

BAN GOR



BANGOR Gwynedd LL57 2UW  
Tel 0248-351151 Telex 61100

*C J M Stirling, FRS  
Professor of Organic Chemistry  
and Head of Department*

18 August 1987

Dr M W Evans  
Visiting Professor  
IBM  
Dept 48B/428  
Neighborhood Road  
Kingston NY 12401  
USA

Dear Dr Evans,

Thank you for your letter of 13 August enquiring about the possibility of a senior tenured position in my Department.

The departmental plans for the next 5 years have now been structured and I am sorry to have to tell you that I see little prospect of a senior tenured post in your field becoming available. Financial pressures dictate that we appoint at junior level and, of course, this fits with our need to reshape the age structure of what will be an expanding department.

Thank you for your interest and I hope you will find a position appropriate to your considerable output of original work.

Yours sincerely,

A handwritten signature in blue ink that reads "C. J. M. Stirling".



Coleg Prifysgol  
Gogledd Cymru  
University College  
of North Wales

Bangor, Gwynedd LL57 2DG  
United Kingdom  
Ffôn: Tel. Bangor (0248) 351151  
Telex 61100

Prifathro: Principal  
Eric Sunderland. MA PhD FIBiol

ES/GL

5th July, 1989

Dr. Myron Evans,  
Dept. 48B/42B,  
I.B.M.,  
Neighborhood Road,  
Kingston NY 12401,  
U.S.A.

Dear Dr. Evans,

Many thanks for your letter of 7th June, 1989, and for the enclosures. Please accept my apologies for the long-delayed response.

I shall make enquiries to establish what the possibilities may be, if any, at Bangor, and I shall contact you again, should something suitable emerge.

Gyda phob dymuniad da,  
Yn bur,

Eric Sunderland



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Prifathro: Principal  
Eric Sunderland, MA PhD FIBiol

ES/GL

23rd January, 1990

Dr. M. W. Evans,  
17-3F Northwood Apartments,  
700 Warren Road,  
Ithaca,  
N.Y. 14850,  
U.S.A.

Dear Myron,

Thankyou for your letter of 7th January, 1990.

It is, sadly, a fact that many Welshmen are unable to obtain suitable employment in Wales, despite having impressive academic records. I spent some 30 years in England, 26 of them in Durham, before coming to Bangor in 1984.

Since the University Colleges in Wales are virtually autonomous in the financial sense, having each to balance its books, the University centrally can not interfere in the creation and elimination of posts within them, except occasionally, and in a very indirect manner, mainly during the "rationalization" of academic provision in recent years.

This being so, I cannot approach the Aberystwyth Council on your behalf, though I mentioned to the Principal of Aber that I had heard from you, though without going into any detail.

I am sorry that I cannot be more helpful, but I am sure that you will understand the circumstances in which I am placed.

Pob dymuniad da,  
Yn bur,



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University College of North Wales  
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GRT/CET

14 June, 1990

Dr. M.W. Evans,  
17-3F Northwood Apartments,  
700 Warren Road,  
Ithaca,  
N.Y. 14850

Dear Dr. Evans,

Thank you for your letter of 7 April, 1990 formally requesting a tenured post at this University College.

In making academic appointments, the College has to balance many factors, including teaching needs, age distribution, the growing need to keep research in line with declared institutional strategies, the range of expertise already available, and, of course, academic excellence. All of these factors have to be kept fully in mind in making any appointments, and consequently the filling of vacancies is by no means a simple procedure, particularly so when, in accordance with our bilingual policy, competence in Welsh also must be considered when 'all other things are equal.'

