

Reports

UBC

Volume 33 Number 10, May 14, 1987

Occupational Health

Health and safety in the workplace are important to all members of the campus community. UBC's Occupational Health and Safety Department is charged with monitoring and implementing programs that ensure health and safety for all UBC faculty and staff.

"We provide consulting and assistance in all areas of health and safety," says Wayne Greene, director of the Occupational Health and Safety department. "We try to help faculty, researchers and the plant design and operations set up safety programs and make them work."

Dr. Greene says some functions of his department are legislated. A radiation safety program involving routine inspections and training is required by the Atomic Energy Control Board.

The department works in co-operation with the University Health and Safety Committee consisting of 19 employees, appointed or elected to represent all areas of the university community.

Dr. Greene says the committee makes recommendations to the president's office and the identified health or safety measures are carried out by his department. The clean air policy (smoking regulations), for example, was initiated by this committee and was implemented in January by the department.

The annual report of the Occupational Health and Safety department is contained in a special supplement inside this issue of UBC Reports.

Royal Society fellows

Four UBC faculty members have been elected Fellows of the Royal Society of Canada, the national academy which recognizes outstanding Canadian humanists and scientists.

Profs. Patricia Marchak and Richard Pearson of the Anthropology and Sociology Department, Prof. J. Keith Brimacombe, director of UBC's Centre for Metallurgical Process Engineering, and Prof. Anthony Merer of the Chemistry Department will be inducted into the society on May 31 at a ceremony held in Hamilton, Ontario.

Open House award

UBC's successful Open House, held on March 6, 7, and 8 of this year, has been awarded a bronze medal by the Council for Advancement and Support of Education (CASE) in the Community Relations Programs category.

Forty entries from North America competed in this category which is defined as programs involving members of the community with the institution; projects involving faculty, students, alumni, and other groups in community revitalization; continuing education; and educational outreach programs.

The council is a 2,800 member international organization based in Washington, D.C.

Grad council formed

After several years of planning, UBC has a newly established Graduate Council.

"It will significantly change the way in which the Faculty of Graduate Studies will operate in the future," said Dr. Sheldon Cherry, acting dean of Graduate Studies.

More than 1,500 faculty are members of the Faculty of Graduate Studies and the old system of meetings and committees drew only a small percentage of the membership, making it difficult for the faculty to operate efficiently.

"It involved a large body of members who had interests and concerns in their own departments," Dr. Cherry explains.

The new Graduate Council, which had its first meeting March 26, is composed of just 64 members. There are 50 elected members representing each faculty involved in graduate education, and two faculty members of Senate elected by the Faculty of Graduate Studies.

The vice-president of research or his designate, the university registrar, and associate deans of the Faculty of Graduate Studies sit on the council as ex-officio members. The dean of the Faculty of Graduate Studies acts as chairman of the council.

Seven elected student members, including one who is a member of Senate complete the membership.

Important Notice

The next issue of UBC Reports will be published a day early for the Congregation ceremonies. Faculty and staff are reminded there is an early deadline for Calendar notices in the May 27 issue. All Calendar items must be submitted to the Community Relations Office by 4 p.m. Tuesday, May 19. Sorry, late items cannot be accepted.

Faculty and administration air differences on salaries

By Bunny Wright

Faculty members are still reeling from President David Strangway's announcement that the university is unable to comply with the unanimous salary award handed down in March by the arbitration board.

"At first it didn't occur to us that the arbitration would challenge the award," says Dr. Herbert Rosengarten, president of the Faculty Association. "But the more time that went by, the more we thought they just might."

Five weeks passed between the arbitration board's ruling in March and the university's submission of a brief to the Compensation Stabilization Commission stating that it cannot comply.

"Why did it take us so long to respond? It's not easy to give a concrete answer," says Dr. Strangway. "It took us that long to take as serious a step as this is."

The president's move is "a serious error of judgement," says Dr. Rosengarten.

In arbitration, the university offered a three per cent increase for career progress increments, merit and anomaly/inequity awards, payable July 1, 1986; a merit award of 0.5 per cent payable Jan. 1, 1987; and an increase of \$500 per annum on Jan. 1, 1987.

The arbitration board unanimously directed that a further 2.5 per cent should be paid as a general increase as of Jan. 1, 1987. The general increase would have been the first since Jan. 1, 1983.

"In annualized terms," says Dr. A. J. McClean, associate vice-president, "the university offer could have provided for an average salary increase of 4.55 per cent. The arbitration board award would increase this to 7.5 per cent."

In addition, the board's ruling called for an increase in the minimum salary level for full-time sessional lecturers to \$17,047.63 over the period of their appointments.

The Faculty Association responded to the university's submission last week, and both sides are now awaiting a decision from Compensation Stabilization Commissioner Ed Peck.

In the meantime, though, faculty members have been invited to a May 26 meeting, jointly convened by Dr. Strangway and Dr. Rosengarten, chaired by Dr. Rosengarten, at which Dr. Strangway will speak "on the university's current financial circumstances and prospects."

Dr. Rosengarten, in an April 27 open letter to Dr. Strangway, said the central question before the arbitration board was whether the university had the ability to pay, and that the board had decided that it did.

The Faculty Association's proposed 1987-88 brief on salaries says, "An argument for salary increases in excess of those proposed by the administration is really an argument for an allocation of funds that differs to some degree from that proposed by the Administration. Ability to pay is really a willingness on the part of the administration to budget for essential salary increases, even if this requires some reallocation of funds."

But Dr. Strangway argues that such a reallocation would be financially irresponsible. "We simply do not have the ability to pay the award," he says.

All of the monies allocated for 1986-87 salaries are contained within deans' and department heads' budgets, he says, except for the three per cent provincial grant for merit-increases and positions frozen in the reserve.

Although the arbitration board concluded that faculties and departments had the ability to pay a further 2.5 per cent, Dr. Strangway says the administration consulted with the deans "and they unanimously stated that they did not have the ability to pay."

see Faculty Page Two

1987-88 negotiations to begin

By Bunny Wright

While UBC faculty and administration wait for a final ruling on 1986-87 salaries, negotiations are beginning to get under way for 1987-88.

Faculty votes will be counted May 22 on a proposed "Brief on Salaries and Economic Benefits: 1987-88" that would ask for implementation of the Board of Governors August resolution committing UBC to an attempt to regain competitive salary levels.

The brief, prepared by the Faculty Association, states that "the continued erosion of faculty salaries must end, because this erosion is harmful both to individual faculty members and to the university."

It argues for a general salary increase of four per cent, an increase in the minimum annual salary for full-time members to \$28,000 (\$31,000 for faculty with Ph.D. degrees), that sessional lecturers holding a full-time appointment for eight months or longer be entitled to the same career progress increments as senior instructors and lecturers, and that the Career Advancement Plan be funded to permit the following: Career Progress Merit Increments with a unit value of \$1,120; Career Progress Merit Increments not paid in 1983-84 and 1984-85 be paid effective July 1, 1987; discretionary merit increases totalling \$750,000; anomalies and inequities reduced by another \$750,000; and creation of a special anomaly fund to be applied to the salary differential between female and male faculty members.

The case for salary increases was also made by B.C.'s universities, in their joint submission to the provincial government for 1987-88 operating funds. The three institutions agreed "that the provision of additional base budget funds for merit-driven salary increases for faculty members is the most urgent requirement for the maintenance and development of excellence in research and teaching at our universities."

No salary increases were awarded in 1983-84 or in 1984-85. In 1985-86, merit-driven increases of only three per cent were received. "The loss in real earnings," says the universities' submission, "coupled with reductions in other budget areas, has resulted in the loss of world-class faculty members and considerable difficulties in recruiting for replacement positions."

The Faculty Association brief points out that inflation eroded the real value of faculty incomes by 14.8 per cent between January 1983 and December 1986. "Between 1981-82 and 1985-86," it says, "the average annual salary of UBC faculty moved from being the highest in the country to being ranked 18th."

The universities' proposal to government requests the following for UBC: merit-driven salary increases (including

Editor's Note: UBC Reports welcomes Letters to the Editor on this or any subject. Please be brief.

benefits) funded by \$15.2 million in 1987-88, \$17 million in 1988-89 and \$19 million in 1989-90. (These amounts are based on promotion merit increases over the three years of 5.5 per cent per year. They include for 1988-89 and 1989-90 incremental benefits and salary increases in funds that have been requested for "faculty renewal.")

The document notes, as achievement, that the universities do differentiate on the basis of achievement, that salaries of full professors 21 years after degree completion range from about \$45,000 to \$70,000.

