

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

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Senior Visiting Research Associate,
Materials Research Laboratory,
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14 June, 1992

The Registrar,
The University College of Wales,
Aberystwyth,
Wales,

Copi. Cynog Dafis, ac
Aelodau Seneddol
Plaid Cymru.
P.O. Llywyl.

Dear Sir,

I wish to apply for the position of tenured research professor in the University College of Wales. I am forwarding you a complete Curriculum Vitae under separate cover. I have applied for various positions at UCW over a period of many years, and I have never been interviewed. Therefore, I trust that this long period of rejection will come to an end soon, and that a fair assessment of my capabilities will be made on this occasion.

I am prepared to work with you to produce science textbooks, for example, in the Welsh Language, and to prepare the College for fully functional science courses in the medium of the Welsh Language. I have recently attained the position of full professor of physics in the United States. However, I was trained in your College, and wish to serve the Welsh People in an appropriate capacity.

Sincerely Yours,

(M. W. Evans, Professor of Physics, UNCC.)

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The Registrar,
The University College of Wales,
Aberystwyth,
Wales,

OPEN LETTER

Dear Sir,

I am writing in my capacity as a Member of the Guild of Graduates to express alarm about the decline of the Welsh Language. All shades of opinion must agree that a considerable effort must now be made to establish a region within Wales in which the language is safe from further decline. Specifically, the University of Wales must ensure that all staff, without exception, must be fluent in the Welsh Language, must be appropriately qualified, and must be hired on a quota system which gives preference to natives of Wales. At least one College must be dedicated entirely to this purpose, and very soon.

There is no credible tertiary outlet for Welsh medium education in Wales, the present University is thoroughly anglicised. In particular, Welsh medium education must be made compulsory at all levels in all Schools in Wales if the Language is to survive its current decline.

Also, the practice of saturating the Colleges with students from outside Wales must stop if further damage to the indigeneous culture is to be avoided. Its hiring practices must be seen to be competitive and to attract the best scholars from Wales, not from OUTSIDE Wales as at present. I think that you should review your staff to make public the ratio of those who can to those who cannot speak or write the official Welsh Language. Also I think you should make public the number of posts that have been filled in the past thirty years without advertisement and without fair competition.

I have never been able to understand the hiring policies of the University of Wales. I myself am a Welsh speaker and among the most productive of scientists from Wales, but my various applications for posts in the University have been rejected for a period of almost twenty years. Yet I have now reached the position of full professor in the highly competitive U.S. system, by open, advertised, and fair competition with the very best in the World. Obviously this

is a cause for personal and PUBLIC concern, because the University is clearly excluding its own home grown talent - incomprehensible as it would seem. Further, it is well known that the practice of offering positions without advertisement has been commonplace in the University. Many of these continue to go to monoglot English speakers, further damaging the Welsh Language. It appears to outsiders that there is a cosy system of "jobs for the boys" but not for recognised native scholars.

This is a matter for grave concern to me, as an ordinary Welsh speaker, and presumably to those in Wales who support the future of the Language and indigeneous People. Therefore I am copying this letter to Members of Parliament who are also ex officio Members of the University Court and to others in Wales, in particular the Reverend R. S. Thomas, whose support for the Language is exemplary.

I urge you to take immediate steps to reform the University to make th enecessary emergency effort to save the Language. I am writing to you in the English Language because it appears that the Principal cannot speak the Welsh Language at present. With all due respect, this is a situation which is unacceptable - the Chancellor of Oxford must speak and write in English. the Principal at Aberystwyth must surely train himself as soon as possible to speak and write in the Welsh Language. This is quite obvious to all.

In order to remind you of my various applications over the past twenty years, I append information which I am also copying to Members of Parliament in Wales who are sympathetic to the Welsh Language and the heritage of the People of Wales.

Yr eiddoch yn gywir,

Sincerely Yours,

(M. W. Evans, Professor of Physics, UNCC.)

APPLICATIONS MADE BY THIS AUTHOR FOR POSTS IN UCW, ABERYSTWYTH.

Brief History.

As you know, I served the College for fifteen years, from 1968 to 1983, with a brief intermittent stay at Oxford, 1974 to 1976.

In 1978 I achieved the rank of S.E.R.C. Advanced Fellow, in open competition among the countries of Britain. This position was intended by the S.E.R.C. to be equivalent to a lecturer, and to be converted into a permanent position with tenure. In the five years from 1978 to 1983 I applied formally for posts in chemistry, physics and applied mathematics and was rejected without interview. I also made several applications by letter direct to the Principal and Registrar's Office. I felt this appropriate because of the College's practice of appointment ad hominem of candidates without advertisement or interview. All these written requests were denied.

My term contract was allowed to lapse by UCW in 1983, and since then I have made many different attempts to procure an appropriate position at UCW. These included an appeal to the Visitor (the Privy Council), to the University Registrar, the University Court, the Committee of Principals, various Heads of Department, and so forth. All these requests were denied, and I was forced to emigrate to the United States in 1986. Beginning from nothing, I have attained the position of Full Professor of Physics in approximately five years. I have continued to write to you for a position in UCW, but my written requests have been denied on several occasions.

My case has been followed quite closely by a former member of the Council of Wales, and by various Members of Parliament in Wales. It has also been a cause for concern among my professional peers in many Countries.

Future Plans

You have been sent on various occasions my complete C.V., which now contains a list of over four hundred scientific works in the international scientific literature. I have recently been in correspondence with members of staff at UCW, and have kept them informed fully of my discovery of optical NMR spectroscopy and of the magnetic field of the photon, widely acclaimed work which helped me procure the position of Full Professor of Physics at UNCC in competition with one hundred and thirty U.S. and other candidates. As you know, I am a Double Medallist of the Royal Society of Chemistry, and have won many positions in open competition in several countries. I have more published work to my name than any other member of staff in the University of Wales's constituent institutions. I hold three degrees from the University and am a native of the Swansea Valley, the son of a coal miner.

I am therefore fully trained and qualified for a position in UCW and hereby apply for tenure in the College in an appropriate capacity.

My numerous requests for tenure at UCW have always been denied, and I have frequently been told to apply for posts "which may be advertised". However, it is widely known that UCW has frequently awarded posts ad hominem WITHOUT advertisement, and frequently to monoglot English speaking immigrants, thus further weakening the Welsh language and cultural heritage.

I attach a formal request for tenured employment at UCW. The ideal position would be as a tenured research professor. The College is currently in danger of losing its research capability, its appointments in the past have obviously not been competitive. Symptomatic of this decline is the closure of chemistry and other well established departments such as music. This, as you know, generated much criticism of the College administration. Another example is the sale of property bequeathed in good faith to UCW, for example a farm and a herd of cattle. The latter had to be purchased by a local farmer, revealing the abject failure of UCW to maintain precious assets entrusted to it by the People. Another example is the repeated attempt to sell the EDCL, which housed the former chemistry department. I was involved as you know in an effort to dissuade you from this course of action, akin to the President selling the White House.

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

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

433 Theory Center, Cornell University.
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15th June 1991

Prof. J. M. Thomas, F.R.S.,
Pro Chancellor,
University of Wales,
Registry, Cathays Park,
Cardiff,
WALES,

DIM AT EB
—————
NO REPLY
—————

Dear John,

Congratulations on your appointment as Pro Chancellor of the University of Wales, an event which injects new hope and optimism in my mind and those of other scholarly exiles from Wales.