Bangor, in common with most Universities, has experienced major financial difficulties during the 1980's, and these difficulties are still present, though now somewhat less than they formerly were. The College must therefore very carefully consider how many academic staff it can afford to employ, and also the Schools and Departments in which they might be located. Virtually all new staff have, in recent years, been engaged only when vacancies have arisen, and, at present, there are no suitable vacancies for which you might apply. I shall, if you so request, ask the Personnel Officer to keep you informed of such suitable vacancies as might arise in future, so that you may, should you wish, apply in the normal manner.

continued/.....2

Ysgrifennydd a Chofrestrydd  
Secretary and Registrar  
Gwyn R Thomas, BA, MA

Finally, I must emphasise that the College must operate within the financial limits determined by the UFC grant level and student fee income. As a consequence no matter how distinguished individuals may be who wish to work at Bangor, I am afraid that posts cannot be created simply to accommodate them.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Gwyn R. Thomas', written in a cursive style.

Gwyn R. Thomas  
**Secretary and Registrar**

M. W. Evans, D.Sc. (Wales)  
Research Fellow (Hon. Causa), University of London,  
Visiting Scientist, Cornell University,  
Visiting Scientist (1991), University of Zurich.

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June 22, 1990,

Mr. Gwyn R. Thomas,  
Registrar and Secretary,  
UCNW Bangor,  
Gwynedd,  
Wales,  
UK of Great Britain,  
Dear Mr Thomas,

Thank you for your letter of 14th June, always a pleasure to hear from you. I would be interested in hearing from the Personnel Officer about all suitable vacancies as they arise. In particular, Profs. Stirling and Boyd are leaving, and I would wish to apply for their posts, correctly and formally, in both languages.

As a Welsh speaker and published poet (see enclosed poem from "Poetry Wales"), I should qualify under the College's bilingual policy, which I strongly support.

Please note that I will be in Zurich, Switzerland as a Guest of the University from next November.

While continuing to hold UCNW in the greatest of respect, I must note in all honesty that there are NO members of staff in chemistry (my speciality) who are Welsh speakers, and VERY FEW in Mathematics and Engineering. I AM DEEPLY CONCERNED ABOUT THIS, BECAUSE WHO IS TO EDUCATE SCHOOL LEAVERS FROM WELSH MEDIUM SCHOOLS IN CHEMISTRY AND THE SCIENCES? I have applied for posts at Bangor on many occasions, and while my scientific ability seems not to have been questioned, I have in fact been REJECTED many times, often without interview, DESPITE being a Welsh speaker. This appears directly contrary to UCNW policy.

I feel that there is a certain amount of antipathy towards people like myself who stand up for the rights of the Welsh People, which I hold in the greatest of respect. This has led to my being exiled and effectively dismissed from the University of Wales, despite my international record of scholarship. Such an attitude is still prevalent among certain members of staff at UCNW, and in consequence my forthcoming job applications will be seen by many as a test of attitude towards native Welsh speakers in UCNW.  
(Dr. M. W. Evans) Sincerely Yours,

M. W. Evans, D.Sc. (Wales)\$  
Research Fellow (Hon. Causa), University of London,  
Visiting Scientist, Cornell University,  
Visiting Scientist (1991), University of Zurich.H  
17-3F Northwood Apartments,\$  
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Tel. (607) 257 10571

July 3, 1990,H  
The Secretary and Registrar,\$  
University College of North Wales,  
Bangor,  
Gwynedd,  
Wales,  
Dear Mr Thomas,

I understand that the Chair of Chemistry in the University College of North Wales at Bangor has been advertised, and as a fluent Welsh speaker I wish to give notice of application. You did not inform me of this advertisement, and as an author of over three hundred and forty articles I should be short listed with other candidates.

I will send as many support details as you need, Please inform me of what is required.

According to your letter of 14th June you talk of major financial difficulties and the existence of a Welsh Language Rule, you have long known about my qualifications and linguistic ability, yet did not inform me of the existence of the advertisement.

If the Chair is awarded to a non-Welsh speaker and I am overlooked yet again, I will have no option but to appeal to appropriate authority.

