to a few months or years for machines.... Human beings are adaptable creatures, they will always look into other areas where they can best contribute."

And find bigger offices.

Erratum

In last week's story about the Simulation, Control and Planning in Robotics Network of Centres of Excellence project, Electrical and Computer Engineering professor Rajnikant Patel's faculty was incorrectly called the Electrical and Computer Science faculty.

Also, the story was the fourth, not the fifth, in the seven-part series.

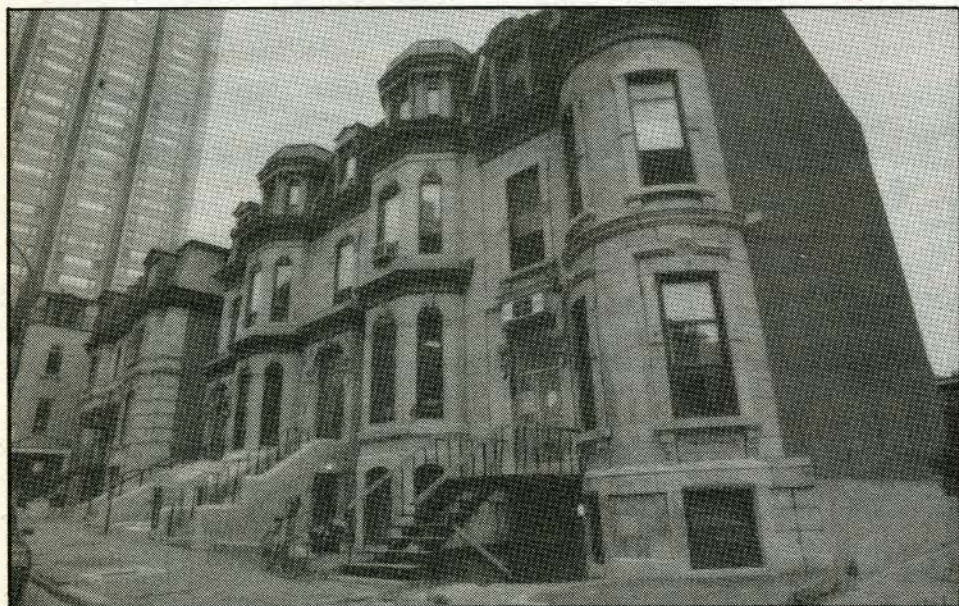
Conference committee



Pictured at left are members of the Organizing Committee (from left: Michèle Gamache, Bérengère Gaudet, Sheila Mason-Mullett, Fred Bird, Grendon Haines, Rose Sheinin) who are among the many people involved in making the conference on "The Future of Concordia: The Legal, Moral and Ethical Liability of the University in the 1990s," a success.

The conference will be held on the SGW Campus on Friday, March 30th, from 8:30 a.m. to 5:30 p.m. and is open to all members of the University community: faculty, staff, students and alumni. There is still room available in some workshops; please get your registration in quickly. Registration is not required for the Plenary Sessions which will be held in H-110. For more information please contact the office of Grendon Haines at 848-3595.

The quest for space: Concordia's history of growth



Mackay Street; it might also be called Concordia Street. Pictured above are just a few of the 38 buildings which Concordia either owns or rents space in...and that's just at the Sir George Williams Campus. Another 35 buildings are similarly used by the University at the Loyola Campus.

First in a series

by André Fauteux

How many rolls of toilet paper do we go through annually? How many buildings does Concordia rent? And own? How many floors does the Henry F. Hall building have?

We thought you'd never ask.

"You didn't know the Hall Building had a 14th floor, did you?" laughed Rollie Beaudoin, Director of Facilities Planning.

No, and he should have told this reporter how to get there too. It seems most people don't know either, as a few queries soon revealed. Climbing twice up different staircases (and avoiding abandoned cafeteria trays) to reach locked doors — 13th floor luck was a great way for this reporter to begin a series on Concordia's buildings.

Luckily, helpful maintenance men led the way through the scenic route: alongside the biology greenhouse and through Annex H's bowels (pipes, boilers and all). At the top of the stairs, Beaudoin, a warm, greying man who's been planning Concordia's every move for the last 12 years, acknowledges his office is in a strange place. "The University

is short of space," he said.

They say history repeats itself, and it sure does in this case because Loyola and Sir George Williams were always involved in a frantic quest for space.

Beaudoin's office is a prime example: he moved it to the 14th floor while shuffling a few departments around. When we met him last fall, he said he couldn't wait to move out because it often took him 25 minutes to get

there (the elevators were often broken or stalled). "When you go up and down five times a day, it's quite a feat!"

Concordia is constantly looking for ways to expand to accommodate the more than 30,000 people it welcomes every week — 13,476 full-time and 12,353 part-time students as well as 2,200 full-time and 2,300 part-time staff.

A shortage of affordable downtown locations has forced the University to survey everything from vacant bowling alleys to abandoned factories and to set up shop in very eclectic sites: the

Visual Arts Building is the former Midtown Motors automobile garage, certain annexes are former nightclubs such as the Rose Rouge, and Educational Technology rents space above a Mr. Submarine, on Ste. Catherine St. W.

Bishop Court, a historical monument and office of the University's central administra-

CONCORDIA FACTS:

The University presently operates out of 73 buildings: it owns the Lacolle Centre in the Eastern Townships as well as 23 downtown locations and 29 at Loyola; it also rents 15 buildings downtown and six at Loyola. As of last September, Concordia stretched out over about 200,000 square metres of space, or 7.5% more than in 1986 (185,000).

If you think your rent is too high, be glad you're not a university: it costs Concordia \$4.5 million a year, heating not included. Frank Papineau, director of Physical Resources, says it costs millions of dollars annually to operate the buildings: \$4 million in salaries; \$2.5 million in heating, electricity and taxes; \$2 million on cleaning; \$1 million on maintenance and repairs; and \$1 million on security (salaries included).

AT A GLANCE

...It's good to be back...

...Technically, application deadline for everyone who wants to participate in the **Concordia Citizenship Ceremony** (which is held in conjunction with the Secretary of State) Friday, April 20th, 1990 at 3 p.m. was earlier this month...however, if you are a student, faculty, staff member or friend of Concordia with landed immigrant status and you have already submitted an application for Canadian citizenship, you may be eligible to receive your citizenship at this ceremony. For more information, call **Elizabeth Morey** at 4989...

...Speaking of Citizenship, Physics' **Yaroslav Markiza** was re-elected president for a second year of the Montréal Citizenship Council. He is also Regional Vice-President (Québec) for the Canadian Citizenship Federation...

...Psychology's **Morris Shames** will be representing the McGill University Chapter of Sigma Xi, the Scientific Research Society, at next weekend's Royal Society of Canada conference, "Communicating Science: Why and How," which will be held in Ottawa, March 25-27. He will also be delivering a paper entitled, *On Discovery and Intuition in Medicine: Cognitive and Epistemological Considerations*, at the April Spring National Meeting of the Society for Health and Human Values (Penn State College of Medicine), theme of which is "Discovery and Invention: The Dynamics of Scientific Change in Medicine" in Hershey, Pennsylvania...

...Management's **David Franklin** will be a speaker at today's (March 22nd) "Product Liability" conference presented by the Montréal Board of Trade at Hotel des Gouverneurs Le Grand. His topic: "The Liability and the Exposure of the Distributor"...

...Two weeks ago *TTR* published a photo of the **Concordia Political Science Students Association team** that garnered second place at the 36th annual Harvard National Model United Nations (the best showing ever by a Concordia team). The team captain's name was unfortunately omitted. It is **John Ernst**. As well, two members of the team who were not in the picture are **Desirée McGraw** and **William Jones**. Congratulations, all...

...Engineering's **Bernice Goldsmith** is attending Globe '90, an internationally recognized environment industry Trade Fair taking place in Vancouver this week. The Honourable Lucien Bouchard, federal Minister of the Environment, will be in attendance...

...Simone de Beauvoir's **Marianne Gosztonyi Ainley** recently edited a new book: *Despite the Odds: Essays on Canadian Women and Science*. The book launching (in conjunction with Vehicule Press) will take place next Tuesday (March 27th), from 5-7 in the Faculty Club in the Henry F. Hall Building. Info: 844-6073...