The Faculty Association brief says, "Discretionary Merit Awards have traditionally formed a higher percentage of salary increases at UBC than at any other Canadian university. We support this emphasis." It proposes that \$750,000 be made available for discretionary Merit Awards composed of 1, 1 1/2, 2 or 2 1/2 units of \$1,120 each.

see Salaries Page Two

Pay equity possible for women faculty

The Faculty Association may ask the university administration to create a fund from which every female faculty member would receive \$400 a year for the next five years.

The payments would constitute an attempt to redress the salary differential between female and male faculty members.

An average difference between salaries of male and female faculty of about \$2,000 was identified in 1984 by the Committee on the Status of Female Faculty Members set up by the association.

"It is important to stress," says the association's proposed 1987-88 Brief on Salaries and Economic Benefits, "that the payments would be extra dollars, and must not be used to replace other deserved increases."

The annual cost of the proposal would be \$144,000, or about 19 per cent of the proposal anomaly and inequity budget, and represents about 0.14 per cent of the total annual budget for faculty salaries.

Faculty Association votes on the proposed brief will be counted May 22.

Engineer works to overcome 'invisible handicap'

by Jo Moss

When the fire alarm went off in the hotel, Dr. Charles Laszlo, head of UBC's Clinical Engineering program, didn't hear it. And for a good reason—he's hard of hearing.

Fortunately, it was a false alarm. But Dr. Laszlo says he never really enjoys a good sleep away from home.

"Always at the back of your mind is 'what if?'" he says.

As an electrical engineering professor, one focus of Dr. Laszlo's research is providing technology for hard-of-hearing people. These are not people who are deaf, but those with an invisible handicap, a partial loss of hearing.

"Hard-of-hearing people do not communicate with sign language and that is what makes them different from deaf people," Dr. Laszlo says. "All hard-of-hearing people communicate with speech, they just have some difficulty in doing so."

Dr. Laszlo and his students have spent almost two years designing a system which will allow hard-of-hearing people to identify certain important sounds: a telephone, the doorbell, an alarm, a knock at a door. Other devices currently available involve hot wiring

one source of sound, the telephone for example, to a flashing light or vibrator, which the hard-of-hearing person can slip under a pillow.

"Not only is this inconvenient," says Dr. Laszlo, "but it's costly, unsightly, and restricts movement."

He is working on a computerized device containing an electronic chip which can be programmed to recognize a number of specific sounds and will notify the hard-of-hearing person through a small vibrator attached to the wrist. Not only will it signal important sounds in the home, but the wearer will be able to program it to recognize the telephone or fire alarm in a hotel room.

"It has turned out to be a bigger task than we had thought since the quality of sound, the pitch, rate and volume level affect how the device is programmed," Dr. Laszlo says. "But we have finally started to build the device and we know that once we have built it, and it works, we can make it cheaper. In order to be useful to people, it has to be both cheap and portable."

As a founder and first president of the Canadian Hard of Hearing Association, Dr. Laszlo has been active in helping hard-of-

hearing people function in the same way normal hearing people do. It seems a simple enough issue, but if a person has impaired hearing, even using a telephone can cause problems.

"If a person has a low level of hearing, a telephone is useless," Dr. Laszlo says. "Even if a person has a hearing aid, when they put a telephone close to their ear the hearing aid emits a whistle. If they hold the receiver far away from their ear the sound is distorted, and any environmental noise such as traffic, interferes."

Hard-of-hearing people can now use a hearing aid with a receiver which receives a magnetic wave emitted by the telephone, and allows them to converse normally. "The problem came in the 70's when the government allowed non-standard telephones," says Dr. Laszlo. "Many telephones are now not compatible with the specialized hearing aid. We would like to see the government impose standards to ensure compatibility."

For the last 12 years, Dr. Laszlo has been campaigning to get the federal government to do just that. "We are expecting legislation to come down in the next few months," he says.

"There needs to be more understanding of the problems of hard-of-hearing people," Dr. Laszlo says. "Hearing aids alone are not the answer." Hard-of-hearing people make up eight to 12 per cent of Canada's population, and according to Dr. Laszlo, two thirds of them are over 65. "That percentage will increase as baby boomers reach retirement age, we can't afford to ignore their interests."

Summer theatre

The Theatre Department's annual summer stock season gets under way May 27 at the Frederic Wood Theatre with the opening of Agatha Christie's *Appointment with Death*, directed by Simon Webb.

The first show runs through June 6 and will be followed June 17-27 by *What The Butler Saw*, by Joe Orton, directed by John Cooper. Michel Tremblay's *Bonjour La, Bonjour* runs July 8-18, directed by Catherine Caines, and MFA student Bruce Dow will direct the final show, Barry Broadfoot's *Ten Lost Years*, July 29 through August 8.

The company of 16 actors, designers and technicians has been selected from the Theatre Department's acting and technical programs.

It consists of Cynthia Burtinshaw, company manager, and actors Rhiannon Charles, Neil Ingram, Cara Tekatch, Neil Gallagher, Tanja Dixon-Warren, Mark Weatherley, Johnna Wright, Tom Jones, Kathleen Wright and Jason Smith. The company's designers and technicians are Blanka Jurenka, Randall Plitt, Alan Brodie, Heather Kent and Roland Brand.

Tickets cost \$5.00, \$4.00 for students, and are available at the door.

In Memoriam

Kenneth Young



Memorial Service for Ken Young

A memorial service will be held Wednesday, May 20, for UBC Registrar Kenneth Young, who died May 2 at the age of 48. The service will take place at 4:30 p.m. in the Recital Hall of the Music Building.

Young, who joined the university in 1965 as assistant registrar, had served as UBC's Registrar and Secretary of Senate since 1980.

"Ken will be greatly missed by the many friends he made over the years at UBC," said President David Strangway. "His commitment to UBC and the university community will be remembered by all who knew him."

Young was born in Edmonton and earned Arts and Commerce degrees from the University of Alberta in psychology and personnel administration. He served as assistant registrar at the University of Calgary before coming to UBC.

He is survived by his parents and two sisters.

UBC's cost-cutting not enough

Faculty continued from Page One

Dr. Strangway has told the faculty in a memo that his response to the Compensation Stabilization Board was "the most difficult decision I have been called on to make as president."

It is also the most unpopular.

Members of almost every faculty on the campus have written to criticize his decision. The letters were made available to UBC Reports by Dr. Strangway, and some of them are quoted below:

"I find it surprising," says one, "that a person who has so eloquently defended university autonomy should call on an external agency to overturn a decision arrived at through a process agreed to by the parties concerned."

"I find myself profoundly disappointed," says another. "... the arbitration award ... is basically a token, which could have much effect in improving morale though it is a very small step toward proper salaries ... Sir, it is insulting, appallingly insulting, to shave pieces off a token before presenting it."

"I have seen my real income erode," says another letter, "to the point where seeking alternative employment is now, in light of your decision, an alternative that I must seriously (and with regret) consider again."

Still another says that if the arbitration board award is overturned, "I will leave UBC."

Another is "disheartened and dismayed by the course of action you have chosen to take," and continues, "You have always said (and continue to say) all the right things ... However, having been given a golden opportunity to act in a manner commensurate with your words, you failed abysmally to do so with regard to the faculty salary question. This failure has resulted in your credibility having been damaged, probably irreparably, with your colleagues."

Another says that the administration's decision will cause "much more than mere disappointment ... It will cause real financial hardship. It will make excellence even more elusive." Frozen pay, says this faculty member, means "being unable to attend conferences to which one has been invited to deliver presentations. It means cutting back memberships in professional organizations, cutting back journal subscriptions and book buying ... It means not qualifying for a bank loan ... (it means) seeing new research grants (that are) designed to keep recent graduates in the field (by) paying (them) more than I make after eight years teaching at this university."

"I believe you should resign," says one faculty member.

"... after the faculty worked very hard to gain a very modest arbitrated award, to hear that the administration plans to fight it is simply shattering," says another.

"I am protesting in the only way that I know of at this time, by writing this letter and refusing to participate in any future non-essential activities on this campus," says another professor.

"Basically," says Dr. Strangway, "I agree with much of their position. And I have enormous sympathy for their bitterness and frustration."

In a memo sent April 22 to members of the Board of Governors, Vice-President Academic Daniel Birch enumerated the "strenuous efforts" made by the university to reduce costs and increase income.

He said UBC has eliminated "all but the most essential" faculty and staff positions as they've become vacant, postponed filling many essential positions, "vigorously pursued a program of voluntary early retirements," studied ways to improve efficiency of management and reduce absenteeism in support services, and hired consultants who have recommended ways to save energy.

To increase income, the university has raised tuition fees, improved cash management, begun preparing for major fundraising programs, facilitated grants and contracts, and worked to make sure that government is "aware of our contributions and our needs."