Cyhoeddwyd Gadair Cemeg Coleg y Brifysgol Gogledd Cymru. Fel Cymro Cymraeg, ceisiaf am y Gadair hon. Ni glywais oddiwrthoch o gwbl am y cyhoeddiad, ac fel awdur llawer iawn o gyhoeddiadau gwyddonol dros y byd, ymgeisiaf nawr (rwan) am y Gadair.

Anfonaf ymlaen fanylion.

Yn eich llythyr o Fehefin y pymthegfed namyn un, ysgrifenydd am anhawsterau arianol ac hefyd am rheol yr Iaith Gymraeg. Gwybod y Prifathro, a llawer yn y Coleg fy fod yn Gymro Cymraeg, yn gweithio yn yr Unol Daleithiau yn un o Brifysgolion gorau y Wlad Fawr. Ni glywais unrhyw beth oddiwrthoch am y cyhoeddiad.

Felly, af a'r mater i Awdurdodau eraill os a'r Gadair hon i Gymro di Gymraeg, neu i unrhyw berson di Gymraeg.  
(Doethwr M. W. Evans) Yn Gywir,



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University College of North Wales  
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GRT/CET

6 July, 1990

Dr. M.W. Evans,  
17-3F Northwood Apartments,  
700 Warren Road,  
Ithaca,  
BY 14850

Dear Dr. Evans,

Thank you for your letter of 22 June, 1990 expressing interest in applying for suitable vacancies at this College. I have passed your request to the Personnel Officer who will ensure that you are informed of such posts. In the meantime, I would be grateful if you could let me know what you would consider to be a suitable post, given your particular specialisms.

You mentioned in your letter that you were particularly interested in applying for the posts currently held by Professor Stirling and Boyd. Professor Boyd is not being replaced and consequently there is no post available in his stead, while the academic needs of the College dictate that the successor for Professor Stirling is a specialist in Organic Chemistry who is able to provide appropriate research leadership in this branch of the subject. It would therefore be of little value putting your name forward for the Chair of Organic Chemistry if you do not measure up to the carefully defined job specification.

Yours sincerely,



**Secretary and Registrar**

*Since this letter was dictated I have  
added your expression of interest in the Chair of  
Organic Chemistry. The Personnel Officer's letter you have details of the appointment.*

Ysgrifennydd a Chofrestrydd  
Secretary and Registrar  
**Gwyn R Thomas, BA, MA**



## Personel

Coleg Prifysgol Gogledd Cymru  
Ffordd y Coleg  
Bangor, Gwynedd LL57 2DG  
Ffôn: Bangor (0248) 351151  
Est 2059  
Telecs 61100

## Personnel

University College of North Wales  
College Road  
Bangor, Gwynedd LL57 2DG  
Tel: Bangor (0248) 351151  
Ext 2059  
Telex 61100

Our Ref:- AJ/90/10.

6th July, 1990.

Dr. M.W. Evans,  
Theory Centre,  
Cornell University,  
17-3F Warren Road,  
ITHACA,  
New York 14850,  
U.S.A.

Dear Dr. Evans,

Thank you for your late application for the post of Chair in **Organic Chemistry** which arrived by E Mail on 4th July.

I think it would be helpful if you could kindly submit a full application to me at your earliest convenience as the interviews for this post are to be held shortly.

I understand that a copy of the advertisement and further particulars of the post have already been dispatched from my office (on Tuesday, 3rd July) as per your request of the same day.

Yours sincerely,

**Alan James**  
**Personnel Officer**

1 M. W. Evans, D.Sc. (Wales)  
Research Fellow (Hon. Causa), University of London,  
Visiting Scientist, Cornell University,  
Visiting Scientist (1991), University of Zurich.

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July 16, 1990,

Mr Gwyn R. Thomas,  
Secretary and Registrar,  
University College of North Wales,  
Bangor,  
Gwynedd,  
Wales, LL57 2DG,  
Dear Mr Thomas,

Enclosed is a formal application for the Chair of  
Chemistry at Bangor, for which I am amply qualified.