...Chemistry research professor **Michael Bell** gave (last Tuesday and Wednesday) an intense short course in electrochemistry for the Canadian University-Industry Council on Advanced Ceramics (CUICAC) colloquium at the Queen Elizabeth Hotel. Representatives from several large corporations and universities were in attendance, and the Council sponsored the publication of Bell's course notes...

tion, once was a high-class apartment building. A former tenant, Kenneth Tuller, told *TTR* a few years ago that he paid \$75 a month in the mid-1950s for a seven-and-a-half room flat. That included a maid's quarters, a butler's pantry and an opulent courtyard view of jardinières overflowing with manicured flowers.

Adaptation was always the key word for the Concordia community. One department used to be over a greasy spoon and a bar: music and the smell of French fries were a daily nuisance. (Educational Technology people are very happy with their air conditioning.)

Beaudoin said his aim is to eliminate undesirable locations and to unify departments, schools and faculties that are scattered all over.

After concentrating Commerce and Ad-

ministration under one roof in the Guy Métro Annex, one of Beaudoin's present challenges is consolidating Engineering and Computer Science, which is already in five different places and needs to expand. It will be unified in the Hall building when the new library opens, perhaps in 1992.

Beaudoin said the Hall Building's future is mostly to house classrooms, labs and wet labs that require its special ventilation.

The library will welcome various departments and administrative services as well as the art gallery and bookstore. It will allow the University to move out of the Norris Building, which it rents from the YMCA and considers too far from the heart of the Sir George Williams Campus, the two major buildings of which will be linked by a tunnel.

LETTERS

To CSN or not to CSN

To the Editor:

Several letters to the editor have commented on an apparent lack of democracy in the current structure of CUNASA. While it is true that the original CUNASA constitution — as approved by the *total* membership of the Association at the time — did not provide for general membership votes on policy decisions, it is also true that the constitution can be easily amended to include such provisions. If this is what the membership of CUNASA would now like, this is what they should have.

While some supporters of affiliation with the CSN have been quick to "brag" about the virtues of union democracy, what is not readily mentioned is that if affiliation with the CSN becomes a reality, all members of the bargaining unit, whether they actually signed a card or not, will eventually have to pay union dues in the amount of several hundred dollars a year. Is this, to use the words of a previous letter, CSN democracy at work? CUNASA may have its faults but forcing staff members who do not sign a membership card to pay membership dues is not one of them.

Several years ago, a CUNASA task force on unionization spent many hours examining the question of union certification with affiliation. At that time, the task force explored the various affiliation options, among them — the CEQ, QFL, CSN/CNTU and CUPE. While the question of certification was left up to the membership of CUNASA, the task force stated that should CUNASA members opt for certification with affiliation, the recommended option was affiliation with CUPE — not with the CSN/CNTU. While I am currently *not* in favour of union certification *with affiliation*, it would be of general interest to know if the staff members who initiated the current CSN card-signing campaign considered affiliation with CUPE and if so, why it was rejected. CUPE currently represents over 7,000 non-academic staff members in the Québec university sector, namely, workers at the Université de Montréal, École Polytechnique, Laval, and the Université du Québec in Montréal, Rimouski, Chicoutimi and Trois-Rivières. If we are going to affiliate, would it not make sense to align ourselves with an organization that represents the majority of workers at the university level?

While I am in favour of CUNASA becoming a certified union, I don't think it is necessary to affiliate with a union organization. As a non-affiliated certified union, CUNASA would have access to conciliation and binding arbitration procedures in the negotiation of a collective agreement. With over \$70,000 of current assets and a modest increase in fees, I am confident that CUNASA as a *certified association* representing all secretarial, clerical and professional staff members would have the financial resources necessary to hire researchers and engage labour lawyers on retainer to facilitate the negotiation of a collective agreement that would be comparable

to any in existence for non-academic staff members in Québec. While it is understandable that small groups of employees like the technicians or the SGW library workers may have felt too small to "go out on their own," a staff association representing 800-plus members has no such problem.

The biggest problem CUNASA has faced over the years is the general lack of interest and involvement displayed by the membership. While some staff members may feel that affiliation may solve all of these problems and that the CSN "will take care of everything for us," it is clear to me that union certification will require all of us to become more involved and more aware, rather than less, of the issues that we will all be called to vote on. As one colleague put it to me recently — How do you spell CUNASA? A.P.A.T.H.Y. Certification, with or without affiliation, will be spelled as P.A.R.T.I.C.I.P.A.T.I.O.N.!

Donald Chambers
Admissions Office



To the Editor:

In response to a letter in last week's *TTR* supporting a non-affiliated staff union, I am encouraged that the authors realize that the status quo is no longer acceptable and change is needed. However, I take exception to the implication that somehow those University staff members who took the initiative to present an alternative to the status quo are somehow deciding options for everyone. We are *offering* a choice. No one is obligated to sign a union card and certification is by no means a "fait accompli." Success in this effort depends entirely on the support of a majority of employees. Much effort is being directed towards providing information on this option. People can make up their own minds and explore other possibilities if they wish. What could be more democratic than the standard 50% plus one defined by the Québec Labour Code for establishing a majority? Like it or not someone will always feel disenfranchised. And the same rules will apply to whatever other organization may seek to legally represent us within Concordia. CUNASA has "represented" our interests with a membership that included management level personnel and less than half of all eligible staff.

Reference is made to discussion and rumour about JEP, negotiations by CUNASA, etc. If our campaign has sparked discussion about serious workplace issues, then the endeavour has already stimulated a productive evaluation of management-employee relations. Rumour, on the other hand, stems from a lack of openness on the part of the administration and CUNASA about specific decision making processes that greatly affect our futures.

Union dues will be necessary whether

your union is affiliated or non-affiliated. The fact that the CSN employs 500 people province-wide should not be considered a drawback but an indication of the kind of resources required when faced with the complexities of the modern workplace. Economy of scale is what gives member unions of the

CSN their strength. An independent certified association would find it progressively more difficult to afford the expense of being an energetic and effective advocate for us inside the University's diverse and intricate environment. CUNASA's very limited

funding turned it into a timid and impotent protector of staff in their time of need. It's easy to underestimate the human and financial resources required by a union to perform the sectorial analyses that enable it to legally stand up for its members and properly represent them during contract negotiations.

An insinuation that the autonomy of a CSN-affiliated union is somehow "misleading" is false. The independence of an affiliate is unequivocal. A union's general membership has both the right and the means to end its relationship with the syndicate. It is difficult to perceive how this fact would mislead one about the status of some other organization.

Proponents of the union have never claimed that unionization will be a panacea for all our problems, but at the very least we have to work hard to improve our lot at Concordia with those tools and methods we judge best. In the process of gathering *all* the facts, try speaking to members of existing CSN affiliates at Concordia as well.

In talking to fellow employees about forming a union, many seemed initially quite shocked by the proposition. As the campaign has become more public and focused on issues, the debate is shifting towards the merits of affiliation. We have spent the last 15 years under a paternalistic system where decisions about remuneration, hiring, workload etc. were generally made for us. It takes time to get used to the idea that we can sit down with the administration as equals and negotiate these questions into a legally binding contract. Within the context of this experience, the responsibility for our decisions in securing our rights can be somewhat intimidating. I hope that in meeting this challenge we don't allow ourselves to slide into diffidence and settle for a weak structure that will hurt us in the long run. Ten years of CUNASA should be a warning to us all.

Chris Boer
Technical Officer, Biology



To the Editor:

I wish to express my feelings regarding the CSN, but before doing so I would like to know how many people have lived through

a strike called by a union. I know of families that have separated and some divorced and many have lost their homes because of the stress caused by little or no money coming into the house, and money lost is never recovered. I would suggest that there are very few people who could survive financially if a strike were called. Some will say I am assuming there will be a strike; you bet I am. If you watch the news on TV or read the newspaper there is always a strike going on somewhere and most of the time it is the CSN.

The support staff of Concordia definitely need something or someone to represent them whether it is CUNASA or an internal union. If (it is) CUNASA then they should take on another form through certification or whatever is the best.

