Amendment limits freedom to create new faculties

University Act threatens autonomy

by Deborah Sweeney

Recent amendments to the University Act could compromise the autonomy of B.C. universities, according to two UBC vice-presidents.

Ors. Daniel Birch and Albert McClean say they also are concerned the amendments will create unnecessary procedures and bureaucracy.

The new legislation, drafted in July, states: The minister shall not interfere in the exercise of powers conferred on a university with respect to academic policies and standards, standards for admission and graduation, and the selection and appointment of staff. But it goes on to say a university shall not establish a new degree program without the approval of a minister. This is what Birch worried.

"It's a real zinger," he said. "It allows the government to hold the hammer over us and it tends to make all of the previous statements of autonomy meaningless."

Birch said he does not believe the current minister, Stan Strangway, with whom the university has had "responsive, open relations," would attempt to undermine the university's authority. However, he is concerned about how future governments might interpret the legislation.

As well, he is concerned about unnecessary bureaucracy. He cited an example the Department of Geography's decision to offer B.S. programs in addition to B.A. programs in 1971. The transition required no extra funding and no new facilities.

Birch said this would be a pro-forma decision — and it was at the time, "I think we have a problem with this, this and this. The decisions should be in-house."

Birch said the Tri-Universities Presidents' Council, established last month, is the appropriate body to make decisions on university programs. The council includes the presidents and vice-presidents of the 20 B.C. academic and finance, and from UBC, U Vic and SFU. That way, the individual universities could still appeal decisions to the provincial Ministry for extra funding.

"Essentially, the strategy the university is, look, let us decide matters in our own hooves and we will see what happens," said Birch. "We've got the position to order trade-offs. Don't take these decisions outside the universities."

Birch said the university has written to the minister's office, asking that their concerns should be removed from the University Act. He said ministry staff refused to indicate whether that would happen.

B.C. Science Council honours UBC profs

Two UBC professors will receive the Science Council of British Columbia's top award at a ceremony tonight. UBC has not received the award since 1980.

Dr. Peter Hochachka, a zoology professor, and Dr. Roy Nodwell, professor emeritus of earth sciences, will be awarded the 1987 B.C. Science and Engineering Gold Medal. The prizes were established by the Science Council to increase public awareness of the achievements made by scientists and engineers in the province.

Hochachka is being honored for his contributions to understanding animals survival in conditions of low, or no, oxygen. His studies have taken him from a campus laboratory to Hawaii, the Amazon and Antarctica. Hochachka's research on how creatures protect their cells and tissues against hypoxia has enabled him to show that in low -oxygen situations, the cells of the animals radically decrease their energy needs, reducing their metabolic rate.

Nodwell is being recognized for his contributions to "technology transfer," the process of commercializing certain university research.

He has been widely acclaimed for his pioneering research in laser light scattering and light mixing. Nodwell saw the commercial possibilities arising from his research and encouraged his colleagues and students to transfer that and other technologies from their laboratories to the marketplace.

A research team from MacMillan Bloedel also will receive a Gold Medal, for the invention and development of Pantamid parallel sandwich lumber. Parallelism is one of the world's strongest wood-based building materials.

A member of the research team, Dr. Mark Churchland, did his Ph.D. studies and thesis under the direction of Nodwell. The names of the winners will be announced tonight at a special one-hour program on science in British Columbia, broadcast on the Knowledge Network.

Canadian universities in national spotlight

by Lorle Chortyk

Issues affecting Canadian universities will be in the national spotlight Oct. 25-28 when government, university and business leaders gather at a four-day National Forum on Post-Secondary Education in Saskatoon.

President David Strangway, a member of the forum's steering Committee, called the meeting "historic."

"The issues being discussed are not new — they're problems universities have been talking about for a long time. What is significant is that the forum is being sponsored by the federal and provincial governments," he said. "It's historic that this council of universities is receiving national attention with support at both the federal and provincial levels.

"The proposal to sponsor the forum was initiated in the Speech from the Throne last October, and was officially announced March 30 by Secretary of State Dale Cormie and Minister of Education chairman

"I think Canada has to decide whether it really wants to promote a university system in which institutions are carbon copies of each other, or offering the same type of education," he said. "My personal view is that if we're going to have widespread accessibility, we're going to have to have a system where some universities are research-intensive, some have a strong liberal arts focus, others are more technical and so on.