As you write to me in the English language in your  
letter of 6th July, I will provide UCNW with a courteous but firm  
reply in that language. I would prefer, however, to be addressed in  
the Welsh language, an official language of the UK. As usual I send  
you my personal regards, but must firmly address some disturbing  
consequencies of your correspondence, in which you represent UCNW  
as Secretary of the College.

Be assured of my grave concern over the future of  
the Welsh language, I wish only to serve the People of Wales in its  
only University, which is "in and for Wales" by Charter from Head  
of State in the UK.

1) You now admit, for the first time, (6th July) that the Chair of  
Chemistry has been advertised. This is THREE MONTHS after my  
written request for tenure (April 7th). In the meantime candidates  
have been short listed, without giving me a fair chance to apply,  
and dates set for interview. I have confirmed this by telephone. As  
a Welsh speaker I should certainly have been from the outset a  
proper candidate for this post, for which I am well qualified  
professionally. I have appealed to Her Majesty in Council, Visitor  
to the University, for fair consideration, and my position is that  
I have applied formally for the Chair.

2) Although you are not a chemist, you appear to have made a  
personal decision to attempt to exclude me from candidature on the  
grounds that I am not an organic chemist. I have several objections  
to this. Firstly, I hold a degree in general chemistry, which  
includes organic chemistry. Secondly, you ask for an account of my  
qualifications, and therefore have tried to exclude my candidature

without seeming to know the nature of these qualifications. How then, can you assert that I am not an organic chemist if you have to ask me what these qualifications actually are? In fact I am perfectly capable of research in physical organic chemistry, and several other areas. It is well known that I have an unusually broad range of publication, recording experience at the highest level in several different disciplines. My first degree at UCW Aberystwyth was probably the best general chemistry degree in the history of that College, and I completed summa cum laude all requirements in organic chemistry at that level.

3) In general, I fail to see why the position of Head of Department of Chemistry should be exclusively and perennially confined to organic chemistry. The UFC requires proper instruction in all branches of chemistry for first degree certification. The outgoing professor, however distinguished, is expected not to influence incoming candidature, because this undermines the principle of academic freedom, basic to any University. I question the right of UCNW to define such an important post in terms so narrow as to exclude the majority of chemists. I believe that the post should be re-advertised internationally in both languages, without restriction of speciality, and without reference to the outgoing Head's personal research interests.

4) You again ask for an account of my qualifications, although UCNW has had my complete Curriculum Vitae, with voluminous details, for some time. You have this document on record, and I am pleased to update it with the enclosed career profile, and updated list of publications. I am currently working on the development of what appear to be several important new effects useful for chemistry and physics in general, including new analytical techniques for organic chemistry in cooperation with Zurich and M.I.T. My work at Cornell this year has been variously described as "extremely interesting", of "fundamental importance to modern physics", "intriguing", "generally important", and "elegant" by US colleagues. I will send original documents with these comments on request.

5) In any University, liberty of thought, frank expression, truthful observation, are all fundamental. I am very critical of UCNW and UCW Aberystwyth for denying me, over an immensely protracted period of time, the BASIC requirement of scholarship, which is academic tenure. In Wales, it is not possible to produce scholarly work of international calibre unless one has tenure in the University of Wales. It appears that this denial is not based on objective scholarly assessment, but on an underlying current of unobjective personal hostility towards me, and towards the legitimate rights of Welsh speakers in general. This is illustrated by many rejections, over many years, of my applications at all levels and in several different departments, without any serious effort to actually study my qualifications, to read my publications, or even to think of what my contributions to UCNW could be. The personal hostility is illustrated by a notorious incident when I was denied office space and all facilities for nine months during my stay as University of Wales Fellow, an incident

which brought criticism from members of staff, witnesses, inside UCNW itself and repeated protests from AUT. Several members of staff at UCNW have written on my behalf requesting tenure for me in UCNW. My work has been described as "distinguished" by Prof. Brown of mathematics in a letter which I have here, and the Principal has written to me to express concern over the lack of opportunity for Welsh scholars in exile. Yet, when opportunity becomes available, I am denied even the chance of applying.