I am disturbed by the way the CSN representatives are approaching staff and getting them to sign cards and might I say they are not tolerant when they are asked questions which they obviously do not want to answer.

Do the staff realize that at least 3.5%, possibly more, of their salaries will go to union dues? If they receive a 7% increase, half, or possibly more, of it will go to the union. If (the employees of) a large company that belongs to the same union goes on strike for a considerable length of time all the union's "strike fund" could be used up, leaving nothing should another company go on strike at the same time. Do the staff realize that when a strike is called that the union people continue to collect their salaries *in full*?

At one of the CSN information sessions they were asked what their strike fund was — no answer — when they were asked how much the members would get if there was a strike called, they replied that everyone would get the same but refused to specify an amount. I would be suspect of any organization that will not give a direct answer, it does not leave a feeling of trust.

If you look at present day statistics you will find unions eventually will be a thing of the past, more and more companies that are opening up new businesses are refusing to have unions and the companies have been doing very well thank you without them. They have found that by having a representative from each section who presents their problems to management an amicable agreement can be reached.

I want to make it clear that I am for representation for the support staff but I am against the CSN.

I sincerely hope each and every staff member will look carefully at each aspect of what is being offered before committing themselves and read very carefully what is being handed out and what is being said or not said, read between the lines.

Patricia Manning
Department of Economics

More CSN letters on page 5

LETTERS

To the Editor:

I would like to address certain issues with respect to vacancies for the S & O classifications that you may or may not be familiar with.

Postings: It can be months before a replacement is found for the vacant position. Meanwhile the rest of the department is expected to pick up the slack. Stipends are offered but not in all cases.

Down-grading: Jobs are being down-graded because the supervisor redistributes part of the workload stemming from the position to the remaining staff within the department. Therefore, there is no longer a need to replace an S-5 when an S-3 can do the job.

Leave replacements: See above. But, I would like to add here the fact that several employees upon returning from leaves have found it difficult to retrieve the portions of their jobs that were distributed to others in the department. Occasionally, the supervisor advises the returned staff member that for the efficient management of the office, another position in the department might suit them better.

Qualifications: Unlike the vacant positions that are being down-graded, the qualifications are being up-graded. In order to apply for certain secretarial and/or office positions, it may be necessary to have several computer skills (Wordperfect, Lotus, Dbase), fluent bilingualism (oral and written), X number of years experience in some cases, a university degree.

This has stopped many from applying for positions that they know they could do, if only for a little "on the job training." How will a degree in Theatre Arts help anyone to balance University department budgets?

Requirements: In several departments, overtime is required on an occasional basis. Some employees work so much overtime that they cannot take advantage of the time off they have accumulated. What really is required is more staff.

When employees transfer to another department a small point to remember is that the number of years' seniority an employee

has accumulated are not considered transferable — which is to say that an employee loses his/her seniority rights when it comes to scheduling vacations.

The University has lost many devoted and hard working staff members. We cannot afford to lose any more.

With the help of the CSN, your support staff union will look at these issues and any others in order to preserve our working environment. Make your voice count!

**Kathé Shannon
Security**

To the Editor:

It has been voted by the non-academic staff that we certify, and now is the time for us to be putting our efforts and interest into looking at our best options. *Now is the time.* As usual, there are a small handful of people doing all the work of looking out for our best interests. *They need your support, your show of interest in the future.* Come to information meetings, call them and find out what's to be done. If we sit back and don't take some action, we'll be swallowed up by default.

I am very concerned about the insidious encroachment of the CSN on campus and, moreover, that it is being presented as our only option. *It is not our only option.* Your vote mandated CUNASA to look into all possibilities for certification. That is what is being done. Yet CSN continues to hold off-campus recruitment meetings. They are hosted by University staff who advertise in an exclusive, secretive way (I never got a notice about meetings, because those same members have always assumed to know my position on unionization).

I don't want my future decided for me as a result of apathy. Any one of the following people can inform you about our certification options. Get involved!

Roslyn Yearwood, 2155; Maureen Stacey, 2722; Pat Freed, 3689; Don Chambers, 2693; Colleen Bronson, 3555; Shirley Maynes, 4820; Kathy Hedrich, 4901; Angela Wilson Wright, 2280.

**Marie Hooper
Campus Ministry**

(xx=xy)

Employment Equity: Let's look for it together

On behalf of Pat Freed and myself, I would like to issue an open invitation to all staff, students and faculty of the Concordia community to participate in our workshop on Employment Equity on Friday, March 30 from 1:45 to 3:15 p.m. We have organized the workshop into small discussion groups so that everyone can actively participate. This is an opportunity for individuals to propose steps that might be taken by the Office to make Employment Equity better understood and also to propose specific actions that can be taken in the next year to improve the representation of women and the three designated groups (disabled persons, visible minorities and aboriginal peoples) at all levels of employment at Concordia. A summary will also be presented to provide an overview of what has already happened at Concordia on Employment Equity. For further information, contact the Employment Equity Office at local 8749 before March 27. We hope to see you there.

— Kathleen Perry

Dicks on JEP

To the Editor:

Messing with somebody's job is a risky business. Not surprisingly, the work we do during the majority of our waking hours usually forms an important part of our self-image. Changing one may threaten the other.

So when an organization starts to analyze the jobs performed by its employees, all sorts of fears, suspicions and anxieties are likely to arise. Change, however well intentioned, may be wrenching. This is particularly true when the objective of change is to ensure equity, which by definition means change in relative status. Even where everyone gains, say in terms of salary, some will gain more than others.

We see that happening about us with increasing frequency, as new legislation requires that the benefits of work be spread around more evenly over people of different gender, racial origins and language. For example, new legislation in Ontario has required that all organizations of 500 workers or more develop, by January 1, 1990, plans which guarantee equal access to jobs and salary for women. Six weeks after that deadline, about 80% of eligible firms have announced such a plan, but few have even started to make the resultant salary adjustments.

A major reason for the delay is that both management and employees have found that negotiating this sort of change requires a very different approach than the adversarial one used in contract bargaining. The key to success is to have employees participate in the adjustment process as much as possible. This has tended to stretch the amount of time required to finalize the plan far beyond original expectations.

Another problem is that even after accepting the principle of pay equity, and its embodiment in a plan, employees may be upset when the plan is put into practice. They often see the changes in their relative status as assessments of their personal worth, rather than the nature of the

job. Sometimes this feeling is based upon faulty comparisons of their job with others; or subjective impressions that they are working much harder than a person given a similar ranking.

We have seen these same problems arise with our Job Evaluation Project, where we are dealing with equity in the broadest terms — "equal pay for equal work," if you will. In our case, the objective is to establish both internal equity (fairness) and external equity (market-level salaries). Correcting past inequities means change, and change is hard to accept even when it is thoroughly understood.

In recognition of Concordia's organizational culture, our plan has maximized participation starting with basic information from those performing the jobs. Balancing this input with that from managers and senior managers has taken an enormous amount of time and effort. While we cannot expect the results to be perfect, nor perfectly acceptable, we do expect them to be better than we would have obtained with alternative plans.

For example, two of the largest universities in Canada have opted for "top down" job evaluation systems, which are based on input from managers. In both cases, implementation still took upwards of two years, and generated considerable unhappiness. In one case, the plan was finally scrapped.

Equity may turn out to be the dominant issue in the workplace through the 1990s. As in many things, Concordia has a jump on the competition. But significant change typically requires short term pain for long term gain, in the form of more competitive salaries and fairer, more open ways of allocating them. As an organization, we'll have to live with at least some of the first in order to enjoy the second.

**Dennis Dicks, Vice-Dean
Curriculum/Administrative Affairs
Faculty of Arts & Science**
(With some material from Jane Coutts, *The Globe and Mail*, Feb. 5, 1990)

CUNASA resignations

Ed: The following letter, intended for all CUNASA members, was given to TTR for publication.

To the Editor:

Because of unsatisfactory responses to the numerous questions raised at CUNASA Administrative Council meetings concerning legal expenditures, we wish to clearly and publicly disassociate ourselves from the latitude exercised and the actions taken by those parties actively involved with the legal issues presently before CUNASA.

While we have made a concerted effort to accept others' visions of leadership, we can no longer tolerate the apparent disregard for the need to be accountable to the Administrative Council and the Executive Committee.