But all this hasn't been enough to enable the administration to implement the board's resolution of last August. The resolution called for merit-driven salary increases in the next three years "consistent with regaining salary levels that are competitive with our peer universities over a five-year period."

The cost-cutting, money-raising measures have been necessary just to protect the university's "essential functions," said Dr. Birch, and "to progress toward achieving a balanced budget."

Declaring its inability to pay was "the only credible position" the university could take before the Compensation Stabilization Commission, he said.

A few members of faculty have written Dr. Strangway to express support.

"Your arguments," says one, "all based on the financial situation of the university, are compelling, and I hope that they will yield results from Victoria."

"I accept that salary increases may be justified, and may be a priority," says another, "but I reject totally that they are the primary or only priority. I also accept that it is the job of the university administration to make decisions which, in its opinion, are best for the university."

And a third says, "I concur with your action that declaration of the university's inability to pay is the only responsible course to pursue. Please be assured of my support at this difficult time."

Salaries continued from Page One

Normally, says the proposal, faculty lost through attrition are automatically replaced. But cutbacks in the last several years have forced the universities to regard resignations and retirements as ways to save money.

It adds that the late 1990's will be "a replay of the 1960's," as large numbers of young people, products of the "echo baby boom," reach university age at the same time as large numbers of professors hired in the 1960's retire.

Economic benefits that would be requested in the Faculty Association brief to be voted on next week include: waiving tuition fees for dependent children and spouses of faculty;

payment by the university of 100 per cent of dental plan premiums; amendments to the pension plan to ensure that the university's rate of contributions wouldn't decrease as a result of increases in the rate of the Canada Pension Plan, and opportunities for sessional lecturers holding full-time appointments for eight months or longer to participate in the dental, life insurance, long-term disability and pension plans on the same basis as full-time 12-month lecturers.

The brief would also request that a special research fund of \$1,000 annually be made available to every faculty member.

The universities remind government that because large numbers of faculty were hired in the 1960's and '70's to staff burgeoning enrollments, "projected retirement rates for the next decade are far below those that would result from an evenly balanced age distribution." There is, therefore, a "built-in annual requirement of three per cent for promotion/merit increments in each of the next several years."

The "special adjustments" of 5.5 per cent requested for each of the next three years are necessary because of "the absolute necessity of paying competitive salaries in the international market for the best scholars."

The average professorial salary at UBC in 1985-86 was \$49,381, lower than the average offered by the Universities of Toronto, Alberta, Saskatchewan, Manitoba and Western Ontario. "Only at the rank of assistant professor," says the universities' request to government, "do this province's universities rank other than among the lowest in Canada."

In order to regain a competitive position, it says, "it is essential that the widening gap between faculty salaries in B.C. and those of our peer institutions be closed." So funds are being requested for the next three years that would provide increases two per cent above the average expected to be granted other Canadian universities. "Acceptance and action on this proposition by Cabinet will greatly assist the universities in retaining first-class scholars and recruiting younger faculty of outstanding abilities."

The main concern of the Faculty Association, too, is attracting top people to UBC and keeping them here. "The university administration pays lip service to this need," says Dr. Herbert Rosengarten, association president, "but the salary policies actually dissuade good people from coming here and drive good people away."

The association states in its proposed brief that although the university certainly doesn't have access to unlimited funds, "it can allocate the funds that it has so as to reflect the university's priorities. An argument for salary increases in excess of those proposed by the administration is really an argument for an allocation of funds that differs to some degree from that proposed by the administration."

In addition to money for merit increases and special adjustments, the universities are asking the government for funds amounting to 3.5% of the salary base for faculty renewal over the next three years. For UBC, this would amount to \$4 million in 1987-88, \$4.5 million in 1988-89 and \$5.1 million in 1989-90.



THE UNIVERSITY OF BRITISH COLUMBIA

OCCUPATIONAL HEALTH & SAFETY

ANNUAL REPORT FOR THE YEAR 1986

The accomplishments of the Occupational Health and Safety Department at UBC during 1986 are important to all of us in the campus community. Assuring that UBC is a safe place to work is an essential task taken seriously, not only by the staff of the department, but by all the individuals on the University Safety Committees. So that the faculty and staff at UBC can be fully informed about the issues concerning the Occupational Health and Safety Department the annual report of this office is presented in this supplement to UBC Reports.

President David Strangway

INTRODUCTION

The Occupational Health and Safety Department was formed in the summer of 1985, bringing together several different groups who were carrying out specialized functions associated with health and safety activities. This report is a brief overview of the scope of the Department's activities during 1986.

The department structure is illustrated in Figure 1, and consists of ten individuals. Two of these positions, the clerk and the diving officer, are half-time positions.

The individuals and their positions are indicated below:

Director	M. Wayne Greene
Administrative Secretary	Noni Brown
Clerk	Sue Bryant
Manager, Biological/Chemical Waste Processing Facility	Ron Aamodt
Truck Driver	Phil Walker
Biosafety Officer	Terry Gomez
Chemical Safety Officer	Lyn Peters
Diving Officer	Robert Sparks
Occupational Hygiene Officer	David Bell
Radiation Protection Officer	Armando Zea

THE UNIVERSITY SAFETY COMMITTEES

The University Safety Committees fall into one of three general categories.

- 1) Advisory Committees dealing with special health and safety problems;
- 2) The University Health and Safety Committee, which has representatives from all areas of the University.
- 3) The Department/Area/Building Safety Committees, which form the backbone of the safety program at the university.

The four Advisory Committees consist of the University Radioisotope and Radiation Safety Committee, under the chairmanship of Dr. R.T. Morrison; the University Chemical Safety Committee under the chairmanship of Professor J. Farmer; the University Biohazards Committee under the chairmanship of Professor James Hudson; and the University Diving Committee, under the chairmanship of Professor F.J.R. Taylor. These four Advisory Committees report through the Vice-President of Research. The Director of Occupational Health and Safety is the secretary on three of these committees, and is a member of the fourth. The chairman of each of these Advisory Committees is also a member of the University Health and Safety Committee.

The University's Health and Safety Committee consists of eighteen members representing various aspects of the University and is structured to comply with the Industrial Health and Safety Regulations. The primary goal of the Committee is to provide recommendations which assist the University in carrying out its safety policy. The Director of Occupational Health and Safety is not a member of this Committee. However, he is a resource person to the Committee and the office of Occupational Health and Safety provides secretarial and technical assistance where required.

The University Health and Safety Committee meets on the fourth Tuesday of each month. During 1986 there were eleven meetings. No meeting is scheduled for August of each year.

The Department/Area/Building Safety Committees, D/A/B/S, represent smaller components of the University. There are over