"I don't think a university can be all things to all people and still do its job well."

Strangway feels the success of the national debate hinges on whether or not the conference leads to a plan of action on ongoing discussion and change.

"It's just going to be a one-time occasion where we sit around and discuss the issues, I don't know how useful the meeting will be," he said. "I think the forum will be successful if we can bring pressure on the provincial ministers of education and David Cormie's office to establish a standing body or on-going activity so the concerns of universities will be discussed on a continuing basis at a national level."
The Okanagan community of Vernon has discovered a unique way to make money out of sewage, and UBC forestry professor Jack Thing said showing how it can be done. The waste will be used to irrigate a plantation of poplar trees, which will eventually be used in a pulp and paper mill. According to Thing, this is a simple, cheap solution to the problems of waste disposal prevalent in Canada today. Not only will this system solve the community’s headaches of waste disposal, but in the future it could boost Vernon’s economy. Thing and Dean of Forestry Robert Kennedy recently signed an agreement with the City of Vernon to collaborate on a trial plantation. More than 10,000 young poplar hybrids on a 50-hectare plot will be sprayed with the treated waste. UBC graduate student George Nercessian will run the experiment. Thing said his confident the system will prove safe and workable. “This is just the first stage of something that could become very big,” he said. “The program will run for five years, enough time to pinpoint any problems.” Although this growth period is the same as in Canada, there’s still the question of spacing, planting and tending. Thing explained. The biggest potential problem may be how much water the poplars will need and the potential for leakage into the soil poses the threat of ground water contamination. “We have to work out an irrigation regime which will make maximum use of the water without tailwater entering the lake,” Thing said. The city was going to spend $9 million to build a deep water outfall that, in an emergency situation, could take water to the bottom of Okanagan Lake. Residents were concerned about contaminating their source of drinking water, and environmentalists questioned the long-term effects on the entire lakes system. “We’re not only talking about people who are totally without shelter, living out on the streets,” he said. “We’re talking about the homeless people who are living in substandard housing and who are at risk of losing that shelter at any time.” Oberlander said increased unemployment, the break-up of families, and the high cost of living in substandard housing and who are at risk of losing that shelter at any time.” Oberlander said increased unemployment, the break-up of families, and the high cost of living are just some of the reasons for homelessness. He said the provincial government’s policy to denationalize psychiatric patients has added to the problem in recent years. “The idea that emotionally if anyone can function in society should be left to an institution is one good idea,” said Oberlander. “But if the city isn’t equipped prepared to provide housing for these people, you’re just moving them from an institution into the streets.” Oberlander added that social assistance payments in B.C. have not been adequate to keep up with housing costs. “Some people are paying up to 65 per cent of their income on rent,” he said. But Oberlander is optimistic about solutions for the homeless in Canada. “One solution that’s been very successful is converting old office space and warehouses into housing units,” he said. “An example of this is the old Ford building at Hastings and Main, which was recently gutted and converted into apartments.” Oberlander said it’s essential that a six-fold partnership be formed if homelessness is to be alleviated in Canada. “The federal government has to be involved because they’ve got the tax power and resources of revenue for finance projects. The provincial government has the power to control, and the municipalities have control over zoning and building standards,” he said. Oberlander also prepared material on homelessness for presentation at the Commonwealth Conference in Vancouver.

Universities celebrate week by Jo Moss Canadians from coast to coast are being asked to take seven days to consider “Imagining in Our Future,” That’s the theme of National Universities Week, a nation-wide celebration of the role of university teaching, research and public service in community, regional and national development. It’s a chance for everyone to take stock of the tremendous contributions UBC, and other Canadian universities have made to people’s lives. And it recognizes the university’s role in developing the greatest resource of Canada—people. "Universities provide the opportunity for people to realize personal dreams, to work for a better society and a better world,” said UBC President David Strangway. In Vancouver, Mayor Gordon Campbell will kick off the week with an official proclamation of the city’s participation. The three B.C. university presidents signed the beginning of National Universities Week by joining editors and reporters of The Vancouver Sun in decrying the university’s future needs. Sponsored by UBC’s Community Relations Office, Stonehouse Simon Fraser University president William Saywell and University of Victoria president Howard Petch joined Sun staff, October 20, to discuss the declining state of university buildings and programs in the province.