In light of the above, we were left with no alternative but to formally resign our respective positions as Executive Vice-President and Treasurer of CUNASA.

**Colleen Bronson
Lynne Prendergast**

LETTERS

A few words on silence

Over the last six weeks, I have cajoled, yelled at, and reasoned with various people, written three or four letters, sought legal aid, and become physically sick, all because I wanted it known that my noon-hour aerobics class was sexually harassed repeatedly by four, and sometimes five, men. In the process, I had to deal with the disdain and humiliation not only of these men, but of a male recreational co-ordinator, two male editors of a campus newspaper, and finally, a male reporter; all of whom, in various creative ways, denied me my right to speak out against unacceptable behaviour. (Not the least of which were the co-editors, who secretly tape recorded a telephone conversation in hopes that I would "incriminate" myself; and the reporter, who sat on the story for five weeks and then finally wrote it — putting lies in my mouth and later lying about the fact that these were his words, not mine.) Anyway, since *the Link* allowed me that forum, I no longer wish to speak of these men or their hurtful actions.

What I wish to speak about is silence, and the way in which my experience as a woman often includes being silenced by men. Everyone can agree on the case of Marc Lépine as the most extreme example: he silenced, forever, 14 female

voices. But what most men will fail to see is that it is not only these extremely violent men who silence women. What they seem to fail to ask themselves is: do I not — at least to some degree — carry around with me the same Lépine-type illusion of male superiority (which precludes equal access by women to voice)? In fact, is this not what is at stake for them? That if women were provided with ample opportunities to challenge this illusion, that male power would crumble? Is there not a fear that maybe — just maybe — there is a little bit of Marc Lépine in themselves too?

Silencing, along with suppression of information, lying, denying, editing for content, editing for context, false quotation, "objectivity" — these are all the tools of the totalitarian impulse. (And are at the root of all pain.) And these tools are easily won because they are the propelling force of history, of hegemony. It is therefore easy to deny a voice. It is much harder to listen.

What I want to say to the men who did everything in their significant power to silence my voice is this: I heard your pain. But did you — out of a fear that admitting the *illusion* of male superiority to yourselves — fail to hear mine?

Jane Ellis

Qualifying Year in History

Speaking out on degree titles

Editor: The following letter was sent to us by Carolyn Gammon for the information of the Concordia community. The information package she refers to in the letter is available from Ms. Gammon at the Lesbian Studies Coalition, c/o CUSA's offices on the 6th floor of the Henry F. Hall Bldg.

To the Editor:

I wish to bring to your attention my ongoing struggle to address the sexism inherent in degree titles granted at universities. I was to graduate with an MA degree in May, 1989 from Concordia. In December 1988, I requested that I receive a Mistress of Arts (or gender-neutral alternative) rather than a Master of Arts; since then, the granting of my degree has been postponed.

In the year since my request I have decided to make the issue better known among feminists. I have an information package available to all interested members of the Concordia community which includes:

- A Feminist News Release related to my case;
- My original letter of request for the change in degree title;
- Replies from the Dean of Graduate Studies and Gender Equity Committee of Concordia University;
- Documentation on the sexism of the title/word *master*;
- Evidence of the use of the title Mistress of Arts (English, etc.) in both Canada and the

United States; and

- An article appearing in a Concordia student newspaper.

I am asking that you make this struggle known in any way possible. I need letters of support, information pertinent to this issue and feedback in general. The discrimination against women in the degree titles granted by universities is but one of many ways we are discriminated against daily. If this case interests you, please join me in fighting on yet one more front.

Carolyn Gammon
Mistress of Arts 199?

And in conclusion...

To the Editor:

The *Thursday Report* has, in its March 8 issue, published a letter from Dr. Nelson W. Eddy of the Physics department concerning the recent merit exercise. We, the members of his department, endorse his letter in the strongest possible terms. Emphasis on quality teaching and personal service to students and to the department has made Concordia attractive to students in the past, and must remain the cornerstone of Concordia's policies for the present and for the future.

Barry Frank

For the Physics department as per Motion carried in the Department Meeting of February 12, 1990

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Featured speakers:

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Julio Maria Sanguinetti, Uruguay
Miguel Urrutia, Colombia

The seminar will explore the social and political challenges posed by various "economic reforms" prescribed for and adopted by countries in Latin America and the Caribbean. Such programs sometimes worsen the plight of the poor and can threaten fragile democracies.

ADMISSION IS FREE. PRE-REGISTRATION: CALL (613) 236-3535.



We're happy to hear from you but...

While *TTR* has been gratified recently by the intense interest our readers have taken in various University issues, this has caused a space crisis!

However well considered and important a correspondent's opinion, there are only so many column inches in *The Thursday Report*, and we like to publish as many letters, as many opinions, as possible.

Please:

Try to limit your letters to one typed page.

Although we still reserve the right to edit any letter submitted to us for space and clarity, it is always easier if the writer self-edits.

I would also be happy to receive feedback as to whether you find the 'fuller' letters pages stimulating and interesting or repetitive and irritating.

As they say... keep those cards and letters coming.

— Sharon Bishin

New statistical tool helps zero in on PMS

Brenda MacGibbon-Taylor developed guide for Swedish medical research team

by Heather Solomon

Since the beginning of time women have been categorized — mostly by men — as being 'victims' of their femininity. But they were and are still only victims insofar as all people who suffer from a medical condition are. They are 'victims' of PMS (Premenstrual Syndrome), which went undiagnosed until its identification in 1931, but even until 1981 it was misdiagnosed and treated with drugs like valium to "calm the nerves." Then, women who exhibited one irritable moment became the brunt of male ridicule. "She must be getting her period," has been the annoying catchphrase applied by some men to disagreements with women colleagues.

Mood swings, no matter at what time during the month, are currently being shrugged off by doctors as PMS symptoms rather than what may be personality disorders.

How to tell the difference between a simple display of stress, a personality and PMS? Brenda MacGibbon-Taylor, an Associate Professor in Concordia's Department of Decision Sciences and Management Information Systems, was hired in the summer of 1986 as the statistician for a study by Swedish doctors to determine the answer.

The resulting paper, entitled "Diagnosis

of Premenstrual Tension Syndrome: Description and Evaluation of a Procedure for Diagnosis and Differential Diagnosis," was published in the *Journal of Psychosomatic Obstetrics and Gynaecology*, Elsevier Science Publishers, Amsterdam.

Psychosomatic should not be read as "all in the mind," but rather as a monthly hormonal change "affecting the mind" of some women. PMS is very real and when MacGibbon-Taylor joined Doctors Torbjorn Backstrom and Stefan Hammarback, they had already accumulated two months' data on both physical symptoms or the lack of them from 100 women visitors to the Gynaecological Outpatient Department at University Hospital in Umea, Sweden.

"I tried to identify a pattern of PMS and statistically to separate those women with PMS from the women who had been referred to the clinic but who actually had other mood disorders," she says. "Researchers in the field feel the most important thing is to diagnose the syndrome."

'Decision rule'

After crunching numbers on an IBM-PC using the available medical data on symptoms, frequency and other variables, MacGibbon-Taylor and her Concordia-funded assistant, MBA student Gloria



A "decision rule" can help women who suffer from PMS to judge the severity of, and whether or not they even have, the condition, says Concordia Decision Sciences and Management Information Systems professor Brenda MacGibbon-Taylor.

PHOTO: Charles Bélanger

Bright, combined them in a meaningful way and came up with a "decision rule": record symptoms for the first nine days of the pre-ovulatory period and for the first nine premenstrual days. A cyclical pattern should emerge for those suffering from PMS.

At least seven out of nine symptom-free

days will contrast feelings such as irritability, tension, fatigue, depression and mood changes over the premenstrual days. "People who don't exhibit this cyclicity and who have symptoms all over the place may have other mood disorders," says MacGibbon-Taylor.

WE GET BY WITH A LITTLE HELP (FROM THE UNIVERSITY)

We have most services for senior students in Canada

International students and the disabled also given a sure helping hand

Part seven in a series

by Barbara Verity

Concordia is sensitive to the needs of specific groups within the University such as senior students, international students and the disabled. There are numerous services for each of these groups.