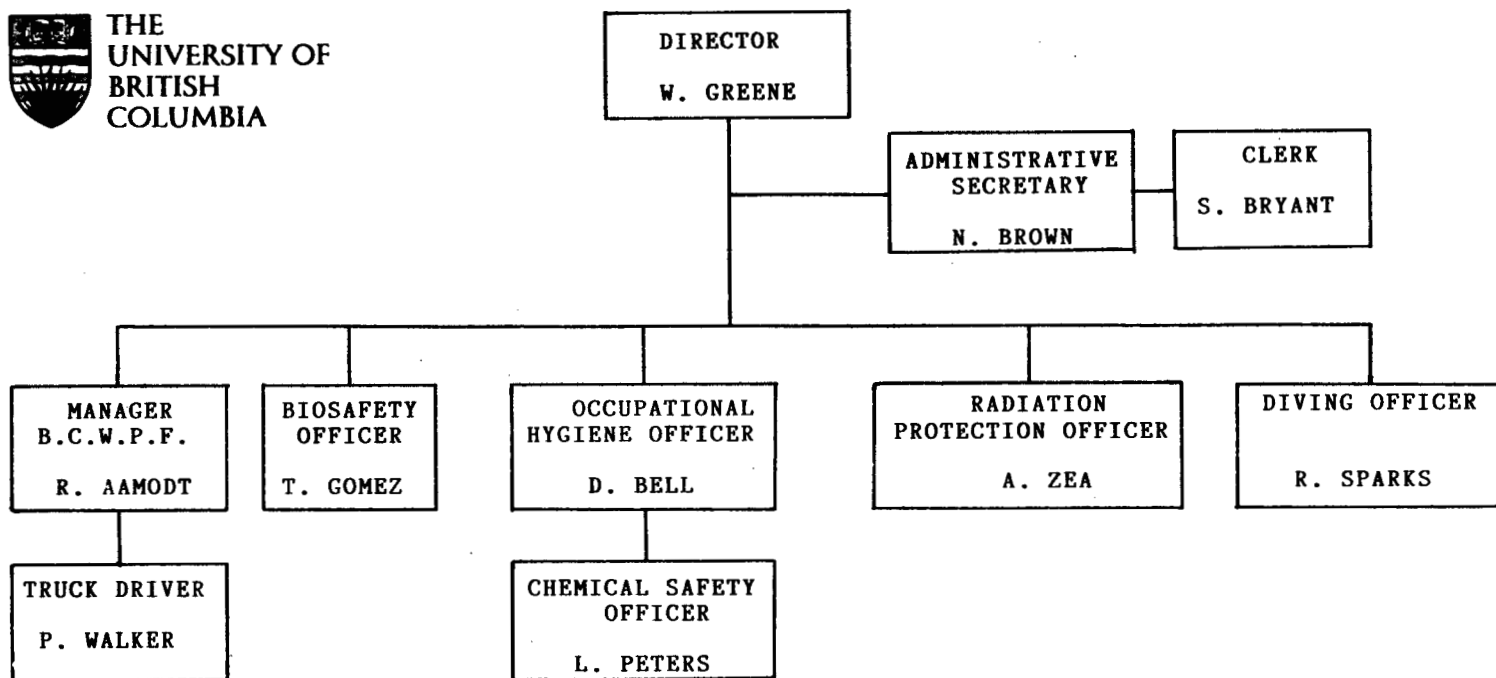


Figure 1: Occupational Health and Safety: Organisation Chart

STATISTICS ON ACCIDENTS AND INDUSTRIAL DISEASE

seventy of these Committees. The nature of these Committees varies from area to area, as well as the frequency of meetings. During 1986, there were an average of 25 D/A/B/S Committee meetings each month. Copies of the Minutes of these meetings are forwarded to the O.H. & S. office, where they are reviewed and appropriate actions taken.

The membership of the Advisory Committees and the University Health and Safety Committee are listed in Table 1.

Table 1
Membership of the Advisory Committees and the University Health and Safety Committee

The University Health and Safety Committee

Dr. J.B. Farmer, Chairman	Mr. Douglas Napier, Secretary
Dr. G.S. Bates	Dr. F.J.R. Taylor
Mr. E. de Bruijn	Mr. G. Sloan
Mr. P.T. Buchannon	Mr. R. Service
Mr. T. Derouin	Miss K. Shaw
Dr. D.J. Farquhar	Dr. R. T. Morrison
Mrs. M. Flores	Mrs. R. McMahon
Mr. D. Harper	Dr. D.W. McAdam
Dr. J.B. Hudson	Ms. E. Lebitschnig
Observers:	
Asst. Chief J.S. Affleck	Mr. D.R. Bell
Mr. R.D. Black	Dr. M.W. Greene

Radioisotope and Radiation Hazards Committee

Dr. R.T. Morrison, Chairman	Dr. M.W. Greene, Secretary
Dr. C.F. Cramer	Dr. D. M. Lyster
Dr. C.E. Stonecker	Dr. J. Tonzetich
Dr. D.C. Walker	Mr. M. Simard
Dr. G.B. Spiegelman	Dr. D. Brooks
Dr. H. Pritchard	
Ex-officio:	Observers:
Mr. A. Zea	Mr. B. Phillips
Mr. L. Moritz	Mr. M. Simard

Biohazards Committee

Dr. J.B. Hudson, Chairman	Dr. M.W. Greene, Secretary
Dr. J.R. Gregg	Mr. M. Khan
Dr. B.C. McBride	Dr. H.W.J. Ragetti
Dr. Stephen Sacks	
Ex-officio: Mr. Terry Gomez	Mr. Kent Humphrey

Chemical Safety Committee

Dr. J.B. Farmer, Chairman	Dr. M.W. Greene, Secretary
Dr. J. Grace	Dr. W. Oldham
Dr. T. Brown	
Ex-officio: Mrs. L. Peters	

Diving Safety Committee

Dr. F.J.R. Taylor, Chairman	Dr. R.J. Andersen
Dr. R.E. De Wreede	Dr. R.E. Foreman
Dr. M.J. Leblanc	Dr. T.H. Carefoot
Dr. D.C. McKenzie	Dr. S.V. Millen
Ex officio: Dr. M.W. Greene	Dr. Robert Sparks

Each month, the Occupational Health and Safety office produces a report on accidents and industrial diseases. At the end of each year, the data is compiled and a summary is produced. The summaries for 1985 and 1986 are contained in Table 2. The information is compiled in terms of cause of injury, employee category, and by type of injury. During 1986, there were 386 claims, and of these, 199 involved time loss. In other words, the employee was off work beyond the day of injury. Injury claims increased by nine percent over claims for 1985. Table 3 contains a summary of data from 1983 to 1986. The days lost per accident increased sharply in 1986, going from less than 18 working days lost per accident to 22.5 days.

Starting in January 1987, the University will be covered by the Workers' Compensation Board's Experience Rating Assessment program, or ERA for short. Under this program, the accidents and wage loss cost of the University will be compared with those of other groups within the University's category. The assessment will be either increased or decreased depending upon this experience rating. For 1987, the University's rating was better than average, and as a result there was a 6.2% decrease in assessment premiums. Added to this the University's sub-group assessment rate was decreased by a further 12%.

UNIVERSITY HEALTH AND SAFETY COMMITTEE

During 1986, the University Health and Safety Committee initiated several programs. This included the planning for the University's first Safety Awareness Week, February 9 through 13th, 1987. The committee proposed a policy for Clean Air, which the University modified and implemented, effective January 5, 1987. An Accident/Incident Report Form and an Accident Investigation Form were developed for use by the local Safety Committees and supervisors.

In 1986, the department sponsored 89 U.B.C. faculty and staff members to take the Cardio Pulmonary Resuscitation course offered at the U.E.L. Fire Hall.

BIOSAFETY PROGRAM

During 1986, a total of 190 Biological Safety Cabinets, 29 Laminar Flow Hoods, and three Animal Research Units were evaluated. The total number of 222 certification procedures represents an increase of 20% from the previous year's total of 185 units.

Terrance R. Gomez was appointed to the Biosafety Officer's position in mid-October, and was trained by Kent Humphrey until Kent's retirement in mid-December.

The certification program includes the testing of new and operating cabinets and hoods. Decontamination prior to certification was conducted for 118 cabinets. HEPA filter wall units and free standing HEPA units used in asbestos removal were also tested. There were 5 installations of new HEPA filters into cabinets. Consultation with engineers on facilities design was provided for the Terry Fox "D" level lab, the Provincial AIDS lab, and the Biomedical Research Centre, all currently under construction.

A Biohazards lecture was presented to laboratory animal technicians in February. Slides and tapes on Biohazards have been provided upon request, and a demonstration of a "C" level facility was given to Occupational Hygiene students. The Biosafety Officer continues to be a resource on biosafety matters.

By the end of 1987, the workload of the Biosafety Program is expected to increase by a further 16% or to approximately 250 units due to new cabinet purchases and construction of new facilities. Figure 2 demonstrates the increase in hoods and cabinets from 1983 to 1986 with a projection for 1987.

Table 2

Accident and Industrial Disease Summaries for 1985 and 1986

CATEGORY	1986	1985
CLAIMS BY CAUSE OF INJURY		
1. Struck by object	60	64
2. Fall from elevation	33	23
3. Fall on same level	48	49
4. Caught in/by object	23	19
5. Pulling/lifting object	97	84
6. Striking against object	59	56
7. Contact electricity/heat/cold	7	7
8. Toxic substances	7	6
9. Transportation related	3	0
10. Other	49	47
TOTAL:	386	355

CLAIMS BY EMPLOYEE CATEGORY

1. Managerial/Professional	15	14
2. Teaching	2	2
3. Clerical/Library	48	35
4. Food Service Workers	30	53
5. Janitorial	92	85
6. Miscellaneous Service	37	17
7. Farm/Horticulture	25	18
8. Mechanical Repair	13	3
9. Construction/Trades	56	58
10. Vehicle Operators	8	7
11. Technical	55	60
12. Other	5	3
TOTAL:	386	355

CLAIMS BY TYPE OF INJURY

1. Back	82	75
2. Arm or hand	134	120
3. Knee, leg, or ankle	64	72
4. Head, neck or shoulder	47	36
5. Eye	31	30
6. Other	28	22
TOTAL:	386	355



DIVING SAFETY PROGRAM

The University Diving Safety Manual was officially recognized by the Canadian Association for Underwater Science as meeting their "Standards of Practice for Scientific Diving". The Diving Safety Manual has been published and is provided to divers who are registered in the diving operations file. The U.B.C. Diving Safety Manual requires a rigorous review of diving capabilities through regular evaluations.

