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1935-2006

Professor of Linguistics  
Simon Fraser University  
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I have always believed very strongly that all the people a decision may affect should have the opportunity to participate – without fear and as openly as the situation allows – in the making of that decision. That way, they will feel respected as thinking, feeling human beings who in effect “own” the decision.

Hector Hammerly

Email to SFU Vice-President David Gagan

February 2, 1997

Hector Hammerly's essay in *Maclean's*, 7 April 1997

From *Maclean's*, Canada's Weekly Newsmagazine, April 7, 1997; with author's corrections.



## The Road Ahead

### Rid campuses of officious poohbahs

**D**id you know there are many mini-police states within democratic Canada? These are organizations that have been declared (by the Supreme Court of Canada!) not to be covered by the Canadian Charter of Rights and Freedoms—namely, our universities. Campus administrators

directed inward, results in physical illness, depression and the abandonment of promising careers. Directed outward, this despair may trigger emotionally unstable people to take the law into their own hands, resulting in tragedy.

How can such potentially explosive situ-

For a reason I still don't fathom myself – for I certainly did not need to be “colorful” about it – I decided to allude to something with the number ten in it, and said these administrators could be called “the ten little Indians.” ...

I was to learn later that the reference to “ten little Indians” had been taken as a threat of serial murder, for that was the title of a novel written by Agatha Christie in which ten people were killed one by one. The entire SFU Administration went on red alert, and private investigators were hired to follow me and my wife everywhere.

Hector Hammerly

Essay, “Mob, v t, to kill by pack,” 2006

We can only live life forwards, never backwards. If the latter were possible, would I do again what I did as a dissident professor? One thing I would do, if I had a second chance, would be to try to express myself less bluntly. University administrators apply “zero tolerance” to everyone but themselves, but perhaps a somewhat softer landing could be had by limiting any proclivity for directness and unwelcome humor. Still, freedom of speech and integrity – good causes for which millions of people have been willing to die in the past – are worth fighting for, especially when we see others being mistreated. So, I would have to speak up again.

Hector Hammerly

Essay, “Mob, v t, to kill by pack,” 2006

**Joan E. Friedenberg**

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I immediately shot off an angry and sarcastic response to Robinson, accusing her of conducting a witch hunt on behalf of the administration. I indicated that I should be told the specifics of my so-called destructive behavior and suggested it was no more than filing a couple of (successful) grievances. I complained that she had invited the faculty to vent their anger towards me, when, in fact, some of them had been doing that quite vigorously already.

Joan E. Friedenberg

“Political Psychology at Southern Illinois  
University,” 2004

Although from an average administrator's point of view my mobbing might have been justified, the fact is that all of my activities were motivated by a sincere desire to make the university a more humane, fair, civil, and equitable place, and all of my activities were legally protected and for an important reason. The United States prides itself on freedom, especially freedom of speech. Free speech, in fact, may be our country's most valued ideal.

Joan E. Friedenberg

“Political Psychology at Southern Illinois University,” 2004



Although a few mobbing victims are vindicated through grievances or legal processes, most are not. Most shrink away, embarrassed, demeaned, defeated, shaken, and confused. Whether vindicated or not, probably the single best thing a mobbing victim can do to help him or herself is to begin a campaign to help other mobbing victims and prevent mobbing altogether. The first step to doing this is to set about informing others in the workplace about mobbing.

Joan E. Friedenberg

“Paying it forward,” 2006

Friedenberg with colleagues Mark Schneider (sociology), Elisabeth Reichert (social work) and Jerry Becker (math education) at a presentation to the Southern Illinois University Board of Trustees on workplace mobbing, 2005