I think that the time is ripe for the establishment of a new research centre within the University, a centre which would cater for pure and applied science in a specifically Welsh context, and which would be fully bilingual from the outset. There is considerable scientific talent in Wales, much of it unused or ill-nurtured, and also talent that is currently in exile, which can make such a venture a major success. Enclosed is an example of the US developments following my theoretical work on optical NMR. I have been awarded a Leverhulme Trust Fellowship to develop British interests in this field, and I feel that this can and should occur within the University of Wales. Accordingly I would like to explore a senior ad hominem appointment by the University, so that I can seek SERC funds and so on to develop the optical NMR experiment. Naturally, I would be delighted if you could find time from a very busy schedule to interest yourself in the science of this experiment.

In my opinion the research centre should be established at University College of Wales, Aberystwyth, utilising electronic communication and contemporary technology within the existing infra structure to work on a daily basis with other Colleges and with others around the world. The EDCL can be utilised easily as a base by purchasing parts of it from UCW Aberystwyth, or other agents as appropriate. We scientists owe this to the People of Wales, which has supported our research in the past, and in particular to the people who used to support us magnificently at the EDCL. I am deeply shocked, and have learned with

profound sorrow, of the suicide of Mr Jim Jenkins, and I urge help for the family.

As a contribution to the Centre, I am prepared to look for equipment and other matching support. I may be successful in this given support from like minded scientists. There is no time to lose if Wales is to remain fully competitive in the international arena as a country in which scientific thought and applied technology are both adequately supported.

I am now the author of some three hundred and seventy five books and articles in the research literature, and share my time between Cornell and Zurich where I am Guest of the University and Senior Swiss NSF Fellow at the top point of the NSF research salary scale here. I have just been awarded a Leverhulme Trust Fellowship for work on optical NMR, which I proposed theoretically at Cornell, and which has been under investigation experimentally for some months at Princeton. An account of rapid developments is enclosed. Obviously, optical NMR will, if developed, have a great impact. At Zurich I am developing the computer simulation of novel non-linear optical effects, using a method called field applied computer simulation (FMD) which I initiated at Aberystwyth in the early eighties, when I was running a large and very productive group there. The work of members of this group was recognised by the award in my name, as you know, of the Meldola Medal and the Harrison Memorial Prize of the Royal Society of Chemistry, and I am very proud of them all. They ALL went on to become staff members in their own right, but the Welsh members of the group, Gareth Evans and myself, were denied all subsequent opportunity within the University of Wales. This has resulted in considerable hardship for us both, including periods of prolonged unemployment and loss of pension.

My work over some twenty years a-growing, and that of my group, has been more than adequately tested and proven in the premier centres of the old and new worlds, and I feel that the People of Wales should benefit from this and the work of other Welsh scientists. The University of Wales has the clear duty to try to cohesively organise the work of individual Welsh scientists into a team under a Carwyn James such as yourself. Many of these scientists are in exile, others such as the gifted and original experimentalist Gareth Evans, are badly neglected, to the point where they are no longer able to pursue science at all. If you will excuse me being blunt, this is a complete waste of training, much of it a waste of your own work in the EDCL of the seventies. Much of the training, funding, and enormous amount of hard work put into the establishment of my own group in the EDCL was destroyed by poor management after you left for Cambridge. I find myself in a position where I have copious international recognition, and current and assured future research support, but with no opportunity in Wales itself. This does great harm to the People of Wales, something which saddens me deeply. To make matters worse, I have frequently tried to return to the University of Wales, but have been rejected on many occasions, even for posts at the lecturer level in my own speciality of physical chemistry. The Welsh language rule at Bangor was apparently ignored on the many occasions on which I was rejected without interview, because monoglot English language candidates were appointed. These were candidates with a very small fraction of my proven productivity, and the QUALITY as well as the quantity of my work is now firmly recognised by fair minded scholars from several countries. The fact is that the Science Citation Index will show that I have INDIVIDUALLY produced more recorded work annually over the past decade or more than COMPLETE DEPARTMENTS such as chemistry and physics departments in the current University of Wales. Yet I am kept out of my own country, because there is no place for me in its only University, the only University in which any Cymro can be fully himself.

Apparently, judging by the cases of Gareth Evans and myself, it is still sometimes very difficult for scholars of a working class background in Wales to obtain adequate recognition in the University as currently constituted. We urge reform, because there is now recognition for our work around the world, and yet we are not able to develop it in Wales.

This implies an intolerable waste of training, resource and effort by sincere and hard working Welsh educators at primary, secondary and tertiary levels. The appointments procedures of the University are in need of reform, so that academic excellence at post graduate and post doctoral levels is properly and fairly rewarded in the same way that undergraduates are given the appropriate class of degree. This is absolutely basic and essential to the meritocracy that we all surely want. We do not want stagnation and decline, we want a proud and fair University in Wales, worthy of a great People who value scholarship and the quality of the human mind.

Finally in the English language, Gareth and I have been reminded lately by Kerry Pendergast, now a permanent member of the teaching staff at Pontypool, a final year undergraduate in the class of 1978 at the EDCL, that you told them in a lecture how highly you valued my abilities, even at that stage, when I was obviously a young man and not fully developed intellectually. You went on subsequently to a brilliant career, while both GJE and myself were denied basic opportunities by your successor, whose manner towards me in particular frequently degenerated into outright verbal and written abuse, and who put every obstacle in my way at Aberystwyth while I was trying to pursue a Government funded Advanced Fellowship. He was responsible for the disastrous decline in the EDCL's research output. As a consequence of your frequent public praise of my abilities in scholarship, there are several in Wales who are badly puzzled, and deeply angered, by the subsequent treatment of my work and research group, and Welsh members of that group. It is very easy to put this right by a stroke of a pen. At the moment, it is becoming painfully clear that the University is unable to recognise the scholarship of Gareth Evans and myself IN AN OBJECTIVE MANNER. During your time at the EDCL you made several ad hominem appointments, which were apparently well judged. These were not advertised. It is quite proper to do this of course, but QUITE IMPROPER to proceed as did Prof. J. H. Purnell of Swansea in 1977, when he telephoned Prof. Mansel Davies with an ad hominem offer, which Mansel relayed to me, and then ADVERTISED THE SAME POST in the "Western Mail". That is the basic reason why I finally decided not to take that job, because other candidates at interview were not given a fair chance, having been MISLED by advertisement of a post already offered. This kind of thing must never happen again inside the University of Wales, or any other. The pressures put on me to take this post were no doubt well meant, but completely wrong headed. I wished only to stay at Aberystwyth, where I was developing intellectually with no help needed from Swansea.

It now emerges from Kerry and others that at around the same time, my abilities were being praised to a class of undergraduates by the future Director of the British Institute and Pro-Chancellor of the University of Wales. I am most grateful for your support, but still face unsalaried years of "hard scrabble" as they say in the State of New York. Let this hypocrisy end RIGHT NOW, and I will very happily serve the University and People of Wales.

Estynaf i chi fy nyminiadau gorau yn eich swydd newydd, a bid ben yn wir y bont.