Our Diving Officer, Dr. R. Sparks, was Executive Chairman of the international symposium "Sea The Future", which was one of the special sessions being conducted as part of Expo '86. Over 400 people from a wide cross-section of the research, academic and industrial community as well as the general public attended the symposium.

A Research Methods Seminar Series was organized by Dr. Sparks for University divers during the spring. This involved a series of eight sessions dealing with advanced topics in underwater research and diving safety. These included topics in: Search and Recovery, Diver Rescue, and Deep Diving and Repetitive Diving.

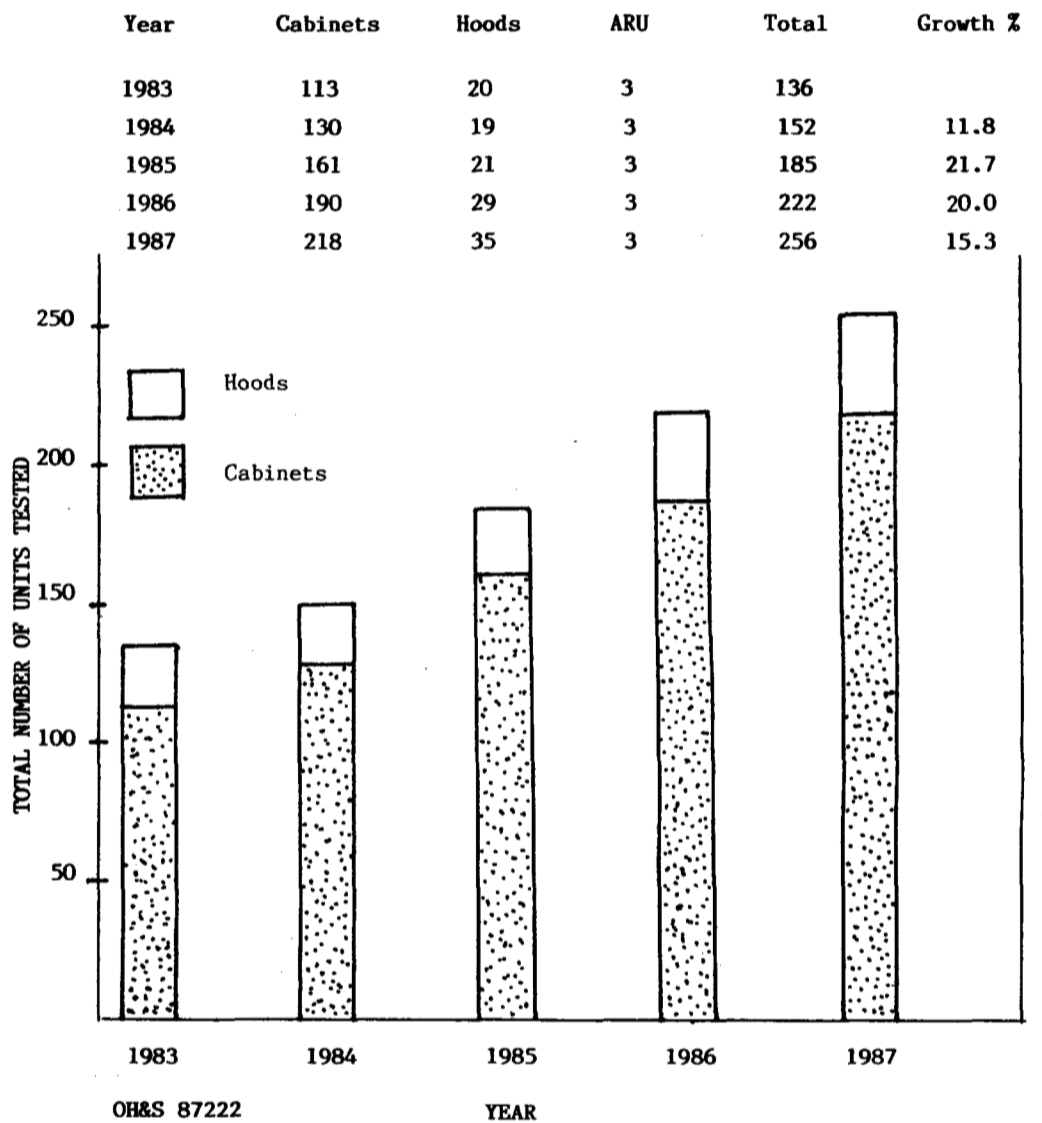


Figure 2: Annual Number of Cabinets, Hoods and Animal Research Units Tested From 1983-1986, Including a Projection for 1987.

Table 3
Summary
Accident and Industrial Disease Report
1983 to 1986

	1983	1984	1985	1986
Number of Work Days Lost	3,765	3,028	3,171	4,480
Number of Accidents with Wage Loss	236	173	178	199
Number of Accidents without Wage Loss	251	197	177	187
Total Number Reportable Accidents	487	370	355	386
Work Days Lost Per Accident	16.0	17.5	17.8	22.5
Compensation/Rehabilitation Cost Per Claim	\$ 248,789	203,135	205,191	276,957
	1.054	1,231	1,153	1,392
Medical Aid Cost Per Claim	\$ 119,975	53,880	69,757	76,910
	246	146	196	199

OCCUPATIONAL HYGIENE AND CHEMICAL SAFETY

The position of Occupational Hygiene Officer was filled in March, 1986 by Mr. David Bell. The initial priority of this program was identified as the strengthening of the local safety committee system at the University. Terms of Reference were developed for the D/A/B/S Committees and were distributed to all Committee chairmen. In addition, two meetings were held which serving chairmen and secretaries were invited to attend. The following topics were covered: accident reporting and investigation; lock-out procedures; and the Committee Terms of Reference.

Further strengthening of the committee system was undertaken by development and introduction of a series of five two-day Safety Program Seminars which covered the basic elements of the University safety program. Approximately 60 safety committee officers and supervisors participated in this program in 1986. The program is continuing into January, February and March of 1987.

The activities of the University safety committees are monitored through recording and receipt of meeting minutes, and developing a computer data base and program which automatically generates reminder letters to Committee chairmen who have not held recent meetings.

Working in conjunction with Plant Design and Construction, asbestos installation sites were identified at six different University buildings. Hazard assessments were conducted involving sampling of the insulation to determine type and contents of asbestos and the potential hazards associated with this material were analyzed as a guide to developing a University-wide program of asbestos control and removal.

A potential hearing loss hazard was identified in the carpentry shop area as a result of a WCB claim. The Occupational Hygiene Officer attended audiometric training at the WCB and in cooperation with the Department of Audiology and Speech Therapy, was able to survey the hearing of the workers in the carpentry shop. As a result of this survey, four workers were referred to their physician for potential medical treatment and assessment of their condition.

The O.H. & S. office was successful in hiring a summer student under "Challenge '86" to undertake a survey of the laboratory fume hoods on the campus. Five hundred and sixty-five fume hoods were examined, and the survey results were entered in a computer data base. Approximately 90 fume hoods were identified as being unacceptable in terms of their operation, and work is on-going with Plant Design and Construction to develop a plan for upgrading hood airflow to meet regulatory requirements.

Table 4
Summary of Laboratory Fume Hood Survey

Function	Number	Unacceptable
General	178	22
Carcinogenic	271	37
Radioactive	<u>116</u>	<u>31</u>
Totals	565	90

As part of the development of the Occupational Hygiene program, equipment was acquired to undertake noise surveys, lighting surveys, dust level measurements, chemical level measurements, and air flow measurements.

The Chemical Safety Officer, Mrs. Lyn Peters, was added to the staff in November. Following her initial orientation and training, she has undertaken the development of a Laboratory Chemical Safety Course and the implementation of a chemical hazard awareness system for the university.

As a result of a problem identified with PCB exposure due to failing lamp ballasts in the Biosciences Building, a cleanup procedure was developed and implemented with the cooperation of the custodial staff and the electrical department. A plan was developed for the removal of the PCB-containing ballasts from Biosciences.

The Occupational Hygiene Officer developed a liaison with the engineering group from Plant Design Construction for the review of the construction and to act as a liaison and consultant with respect to standards for new construction from the safety point of view and to comment on the safe work practices and procedures for contractors. For example, an extensive review was undertaken of the systems in the proposed Physics/Chemistry building.

A computer link to the Canadian Centre for Occupational Health and Safety data base on hazardous chemicals, MSDS, and the NIOSH Bibliographic Data Base was established. This allows the Occupational Health and Safety office access to a very large chemical hazard data base.

BIOLOGICAL/CHEMICAL WASTE PROCESSING FACILITY

It was a frustrating year for the Manager of the Chemical Waste Processing Facility. The Sub-x solvent burning incinerator was operational for only 5 months during 1986, and as a result, a substantial backlog of solvents has accumulated. The combustion chamber and internal exhaust system of the incinerator had to be completely rebuilt. It is hoped that the changes will result in uninterrupted operation in 1987.

