



BY FAX (519) 746-7344

MEMORANDUM

8 September 1995

TO: Ian MacDonald

FROM: Don Savage

RE: Westhues

I spoke to President Downey on Thursday September 7th. He informed me that, as a consequence of the communications from the Sociology Department, he saw no point in proceeding with mediation. He said that the Department was perfectly willing to work with Professor Westhues and to welcome him as an ongoing colleague. I asked whether the Department would, in that spirit, rescind the discipline imposed. He indicated that they would not.

I suggested to President Downey that the net effect of the procedures at Waterloo was that the merits of Professor Westhues' grievance had never been adjudicated by anyone, and asked him whether he would be prepared to see the case go before the internal grievance committee de novo. He refused and said that the reason the committee had failed to adjudicate was because Professor Westhues would not abide by the rules of the grievance committee. I disagreed and suggested that a university should be willing to cut through such procedural arguments to ensure that a hearing on the merits actually took place. He disagreed.

I told him that I would report to the Academic Freedom and Tenure Committee next week.

DCS:sjt

cc: Kevin Banks, Secretary, AF&T Committee
CAUT AF&T Committee