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

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

Cyfarchion gorau,

(Dr. M. W. Evans)

Copied: former EDCL colleagues.

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

Cornell University Engineering and Theory Center Building,
Hoy Road
Ithaca, New York 14853-3801, U.S.A.
e mail: IHPX at CORNELLF

5th Sept., 1991,

Prof Sir John Meurig Thomas, F.R.S.,
The Royal Institution of Great Britain,
21 Albermarle Street,
London W1X 4BS,
U.K.,

DIM ATER
NO REPLY

Dear Sir John Meurig,

I am writing in a follow up to my previous letter to suggest several initiatives concerning the integrity of the University of Wales.

- 1) In view of the alarming attack by the Vice Chancellor on his own University I feel it is urgent that an Institute of Research be set up acting for the University as an entity, I feel that this should be situated in the oldest College, at Aberystwyth, either at the EDCL or the Science Park. Some affiliation with the Royal Institution could be considered.
- 2) As mentioned several times in the past I am prepared to give my strongest personal support to this initiative. For example I would like to set up a LENS experiment at the institute, following the first successful demonstration of my ideas at Princeton. LENS is an acronym for laser enhanced NMR spectroscopy.
- 3) It is absolutely necessary in my opinion to bring back Aberystwyth to the level of excellence it enjoyed in the early and mid seventies.
- 4) Along with Prof. Sir John Kendrew I have recently been asked to be a chemical advisor for a major publishing company, to join a Physics and Mathematics Board consisting mainly of Laureates and Fields Medallists, and given my own series of monographs. I would like to invite your colleagues and yourself to consider a monograph in this series, which I intend to name "Contemporary Chemical Physics" or similar.
- 5) I would like to set up a computer simulation initiative within the University of Wales, using contemporary workstation technology. This follows the recent recognition at the Cornell Theory Center and elsewhere of my FMD methodology.

I am prepared to help in drafting up an initiative or proposal to be put before the UFC to inject research funding for a Branch of the Royal Institution at UCW Aberystwyth.

Cyfarchion,
Sincerely,

(Dr. M. W. Evans)

Enc. updated CV.

Dr M. W. Evans, Research Fellow, University of London,
Visiting Scientist, Cornell University.

17-3F Northwood Apartments,
700 Warren Road,
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December 15, 1989,

Dr. George Botterill,
Former A.U.T. President,
Department of Law, Penglais Campus,
University College of Wales,
Aberystwyth,
Wales,
U.K. of Great Britain,
Dear Dr Botterill,

DIM ATEB

Greetings from the U.S., where I have been for the past three years. I wish to re-join the A.U.T., and would be grateful for application forms. I am currently on the staff of Royal Holloway and Bedford New College in the University of London, and qualify for A.U.T. Membership.

You may remember my case in the early eighties, when A.U.T. made several representations on my behalf for tenure. I was not given tenure and since September 1983 have been employed on several short contracts. I have now been almost twenty years on short contracts and am currently unpaid, although technically an Honorary Research Fellow, appointed by the Academic Board of RHBNC. I am also an unpaid Visiting Scientist at Cornell University, where I am given the respect due to a senior member of the profession.

I have now published some three hundred and twenty articles and books, probably more than anyone in the University of Wales. My latest book, with Enrico Clementi, is just out. I am also a Royal Society of Chemistry Double Medallist and a native Welsh speaker.

It is my opinion that I suffered systematic negative treatment at the hands of the former professor of chemistry there, W. J. Jones, in the period 1978 to 1983. Fresh and damning evidence has just emerged, which I enclose. Since that time my requests, formal and informal, for tenure in all four major Colleges of the University of Wales have been systematically rejected. This is despite the fact that I am by now the most qualified untenured Welsh speaking scientist from Wales.

Several colleagues have felt for some years now that I am ready for a research professorship at Bangor, which has a Welsh Language rule as you know. Accordingly, I wish to request on-going support from A.U.T. for the establishment of such a position. This support could be in the form of resolutions at a University wide level, representations at a College level, and so

on. The powers that be have been so negative in my case that I feel that results may be a long time coming, but that for the sake of justice, such an effort should be made.

I do not think that there can be reasonable doubt by now as to my qualifications for tenure in the University of Wales. The latter has persistently and disingenuously asked me to apply for posts "which may be advertised". In view of the number of positions which have been filled at Aberystwyth, for example, with no form of advertisement, I feel that this is hypocrisy on the part of the authorities. In the former chemistry department at Aberystwyth for example, I calculate that well over half the tenured positions in the post war era were filled by invitation, with no advertisement at all. Under J. M. Thomas, practically ALL the posts were filled this way.

While reserving comment on the morality of such procedures, I think that they show plentiful precedent for appointment by invitation.

I urge the Aberystwyth branch to work on a University level with other branches to pass a resolution urging a fairer consideration of my case by the Colleges. I think that in my case grievous injustice has been the norm for so many years that there is a danger of accepting it as a fact of life. I do not think that any member of the profession should be asked to exist on zero salary while being accepted simultaneously as a foremost contemporary scholar.

Yours Sincerely,

(Dr. M. W. Evans)

Dr M. W. Evans, Research Fellow, University of London,
Visiting Scientist, Cornell University.

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December 19, 1989,

The Principal,
University College of Wales,
Aberystwyth,
Wales,
U.K. of Great Britain,
Dear Dr Morgan,

OPEN LETTER TO
DR. K. O. MORGAN.

DIM ATEB.

I am writing to request tenure in the University College of Wales, which is "in and for Wales" according to the Charter of the University. I am a native born Welsh speaker and served the College with distinction as an undergraduate, postgraduate, British Ramsay Fellow and S.E.F.C. Advanced Fellow. During my service I was awarded the Meldola Medal and Harrison Memorial Prize of the Royal Society of Chemistry in London for my earlier publications. I am now a mature scientist with over three hundred publications worldwide in the refereed literature. I am also the author and co-editor of five major monographs published in the U.S.A. and U.S.S.R., and currently an Honorary Fellow of the University of London and Visiting Scientist at Cornell University, the top ranking U.S. Research University.

I have applied on many occasions, formally and by letter, for tenure at Aberystwyth and its sister College, Bangor. Over a period of fifteen years or so these requests have always been denied. During this time the Association of University Teachers, the M.P. for Caernarfon, Mr Dafydd Wigley, a former member of the Council of Wales, Mr J. Henry Jones, and many professional colleagues in Wales and abroad have written to Aberystwyth to request tenure on my behalf. These requests have always been denied, some letters were apparently left unanswered by your predecessor.

There has never been a clear public statement by the College to explain why I have been singled out for denial over such a lengthy period of time. During the past fifteen years, there have been numerous appointments to tenure made without advertising, many to candidates with no particular grasp of the Welsh Language. The College has the right to fill posts by invitation, but has no moral prerogative to DENY tenure to worthy, well qualified, native born Welsh speakers in the manner just described.

The Eleventh Collective Index of "Chemical Abstracts" is now available, and lists publication in the period 1982 to 1986.

WITH ALL DUE RESPECT TO THEM, my individual output in that period greatly exceeds that of every tenured member of staff in the former chemistry department at Aberystwyth. For the public record, a list is given as follows of papers in the Index.