The Universities Week is a cooperative effort of the Association of Universities and Colleges of Canada, the Canadian Association of University Teachers, the Canada Federation of Students, the Public Affairs Council for Education, and regional and provincial university associations.

Thiagood says the city’s sewage treatment can be safely taken care of at a cost far below the pipeline option, just over $100,000. Thiagood estimates the system will reach a marketable size in just six to ten years. The city already has a commitment from Scott Killam, who has just returned from a special one-day session on the plight of the homeless at the United Nations General Assembly in New York. Oberlander is director of UBC’s Centre for Homelessness and a member of the Canadian delegation to the UN assembly. Oberlander was the lead speaker on a session on homelessness, which was organized as part of the UN’s International Year of Shelter for the Homeless. Oberlander said the problem of homelessness is growing in Canada. “We’re not only talking about people who are totally without shelter, living out on the streets,” he said. “We’re talking about the homeless people who are living in substandard housing and who are at risk of losing that shelter at any time.” Oberlander said increased unemployment, the break-up of families, and the high cost of living are just some of the reasons for homelessness. He said the provincial government’s policy to denationalize psychiatric patients has added to the problem in recent years. “The idea that emotionally if anyone can function in society should be left to an institution is one good idea,” said Oberlander. “But if the city isn’t equipped prepared to provide housing for these people, you’re just moving them from an institution into the streets.” Oberlander added that social assistance payments in B.C. have not been adequate to keep up with housing costs. “Some people are paying up to 65 per cent of their income on rent,” he said. But Oberlander is optimistic about solutions for the homeless in Canada. “One solution that’s been very successful is converting old office space and warehouses into housing units,” he said. “An example of this is the old Ford building at Hastings and Main, which was recently gutted and converted into apartments.” Oberlander said it’s essential that a six-fold partnership be formed if homelessness is to be alleviated in Canada. “The federal government has to be involved because they’ve got the tax power and resources of revenue for finance projects. The provincial government has the power to control, and the municipalities have control over zoning and building standards,” he said. Oberlander also prepared material on homelessness for presentation at the Commonwealth Conference in Vancouver.

Neurochemistry pioneer dies in Vancouver

Juda Hirsch Quastel, an internationally acclaimed biochemist and UBC’s first professor of neurochemistry, died Oct. 15 after a lengthy illness. He was 89.

Dr. Quastel’s career of nearly 65 years literally spans the history of biochemistry from its origins in physiology at the beginning of the 20th Century. His pioneering contributions to the understanding of hormones and cell metabolism, to the biochemistry of the brain, to soil science, to pharmacology, and to cancer research, have been the foundation of major advances in these sciences and have led to important breakthroughs in treatment of cancer and mental illness.

Born in Sheffield, England in 1899, Dr. Quastel studied physical chemistry at The Imperial College of Science in London. He obtained his Ph.D. in Biochemistry at Cambridge in 1920, in the Biochemical Laboratory of F.G. Hopkins at Cambridge, Dr. Quastel was among the first to study the metabolism of bacteria. In the 1930s, as Director of Research at the Cardif City Mental Hospital, he established the foundations of brain biochemistry. In 1940, at the age of 39, Dr. Quastel was elected a Fellow of the Royal Society of London. In 1947, Dr. Quastel moved to Canada. He became Director of the McGill University/Montreal General Hospital Research Institute, where he established a major neurological research centre. In 1967, he came to UBC as professor of neurochemistry. He continued in active research until the onset of his final illness.

Among his many honors and awards, he was the first Canadian to receive the Order of Canada, and was elected an Honorary Fellow of the Royal Society of Edinburgh. A funeral service was held on Oct. 18 in the Kitch Memorial Chapel at Beth Israel Cemetery in Burnaby.

The Canadian Friends of the Hebrew University, Vancouver chapter, has established the J.H. Quastel Endowment Fund for the purpose of funding a chair in Molecular Neurobiology.
INTRODUCTION
An Ad Hoc Advisory Committee to assist in the development of a policy on Sexual Harassment was established by the President, Dr. Strangway, in June 1986. The Committee's terms of reference required it to make recommendations to the President on a general policy on Sexual Harassment and on a set of procedures for handling complaints of sexual harassment.

