

Position Paper
in re Monday Night's Meeting of the
Capilano College Faculty Association
to Formulate a Policy on Drugs

Problems:

1. It would seem a particularly badly timed moment for the College to formulate and adopt a position on drugs, as the Government Inquiry Commission is presently drawing together its conclusions and recommendations in re the drug scene in general and marijuana in particular.
2. If the College adopts a policy on any illegal activity that involves College action on the basis of evidence that would be less than acceptable as proof of guilt in a court of law, then we will find ourselves in the position of rejecting or contradicting the basic assumption that a man is to be considered innocent unless he is proved guilty; also, we would thereby raise the issue of double jeopardy.
3. Because of the particular way that this request from the College Council for faculty recommendation on a College policy in re drugs was presented to the Faculty Association by the Principal (in combination with a review of and comments on the non-renewal of Rick Fite, followed by admittedly "hedging" comment by the Principal on his present attitude towards Mr. Fite), it is very difficult for many conscientious faculty members to separate this issue from recent events that have struck numbers of students and faculty as adding up to the possibility of a subconscious use of Rick Fite as a ritual scapegoat by the College authorities who are now reviewing with some uneasiness the failure of all concerned to define roles of responsibility in re the retreat to the comfortable satisfaction of all concerned. The handling of this matter to date has seriously aggravated an already tense situation and fostered a real crisis of confidence of the faculty in the Principal. Honesty and openness and good faith are absolutely essential for all of us at this moment. If administration, faculty, council, or students have committed errors of understanding or judgement in the past in the matter of college retreats and more generally on the question of drug usage at college functions, then let us not purge our consciences by singling out one individual. We must all at this time avoid setting up a policy subconsciously framed and phrased with an eye to acting upon anonymous, extra-legal complaints or allegations concerning any individual or group.

Recommendations:

1. The Faculty Association has already passed a guidelines motion at the end of last week's emergency meeting. Although this motion was passed unanimously, the Association might underline its support of this position by taking a confirming vote on the same motion this week, as nearly one-half of those attending the meeting last week had hurried out to meet 8 o'clock classes before this motion got to the floor. The motion, put forward by Mrs. Andrews and seconded by Madame de Turreil, reads as follows: "... that the Faculty Association recommends that the only criterion to be considered in hiring, re-hiring, and firing of faculty should be teaching competence."
2. In relation to all three of the above stated problems, the Faculty Association might be well advised to proceed to respond to the Capilano College Council's request via the Principal last Wednesday evening for a Faculty Association recommendation on a College Policy on drugs, by offering some such general policy recommendation as the following:
 - that the Capilano College policy on the use of all stimulants and depressants should be:
 - a) that the personal life of all faculty members, administrators, Council members, and all other College personnel is in each individual case the individual responsibility of that particular person;
 - b) that each of these persons is required to avoid use of any stimulant or depressant at such a time and in such a way as to interfere with or impair his or her effectiveness when operating on the job in a professional capacity.
3. The Principal's open and active support of the recent Faculty Association recommendation in re Rick Fite might well serve as a means of allaying present fears and suspicions and defusing the present wide-spread potentially destructive tensions.
4. Again with an eye to all three of the Problems previously presented, the Faculty Association Directorate should ask the Council's authorization for them to present in person the Faculty Association recommendation on drugs, and for them to be present at the time Mr. Glenesk presents to the Council the Faculty Association recommendation in re Rick Fite; in both cases the intent of the Directorate would be positive - to further the process of communication by contributing to the information and discussion to be considered by the Council in their deliberations.

These recommendations are respectfully submitted by the members of the Faculty Association for the good of the College.

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3. Because of the particular way that this request^{from the College Council} for faculty recommendation on a College policy in re drugs was presented to the Faculty Association by the Principal (in combination with a review of and comments on the non-renewal of Rick Fite, followed by admittedly "hedging" comment by the Principal on his present attitude towards Mr. Fite), it is very difficult for many conscientious faculty members to separate this issue from recent events that have struck numbers of students and faculty as adding up to the possibility of a subconscious use of Rick Fite as a ^{principal} scapegoat by the College ~~as a scapegoat~~ ^{substitutes who are} now reviewing with some uneasiness the failure of all concerned to define roles of responsibility in re the retreat to the comfortable satisfaction of all concerned. The handling of this matter to date has seriously aggravated an already tense situation and fostered a real crisis of confidence of the faculty in the principal. Honesty and openness and good faith are absolutely essential for all of us at this moment. If administration, faculty, council, and students have committed errors of understanding or judgement in the past in the matter of college retreats and more generally on the question of drug usage at college functions, then let us not purge our consciences by singling out one individual. We must all at this time bend over backwards to avoid setting up a policy subconsciously framed and phrased with an eye to acting upon anonymous, extra-legal complaints or allegations concerning any individual or group.

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Recommendations, cont'd.

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 - a) that the personal life of all faculty members, administrators, Council members, and all other College personnel is in each individual case the individual responsibility of that particular person;
 - b) that each of these persons is required to avoid use of any stimulant or depressant at such a time and in such a way as to interfere with or impair his or her effectiveness when operating on the job in a professional capacity and also when acting specifically as official representative of the College at any official non-social function.
3. The Principal's open and active support of a slightly revised--specifically the term "automatic appointment" being rephrased or qualified for the sake of clarity--version of the recent Faculty Association recommendation in re Rick Fite might well serve as a means of allaying present fears and suspicions and defusing the present wide-spread potentially destructive tensions.
4. Again with an eye to all three of the Problems previously presented, the Faculty Association Directorate might ask the Council's authorization for them to present in person the Faculty Association recommendation on drugs, and for them to be present at the time Mr. Glensk presents to the Council the Faculty Association recommendation in re Rick Fite; in both cases the intent of the Directorate would be positive--to further the process of communication by contributing to the information and discussion to be considered by the Council in their deliberations.

These recommendations are respectfully submitted to the members of the Faculty Association for the good of the College by

James B. Weinstein
James Louis Jeral
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