1) Dr. A. H. Price, about three papers; 2) Dr. D. E. Parry, about four; 3) Prof G. Williams, about twelve; 4) Prof. W. J. Jones, about eight; 5) Prof H. G. Heller, two; 6) Prof. J. O. Williams, about eleven; 7) Dr. J. M. Adams, about fourteen; 8) Dr. S. Evans, about nine; 9) Dr. C. B. Monk, two; 10) Dr. P. Cadman, one; 11) Dr. Maude about three; 12) Dr G. Morrison, none; 13) Mr A. J. S. Williams, none.

My own recorded output in the same period is NINETY SEVEN, including four monographs of average length about 600 pages. You have had available a detailed list for some time, but I have not heard from you.

Bearing in mind that this is the publication record of TENURED colleagues, including four full professors, I feel that it is a GRIEVOUS INJUSTICE to have denied me tenure for such long time when my individual output has consistently been so higher. The QUALITY as well as the quantity of my work underlined by many awards in the U.S. and U.K., including visiting professorship and a publication award by I.B.M., New York, and two medals of the Royal Society of Chemistry in London. The complete list of recognitions and awards has also been available to you for some time. The monographs were published by Wiley of New York, among the best in the world.

I have a clear and ineluctable duty to Wales to bring honour upon her long suffering People, a greater duty still to her Young, and I must insist on my right to tenure in her only University, earned laboriously by my own abilities. I write this as an open letter, because I wish to let the People of Wales and every individual have the opportunity to voice their opinion, to debate my request openly, justly, and democratically. In the University of Wales, the elected representatives of her People share supreme authority in the University Court. They also must see that justice is done, and seen to be done, in Wales.

"Arglwydd, arglwydd, dyma gamwedd!"

Cyfarchion,

Myfan Evans

(Dr. M. W. Evans)



Scientist refused jobs slams UCW over 'grievous injustice'

By Arthur Williams

A Llanddeiniol scientist and author of over 300 publications alleged this week that he was the victim of a 'grievous injustice' and had been 'singled out' by UCW Aberystwyth, who had refused to offer him a job.

Dr. Myron Evans, of Sbeit Isaf, Llanddeiniol, Aberystwyth is a Welsh-speaking former undergraduate, post-graduate, British Ramsay Fellow and Science and Engineering Research Council Advanced Fellow of the college. He said he had been trying to get a job at the College for 15 years.

In an open letter to the new College Principal, Dr. Kenneth O. Morgan, Dr. Evans says: "I am writing to request tenure in the University College of Wales, which is 'in and for Wales' according to the Charter of the University.

"During my service it was awarded the Meldola Medal and Harrison Memorial Prize of the Royal Society of Chemistry in London for my earlier publications.

"I am now a mature scientist with over 300 publications worldwide in the refereed

literature. I am also the author and co-editor of five major monographs published in the U.S.A. and U.S.S.R. and currently an Honorary Fellow of the University of London and Visiting Scientist at Cornell University the top ranking U.S. Research University."

Dr. Evans says he has applied on many occasions, formally and by letter, for tenure at Aberystwyth and its sister College, Bangor.

Over a period of 15 years or so these requests had always been denied.

During this time the Association of University Teachers, the MP for Caernarfon, Mr. Dafydd Wigley, a former member of the Council of Wales, Mr. J. Henry Jones, and many professional colleagues in Wales and abroad had written to Aberystwyth to request tenure on his behalf.

"These requests have always been denied, some letters were apparently left unanswered by your predecessor, Dr. Gareth Owen," Dr. Evans says in his letter to Dr. Morgan.

"There has never been a clear public statement by the College to explain why I have been singled out for denial

over such a lengthy period of time. During the past 15 years there have been numerous appointments to tenure made without advertising, many to candidates with no particular grasp of the Welsh language.

"The College has the right to fill posts by invitation but has no moral prerogative to deny tenure to worthy, well-qualified, native-born Welsh-speakers in the manner just described."

Dr. Evans alleges that his individual output of published work between 1982 and 1986 greatly exceeded that of every tenured member of staff in the former chemistry department at Aberystwyth.

He adds: "Bearing in mind that this is the publication record of tenured colleagues, including four full professors, I feel that it is a 'grievous injustice to have denied me tenure for such a long time when my individual output has consistently been so much higher.

The quality as well as the quantity of my work is underlined by many awards in the U.S. and U.K., including a visiting professorship and a publication award by I.B.M., New York, and two medals of the Royal Society of Chemis-

try in London. The complete list of recognitions and awards has also been available to you for some time.

"I have a clear and ineluctable duty to Wales to bring honour upon her long suffering People, a greater duty still to her Young, and I must insist on my right to tenure her only University, earned laboriously by my own abilities. I write this as an open letter, because I wish to let the Peoples of Wales and every individual have the opportunity to voice their opinion, to debate my request openly, justly, and democratically. In the University of Wales, the elected representatives of her People share supreme authority in the University Court. They also must see that justice is done, and seen to be done, in Wales."

The Principal of UCW Aberystwyth, Dr. Kenneth O. Morgan, said: "I have never met Dr. Evans and these events occurred before I was appointed Principal.

"As regards the suggestion that a job should be created for every particular individual, I think people should be reminded that this is Aberystwyth and not Ceausescu's Romania."

11 Cambrian
News

Dr M. W. Evans, Research Fellow, University of London,
Visiting Scientist, Cornell University.

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700 Warren Road,
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December 23, 1989.

A REPORT VOLUNTEERED TO THE U.K. GOVERNMENT
AND THE EUROPEAN PARLIAMENT.

Aberystwyth Chemistry Department, Output 1982-1986.

Name	Rank	Appointed	Salary (Approximate)	Output	Status
Jones	PH	Advert	150,000	8	R
Heller	P	Advert (?)	20,000	6	R
Williams, G.	P	Invited	150,000	12	R
Williams, J.	R	Invited	130,000	11	R
Price	SL	Invited	120,000	3	H
Williams, A.	SL	Invited	120,000	0	Ret.
Morrison	SL	Advert(?)	20,000	0	Ret.
Cadman	L	Advert(?)	100,000	1	U
Young	L	Advert(?)	30,000	0	R
Adams	Res.	Invited	100,000	14	R
Freedman	Res.	Invited	10,000	2	R
Evans, S.	Res/L.	Advert	30,000	9	R
Parry	Res.	Invited	100,000	4	R
Maude	L.	Advert	30,000	3	U
Darcy	Res.	Invited	30,000	1	U
Monk	Ret.	Invited	Pension	2	U
Total			1,140,000	76	

Notes

PH, professor and head; P, full professor; R, reader; SL, senior lecturer; L, lecturer; Res., tenured research fellow.

Advert, appointed by advertisement; advert(?), probably appointed by advertisement; invited, appointed by invitation.

Salary, approximate salary cost to UCW, Aberystwyth.

Output, approximate number of entries in Eleventh Collective Index of "Chemical Abstracts", with and without co-authors.

Status, outcome of appointment: R, resigned; Ret., retired; H, head of chemistry unit at present; U member of unit. Dr Monk is retired and works in the unit occasionally.