6) In general, UCNW is giving the impression of hostility to me personally, and to the Welsh language, and hostility between Welsh and English is palpably obvious on the campus, being a facet of uncontrolled immigration which is killing the Welsh language and culture. I feel that it is urgently necessary to come to grips with this problem, and I have urged the Shadow Secretary of State for Wales to take note of it in a recent letter to him. I have urged the creation of a new College operating strictly in the medium of Welsh with input in the arts, humanities, and sciences from the many excellent Welsh medium schools. I have advised this voluntarily to the Office of the Leader of the Opposition, and to that of the Shadow Spokesman for Education and Science, receiving correspondence from both Offices.

Finally, it is easily possible for UCNW to provide me with tenure if it can bring itself to tolerate liberty of thought in its role as a University. There is absolutely no statutory obligation on it to advertise, and it would be hard pressed, surely, to find a Welsh speaker with three hundred and fifty publications, currently working at some of the best Universities in the world, and also a double Medallist of the Royal Society of Chemistry etc. etc.. You have now shown clearly that even when jobs are advertised, fair candidature will be denied to Welsh speakers if the College so desires, and that equality of opportunity is therefore rendered nearly meaningless. With its current history of long denial, my own case being a notorious example, I cannot possibly see how UCNW can project itself as being of special interest to Welsh speakers. I regard this as mere hypocrisy. More generally, how can Britain prosper if talent is denied so bluntly over such a protracted period of time, on such a shallow basis of pre-judgement, and productive British scholars exiled for lack of basic livelihood? This is giving a negative impression here in the United States, where equal opportunity is rigorously enforced for all ethnic minorities.

I am interested in being kept informed of all posts in the areas of chemistry, i.e. physical, inorganic, analytical and organic, materials science, computational science, and all related areas. You have voluminous documentation concerning my qualifications, and my scholarship is well known internationally. As things stand, however, I can have little confidence in UCNW's willingness to judge any of these applications fairly. On past experience, it is likely that an obscure reason will be devised for yet more denial to me of basic livelihood in the form of tenure, while other, much less qualified, non-Welsh speakers will be

appointed. My general assessment of UCNW must therefore be unfavourable, and I must advocate the establishment of an entirely new and independent Welsh medium College for young Welsh speaking school leavers whose hopes are ignored. If appointed professor of chemistry I will greatly increase that department's capability of Welsh medium education, which is currently zero.

It is not possible, in my opinion, for any talent based society to tolerate the kind of prolonged denial of opportunity that UCNW practices toward the Welsh People, a denial which is reflected in the fact that a large majority of your staff is from outside Wales with no grasp of the Welsh language. I also dismiss the subjective assertion in your letter that I would not measure up to a job requiring research leadership when you yourself have no qualification in chemistry. In fact, no objective measurement of my capabilities has taken place, or is likely, and, clearly, I have been denied the opportunity of putting forward my credentials. This forms the basis of my current appeal to Her Majesty in Council.

Yn gywir,

(Doethwr M. W. Evans)

M. W. Evans, D.Sc. (Wales)  
Research Fellow (Hon. Causa), University of London,  
Visiting Scientist, Cornell University,  
Visiting Scientist (1991), University of Zurich.

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July 17, 1990,

Mr. Alan James,  
Personnel Officer,  
University College of North Wales,  
Bangor,  
Gwynedd, LL57 2DG,  
Wales,  
Dear Mr. James,

Further to your letter of 6th July, 1990, I hereby apply formally for the post of professor of organic chemistry. Please note that I would like to be kept informed of all new posts that may be advertised.

My referees are:

- 1) Prof. P. Grigolini, Dept. of Physics, University of North Texas, Denton, Texas, USA.
- 2) Prof Heinz K. Henisch, Department of Materials Science, Pennsylvania State University, University Park, Pennsylvania, USA
- 3) Dr George Lie, Dept 48B/428, IBM, Neighborhood Road, Kingston, New York.