The Committee held its meetings. It extended an invitation to a number of groups and individuals to make oral or written submissions, and a number of those who made submissions were present when the Committee met in UBC Reports. A number of submissions was received and consideration was given to provide a forum for and an environment in which those who allege they are the victims of sexual harassment feel free to bring complaints forward. It is equally important that those against whom allegations have been made have the opportunity to meet those allegations. The set of procedures in Part II attempts to strike that delicate balance in an open and fair way.

2. IMPLEMENTATION, MONITORING AND CHANGE

The adoption of a policy and of a set of procedures is only a first step. The policy and procedures need to be implemented, their operation monitored and no doubt from time to time they may be modified. It will therefore be necessary to provide for the establishment of a Committee, and a request that comments on it be received, at the beginning and not the end of the process.

The Report is divided into two parts. Part I sets out a recommended statement on general University policy on Sexual Harassment and also contains a suggested set of procedures for dealing with complaints. By way of introduction four points should be noted.

1. The Report is the beginning and not the end of the process. There will be future developments.
2. The Report contains a fairly detailed set of procedures for dealing with complaints.
3. The Report is circular to the Committee and not the end of the process.
4. There should be representation from faculty, staff and students.

DEFINITIONS
1. SEXUAL HARASSMENT

"Sexual Harassment" includes comment or conduct of a sexual nature, including sexual advances, requests for sexual favours, suggestive comments or gestures, or physical contact when one or more of the following conditions are satisfied:

(a) The conduct is engaged in or the comment is made by someone to whom a person or who or whom reasonably appear to know that the conduct or comment is unwelcome or offensive.
(b) The conduct or comment is accompanied by a remark, the expression or implied promise of a reward, for example.
(c) The conduct or comment is accompanied by an advance or an express or implied threat of reprisal, for example refusal to employ.
(d) The conduct or comment is accompanied by the actual denial of opportunities or the express or implied threat of the denial of opportunities.
(e) The conduct or comment is intended to, or has the effect of, creating an intimidating, hostile or offensive environment.

COMMENT:
This definition is based on definitions that have been adopted at a number of other universities. It attempts to strike a balance between being overly broad and general on the one hand and overly detailed and specific on the other.

As with all definitions, circumstances will no doubt arise where it will not be immediately clear if an event falls within the definition. It may be useful if we give some examples of what it will or will not cover.

The definition covers the most common type of sexual harassment, of females by males. It, however, broad enough to cover harassment of males by females as well as harassment of males by males. It will cover harassment by or against all members of the University community, faculty, staff or students.

The definition could cover a single incident or a series of incidents.

The literature on sexual harassment suggests that sexual harassment is most likely to occur where some power relationship exists between the victim and the harasser. The existence of such a relationship is not, however, a necessary element of the definition.

Subject to the application of section 2.01, the definition would apply to conduct that takes place in the normal working hours or off the University campus.

2. COMPLAINT

"Complaint" includes a complaint, oral or written, respecting:

(a) sexual harassment;
(b) retaliation for making a complaint;
(c) the lodging of a written complaint where the person lodging the complaint knows or ought to have known the complaint is frivolous;
(d) breach of an undertaking as to future conduct.

COMMENT:
The effects of the policy and procedures is to deal with sexual harassment. However, some ancillary matters need also to be dealt with.
On the one hand, it is important to protect those who make bona fide complaints, even if it is eventually determined that the complaint is not well-founded. Thus, retaliation against someone one is not well-founded. Thus, retaliation against someone who makes a complaint shall be the subject of a complaint. On the other hand, it is equally important to encourage complaints that are well-founded. Thus, retaliation against someone who makes a complaint shall be the subject of a complaint. On the other hand, it is equally important to encourage complaints that are well-founded. Thus, retaliation against someone who makes a complaint shall be the subject of a complaint. On the other hand, it is equally important to encourage complaints that are well-founded. Thus, retaliation against someone who makes a complaint shall be the subject of a complaint. On the other hand, it is equally important to encourage complaints that are well-founded.

The procedures for the imposition of discipline and the handling of a complaint. In order for the procedures to work effectively, it is important to ensure that strict confidence is maintained. It is desirable therefore to provide that an offence to lodge a complaint which is clearly ill-founded.

In Section 4 there is a specific provision for the giving of confidentiality to the complaint. It is conceivable that such undertakings may also be provided in the specific regulation of these procedures, The breach of an undertaking should in itself be an offence.