Comparison Table

Evans, MW	AF	Advert	Zero	97	T
Evans, GJ	AF	Advert	Zero	25	T

Total			Zero	122	
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Notes

AF, S.E.R.C. Advanced Fellow; unsalaried by UCW, and untenured; T, contract terminated, resulting in emigration and/or unemployment. Both native-born Welsh citizens. Evans, MW is a Welsh speaker, and Evans GJ is a learner.

Comments

The above table is a sample of 16 tenured staff members who held a position in the former chemistry department at UCW Aberystwyth for part or all of the period 1982 to 1986. Of these more than half resigned; and more than half were originally appointed without any form of advertisement. The great majority have no grasp of the Welsh language, and did not attempt to learn the language. Some have held tenure for more than thirty years.

By reference to the Eleventh Collective Index of "Chemical Abstracts", they appear to have produced a combined total of about 76 publications, the majority with co-authors. The total cost to UCW in salary alone was probably over a million pounds. The members of the present chemistry unit produced a combined total of under ten in this five year period. The salary estimate is approximate, and takes account of the fact that some resigned before 1986, and others were not tenured during the whole five years. There were no women members of staff.

For comparison, the output of the two Government-contracted S.E.R.C. Advanced Fellows is given in the second table. This was nearly double the indexed total of ALL the tenured members of staff COMBINED, an output which was achieved without salary load to UCW.

An S.E.R.C. Advanced Fellow is appointed by the U.K. Government in National competition, and is usually chosen from among the top ranking dozen or so younger post-doctorals of all U.K. Universities. Evans, MW, was effectively dismissed by UCW when his contract terminated in October 1983. Evans, GJ was effectively dismissed about three years later. The reasons for these dismissals are unknown. The College has, for a number of years, indicated lack of resource. In view of other appointments made to tenure during these same years, this is very difficult to comprehend or accept. An AF contract lasts five years, and is meant by the government to be converted to tenure by the host institution, in this case UCW. The latter readily accepted the Government contracts in both cases, accepted attribution in the publication process, but refused to grant tenure, despite the Government assessment of the AF's as "outstanding". Effective dismissal was achieved by allowing the AF term contract to expire in both cases. UCW has made no subsequent attempt to grant tenure, to these two AF's while making many other subsequent appointments to its tenured staff, the majority to monoglot English speakers.

Overall Conclusions

These facts can be checked by any member of the public, and made more accurate if so desired, by looking up the College's own records. These are supposed to be open to the general public.

1) The salary bill of tenured staff members is paid by the tax-payer through the then University Grants Committee of the Department of Education and Science. This tax-payer's money is allocated, however, by the College. Tenure by invitation means that tax-payer's money is used to appoint individuals without public advertisement, on the recommendation of the College Senate. Tenure is held until retirement, normally at 65. It is concluded that appointments to tenure were made without significant research output. In some cases research output appears to be zero, and the overall picture in these five years is one of stagnation, ending in the collapse of the department and resignation of more than half the tenured staff, including the head of department. The cost to the tax-payer: over one million pounds in salary, with at least as much again in support staff salary, equipment, consumables and overheads. Appointment by invitation was commonplace in the post war era.

2) There was consequently little fair competition in appointment to tenure, and the comparison table shows that **UNTENURED** staff were by far the most productive in this five year period. Even more disturbing is the continual refusal to grant tenure to the two Government-contracted AF's, a deeply hypocritical and unjust attitude which continues at the time of writing.

3) The present chemistry unit appears to be research-inactive, and lacks support documentation such as contemporary research journals. The chemistry library of UCW has been discontinued as a separate unit. Without chemistry the rest of the science faculty lacks international significance.

Historical Lessons

The overall lesson is that if talent is denied, especially that of members of ethnic minorities, such as the two advanced fellows, Evans, MW, and Evans, GJ, the community eventually becomes moribund and cynical, and ceases to be able to compete effectively with other communities that recognise effort and dedication with appropriate reward. More specifically, if the University College of Wales refuses to nurture Welsh speakers of proven ability, such as Evans, MW, it will lose support among the broader community in Wales, and will become internationally insignificant. This process is already far advanced. To reverse the decline, immediate changes in attitude are required, specifically, the rights of abundantly qualified Welsh speakers or learners must no longer be denied, and the principles laid down in the European Parliament must be followed. These include recognition of the language and employment rights of EEC ethnic minorities. Senior staff at UCW and other Colleges of the University of Wales must come to terms with the existence of a Welsh speaking ethnic minority, and above all, learn to respect the rights and talents of members of that ethnic minority. Specifically they have a clear duty to learn the Welsh language themselves, and to respect the local heritage and culture. They must also learn to reward merit with recognition.

Signed, M. W. Evans, Ithaca, New York, USA.
(U.K. citizen and taxpayer, 1982 to 1986)

Notes on Details

The salary expenditure in the above table is an estimate, exact expenditure is a matter of College record. The number of publications are estimated from the 11'th Collective Author Index of "Chemical Abstracts". There is a small probability that some publications may not have been recorded in this Index. Award of tenure in the UK system implies that the awardees are expected to teach and research, and to organise themselves effectively in pursuit of both. at least one of the AF's (Evans, MW) has personal experience at Aberystwyth of being denied the opportunity to teach, and and was on more than one occasion, prevented from applying for research support. This AF's contract at Aberystwyth ran out in September 1983, and the tabulated total records work completed subsequently at Bangor and Swansea as a junior post-doctoral, contracts won in inter-subject open competition. In the final three months of 1986, he was a visiting professor at I.B.M., Kingston, New York, U.S.A., at the invitation of Dr. Enrico Clementi. He is currently at Cornell University and will shortly be a Guest of the University of Zurich at the invitation of the Dean. The Chemistry Department at Aberystwyth has been discontinued and replaced by a "Unit", which apparently does no research as a matter of policy. It is difficult to reconcile this with the fact that the Unit staff still claims tenure, which implies the pursuit of research.

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Visiting Scientist, Cornell University.

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January 7, 1990,

The Registrar and Academic Secretary,
The University College of Wales,
Aberystwyth,
Wales,
U.K. of Great Britain,
Dear Mr Jones,

Referring to your comments in "College Observations" sent vis a vis my complaint to the Visitor. These are corrected as follows.

- 1) With reference to the enclosed report, it is clear that I fully deserved a tenured position at Aberystwyth. This continues to be denied to me by the College with no satisfactory explanation. It was clearly a requirement of the AF scheme that the host institute attempt to convert it to tenure. I continue to request tenure from UCW Aberystwyth. You admit this obligation in respect of Dr S. Evans, whose output was far lower than mine.
- 2) Several people were appointed to tenure by W. J. Jones and the College without vacancies being advertised. I have been applying for posts for nearly fifteen years, when you must have had many vacancies. Prof. J. M. Thomas habitually appointed without advertising vacancies, no doubt to worthy candidates. Am I not as worthy, with over 300 recorded publications? Prof Jones appointed Adams, Freedman and S. Evans without advertising. Therefore I believe I should be appointed to tenure as soon as possible.
- 3) The impending sale of the EDCL would raise the necessary revenue, and I am qualified for a research post in the department of physics.
- 4) The enclosed report clearly compares qualifications, and I am by now more than qualified for a senior tenured position in the University College of Wales.
- 5) In fact several of the appointments made by Prof. Jones were unadvertised. You forgot to mention Dr Adams, and Dr Darcy's post was unadvertised. This makes four unadvertised. Dr Simmonds and Dr McCabe were initially temporary but I believe they are now permanent, without further advertisement. This makes nonsense out of your assertion that "only two were unadvertised". In any case, advertised or not, their COMBINED output was a small fraction of mine. Please note that I am still requesting tenure on an on-going basis. To make things worse you forgot to mention that Freedman and Adams later resigned tenure to seek posts in industry, apparently

out of frustration.