I note that the Welsh Language rule states that Welsh speaker must be appointed to this post, all other things being equal. I am applying on the basis of qualification, and with this rule in mind, because there is no one in the Chemistry Department at UCNW at present capable of speaking the Welsh language.

Please note that I asked to be kept informed of new posts in chemistry and related areas on many occasions in the past, and enquired about this post on 7th April, 1990. There was a considerable delay before the College replied.

The College already has a complete curriculum vitae from me, and in view of the fact that I am an overseas candidate, and in view of the delay in informing me of this post, I enclose one copy of support material. The plan of research is in the form of a grant application for the development of several new techniques which will be of utility in organic chemistry. As the enclosed letter to the Registrar shows, I hold a first class honours degree in general chemistry, which includes organic

chemistry, and have considerable interdisciplinary experience for work within the Institute of Molecular and Biomolecular Engineering.

As the job description emphasises interdisciplinary work, I think that it would be straightforward for me to adapt my qualifications for the post.

Sincerely,

(Dr. M. W. Evans)



M. W. Evans, Ph.D., D.Sc. (Wales)

Visiting Scientist and Guest, University of Zurich (1991).

433 Theory Center, Cornell University.  
Ithaca, NY 14853.

Home Address : 77 Lois Lane,  
Commonlands,  
Ithaca, NY 14850, U.S.A.

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Swiss e mail address: K650205 at CZHRZU1A

13th January, 1991,

Head of Department,  
Department of Chemistry,  
University College of North Wales,  
Bangor,  
Gwynedd,  
Wales,

*Rejected,  
No interview.*

Dear Prof. Blair,

I am interested in applying formally for the post of lecturer in physical chemistry advertised in "Chemistry in Britain". I have given notice of the application by e mail to the Personnel Officer.

My referees are :

- 1) Prof. H. K. Henisch, Department of Physics and Materials Science Laboratory, Pennsylvania State University, University Park, PA 16802, USA.
- 2) Prof. P. Grigolini, Dept. of Physics, University of North Texas, Denton, Texas, USA.
- 3) Dr. S. J. Abas, Dept. of Mathematics, UCNW, Bangor.

I enclose a short CV and narrative account of career, and will be glad to forward a full CV document which is a fifty page description of my career and publications. The College already has this document in its files, however, and is well aware of my record and qualifications.

I am a native Welsh language speaker, and understand that the Welsh language rule of the College means that I should be appointed to this post if there are no other candidates who are capable of teaching and researching in the medium of the Welsh language.

I believe that I am fully qualified for the post of lecturer in physical chemistry, which is my speciality, I have 17 years of experience of research in physical chemistry, and am a Royal Society of Chemistry Meldola and Harrison Memorial Medallist,

awarded for research in physical chemistry. There is no age limit advertised, and my

relative lack of teaching experience means that I cannot be regarded as "over qualified" for the post. Currently, there is no member of staff in Bangor's chemistry department capable of giving instruction in the medium of the Welsh language, despite the fact that the College is situated in a Welsh speaking area of Wales, with schools offering instruction through the medium of the Welsh language in physical chemistry and allied scientific subjects.

I urge you therefore to give fair consideration to my application and to the legitimate rights of Welsh speakers to tertiary education in the medium of the Welsh language. The Registrar offered in a letter of 1990 to me in the U.S. to keep me informed of openings suitable for my speciality, but I received no indication that this post was to be advertised, despite my having indicated my interest several times to the College, the Registrar, and Principal.

Please note that my office address is 433 Theory Center, as above. **From Nov. 5th, 1990 to March 6th 1991, all correspondence should be addressed to:**

**Dr. M. W. Evans,  
Physical Chemistry Institute,  
University of Zurich,  
Winterthurerstrasse 190,  
CH 8057 Zurich,  
Switzerland.**

Sincerely,

(Dr. M. W. Evans)