



FACULTY OF PURE & APPLIED SCIENCES

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THE UNIVERSITY OF THE WEST INDIES
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JAMAICA, W.I.

28 September 2004

Desk of the Dean

Ronald E. Young, B.Sc., M.Sc. (UWI); Ph.D. (St. Andrews)

Professor of Human & Comparative Physiology

Email: ronald.young@uwimona.edu.jm

To: The Principal
Mona Campus

From: Dean, FPAS

Re: Queries from Jonathan Farley

Regarding the first query:

It is not necessary to seek any special permission to organize conferences. The Chemistry Department has held a biennial conference for decades. The Faculty holds an annual conference. The major issue is that the organizers usually have to seek external financing to support these conferences, although there will usually also be some modicum of support from Campus sources. I would assume also that individuals apart from very specially invited speakers would be required to find their own support. The University also has provision for the appointment of long- or short-term visitors, and if good notice is given, accommodation is usually available. I have used this facility to invite collaborators to the campus from time to time. Again however, although a Department may be able to afford some support, the issue is usually to find sources of external financing to cover the expenses involved. It seems to me to be not at all essential to include such activities, which are not only accepted but encouraged and traditional, in a contract.

Regarding the second query:

In the event that he joins the Faculty, I would wish to ask Dr. Farley to assume the Headship of the Department of Mathematics & Computer Science. He would therefore have academic and budgetary control over the affairs of the department. I would wish him to take a strong and direct hand in overseeing and guiding the Mathematics Section, but he may wish to appoint a Section Head in Computer Science to assist with the day-to-day affairs of that Section. Planning the academic programme, recruitment and general developmental activities would be critical responsibilities of the department Head. The department Head is also responsible for seeing to the fair, equitable and effective assignment of teaching duties. The typical load would be 3 four credit courses per year. A Head with administrative duties would normally expect to have some alleviation of contact hours. This would be consistent with teaching 2 courses per year.

Regarding the third query:

I am certainly happy with the suggestion of starting an Institute of Mathematical Methods in Counter-Terrorism here at the UWI, and have spoken about the possibility with Dr. Anthony Harriott. Dr. Harriott is also quite taken with and is supportive of the proposal. I leave for a workshop at Rutgers University today, where I will offer support for the establishment of the Institute.

Regarding the fourth query:

I am sure that there should be no difficulty in making a claim for whatever costs, within reason, that are involved in the relocation process.

Regarding the fifth query:

This is perhaps the most difficult matter to resolve. I am certainly aware that in the past, provisions have been made for joint appointments. I do not expect however that there would be *carte blanche* on the matter, but that whatever joint appointments are desired would have to be looked at and approved on an *ad hoc* basis. Clearly it would not be in our best interest if Dr. Farley entered into such burdensome commitments to other institutions that he was unable to deliver even minimal services to the UWI. At the same time, the University does recognize that such associations may redound to our credit in many cases. There certainly are provisions for both paid and unpaid leave which would permit the taking up of Fellowships at other institutions, and several of our Faculty have used and are using this facility. Dr. Farley moreover, clearly recognizes that it would be important to ensure that one's duties are adequately taken care of during these absences. As to remuneration, professorial salaries are reviewed every two years, with an increment of J\$85,000, \$95,000 or \$105,000 being considered. There is no guarantee of a cost-of-living linked increase.

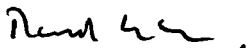
Regarding the sixth query:

The possibility of eventually purchasing the University house assigned to you as a staff member, has certainly been discussed and has received a degree of support. There is however, no likelihood of this happening in the near future (certainly not in the next three years).

Finally, the University policy is, I believe, to appoint all new persons on an initial three year contract at best. After this period, if the employee and institution find each other mutually acceptable, a contract on tenure may be considered. In the final analysis, I do not believe that any institution offers 'infinite' tenure without a clause permitting termination of the contract with adequate notice. This is not however, within my purview and I can speak with no authority on the matter.

In closing, I do believe that the University Registrar has written to Dr. Farley addressing some of the issues raised in his letter to you. I hope that these comments will adequately assist you in answering the concerns of Dr. Farley.

Sincerely,



Ronald E. Young



THE UNIVERSITY OF THE WEST INDIES

MONA CAMPUS

OFFICE OF THE PRINCIPAL

*Professor Kenneth O. Hall, BA (Hons), MA, PhD
Pro Vice Chancellor & Principal*

October 5, 2004

Dr. Jonathan Farley
Department of Applied Mathematics
Building 2, Room 236
Massachusetts Institute of Technology
Cambridge, Massachusetts 02139

Dear Dr. Farley:

Upon receipt of your letter of August 30, 2004, I consulted with my colleagues and referred to the response sent to you by Mrs. Gloria Barrett-Sobers, Director of Administration/University Registrar, to ensure that all your queries were addressed. I regret that the process lasted longer than I had anticipated.

1. As the University Registrar's letter of August 17, 2004 indicates, it is not necessary to seek special permission to organize conferences. The major issue is that the organizers usually have to seek external financing to support these conferences although a modicum of support is generally available from Campus sources. The University has provision for long or short term visitors and, if adequate notice is given, accommodation is usually available. In view of the fact that the organization of conferences is actually encouraged, it is not usually included in a contract.
2. In the event that you join the Faculty, the Campus intends to ask you to assume the Headship of the Department of Mathematics & Computer Science, a position which carries academic and budgetary control over the affairs of the Department. Planning the academic programme, recruitment and general developmental activities would be critical responsibilities of the department Head. The Head of Department is also responsible for overseeing the fair, equitable and effective assignment of teaching duties – the typical load would be three 4-credit courses per year. A Head with administrative duties would normally expect to have some alleviation of contact hours. This would be consistent with teaching two courses per year.

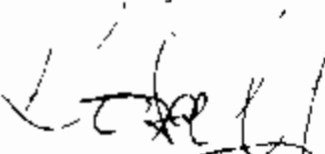
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3. The Campus welcomes the prospect of starting an Institution of Mathematical Methods in Counter-Terrorism and will do everything possible to secure support for the establishment of the Institute.
4. There should be no difficulty in making a claim for the costs of the relocation exercise.
5. Please refer to the University Registrar's letter of August 17, 2004 (page 2) for clarification regarding joint appointments and sabbatical leave. With respect to your query about remuneration, professorial salaries are reviewed biennially. There is consideration for an increment of either J\$85,000, J\$95,000 or J\$105,000 based on performance, but there is no guarantee of a cost-of-living linked increase
6. The possibility of eventually purchasing the University house assigned to you as a staff member has been discussed and has elicited a degree of support. However, it is unlikely that this will materialize in the short term.
7. According to Ordinance 8.13(a) in the University's *Charter, Statutes and Ordinances*, 'indefinite tenure' is a distinction which signifies the University's desire and commitment to retain a person in indefinite employment. However, as is customary, the contract allows for termination by either party with adequate notice.

I do hope that your queries have all been satisfactorily addressed and I look forward to your upcoming visit to the UWI, Mona Campus.

Kindest regards,

Yours sincerely,



KENNETH O. HALL

Cc. Mrs. Gloria Barrett-Sobers, Director of Administration/University Registrar
Professor Ronald Young, Dean, Faculty of Pure & Applied Sciences