2.02 The policy and procedures apply in all cases in which there is a sufficient nexus between the complaint and the functions of the University.

2.03 There is a sufficient nexus for the purposes of subsection if the conduct or comment interferes, or could reasonably be regarded as being capable of: (a) the proper functioning of the University; or

(b) an individual's dignity or privacy in respect of matters connected with the individual's work or study at, or other relationship with the University.

COMMENT: The policy and procedures are intended to apply only to matters that concern the University. However, given that these, data may take place in connexion with the commencement of normal working hours, or off the University campus.

2.02 The procedures for the imposition of discipline are applicable to the extent that they may be exercised, for example, if the Committee is of the opinion that it would, in the circumstances, be desirable to exercise the option.

2.03 A complaint may be lodged at any time and in any place during or outside normal working hours, or off the University campus.

2.04 All persons who may have reason to be involved in an event relating to a complaint should be made aware of the complaint. They should be made aware of the complaint. They should be made aware of the complaint. They should be made aware of the complaint. They should be made aware of the complaint.

COMMENT: In order for the procedures to work effectively, in order to protect the parties involved, it is important to make sure that strict confidence is maintained. This applies to everyone - sexual harassment officers; members of committees and permanent advisory committees; secretarial and clerical staff - who become involved in the handling of a complaint.

It should be noted that it is not possible to give an absolute and unqualified guarantee that information will never be disclosed. Thus, if the complaint is a sexual harassment complaint, a person who was in possession of information could not be compelled by order of the court to disclose information. However, this would not detract from the fact that complainants and respondents should be able to have complaints and complaints be handled in the strictest confidence.

2.05 The President's Permanent Advisory Committee may, on application and submissions from interested parties, vary in any given case any of the procedures provided for in these rules if the committee is of the opinion that it is desirable to do so.

variation that and that to do so will not be unfair to any of the persons involved.

COMMENT: The policies and procedures are being set up to try to ensure that complaints are handled in an orderly and fair manner. Specifically, provision is often made of procedures to be followed in the procedure of the complaint to be carried out within certain time limits. In general, we would expect that it will not be necessary to depart from the procedures. However, it is possible that in exceptional circumstances, as when the strict application of the rules, including those setting time limits, is not desirable, we may decide that it is expedient to depart from the rules where it is expedient to do so, and unfairness to the persons involved would result.

PART III: COMPLAINTS

3.01 A person who believes that he or she has been subjected to comment or conduct which might form the subject matter of a complaint ought to discuss the matter with a sexual harassment officer.

COMMENT: The sexual harassment officer is an advisor to the complainant. This would be a difficult position if he or she had to advise both the complainant and the respondent. We assume that in the vast majority of cases a respondent would not wish to have completed any examination of the sexual harassment officer. However, this should not detract from the fact that complainants and respondents should be able to have complaints and complaints be handled in the strictest confidence.

3.02 If the sexual harassment officer observes a sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassment officer shall provide the complainant with advice and assistance in how to deal with a situation which, by referring to the complaint, the complainant, and the respondent, the sexual harassed is said, be difficult in many cases for the sexual harassment officer to advise the parties in a way that would be fair to both.

3.03 A complaint may not be pursued by the complainant unless the complaint is to go forward. If in fact aggrieved does not wish to have completed an examination of the sexual harassment officer. However, occasions may arise when the strict application of the rules may be needed. In such cases, the events may be properly safeguarded if they were sealed, retained in the care of the sexual harassment officer and access to them controlled by the Sexual Harassment Advisory Committee.

3.07 If a written complaint is lodged within the prescribed time limit, the sexual harassment officer shall seal all records that may have been complaining and shall have access to those records, unless with the consent of the Sexual Harassment Advisory Committee. The sexual harassment officer may however publish statistical information as to the number of complaints filed and information as to the general types of complaints, including information on whether the complaints were made by or against faculty, staff or students.

COMMENT: In the first draft report we had recommended that a written complaint was not lodged within any time limit, the sexual harassment officer shall seal all records that may have been complaining and shall have access to those records, unless with the consent of the Sexual Harassment Advisory Committee. The sexual harassment officer may however publish statistical information as to the number of complaints filed and information as to the general types of complaints, including information on whether the complaints were made by or against faculty, staff or students.