The Centre for Mature Students has a home base on each campus where students in their 20s or older can find academic guidance and moral support to participate fully in University life. Secretarial staff are there to help with academic and administrative problems or simply to chat. Faculty members are also present at specific times each week to assist students.

The Centre on each campus has a lounge and study room. The SGW Campus location is room 462 of the Henry F. Hall Bldg., 848-3890; at Loyola it is located in room 424 of the Administration Bldg., 848-3895.

As well as having the Centre for Mature Students as a support system, senior students aged 55 and over have the Sparklers of Concordia. This student group promotes projects and organizes cultural and social

activities. Lectures are sponsored and events organized such as wine and cheese parties and tours of art exhibits in Montréal.

The Sparklers' office is located at the SGW Campus, room 462-3 of the Hall Bldg., 848-7422.

Seniors aged 60 and over can also take part in the Elderhostel program, which is particularly active at Concordia. This international organization provides academic and cultural programs in 50 countries. In addition to activities during the academic year, courses and cultural events are offered throughout the summer. Elderhostel will offer 14 weeks of study to approximately 700 students (call 848-7945 for more information).

With Elderhostel's Québec headquarters at Concordia and the other services mentioned above, it can be said that the University offers more services and opportunities for seniors than any other in Canada.

International students aided

Concordia welcomes students from around the world and provides them with the help they require to fully take advantage in student life at the University and in the city. The Dean of Students' Office has an International Student Advisor who serves as ad-

vocate and spokesperson, who also gives advice and counselling on personal, social and financial matters. Information is available on such topics as immigration regulations and University procedures. Assistance is also available in emergency situations.

Numerous programs are available to international students such as workshops and information sessions on topics such as "Job Search" and "Health Education." One of the programs planned for next autumn will give international students the opportunity on arrival in Canada to stay in the home of a Montréal family for their first week.

The International Students' Office also publishes a regular newsletter to inform students about matters of special interest to them, as well as a handbook covering all aspects of University life at Concordia.

The Dean of Students' Office is located at 2135 Mackay Street, room 102, SGW Campus, tel.: 848-3515. Hours are 9 a.m. to 5 p.m., Monday to Friday.

Several student associations also function to bring together students from various countries and provide them with services and activities.

These student associations and their phone numbers are: African, 848-3530; Arab, 848-3539; Armenian, 848-3541;

Caribbean, 848-3527; Chinese, 848-3528; Hellenic, 848-3529; Indonesian, 848-3540; Italian, 848-3534; Iranian, 848-3537; Latin American, 848-3540; Mauritian, 848-3538; Pakistani, 848-3533; South East Asian, 848-3517; Ukrainian, 848-3534; Vietnamese, 848-3533.

Equal opportunity for disabled

Disabled students also find many services to allow them the equal opportunity of pursuing higher education. The Services for Disabled Students Office offers programs, services and special facilities on both campuses: at the SGW Campus in the Hall Bldg., room 580, 848-3525; and at Loyola in room 121 of the Administration Bldg., 848-3501.

Among the services are: orientation to buildings and facilities; accessibility information; maps and elevator keys; library and bookstore delivery services; braille and taping services for the blind; loans of tape recorders; and information on accessible housing.

Workshops are offered throughout the year, and equipment such as special computers, typewriters, tape recorders, wheelchairs and crutches are available.

• Next week: Miscellaneous services.

'From the sublime to the ridiculous,' students' film production company ready to do the job

by Silvia Cademartori

A career in the complicated field of film production isn't easy, but two Concordia Communication Studies students are one step closer to making that happen.

Since January 1989, Donna Barker and Andrew Noble, both fourth year students, have been running a video production com-

pany called Wonder Years Productions, after the popular television show of the same name. The third founding partner, a Concordia Communication Studies graduate, is no longer active in the business.

Wonder Years is mainly hired to tape school reunions, weddings, and "pretty much anything" according to Noble. Anything ranges from the sublime to the ridiculous.

For instance: "We were hired to do a shoot by a stunt-man who did a 65-foot free fall. He did it during André Philippe Gagnon's show in the the Québec Colosseum," said Noble. "The whole thing was a joke on the Batman theme. The stunt-man was dressed as the Joker and Gagnon was dressed as Robin. They did a little skit and at the end, the Joker falls from the rafters onto an air-bag in the audience."

Barker said starting the company "was surprisingly easy. We registered the company with the Québec government and then we bid on a contract and got it." She said the company was started to make extra money for themselves, not because they want a career in video production.

Barker and Noble rent the equipment necessary for each production. Noble hand-

See WONDER YEARS page 9

SCHOLARSHIPS & AWARDS April, 1990

The following list includes scholarships and awards with deadlines between April 1st and 30th. More information regarding these scholarships and awards is available in the Guidance Information Centre, H-440, Sir George Williams Campus.

ALEXANDER GRAHAM BELL ASSOCIATION FOR THE DEAF. Undergraduate. Scholarship awards for profoundly deaf students. April 15.

G. ALLAN ROEHER INSTITUTE. Research grants. April 30.

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES. Scholarships in Economic Development for Native Students. April 1.

CANADA. CENTRAL MORTGAGE AND HOUSING. Graduate Scholarships in Urban & Regional Affairs. April 6.

CANADA. DEPARTMENT OF THE SECRETARY OF STATE OF CANADA. Canadian Ethnic Studies Program. April 30.

CANADIAN NATIONAL INSTITUTE FOR THE BLIND. Ross G. Purse Doctoral Fellowship (For Research and Studies in the Field of Blindness in Canada). April 1.

CANADIAN NURSES FOUNDATION. Awards. April 15.

GREAT BRITAIN. CAMBRIDGE UNIVERSITY, PETERHOUSE HOUSE. Research Studentship & Bursaries for Overseas Affiliated and Graduate Students. April 1.

INTERNATIONAL UNION FOR VACUUM SCIENCE, TECHNIQUE AND APPLICATIONS. Welch Foundation Scholarship. April 15.

LABOUR CANADA. Marion V. Royce Memorial Grants Program. April 30.

NATIONAL INSTITUTE FOR ARCHITECTURAL EDUCATION. William Van Alen Architect Memorial Fellowship. April 6.

P.E.O. SISTERHOOD. International Peace Scholarship Fund. (Tenable in Canada or U.S., for women only.) April 1.

PHI BETA KAPPA. Mary Isabel Sibley Fellowship. April 1.

ROYAL CANADIAN GEOGRAPHICAL SOCIETY. Research Grant. April 30.

SOIL CONSERVATION SOCIETY OF AMERICA. Scholarship in Conservation. April 1.

SOIL CONSERVATION SOCIETY OF AMERICA. Kenneth E. Grant Research Scholarship Fund. April 1.

Go Concordia Go! To the Expos games

*Are you interested in Expos Baseball.
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Would you like to join a club with no membership fees
to support the Expos?*

Then read on!

As a club we can purchase blocks of tickets and receive, depending on the size of the group, additional tickets free, plus promotional tickets which can be raffled off.

There would also be many other benefits:

—the group would be seated together;

—the group name would be flashed on big screens; and

—we would have early access on promotional nights when group members would receive promotional gifts and prizes.

We can even arrange special all-inclusive Baseball Buffet Evenings for our group. This would include: use of a special lounge; tickets for the game; our choice of buffet dinner; optional bar service.

Proposed baseball games are:

Two for one night. April 5. Thursday. Expos vs St Louis. 7:35 p.m. 400 Terrace. \$10.00.

Promotional Day Game. April 15. Sunday. Expos vs New York. 1:35 p.m. 400 Terrace. \$10.00.

Two for one night. May 3. Thursday Expos vs Atlanta. 7:35 p.m. 400 Terrace. \$10.00.

Promotional Day Game. May 6. Sunday. Expos vs San Fran. 1:35 p.m. 400 Terrace. \$10.00.

If the club is successful, i.e., if there are 150+ members, we will schedule more games in June, July, August and September.

*If you want more information please call Walter Wheatley —
loc. 3713 or Ralph Carter — loc. 7636.*

Michel D'Andrea

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Telesis integrates voice and data communication

by Rachel Alkallay

Effective February 1st, "the integration of voice and data moves towards reality at Concordia," according to Frances Weller, Director of Telesis, the University's telecommunications system.