6) I doubt whether you have read any of my work, but for the record I have experience in all branches of chemistry. The fact of the matter is that you have never met me, and know of me only through assertions made by Prof. Jones, the person against whom the original complaint was made.

7) Time has shown how much confidence you had in Prof Jones, who has resigned. The College shut chemistry, and is currently trying to sell the EDCL. I have offered to rent out part of the facilities for sale, but my offer was refused.

8) You call me a difficult colleague, but on what grounds? You have never met me. Over half of Prof. Jones's staff resigned, so he must have been less than inspiring. I assure you that if treated half-way decently, I can work hard, as results indicate. Perhaps you were not fully aware of my service to your College, and the enclosed might help put the record straight.

9) As the enclosed letter to Dr Young shows, there was a great deal of pressure put on me to leave. You forwarded this to the Privy Council without my knowledge. Prof. Jones's assertions are erroneous, and the enclosed correspondence puts the record straight again. I urge you to consider things more fairly, to consider that in fact I served the College with distinction over a period of 15 years, with a short interlude at Oxford, and that I am requesting tenure in the University College of Wales as a manifestly qualified scientist and a native of South Wales.

10) I asked Prof Jones for the opportunity to give a course of lectures, and was denied the opportunity. I was a demonstrator when I was still a Ph. D. student, long before you took up your post. My undergraduate lab. notebooks were used as models in demonstration classes for several years after I completed my undergraduate degree. Now I can lecture to your students using material taken from six of my monographs. There is a need to educate them in current developments.

11) Prof. Heller is entitled to his opinions, but in the period 1982 to 1986, his output appears to be 2 papers, compared with my ninety seven letters of timeliness and importance, papers, reviews and books. Prof. Heller was among the first to resign, only three years after Prof Jones's appointment. Please take full note of fact (10) above, I asked for teaching duties and was refused. Many others followed in Prof. Heller's footsteps.

12) I suffered frequent verbal abuse from Prof. Jones, on one occasion I was told to "go to hell", and on another occasion was subjected to a forceful interview laced with Nixonian expletives, lasting nearly four hours, during which I was told that my work did not "mean a damn". I was repeatedly regaled with nonsensical assertions about my publication activity, for which I had just been recognised with two of the most prestigious international awards of the Royal Society of Chemistry. I have now made the appropriate formal complaint to the University Registrar after being made aware of the letter to Dr. Young, a letter which he forwarded to you without my knowledge. I was frequently and uniquely prevented from applying for research support, as you admit, and yet managed to outperform everyone in the Department. My laboratory was disrupted and my post doctoral assistant resigned in consequence. He is

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currently a much respected member of the Royal Society Research Unit in Swansea. The very existence of such a Unit makes a nonsense out of Heller's assertion that research cannot flourish without teaching.

I think the time has now arrived for a fairer and more measured assessment of my performance over two decades, the fact that I have been a Visiting Professor at I.B.M., have been made an Honorary Fellow at Lancaster and London, a Visiting Scientist at Cornell, a Guest of the University of Zurich, a Visiting Professor at Pisa, that I have held the post of European Coordinator for a major scientific grouping, that many countries have recognised my standing, that many have written to you in my support, that I have sixty comendations written into my CV, all dating from 1982 onwards. That I am the author of well over three hundred refereed articles, none written in haste, and non duplicated, that the negatives have come to you second hand from one man, a man who has resigned from your staff, and whose department you have closed. Above all remains my duty to the University of Wales, the respect in which I am held by many in Wales, the valued and untarnished loyalty of friends and colleagues who witnessed the way in which I was actually treated.

The general opinion abroad is that there has been a grievous miscarriage of natural justice, and in the face of all this, that I have been upright and honourable.

The tide of history is surely with the just, and talent must no longer be denied.

Cyfarchion,

(Dr. M. W. Evans)

Dr M. W. Evans, Research Fellow, University of London,
Visiting Scientist, Cornell University.

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January 23, 1990,

Mr Arthur Williams,
"The Cambrian News",
Aberystwyth,
Wales,
U.K. of Great Britain,
Dear Mr Williams,

I have the Principal's reply to your article, who is quoted as saying: "I have never met Dr. Evans and these events occurred before I was appointed Principal. As regards the suggestion that a job should be created for every particular individual, I think people should be reminded that this is Aberystwyth and not Ceaucescu's Romania."

I would like to make public my response to these remarks as follows. Firstly, however, my address is not "Speit Isaf", Llanddeiniol. I was forced to emigrate to the U.S. by the College's policies, to avoid unemployment. In the United States I have been an I.B.M. Visiting Professor at Kingston, New York, and am currently a Visiting Scientist at Cornell, an Ivy League University. I have just received the offer of a Full Professorship at another major U.S. University, and several U.S. colleagues will write to the Council of the College at Aberystwyth on my behalf. I also received a Chairmanship offer from Delaware State College.

I would like to demonstrate that I have Welsh language ability by writing the next sentence in Welsh. Diolch yn fawr iawn am eich gwaeth ardderchog dros ben yr hen iaeth Gymraeg, mae'n arbennig o bwysig nawr i sefydlu hawlfraint y Cymro a'r Gymraes, fel ei sefydliwyd dan Ty Cyffredin Eurob. This sentence thanks the Cambrian News for its excellent work on behalf of the Welsh language, and states that it is particularly important now to press for the rights of Welsh speaking men and women as these are established in the European Parliament.

Reply to Principal's Remarks

I wish to state clearly and publicly that I am prepared to meet Dr Morgan at his convenience to discuss ways in which I can serve University College of Wales at Aberystwyth. As a native of the Swansea Valley, (which is not in Romania), I wish to do my best to help the Welsh Language, which is held in high respect here in the United States, partly due to the fact that the third and fifth Presidents, Jefferson and Monroe, were partly of

Welsh descent. There is still a strong Welsh Community south of here, in Pennsylvania, which wishes to see the Welsh Language survive in all its ancient vigour and brilliance. I also wish to help in the production of scientific textbooks in the Welsh Language. I am abundantly qualified as a scientist, Dr Morgan has my curriculum vitae, and list of some three hundred publications. I have written to him several times, once in Oxford before he came to Aberystwyth, and have never received a reply.

Report to the U.K. and European Government.

I have prepared a report to the U.K. and European Governments which is enclosed. A copy has been sent to the Minister of Education and Science in London; the Secretary of State for Wales; and the Chairman of the Universities Funding Council. It provides full and factual details of my relative performance, in comparison with other staff members at Aberystwyth, before my exile to the United States.

Diolch yn fawr, a phob bendith arnoch,

(Myron Evans)

Dr M. W. Evans, Research Fellow, University of London,
Visiting Scientist, Cornell University.

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NY 14850.