An inventory list for unwanted laboratory chemicals was circulated to all departments on campus. Seventy-two responses were returned, representing hundreds of pounds of chemicals. During 1986, 32 barrels of packaged chemicals were shipped off-site for further processing and disposal. In the fall, a new waste delivery truck was ordered to replace the 1972 vintage vehicle. Receipt of the new truck is expected in early 1987.

Construction plans are under way to build a new chemical waste processing and storage facility. The new building will allow for the safe handling of chemicals and will allow the storage of chemicals in compatible groups for further trans-shipment. Construction is planned to commence in early spring.

The Provincial Fire Marshall's office has given permission to replace the unacceptable 20-litre (five gallon) waste solvent containers used in laboratories with a smaller five-litre container, provided the container is stored in an approved solvent storage cabinet. Five thousand containers have been ordered and delivery is expected in early spring.

RADIATION PROTECTION PROGRAM

In 1986, 116 radioisotope licenses were renewed out of a total 197 which had previously been issued. The total number of licensed laboratories inspected by the Radiation Protection Officer is 419, both on and off the main campus. Three researchers at St. Paul's Hospital were incorporated into the U.B.C. Radiation Protection Program.

Ninety-two thyroid monitoring tests were carried out in 1986 to check researchers for exposure to radioactive iodine. Table 5 gives a summary of the departments which were involved in the thyroid monitoring program.

The Radiation Protection Safety Course was offered twelve times. Four sessions were given to the University Endowment Lands Fire Department. A special session was offered to the new staff of the Biomedical Research Centre. The total number of certificates issued for successfully completing the Radiation Safety Course in 1986 was 163. Compared with the 80 certificates issued in 1985, this represents an increase of more than 100%.

Effective September 1986, the University Radioisotope and Radiation Hazards Committee required that all faculty and staff entering the isotope program at the University must take the training program. This requirement partially explains the increase in enrollment of the safety course.

The Radiation Protection Officer undertook development of an inventory of nonionizing radiation sources and devices on campus. This monumental task has been initiated and a summary will be available in 1987.

Table 5
Thyroid Monitoring Tests for 1986

Department	Number of Tests
Agriculture Canada	10
B.C. Cancer Research	2
Biochemistry	8
Cancer Control Agency of B.C.	4
Fisheries & Oceans	6
Hematology	3
Medicine	7
Microbiology	7
Obstetrics & Gynecology	2
Pathology	16
Physiology	16
Red Cross	10
Terry Fox Lab	<u>1</u>
TOTAL:	92

SUMMARY

The Occupational Health and Safety department has made progress in several areas of health and safety in 1986. New programs have been introduced and all areas of the program have experienced increased demand for training and other services. Nineteen eighty seven is expected to be an even busier year with the expansion of the Chemical Waste Processing Facility, new first aid requirements, introduction of the Laboratory Chemical Safety Course, and an in-house data collection and reporting system.

Non-sexual approach to therapy advocated

by Jo Moss

Alcoholism is a disease that can be traumatic for anyone close to the victim. When her husband is alcoholic, a woman is frequently counselled to stick with him and be supportive. So says UBC psychiatrist Dr. Susan Penfold.

"When the woman is the one with the disease, only one in 10 husbands support their alcoholic partner," she says, "And the woman is often seen as a thoroughly immoral person and a fallen woman."

How people perceive a situation differently if the main figure is a woman, instead of a man, is of great interest to Dr. Penfold. As a psychiatrist who deals with emotionally-disturbed children, she has long been an advocate of a non-sexist approach to counselling and therapy. She has just completed a year as the first chair of Womens Studies at Simon Fraser University and has been coordinator of a task force on womens issues in the Canadian Psychiatric Association, of which she is a member.

"Working from a non-sexist perspective means not bringing to bear a given set of assumptions about what a man or a woman is and not perpetuating the myths," Dr. Penfold says, "Psychiatrists often apply one set of standards for men, and another for women. A number of problems that women and their families face stem from this inequality of perception."

"Take the situation of a family having problems with a child, he is not doing well at school, for example. If the therapist holds the

traditional view of a woman's role as a passive, nurturing mother, without looking at all the other issues involved, the therapist will probably hold the woman responsible for what goes wrong with the child. There's a lack of recognition of what it really is to be a wife and mother."



Psychiatrist Dr. Susan Penfold.

Dr. Penfold cites wife-battering as another example. "It's all too easy for therapists to blame the victim, to see the woman as somehow attracting the violence or even find violence sexually titillating."

Dr. Penfold says that instead of traditional expectations there needs to be more understanding of all the factors which bear on a situation. And she says it's important to improve the training of health professionals by sensitizing them to the particular problems women encounter in today's society.

"It is important not to obscure the issues in making a diagnosis," Dr. Penfold says. "If the professional has a pre-conceived notion of what role the patient should play, then it's easy to see the problem as being caused by the patient not playing that role, instead of being caused by stress from society and social structures on the patient."

In addition to advocating changing attitudes on the part of professionals, Dr. Penfold is also involved in making women aware that they need to choose a professional counsellor carefully. She recently took part in a television series on women's issues produced for the Knowledge Network. One of the subjects was 'how to choose a therapist'.

How can a woman tell if the counselling she's getting isn't the best for her needs?

"It should be fairly easy to spot," Dr. Penfold says, "There's a lot of indicators such as if the therapist doesn't seem interested in the woman's problems, or they don't seem to be able to understand her difficulties or relate to her concerns. Other signs are if they have

an abrupt manner, they answer phone calls while the patient is in the office, or they put the patient on medication without working on ways to solve the problems first."

Dr. Penfold says therapy should help a patient understand and solve problems. "It should make the patient feel more powerful about making changes and help them to take steps to get on with things," she says.

There are several ways a woman can find a suitable therapist or psychiatrist and one of the best is to ask her friends and acquaintances for the name of a professional. "In my experience, people have had a lot of luck contacting the right person this way," Dr. Penfold says.

They can also ask at their local womens centre, womens counselling centre, or at the Vancouver Women's Health Collective. In addition, a number of community groups and associations can help women with specific problems such as sexual abuse or violence in the family.

The West Coast Feminist Counselling Association puts out a network list of professional women which includes psychiatrists and therapists, as well as medical and dental professionals, tradespeople, and lawyers. A list may be obtained from Dr. Ingrid Pacey at 738-8013.

Information Services Vancouver, a non-profit organization, also publishes a directory of resources available in the city which includes a section on women's resources. Known as 'the red book', the 1987 edition will be available from ISV at the end of May at a cost of \$36.

Women's Office helps more students

by Jo Moss

"It's a fallacy to believe that in today's society students with the greatest academic potential will not have dilemmas or difficulties," says June Lythgoe, director of the UBC Office for Women Students. "In fact, in our experience, the opposite seems to be true."

And whether the difficulties involve studying for exams or worrying about getting a job after graduation, students of every ability are visiting the Office for Women Students in increasing numbers.

"We are up 28 per cent over last year and although this time of year is traditionally quiet, it has not yet let up," Ms. Lythgoe says.

Every student who walks into the office is guaranteed confidential counselling. And although over the years there have been changes in the kinds of problems that people bring to the centre, most are variations on a constant theme.

"The bulk of issues we deal with are the everyday problems that never seem to change: students asking for study skills, for example, or simply 'how do I keep all the balls bouncing at the same time?'" says Ms. Lythgoe who has been involved with the Women Students Office for eight years.

"The most important concerns for people still seem to be work and love--many of the problems we see in this office relate to one of those two areas."

"For example, the fear of not getting a job, the terror of an increasing debt load--although this may change somewhat with recent changes in student aid--or the guilt of misusing parents' support are common problems among students. Others come in with problems involving stress, alcoholism, or pressure from parents to succeed."

"Sorting out one's sexual identity is also a critical issue for many young people," says Ms. Lythgoe. "Cultural messages and mores are confusing and often contradictory."

A related issue among women students is that of self image, and at times this may be associated with self destructive behaviour.

"We see a number of students with eating disorders such as bulimia and anorexia," says Ms. Lythgoe. "While the causes are complex, I feel they are related to the use of sexuality as a commodity to sell consumer products."

Ms. Lythgoe maintains that students who do have a problem need institutional support to fulfill their potential. There are several places on campus a student can go to unload their problems: the student health service, student counselling office, campus chaplains, residence advisors and Office of Women Students all offer counselling.

Ms. Lythgoe is quick to point out that counsellors in the women students' office do not advise.

"We don't have all the answers," she says.

"But we do act in a supportive role and intervene when necessary."