On that date, Telesis switched from reporting to Associate Vice-Rector, Services Catherine MacKenzie and began to reporting to Jack Fearnley, Director of Computing Services. The change represents "the impending marriage of voice and data communications," Fearnley told *TTR*. "It also

gives the opportunity for future synergy," considering the phenomenal developments taking place in telecommunications today, and the fact that both Telesis and Computing Services are located in the same building at Annex 'C' on Ste-Catherine Street.

Telesis has always been at the forefront

of university telephone technology. In 1985, they switched from PBS and Centrex systems to a sophisticated Centrex III system, serving as the "front door for the University between the University community and the general public," said Weller. The University was one of the first to change to the top-of-the-line system, connecting the University on one main telephone number. The system also brought the number of operators down from six, to three, to two (extremely busy) operators.

Telesis is always in tune with the changing needs of the University community; currently they are working closely in planning and designing an appropriate system for the new library. They are constantly updating the telephone directory containing the University's 2,500 to 2,600 telephone numbers to give up-to-date information to the public.

Moving into the future is Frances Weller's goal — and Telesis is achieving this.

YOUR 1989 INCOME TAX RETURN

WHERE CAN I GO FOR HELP WITH MY TAX RETURN?

At tax time, many people have questions about how to complete their return and what information slips to include. The first place to look for answers is the General Tax Guide that comes with your return. It gives you step-by-step instructions, and helpful tax tips. But if you still have questions, Revenue Canada offers a variety of services to help you.

WHAT KIND OF SERVICES ARE AVAILABLE?

Revenue Canada offers phone enquiry services with extended hours during the peak tax return weeks. Check the back pages in your General Guide for numbers and hours in your region. For people who require special assistance, there's a program in which volunteers, trained by Revenue Canada personnel, help those who can't leave their home. There's a special toll-free number listed in the General Guide for people with hearing disabilities, using a Telephone Device for the Deaf, and there are audio and large print guides for those who require them.

WHAT GUIDES DO I NEED?

Revenue Canada produces a variety of special guides for people with different income situations. There's an employment

expenses guide, a guide for pensions and one for new Canadians, to name a few. Check the list in your General Guide. If there's one you need, contact

your District Taxation Office or call the special "request for forms" number listed there.

PEOPLE WITH QUESTIONS WHY SHOULD I FILL OUT THE GREEN FORM?

The proposed Goods & Services Tax,

now before Parliament, has two main objectives: to make Canada more competitive and to improve the fairness of the tax system for all Canadians. The plan includes a new credit to offset part or all of the tax for lower or modest income households. To find out if you qualify, fill out the green form that comes with your 1989 tax package. Even if you don't have to pay income tax, it's important that you send in the green form. If you qualify for the Goods & Services Tax Credit, you could receive credit cheques every three months, starting this December 1990.

WHAT IF I HAVE QUESTIONS?

Check your General Tax Guide. It has most of the answers you'll need. If you still have questions, contact your local District Taxation Office by phone or in person, and talk to the people at Revenue Canada Taxation. They're People with Answers.

PEOPLE WITH ANSWERS



Revenue Canada
Taxation

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WONDER YEARS *from page 8*

les the lighting and other technical needs, while Barker operates the video camera. They also rent the editing equipment and edit the tapes from Barker's St. Henri apartment.

"We're not making as much money as we had hoped," said Barker. "Most of the profits are going back into the company. For example, we bought a computer and printer."

Another one of Wonder Years' acquired assets is Barker's 17-year-old brother Derek. He wrote the computer program Barker and Noble use to keep track of clients and productions. "He holds the company together from an organizational aspect," added Barker.

Skills learned here

Barker and Noble both agree that the Communication Studies program taught them the technical aspects such as lighting and camera angles they needed to master in order to run the operation.

The two are no strangers to film or video production. Barker won the best documentary award for a nine-minute documentary on her family entitled *Barker* at the Canadian Student Film Festival held in conjunction with the Montréal World Film Festival last summer.

Together Barker and Noble have worked on two videos for a local band, Sons of The Desert. One of them was aired on Musique Plus, the Québec all-music station.

Barker doesn't know exactly what her future goals are, but she knows what they aren't. "I don't want to work in the Hollywood film industry or the video industry," she said. "I want to keep doing my own films as an independent Canadian filmmaker."

Noble is set on turning Wonder Years "into an exclusively 'film' production company." His interests lie in cinematography.

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EVENTS

Continued from the Backpage

Sherbrooke St. W. Information: 848-7928.

MBA RESEARCH PRESENTATIONS

The Fourth Annual MBA Research Presentations will be from 3 to 5 p.m. in GM-503-48, 1550 de Maisonneuve Blvd. W. Free admission; all are welcome. Information: 848-2923/2743.

CUSA

The Concordia University Students' Association presents Dr. Henry Morgentaler who will speak at 1:30 p.m. in room H-110, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.). Tickets are \$3 and can be purchased at CUSA, H-637, or at the information desk in the Hall Building. Information: 848-7474.

CONCORDIA ASSOCIATION OF STUDENTS OF ENGLISH

The Concordia Association of Students of English presents Michael Lynch, Professor of English, University of Toronto, who will speak on "Last Onsets: Teaching with AIDS" at 8 p.m. in H-520, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Information: 848-2320.

PhD VISITING SPEAKER SERIES

There will be a lecture entitled "Humanizing Marketing: Literacy Criticism and the Art of Marketing" given by Dr. Barbara Stern, Rutgers University from 2 to 4 p.m. in GM-403-2, 1550 de Maisonneuve Blvd. W. Coffee will be served. Information: 848-2952 or 848-2964.

CONSERVATORY OF CINEMATOGGRAPHIC ART

THE GRAPES OF WRATH (1940) John Ford, at 7 p.m. and *THE LIFE OF OHARU* (1952) Kenji Mizoguchi at 9:15 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

SATURDAY MARCH 24

CONCORDIA CONCERT HALL

Chong Liao, Pianist at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

CONCORDIA UNIVERSITY ALUMNI ASSOCIATION

The Concordia University Alumni Association presents "Spring Tune-Up!" Take some time out to do something good for yourself, while contributing to the Sir George Williams Scholarship Fund! This full-day workshop will give you an opportunity to assess your stress level and ability to adapt to change. You will learn simple, effective techniques for maintaining a high level of well-being and getting more of what you want out of life. Price: \$55 per person, payable to Concordia University. All proceeds go towards the SGW Scholarship Fund. Participants will receive a tax-deductible receipt for approximately \$35. Hall Building Faculty Club Dining Room, from 9:30 a.m. to 5 p.m. Information: 848-3817.

SUNDAY MARCH 25

CONCORDIA CONCERT HALL

Louise Beaudry, Soprano. Diploma recital at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

CONCORDIA CAMPUS MINISTRY

Sunday Eucharist in Loyola Chapel at 11 a.m. and 8 p.m. with Bob Nagy. All are welcome. Information: 848-3588.

MONDAY MARCH 26

CONSERVATORY OF CINEMATOGGRAPHIC ART

LA BANDE DES QUATRE (1988) Jacques

Rivette at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

TUESDAY MARCH 27

AMERICAN ASSOCIATION OF COST ENGINEERS

The American Association of Cost Engineers, the Canadian Society for Civil Engineering, and the Quantity Surveyors of Quebec presents "Students' Competition, Oral Presentations and Final Judging" at 7:30 p.m., Faculty Club, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Tickets: \$17 members & guests and \$10 students. Reservations: 842-5653.

DEPARTMENT OF ENGLISH

The Department of English presents a reading by David Plante, King's College, Cambridge at 6 p.m. in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

CONSERVATORY OF CINEMATOGGRAPHIC ART

AU FIL DU TEMPS (1976) Wim Wenders at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

WEDNESDAY MARCH 28

CONCORDIA CONCERT HALL

Turner/Ellison Student Jazz Ensembles at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

CONCORDIA UNIVERSITY ALUMNI ASSOCIATION

The Concordia University Alumni Association presents "In Search of the Image." The evening commences with a short introduction to aspects of Art Therapy. An experiential workshop will be conducted using guided imagery, music and art. One does not need to know how to draw or paint in order to participate. Art materials will be supplied. Alumni \$10, guests \$12. In the Hall Building Faculty Club Dining Room, from 7 to 9:30 p.m. Information: 848-3817.