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January 25, 1990,

The Editor of "The Cambrian News",
Aberystwyth,
Dear Sir,

I enclose a complete list of my publications, in support of recent material I sent to your staff. As you see, my output 1982 to 1986 is 97, inclusive of four monographs.

The Principal, Dr Morgan, has had this list for a considerable amount of time, and apart from comparing me with a Romanian dictator, he has made no rational comment. I have written and published poetry in the Welsh Language, but alas, Dr Morgan seems to have forgotten most of the old tongue. In the Swansea Valley we have our own dialect, and our straightforward way of saying things, but we rarely use Romanian (a Latin/Slav mixture with some Turkik elements).

I have a considerable volume of documentation available here which I would like to make public, possibly working with your staff in a series of appropriate articles. These show the nature of discrimination against native Welsh speakers inside the University College of Wales over a considerable period of time. I suggest that I could prepare articles every two weeks or so which I could send to your staff and yourself for editing prior to publication.

Diolch yn fawr am eich ystyriaeth,
Cyfarchion Gorau,

(Myron Evans)

Welsh descent. There is still a strong Welsh Community south of here, in Pennsylvania, which wishes to see the Welsh Language survive in all its ancient vigour and brilliance. I also wish to help in the production of scientific textbooks in the Welsh Language. I am abundantly qualified as a scientist, Dr Morgan has my curriculum vitae, and list of some three hundred publications. I have written to him several times, once in Oxford before he came to Aberystwyth, and have never received a reply.

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Diolch yn fawr, a phob bendith arnoch,

(Myron Evans)



February 1, 1990

Copy

To the Registrar and Secretary
University College of Wales
Aberystwyth, Dyfed
Wales
U.K.

Re: M.W. Evans, D.Sc.

Dear Sir,

I am writing to you in a matter which concerns an academic colleague, Dr. M.W. Evans, and, beyond that, the public interest in the fields of education and research. Dr. Evans' case has recently come to my notice, and it really does seem to me that there has been a miscarriage of justice, resulting from administrative decisions of the Council. For reasons which are hard to understand, Dr. Evans, a scientist of outstanding caliber and dedication (see enclosed notes), whose talents have been widely recognized by many institutions in many countries, has never in his native land been offered any kind of appointment that is commensurate with his record and talents. I am not familiar with the history of his negotiations (over the years) with the University of Wales, but know that all his applications for a tenured position have been rejected. To be sure, the matter is in no way my formal concern, but I hope you will forgive my intervention. I write in a spirit of friendship and compassion, to request that his case be re-opened and reviewed.

Yours sincerely,

Heinz K. Henisch
Professor of Physics

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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April 3, 1990,

OPEN LETTER.

The Registrar,
University College of Wales,
Aberystwyth,
Dyfed,
Wales,

Dear Registrar,

I have been discussing my numerous requests for tenure at Aberystwyth with U.K. Government officials. I have been advised by the Department of Education and Science that the most proper procedure at this stage would be to exhaust complaints procedures within UCW, and then to take the matter to the Universities Funding Council, with reference to the 1988 Education Reform Act.

In view of the fact that I have put in numerous requests for tenure at UCW over an extended period of time. I feel that I should give you the opportunity of commenting on the following complaints against the College.

1) The primary complaint is that the College has not assessed my case on the basis of comparative excellence. In this context I have sent a report to various Government Departments summarising performance of one now closed chemistry department in the 1982 to 1986 period. This has been read by the Chairman of S.E.R.C., who congratulated me on my output during that period. Up to October 1983, I was an S.E.R.C. Fellow in that Department, but was effectively dismissed by means of UCW allowing my contract with the Government to run out. This report shows that I produced 97 publications in 1982 to 1986, which is more than the sum total of tenured staff of that department COMBINED. During that period and since then all my requests for tenure at UCW have been summarily rejected.

2) Secondary complaints arise from (1). Several of these have been filed in C 66 11 of the Privy Council, in the Office of Visitor.

3) I also wish to complain about the fact that tenure at the former chemistry department at UCW was frequently awarded without due advertisement. In the report sent to the Government, I estimated that roughly half the then departmental staff obtained tenure by invitation. Subsequent research performance appears to

have been poor, in some cases I could find no recorded output in the period 1982 to 1986 in the 11'th Collective Author Index of Chemical Abstracts. I wrote to Principal Owen on this matter in the early eighties, but as I recall, he refused to provide me with any data on the number of staff members appointed without advertisement. These appointments utilise public funds, and UCW is obliged to provide details to the general public. This has been re-affirmed in Hansard following a question by Mr. Dafydd Wigley M.P. As a member of the general public I wish to ask how many posts at UCW were filled without advertisement in the period 1974 to present, during which I have been applying for tenure, and how many of these were filled by Welsh speakers.

4) In view of (3) I wish to complain that my requests for tenure have frequently been met with responses based either on a) lack of funds, or b) an instruction to apply for posts which may be advertised. This kind of response has also been made in the past to Mr Dafydd Wigley M.P.

5) I wish to complain that UCW is not providing anywhere near enough tertiary level science education through the medium of the Welsh Language. This is a protected language under Acts of the European Parliament, which has outlined the linguistic rights of European minorities. In view of the fact that I am a Welsh speaker, I also wish to complain that my rights in this matter have been ignored by the College. The matter is made worse by the fact that I am by now an established scientist on the international scene, having published well over three hundred scientific works, and having obtained UCW's highest degree in 1978. I am also a double medallist of the Royal Society of Chemistry of London. In some science departments of UCW there are very few members of staff capable even of reading or writing the Welsh Language, and there is little offered for school leavers educated in Wales through the medium of Welsh in the sciences. There are by now several excellent secondary schools in this area of education.

Finally I request tenure in the physics department of UCW on the grounds of comparative excellence in the physical sciences, and on the grounds of linguistic rights outlined by the European Parliament.

I convey to you personally my best wishes.

Sincerely Yours,

(Dr. M. W. Evans)



Coleg Prifysgol Cymru, Aberystwyth
The University College of Wales, Aberystwyth

Cofrestrwydd ac Ysgrifennydd
Registrar and Secretary
E Wynn Jones BSc

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Old College, King Street, Aberystwyth SY23 2AX, UK

Telex: 35181 ABYUCW G
Fax: (0970) 611446

Tel: Llinell Uniongyrchol/Direct Line (0970) 622004
Tel: Coleg/College (0970) 623111

Dyddiad/Date

Ein cyfeirnod/Our reference

Eich cyfeirnod/Your reference

8 M Ely 1990

R/pj

Dear Dr Evans

I have received your letter dated 3 April, which is described as an 'open letter' although you do not say to whom it was sent.

It is, in the College's view, manifestly unreasonable to seek to open grievance procedures some seven years after leaving your employment at the College. I do not therefore propose to respond to the detailed matters referred to in the paragraphs numbered 1-5 in your letter.

Your final un-numbered paragraph is a request for a tenured post in the Physics Department. You are free to apply for any post which is advertised and for which you believe yourself to be qualified. The selection of people for appointment is a matter for the appropriate authorities within the College. No individual has an automatic right to be appointed to a post.

Yours sincerely

Registrar and Secretary

Dr M W Evans
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USA

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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May 15, 1990,

The Registrar,
University College of Wales,
Aberystwyth,
U.K. of Great Britain,
Dear Mr Jones,

I have received your letter of 8th May, the contents of which have been noted.