One of the issues which the office deals with more and more can be related to an increasing multicultural society. "The concerns of daughters of immigrant families involve different values, and often an attempt to integrate two value systems," Ms. Lythgoe says.

One example is arranged marriages. "On the one hand, more and more young women seem to welcome such arrangements, while on the other hand, the marriage may present an enormous threat which causes unbearable stress and interferes with academic performance," Ms. Lythgoe says.

"One of our dilemmas is that Western counselling may not lend itself to someone from an Eastern culture where a person's identity is embedded in the family. There's a

different set of considerations involved and it has taken us a long time to learn that."

She said it is important for the university to do serious research into multiculturalism on campus. The office is currently compiling a bibliography of material available on daughters of immigrant families. "So little has been written about it," Ms. Lythgoe says.

A second noticeable change, according to Ms. Lythgoe, is the skyrocketing number of women enrolled in professional schools, such as medicine and law, and the corresponding increasing number of women in their late twenties concerned about their goals in life.

"That's exactly the time in your life when the biological clock is ticking and a life decision has to be made--whether to have children before you're 35. How do you balance working towards a career with the desire for a family? We try and help the students clarify

priorities and hopefully, fulfill all their aspirations."

The Office of Women Students offers a variety of courses for women from career planning to essay anxiety.

"There's a tremendous need for workshops like 'how to write your English exam', the students flock to it whenever it is available," Ms. Lythgoe says. New courses are added as a need becomes apparent, but "new workshops take a great deal of planning and there's not so many quiet times of the year anymore when we could work on projects like that," she says.

People

Outstanding Special Ed student

Fourth year Special Education student Jody Nosov was selected out of 20,000 members of the Student Council for Exceptional Children as outstanding student member of the year. The council is an international organization, totalling 80,000 professional and student members, which develops services for exceptional students such as handicapped and gifted children. The award is presented annually to a student member who has demonstrated outstanding commitment to exceptional children and to the Student CEC.

Ms. Nosov, who is only the second Canadian to receive the award, was presented with a plaque at the council conference in Chicago last month. The first Canadian recipient was also from UBC.

The university Alumni Association and AMS made it possible for Ms. Nosov to attend the Student Council for Exceptional Children conference to receive the award.

Dr. Peter J. Frost, professor of Commerce and Business Administration has been given the Master Teaching Award for 1986-87. This newly-established award is made by Imperial Parking in honour of its chairman Arni Olsen on the occasion of the company's 25th anniversary. Dr. Frost, who joined the faculty in 1975, is recognized for his excellence as a teacher as well as a pedagogical innovator. Among his many accomplishments, Dr. Frost's work with the Executive Programmes Division is described as "outstanding".

Assistant professor of medicine, Dr. Jerilynn Prior, is one of 66 women who have been nominated for the fourth annual Vancouver YWCA's Women of Distinction awards.

Fire Department holds Open House

Saturday May 23 is the University Endowment Lands Fire Department's second annual Open House and whether you're interested in fire-proofing your home, or just want to see what a state-of-the-art fire department looks like, the doors will be open from 12 noon until 4 p.m.

"We'll have specialists, fire-chiefs and the regular on-shift crew so they're be all kinds of people to answer questions," says Deputy Chief Bruce Davidson. In addition to displays on the latest developments in home fire safety, firefighters will show off their skills and equipment. They will demonstrate the gear they wear to clean up toxic spills. These suits which encapsulate the firefighter completely are equipped with a self contained air supply making him look like an astronaut.

Rapelling from a building and using the 'jaws-of-life' to remove accident victims from a vehicle are just two of the demonstrations scheduled for the afternoon. For children, there will be a demonstration on how to escape from a smoke-filled home.

"It's a program developed by fire departments throughout the Lower Mainland, in conjunction with McDonald's Restaurants, which uses a model house about as large as a mobile home," says Mr. Davidson. "It's set up so that children can learn what to do if a smoke detector goes off. It has proved very successful at saving lives in a real fire situation."

More information about the Fire Department Open House can be obtained from Mr. Davidson at 224-5415.

Free legal advice offered by Law students

by Lorie Chortyk

Helping the community is an 18-year tradition for students in UBC's law faculty. UBC law students have been offering free legal advice to low income residents in the Lower Mainland since 1969, when politician Mike Harcourt, then a UBC law student, initiated the first student-run legal clinic at UBC.

Today more than 160 UBC law students and 60 supervising lawyers offer year-round clinics through the Law Students Legal Advice

Program, making it the number two legal aid resource in B.C., second only to the Legal Services Society. Both the students and lawyers volunteer their time for the clinics.

"We see between 5,000 and 6,000 clients a year," says Jim Pozar, a staff lawyer who supervises the program. "We handle a variety of legal matters, including small claims actions, uncontested divorces, landlord-tenant problems, ICBC claims, wills, unemployment insurance, welfare and consumer complaints." Volunteers operate clinics in the evenings

September through April and during the day from May through August.

This summer UBC law students are operating 18 clinics in Vancouver, the North Shore, Richmond, Surrey, White Rock, New Westminster, Coquitlam and Langley. The 22 students working full-time in the summer clinics are partially funded by the government's Challenge '87 program.

Year-round operating costs for the clinics are provided by the program's major supporter, the Law Foundation of B.C.

All legal advice given by the students, who range from first to third year law, is discussed and approved by the clinic's supervising lawyer.

Mr. Pozar emphasizes that the clinics are not taking business away from the legal profession in B.C. "We're filling a need for people who can't afford legal counsel, taking some of the load off existing legal services in the province."

More information on the legal advice clinics is available by calling 228-5791.

UBC Calendar

TUESDAY, MAY 19

School of Music - Graduate Recital

Piano Music of Bach, Mozart, Scriabine, Schubert & Albeniz. Terence Dawson, Doctoral Candidate. No admission charge. For more information, call 228-3113. Recital Hall, Music Building. 8:00 p.m.

WEDNESDAY, MAY 20

Panel Discussion

The Importance of the Malcolm Lowry Collection. Chris Ackerley, Otago University, New Zealand; Victor Doyen, University of Leuven, Belgium; Sherrill Grace, UBC, moderator. Buchanan Penthouse. 12:30 p.m.

FRIDAY, MAY 22

Paediatrics Grand Rounds

Sleep Disorders in Adolescents. Dr. John Fleming, Director, Sleep Disorders Clinic, Shaughnessy Hospital. Auditorium, G.F. Strong Rehabilitation Centre. 9:00 a.m.

Economics Seminar

Corporate Control in a Market Setting. Prof. Rafael Rob, University of Pennsylvania. Room 351, Brock Hall. 4:00 p.m.

TUESDAY, MAY 26

Research Centre Seminar

Chromosomal Mosaicism and Early Human

Development. Dr. D.K. Kalousek, Cytogenetics/Embryopathology, Children's Hospital and Dept. of Pathology, UBC. Refreshments at 3:45 p.m. Room 202, Research Centre, 950 West 28th Avenue, Vancouver. 4:00 p.m.

Health Promotion & Systems Studies

Meeting of the Health Studies Exchange. The Psycho-Social Adaptations of South East Asian Refugees in B.C. Dr. Morley Beiser, Psychiatry. Free admission. For more information, call 228-2258. 4th floor Boardroom, IRC. 12:30 - 1:30 p.m.

WEDNESDAY, MAY 27

UBC Congregation

Degree-granting ceremony for students receiving degrees in the following areas: Agricultural Sciences, Engineering, Architecture, Community and Regional Planning, Interdisciplinary Studies (Ph.D., M.A., M.Sc., M.A.Sc., M.Eng., M.A.S.A., M.Arch., B.Sc. (Agr.), B.L.A., B.A.Sc., B.Arch.) War Memorial Gym. 9:30 a.m.

UBC Congregation

Degree-granting ceremony for students receiving degrees in the following area: Science (Ph.D., M.Sc., B.Sc.) An honorary degree will be conferred on John Arthur Jacobs and John Ross Mackay. War Memorial Gym. 2:30 p.m.

Chemical Engineering Seminar

Environmental Aspects of Fluidized Bed Combustion. Dr. E.J. Anthony, Energy, Mines and Resources, Ottawa. Room 208, Chemical Engineering Building. 3:30 p.m.

THURSDAY, MAY 28

UBC Congregation

Degree-granting ceremony for students receiving degrees in the following area: Education (Ph.D., Ed.D., M.A., M.Ed., M.P.E., B.Ed.-Elementary, B.Ed.-Secondary, B.Ed.-Special Education, B.P.E., B.R.E., Diplomas in Education) An honorary degree will be conferred on Agnes McCausland Benidickson and May Brown. War Memorial Gym. 9:30 a.m.