THE LOYOLA JESUIT INSTITUTE FOR STUDIES IN INTERNATIONAL PEACE

Presents "The Possibilities of Peace in Lebanon?" given by Dr. Henry Habib, Chair, Department of Political Science, Concordia University at 12:10 p.m. in the Loyola Chapel, 7141 Sherbrooke St. W. Information: 848-7799.

SIMONE DE BEAUVOIR INSTITUTE

The Simone de Beauvoir Institute presents Patricia Hynes, Director, Institute on Women and Technology, Professor, M.I.T. who will speak on "Engineering and Feminism: The Inroads" at 8:30 p.m. in H-937, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Information: 848-2373.

LOYOLA FILM SERIES

L'ANNEE DERNIERE A MARIENBAD (1961) Alain Resnais at 7 p.m. and *L'AMOUR L'APRES-MIDI* (1972) Eric Rohmer at 8:55 in F.C. Smith Auditorium, Loyola Campus, 7141 Sherbrooke St. W. Admission: FREE. Information: 848-2555/2540.

CONSERVATORY OF CINEMATOGGRAPHIC ART

THE COMMUNIST (1957) Yuli Raizman at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

THURSDAY MARCH 29

CONCORDIA CONCERT HALL

Jeri Brown and Fred Hersch, Jazz vocalist and

piano at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

SPARKLERS OF CONCORDIA WINE & CHEESE

The Sparklers of Concordia will be having a Wine & Cheese Party from 4 to 7 p.m. in H-762, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

VOICE OF WOMEN

There will be a public meeting presented by the Voice of Women on "The Reform Process in Eastern Europe: A Neo-Liberal Agenda" given by Dr. Margherite Mendell, Economist and Professor of Political Science, Concordia at 7:30 p.m. in Channing Hall (Unitarian Church Hall) 3415 Simpson St. Information: 287-7536.

THURSDAYS AT LONERGAN

Vijay Rajiva, Political Science, Concordia, will speak on "A Christian Critique of Marxism." Time: 4 to 5:30 p.m. (refreshments will be available between 3:30 and 4 p.m.). Location: 7302 Sherbrooke St. W. Information: 848-2280.

SIMONE DE BEAUVOIR INSTITUTE

The Simone de Beauvoir Institute presents Margit Eichler, Professor, Sociology, Ontario Institute for Studies in Education who will speak on "Women's Studies/Feminist Studies: Semantic Quibbling or Collective Self Definition" at 6 p.m. in H-763, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Information: 848-2373.

MEMORIAL LECTURE SERIES

The Department of Religion in co-sponsorship with the Faculty of Engineering and Computer Science and the Hillel Jewish Women's Circle presents Prof. Charles Davis and Prof. Martha Saunders who will speak on "The Male Gaze and the Eye of Power." Time: 8:30 p.m. in H-937, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

PhD VISITING SPEAKER SERIES

There will be a lecture entitled "Information Services Risk Management" given by Michael J. Ginsberg, Case Western Reserve University from 1 to 3 p.m. in GM-407-1, 1550 de Maisonneuve Blvd. W. Information: 848-2972 or 848-2964.

ARTS & SCIENCE MEETING

The next Chairs, Principals and Directors meeting has been scheduled at 10 a.m. in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

CONSERVATORY OF CINEMATOGGRAPHIC ART

THE SECRET (1952) Seiji Hisamatsu, at 7 p.m. and *ALICE IN THE CITIES* (1973) Wim Wenders at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

FRIDAY MARCH 30

CONCORDIA CONCERT HALL

Ronny Francois, Violin, Diploma Recital at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

CONCORDIA WOMEN'S CENTRE

"Bisexual Workshop for Women." Workshop given by a group of Boston Sexual Women sponsored by the Concordia Women's Centre and the Bi-The Way group. Time: 7 p.m. in H-405, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.) and "Balancing Mind and Body" with Penny Soper of the Health Services Department. Part of the "Women and Health Series" at 12 noon in the Secretarial Lounge, H-761, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

SATURDAY MARCH 31

CONCORDIA CONCERT HALL

Concordia Chamber Players at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

LACOLLE CENTRE FOR EDUCATIONAL INNOVATION

The Lacolle Centre presents a workshop entitled "Using Humour To Deal With Stress" from 1 to 4 p.m. in BR-409, 3475 West Broadway, Loyola Campus. \$35. Information: 848-4955.

CONSERVATORY OF CINEMATOGGRAPHIC ART

UGETSU (1953) Kenji Mizoguchi, at 7 p.m. and *PARIS, TEXAS* (1984) Wim Wenders at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

CONCORDIA OUTDOOR CLUB

The Concordia Outdoor Club is organizing a Sugaring Off Party. Price: \$25 members and \$30 non members. Information: 848-3860.

SUNDAY APRIL 1

CONCORDIA CAMPUS MINISTRY

Sunday Eucharist in Loyola Chapel at 11 a.m. and 8 p.m. with Bob Nagy. All are welcome. Information: 848-3588.

CONSERVATORY OF CINEMATOGGRAPHIC ART

PIERROT LE FOU (1965) Jean-Luc Godard, at 7 p.m. and *THE THRONE OF NOH-PLAY* (1953) Daisuke Ito at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

35mm Slides presentation

From your computer printout in black & white to a 35mm slide that projects a white image on a blue background . . . within 48 hours. \$6.25 each.

We also make slides from other kinds of source material.

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RECYCLING

The following types of paper are acceptable for the recycling program recently implemented at the University:

Coloured paper
White bond stock
White typing paper
Stationery
Computer forms
Photocopy paper

The thursday report

The Thursday Report is the community newspaper of Concordia University, serving faculty, staff, administration and students at the University's downtown and west end campuses. The newspaper reports on Concordia news and research and also contains the most comprehensive listing of on-campus events available at the University. It is published weekly during the academic year by the Public Relations Department, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8. (514) 848-4882. Material published in *The Thursday Report* may be reproduced without permission. Credit would be ap-

preciated. University events and notices are published free of charge. Classified ads cost \$5 for the first 10 words, 10¢ each additional word. Retail rates on request. Events, notices and classified ads must reach the Public Relations Office (BC-115) in writing no later than Monday noon, prior to the Thursday publication date.

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Circulation: 8,000 copies

FAX: 848-2814

THE BACK PAGE

Kevin Leduc 848-4881

NOTICES

LEGAL PROBLEMS? WE CAN HELP!!!

The Legal Information Service can help with information and counselling. We are located in Room CC-326, Loyola Campus, telephone 848-4960. Office hours Monday to Friday from 9 a.m. to 5 p.m. This service is *free and confidential*.

LESBIAN STUDIES

COALITION OF CONCORDIA

Wednesdays at 2:00 p.m. Open to all lesbians and women: students, faculty and staff. Simone de Beauvoir Lounge, 2170 Bishop Street. For information call 848-7431.

OMBUDS OFFICE

The Ombuds Office is available to all members of the University for information, advice and assistance with University-related problems. Call 848-4964 or drop into 2100 Mackay, SGW Campus. Services of the Ombuds Office are *confidential*.

CONCORDIA CAMPUS MINISTRY

Daily Eucharist in the Loyola Chapel at 12:05 p.m. All are welcome. Information: 848-3588.
Ecumenical Prayer & Faith-Sharing Service every Wednesday from 1:30 to 2:30 p.m. in annex Z, room 03, 2090 Mackay. Information: 848-3591.

Prison Visit Program Tuesday afternoon until April 3, 1990. Please call Matti Terho 848-3590 or Peter Coté 848-3586 if you would like to volunteer for this program.

HEALTH SERVICES

Health Services "*We're Different*," personalized, comprehensive & confidential services, with an emphasis on education and good consumer practices. Nurses available for consultation without an appointment, or by telephone. Doctors appointments available (booked by Nurse). Walk-in MD clinic every Wednesday and Friday afternoon (SGW only). Hours: 9 to 5 daily, closed 12 to 1:30 p.m. Location: 2155 Guy St. room 407 (telephone 848-3565) and 6935 Sherbrooke St. W., room 101 (telephone 848-3575).