The assertions you make are questioned and challenged as follows.

- 1) I ask for a copy of the minutes of the meeting at which my letter was discussed by the Senate and Council under appropriate standing orders, ordinances, or articles.
- 2) File C 66 11 of the Privy Council records numerous grievances made to the Visitor of the University much less than seven years ago. I have been in regular contact with various departments of the College over the question of tenure over a period of some ten years or more, and have asked for tenure on numerous occasions in the past two years. I will now address the request once again to appropriate departments.
- 3) You have refused to address my complaints, and I will now follow the advice given to me by the Department of Education and Science.

The College appears to have refused to address the important questions raised in my letter, namely : 1) appointment on the grounds of comparative scholarly excellence; 2) past appointments without advertisement. You appear to have refused to put the matter to the Senate and Council, and to have refused to have provided me with information to which I am entitled as a U.K. citizen. I wish to ask once again how many posts at UCW have been awarded without advertisement in the period 1974 to present.

This compounds the College's unreasonable and self-destructive refusal over a prolonged period of time to award me tenure, for which I am fully qualified, as probably one of the most prolific and distinguished natural scientists that Wales has produced, and a Welsh speaker who holds three degrees from the University College of Wales itself, and is therefore a Member of the Guild of Graduates and fully entitled to all its privileges. In

so doing the College, which is funded by the tax payer, has denied the opportunity for me to teach and research, and has therefore denied educational opportunity to young people from Wales and elsewhere.

It has clearly been the practice of the College, on the other hand, to appoint NUMEROUS much less well qualified candidates to tenure in the past with NO FORM OF ADVERTISEMENT, many of whom could not speak or write in the Welsh language, and never made an attempt to learn it or to respect the culture and heritage of the People of Wales. The low quality of some of these appointments contributed to the closure of several departments after Government assessment. I have forwarded a report on this practice to the U.K. Government.

Clearly, no publicly funded institution should ever have the right on the one hand to take public funds, and on the other refuse to give an account of what it does with these funds, and in my opinion, legislation is long overdue to remove the Charter privileges which apparently allow this feudal behaviour. I will accordingly ask Parliament for such legislation.

Finally, I must press the College for a proper debate of the points raised in my letter, and for a tenured position in the Science Faculty on the basis of comparative excellence and linguistic ability. The purpose of this position would be the education of young people from Wales and elsewhere in the natural sciences, bringing to them, through my research, the latest advances. A personal decision by yourself to refuse me tenure, apparently on the grounds of an obscure personal assertion concerning the passage of time, is clearly unacceptable and unreasonable. It has clearly been the College practice to appoint to tenure without advertisement. No attempt has yet been made by the College, after some fifteen years, to assess my applications in the grounds of comparative scholarly excellence, and this reflects more and more badly on its ability to judge fairly as the months turn to years, the years to decades, and as native Welsh talent continues to be denied on unreasonable grounds. This is utterly contrary to the spirit and letter of the United Nations Declaration of Human Rights, and rights of linguistic minorities subject to the European Parliament.

I am copying this letter to appropriate authority and will bring it to the attention of Welsh speakers in Wales, and to the attention of colleagues in the profession.

Sincerely Yours,

(Dr. M. W. Evans)



Coleg Prifysgol Cymru, Aberystwyth
The University College of Wales, Aberystwyth

Cofrestrydd ac Ysgrifennydd
Registrar and Secretary
E Wynn Jones BSc

Yr Hen Goleg, Stryd y Brenin, Aberystwyth SY23 2AX
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Dyddiad/Date

Ein cyfeirnod/Our reference

Eich cyfeirnod/Your reference

19 June 1990

R/pj

Dear Dr Evans

Thank you for your letter of 1 June. Your letter of 3 April was not considered by Senate or Council. My reply was based upon consultation with the Principal and upon legal advice. I have nothing to add what was said in my letter of 8 May other than to repeat that although you say that you are copying your letter to certain people you do not say who they are. I am not therefore in a position to send them copies of my replies to your letters.

Yours sincerely

Registrar and Secretary

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700 Warren Road
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USA

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July 20, 1990,\$

Letter to the Editor.

The Editor,
The Cambrian News,
Aberystwyth,
Wales,
Dear Sir,

It is self evident that the historical and contemporary perspective of a small nation be different from that of its larger neighbours. Nowhere is this truer in the whole of Europe than when applied to the increasingly desperate state of the Welsh Language. I hereby declare its People an endangered species. This People numbers much less than a million, and basic educational facilities are still not in place.

I dismiss entirely the claim to perpetual tenure in Wales of the presently constituted "University of Wales". The contemporary state of this organisation is such as to harm the language and betray the hopes of educationalists in Wales at the secondary level. It has flooded the Welsh speaking hinterland with those who are hostile to the language; its academic performance is not good; and its staff is monoglot English speaking with pitifully few exceptions. It cannot tolerate criticism, and its hundred year colonial policy of bringing in staff from outside Wales points towards the deliberate exclusion of far better qualified scholars, natives of Wales, members of the endangered species of Welsh speakers. It appears that only its students have the courage to criticise this madness.

I believe that a small but dedicated College, wholly independent of the University of Wales, and operating at the tertiary level in ALL subject areas, is needed as a matter of EMERGENCY. The entrance requiremenets for all staff with no exception would insist on profficiency in the Welsh language, and all instruction and research would take place in the Welsh Language with no exception. Equality of opportunity would be enforced provisional upon linguistic and scholarly ability.

The fact that such a facility is not available is contrary to the guidelines of the European Parliament on support

for linguistic minorities in Europe. It is also a monument to the failure of the University of Wales even to recognise the existence of the Welsh speaking minority. No one should be deceived by the superficial and undignified posturing of the individual Colleges, pointing to bilingual signs is music to the deaf, most staff cannot read Welsh. The Principal at Swansea once informed me, as a Welsh speaker from the Valley that "no Welsh is spoken around here". On the contrary. Dr. Clerkson, Welsh is not only spoken, but taught to a high standard in Welsh medium secondary facilities, which have NO tertiary outlet because of attitudes such as yours which pervade the University.

I believe that a concentration of dedicated scholarship in a new College, away from the colonialist hostility and ignorance which characterises the University of Wales, will lead to a brilliant renaissance, and will help save an endangered species. The best of Wales's scholars are scattered all over the world, but the blood is strong, and they do not forget.

Sincerely, H

(Dr. M. W. Evans)



PRIVY COUNCIL OFFICE
WHITEHALL, LONDON SW1A 2AT

29th June 1987

Dear Dr. Evans,

I write to say that the Visitor has now considered your petition as set out in your letter of the 29th March 1986, relating to your position at University College of Wales, Aberystwyth.

The Visitor has given careful consideration to all the considerations which you have advanced but he has concluded that the matters concerned, and particularly the question of a tenure appointment, are essentially ones for the College to determine.

In the absence of any proved impropriety on the part of the College authorities, Viscount Whitelaw has decided that he is unable to assist you. He has asked me to express his regret at having to write in these terms.

Yours sincerely,

CES. Howard

for Clerk of the Council

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Data Systems Division,
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New York 12401

FINAL
OPINION ; AFTER
PETITIONS;
1984 - 1987