Medical Grand Rounds

Diabetic Nephropathy. Dr. Claire Charles Williams, Associate Professor, University of Toronto. Room G-279, Lecture Theatre, HSCH. 12:00 noon.

UBC Congregation

Degree-granting ceremony for students receiving degrees in the following areas: Arts, Music, Library, Archival and Information Studies (Ph.D., D.M.A., M.A., M.Sc., M.F.A., M.Mus., M.L.S., M.A.S., B.A., B.F.A., B.Mus. and Diplomas in Applied Linguistics, Art History, Film/Television Studies, French Translation, German Translation.) An honorary degree will be conferred on Alfred Earle Birney and Norman Colbeck. War Memorial Gym. 2:30 p.m.

FRIDAY, MAY 29

UBC Congregation

Degree-granting ceremony for students receiving degrees in the following areas: Dental Science, Medicine, Pharmaceutical Sciences, Audiology and Speech Sciences, Family and Nutritional Sciences, Nursing, Rehabilitation Medicine, Social Work (Ph.D., M.A., M.Sc., M.H.Sc., M.S.N., M.S.W., D.M.D., M.D., B.M.L.Sc., B.S.N., B.Sc. (Pharm.), B.Sc. (O.T.), B.Sc. (P.T.), B.H.E., B.Sc. (Dietet.), B.S.W. Diploma in Periodontics.) An honorary degree will be conferred on George Robert Ford Elliott. War Memorial Gym. 9:30 a.m.

UBC Congregation

Degree-granting ceremony for students receiving degrees in the following areas: Commerce and Business Administration, Forestry, Law (Ph.D., M.A.Sc., M.Sc., M.Sc. (Bus. Admin.), M.B.A., M.F., LL.M., B.Com., B.S.F., B.Sc. (Forestry), Lic. Acct., LL.B.) An honorary degree will be conferred on David See Chai Lam. War Memorial Gym. 2:30 p.m.

NOTICES

Recreation UBC Summer Hours

The Recreation UBC outdoor rental shop resumes full-time summer hours beginning May 1 through September 1. All types of outdoor equipment may be rented for reasonable prices. Open daily 7:30 a.m. - 3:30 p.m. except Sunday. Located in the dispensary of the War Memorial Gym. For more information, call 228-3515 or 228-3996.

Exhibition of Paintings.

Scene and Unseen. May 3 - 29. Paintings by K. Patricia MacBain, at the Faculty Club.

Summer Sun, Fun & Fitness

Outside aerobics, weather permitting, MacInnis Field Monday - Friday 12 to 12:40 p.m. Aerobic circuit to music in the War Memorial Gym weightroom, 1 to 1:40 p.m. Membership \$25 for 2 months or \$2 drop-in charge. UBC's newest weightroom complete with expert helpful supervision, open Monday to Thursday 12 to 7:45 p.m., Friday 12 to 5:45 p.m. Contact the program office if you would like to see classes offered at other times. For information about classes, other activities and outdoor equipment rentals, call 228-2982.

Workshop Series

Career Beginnings. Sponsored by Office for Women Students. An intense course of career planning for recent (and near) graduates. Combines support and skills for confidence-building, decision-making and job hunting. Free for UBC graduates but registration is required at the Women Students' Office, Room 203, Brock Hall, telephone 228-2415. Workshop takes place on Tuesdays and Thursdays, May 5, 7, 12, 14, 19 & 21. Women Students' Lounge, Room 223, Brock Hall. 9:30 - 11:30 a.m.

Free Guided Campus Tours

Bring your friends, visitors, community, school or civic group to UBC for a walking tour of the campus. Every Monday through Friday at 10 a.m., 1 p.m. and 3 p.m., groups will have the opportunity to see and learn about the UBC campus - everything from the unique Sedgewick underground library to the Rose Garden and more. Tours last approximately 2 hours in the morning and 1 hour in the afternoon. To book a tour, call the Community Relations Office at 228-3131.

Fire Department Open House

University Endowment Lands Fire Department is having its annual Open House display on May 23, 12:00 noon to 4:00 p.m. Tours of the Fire Department are available to the public May 11-24. Advance appointments required. Call W.B. Davidson, Deputy Chief at 224-5415.

Laboratory Chemical Safety Course

The UBC Occupational Health and Safety Office is offering a course covering chemical storage, handling and disposal, laboratory inspections, emergency response and spill cleanup. The two morning lecture sessions (May 26, 27) and one morning practical session (June 4, 11, 12 or 19) are intended for staff who handle chemicals in laboratory, especially head lab technicians, safety committee representatives and chemical storeskeepers. Information and course registration is available from the Occupational Health and Safety Office, 228-2029.

Botanical & Nitobe Memorial Gardens

The Botanical Garden and Nitobe Memorial Garden will be open daily 10:00 a.m. - 8:00 p.m. Free admission Wednesdays. For information, call 228-4208.

UBC/SPCA Short Course

Animal Cell Culture. Open to students, staff and faculty attending any of the B.C. universities. June 11 and 12. This course provides a basic level of knowledge for those wishing to learn techniques of animal cell culture. \$55. For registration, contact the following no later than June 10: Dr. David Mathers, Dept. of Physiology, 2146 Health Sciences Mall, Tel. 228-5684.

Computing Centre Non-credit Courses

The Computing Centre is offering a series of free non-credit courses during May and June. These courses are intended primarily for members of the university community who plan to use the facilities of the Computing Centre. A complete list of courses is available by calling 228-6611, or you can pick up a schedule from the Computing Centre general office (CSCI 420).

Fine Arts Reference Publication

The Fine Arts Library is publishing an annual microfiche listing of exhibition catalogues and permanent collection catalogues currently received. The list will be authors, galleries and museums, title, subjects and artists. There will be a separate index by city to this list. The list serves as an index to artistic activity by an artist, at a gallery or in a certain city. Visual records of specific works of art can be traced. Also, exhibition catalogues often contain the first written biography of a new artist. Projected price: \$5 - \$10. For more information, call Diana Cooper, Fine Arts Library, 228-3943.

Haida Houses Project

Northwest Coast artist, Norman Tait and a team of five carvers are turning a 29.5 ton, 20 metre-long log into a Nishga cargo canoe - the first of its kind in over 100 years. It will be paddled down the west coast to California, tracing the ancient abalone trading routes. For further information, call 228-5087. Haida Houses, Museum of Anthropology. Continues throughout the summer.

Fathers Wanted

Fathers of children between the ages of 3 and 6 are required for a research project associated with the Department of Psychology of the University of British Columbia. The project involves evaluating a program that teaches parenting skills. Approximately 50 minutes are required and \$5 will be paid for your participation. For additional information, contact Susan Cross, Clinical Psychology, UBC, 321-4346.

Reach-out Program

Volunteers needed for the Reach-out Program. Become Vancouver correspondents for the international students who will be studying at UBC in 1987. For more information, call UBC International House 228-5021.

Counselling Psychology Research

Participants between the ages of 18-25 are required for a research project associated with the Department of Counselling Psychology. The project examines the ways in which parents have attempted to influence young adults regarding their occupation, career and life plan. Participants willing to complete a questionnaire requiring approximately 1-1/2 hours will be paid \$10 and \$20 for a two hour interview. For more information, call Dr. Richard Young at 228-6380.

GRANT DEADLINES

JUNE 1987

- * Canada Council: Killam Program
 - I.W. Killam Memorial Prize [30]
 - Killam Research Fellowship [30]
- * Canadian Cancer Society
 - CCS Stephen Fonyo Training Fellowship [1]
- * Canadian International Development Agency (CIDA)
 - CIDA/ICDS Institutional Development Linkages [30]
- * Cattlemen's Association, B.C.
 - Brig. Bostock Memorial Research Grant [30]
- * Health, Education and Welfare, U.S. Dept. of
 - NIH Grants to Foreign Institutions [1]
 - Small Grants Program [1]
- * International Union Against Cancer
 - Yamagawa-Yoshida Int'l Cancer Study Grants [30]
- * Korean Traders Scholarship Foundation
 - Development of Korean Studies [1]
- * Multiple Sclerosis Society, National U.S.
 - Research [proposals for Aug. 1 applic.]
- * SSHRC: Fellowships Division
 - Therese F.-Casgrain Postdoctoral Fellowship [15]
- * SSHRC: Research Commun. Div.
 - Aid to (hosting) Occasional Conferences [30]

FIRST CLASS MAIL

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Calendar Deadlines

For events in the period May 31 to June 13, notices must be submitted on proper Calendar forms no later than 4 p.m. on Tuesday, May 19 to the Community Relations Office, 6328 Memorial Road, Room 207, Old Administration Building. For more information, call 228-3131.