CPR COURSES

The following CPR courses will be offered by the Occupational Health & Safety Office in the next few weeks. Members of the Concordia community or outside community are welcome to take these courses. There will be a discount price for the Concordia community. For all those who are interested, please contact Donna Fasciano, CPR Program Co-ordinator at 848-4877 for more information. On **March 31, 1990**, the CPR Heartsaver Course, 6 hours for life will be offered. This course includes rescue breathing and one-person cardio-pulmonary resuscitation (CPR), and management of the obstructed airway. On **March 24, 1990**, CPR Heartsaver PLUS Course, 8 hours for life, this course includes rescue breathing and one rescuer CPR, management of the obstructed airway and infant, child resuscitation.

CONCORDIA ART GALLERY

The Concordia Art Gallery will be hosting an exhibition entitled "*Robert Bourdeau*:"

Photographs" until April 7, at the Art Gallery (1455 de Maisonneuve Blvd.). Information: 848-4750.

WRITING ASSISTANCE

Free individualized help with any writing problem. Drop-in to H-440, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.) days or evenings or WC-203, Loyola campus, 2490 West Broadway. Information: 848-3555.

WRITING TEST TUTORING

University Writing Test tutoring available **Free** of charge. Information: 848-2321.

ATTENTION

COMMERCE STUDENTS!!

Workshops on how to use ABI/INFORM (a business database) are being held from now until the end of March. Learn how to use the system to locate references to articles in journals for your next term paper. For more information call the Vanier Library Reference Desk at 848-7766 or the Norris Library Reference Desk at 848-7700.

PEER HELPER PROGRAM

Peer Helper Drop-in Centre. Student-staffed listening and referral service, open Mon-Thurs, 12 to 5 p.m., in H-662, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd W.) We are here to help you clarify and find solutions to your problems.

CONCORDIA WOMEN'S CENTRE

The Concordia Women's Centre presents an exhibition of paintings by Montréal artist Suzanne D'Aoust on display at the Concordia Women's Centre "Art Space" Gallery, until April 6. Everyone welcome.

LEARN GERMAN IN ONE WEEK?

Learn to understand and read basic German in 30 hours for \$25. Volunteers needed for second experiment on the time factor in language learning. Course has no teacher, and relies exclusively on BBC materials (book/video/audio). Monday afternoon, May 7, and from 9 a.m. to 5 p.m. on May 14-18. Fee of \$25 covers book and materials. Call Prof. Palmer Acheson or Ms. Mary Andress at 848-2448.

CALL FOR NOMINATIONS TO LACOLLE COUNCIL

Nominations are being received for three student, three staff and two faculty representatives, normally for a two year term, commencing 1 June 1990 to Lacolle Council, which is mandated to formulate policy for the Lacolle Centre. Members may be nominated/seconded by any member of the Concordia University community or may apply directly to the Lacolle Council. Applications and nominations will be received, **until 23 March 1990**, by Ms. M.R. Habib, Assistant to the Vice-Rector, Academic, AD-231, Loyola Campus. Information: 848-4955.

GRADUATING?

All students completing Certificate, Degree or Diploma requirements during the Summer 1990 session who therefore expect to graduate this fall **MUST APPLY TO DO SO BY JUNE 15, 1990**. Fall 1990 Graduation Application Forms are available at the Registrar's Services Department on each campus: Loyola Campus, AD-211, 7141

Sherbrooke St. W. and SGW Campus, N-107, 1435 Drummond. **Students who do not apply by June 15th will not graduate this Fall.**

FACULTY OF COMMERCE & ADMINISTRATION

The Faculty of Commerce & Administration is hosting a one-day conference on March 22, at Hôtel des Gouverneurs, 777 University St. The topic will be on the practical business and legal issues of product liability, in the Québec, Canadian and United States markets, for manufacturers, distributors and retailers. Mr. David Franklin, Department of Management, Concordia University will be speaking on "*The Liability and the Exposure of the Distributor*." For registration information call the Montreal Board of Trade at 878-4651 or FAX 878-2262.

DEPARTMENT OF THEATRE

The Department of Theatre presents "*Of Clowns and Thieves*," a touring show for schools and communities, on March 22 & 23 at 8 p.m. and March 24 at 2 & 8 p.m. and March 25 at 2 p.m. in the Chameleon Studio, 7141 Sherbrooke St.

W., Loyola Campus. There will also be a presentation of "*A View From The Bridge*" by Arthur Miller, directed by Stanislaw Brejdygant on April 11, 12, 13, 14 at 8 p.m. in the Chameleon Studio, 7141 Sherbrooke St. W., Loyola Campus. No Admission charge Limited Seating. Box Office opens at 7:30 p.m. Information: 848-4741.

HUMAN RESOURCES

Due to popular demand, Staff Training and Development is offering additional "*Effective Business Writing Skills Workshops*." If you are interested in attending, call Julie Lagarde at 848-3668.

SERVICES FOR DISABLED STUDENTS

SDS offers the student with a visual, auditory, learning or a mobility control problem Exam Accommodations. Students who require such accommodations for the upcoming finals should contact SDS in H-580, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. or at 848-3525 and in AD-121, 7141 Sherbrooke St. W., Loyola Campus or at 848-3501. Office hours: 9 a.m. to 5 p.m.

EVENTS

THURSDAY MARCH 22

CONCORDIA CONCERT HALL

Sophie Bjerke, Soprano, Recital at 8 p.m. at the Concert Hall, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7928.

OFFICE OF RESEARCH SERVICES

There will be an NSERC Strategic Grants Information Session held from 2 to 5 p.m. in H-762, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.) to be conducted by Mr. W. Vieira and Mr. M. Bisanire of NSERC. R.S.V.P. 848-4888.

PHD IN HUMANITIES SEMINAR

Professor Michael Calvin McGee from the University of Iowa, will give a lecture entitled "*Facing Fragmented Culture: Criticism as Rhetorical Performance*" on March 22, 7 p.m. in room H-762, Henry F. Hall Bldg.

THURSDAYS AT LONERGAN

Joanna Bottenberg, Modern Languages and Linguistics, Associate Fellow, L.U.C., will speak on "*Animal Rights*." Time: 4 to 5:30 p.m. (refreshments will be available between 3:30 and 4 p.m.). Location: 7302 Sherbrooke St. W. Information: 848-2280.

DEPARTMENT OF COMPUTER SCIENCE

There will be a lecture given by Prof. Robert M. Haralick, Dept. of Electrical Engineering, University of Washington entitled "*Pattern Recognition Machine Intelligence*" from 11 a.m. to 1 p.m. in H-762-1-2-3, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Coffee and donuts will precede the lecture.

DOCTORAL THESIS DEFENSE

Mr. Ashraf Ghaly, at 2 p.m. in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

Thesis title: "*Performance of Single Screw Anchors and Group Action in Sand*."

CONSERVATORY OF CINEMATOGRAPHIC ART

MOTHER (1952) Mikio Naruse, at 7 p.m. and **EL NORTE** (1983) Gregory Nava at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

FRIDAY MARCH 23

AMNESTY INTERNATIONAL CONCORDIA CHAPTER

Amnesty International Concordia Chapter presents Faustino Lombe, recently freed in Zambia due to Amnesty's letters, at 7 p.m. in H-420, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Refreshments will be served. Information: 848-7410.

CONCORDIA CONCERT HALL

Andrew Homzy Orchestra, Big Band at 8 p.m. at the Concert Hall, Loyola Campus, 7141

Continued on page 11

UNCLASSIFIED

SUBLET

Plateau-Mont Royal, Sublet, June 1 to August 31, 5 1/2, completely furnished, 5 minute walk from Métro, 1 minute to shops, 5 minutes to park. Washer & dryer incl. Non-smokers only. Call 848-2354 days, 597-1437 after 6 p.m.

WANTED TO RENT

Condo or House. Late summer 1990 to summer 1991. Laurentian University professor plus Spouse, kid and cat. Prefer NDG. Call 270-0099, most mornings and late evenings.