3.08 (1) The respondent may, if he or she wishes, make a complaint unless the complaint is to go forward. If in fact aggrieved does not wish to have completed an examination of the sexual harassment officer. However, occasions may arise when the strict application of the rules may be needed. In such cases, the events may be properly safeguarded if they were sealed, retained in the care of the sexual harassment officer and access to them controlled by the Sexual Harassment Advisory Committee.

3.08 (2) Any response in writing under sub-section (1) shall be delivered to a sexual harassment officer by the respondent or the organization of the respondent.

3.09 (1) The complainant shall also deliver a copy of any response to the Dean of the Faculty or the Head or the non-academic unit to which the respondent is attached.

PART IV: MEDIATION

INTRODUCTORY COMMENT

In many ways the most desirable way to dispose of 2.06 If a written complaint is lodged within the prescribed time limit, the sexual harassment officer shall seal all records that may have been complaining and shall have access to those records, unless with the consent of the Sexual Harassment Advisory Committee. The sexual harassment officer may however publish statistical information as to the number of complaints filed and information as to the general types of complaints, including information on whether the complaints were made by or against faculty, staff or students.

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a complaint is for the parties to resolve the issue themselves. Mediation offers that possibility. The role of the mediator is to facilitate communication between the parties so that they are able to understand each other's perspective and thereby work out a solution together. However, the initiation of mediation requires the consent of both parties.

There will no doubt be complaints that do not easily lend themselves to mediation. However, the initiation of mediation requires the consent of both parties. The mediator's role is to assist the parties in reaching a mutual agreement.

4.01 (1) Within 10 working days of the delivery of the complaint the complainant and the respondent may agree to mediation; or the complainant or the respondent may submit the complaint to the chairperson of the University. The complainant or the respondent may notify the chairperson in writing that he or she is prepared to resolve the matters in dispute by mediation.

(2) If no such notice is given to the sexual harassment officer then it shall be presumed that mediation will not take place.

COMMENT:

The purpose of this section is to enable either the complainant or the respondent to indicate a willingness to proceed to mediation. There is no complaint to mediation at this stage, simply a request to a university to see if mediation can be arranged.

The 30-day period runs from the date of the delivery of the complaint to the chairperson of the University. It includes therefore the two time periods referred to in section 3.06.

4.02 On receipt of notice in writing from either the complainant or the respondent that he or she is willing to proceed to mediation, the sexual harassment officer shall immediately deliver the complaint to the chairperson of the University.

(1) A copy of the complaint by the complainant;

(2) A copy of the response or complaint, if any, of the respondent;

(3) A copy of the written notice or notice indicating a willingness to consider mediation.

4.03 (1) The complaint referred to in section 4.02, enter into consultations with the complaint and the complaint to the mediation in an attempt to secure their agreement to a mediation within the terms of reference for the mediation.

(2) An agreement on a mediator and on the terms of mediation can only be reached when

(1) a copy of the complaint by the complainant;

(2) a copy of the response or complaint, if any, of the respondent;

(3) a copy of the written notice or notice indicating a willingness to consider mediation.

4.04 At the mediation a complainant or a respondent may each be accompanied by a person of his or her choice.

COMMENT:

If either party expresses an interest in mediation the chairperson should attempt to see if agreement can be reached on the terms of reference for the mediation. Mediation offers the parties themselves the opportunity to resolve any differences that may exist.

4.05 (1) The mediation shall be completed within 15 working days of the mediator being nominated. If it is not completed within that period, the mediation shall be presumed to have ended.

COMMENT:

(2) If the mediation fails, the mediator shall notify in writing the parties, the chairperson of the Sexual Harassment Advisory Committee, the complainant and the respondent and the administrative head of the faculty or unit to which the respondent is attached.

4.06 If mediation is successful, the agreement arrived at between the complainant and the respondent shall be in writing signed by the complainant and the respondent and countersigned by the mediator. If the agreement contains undertakings as to future conduct the parties to the complaint shall also be signed by a representative of the University.

COMMENT:

The undertakings given in the agreement may relate to conduct directed by one of the parties towards the other, or to the general conduct of the sexual harassment officer. In either case, the undertaking should be expressed to be in favour of the complaint and not against the other party. And if the undertaking was broken the University could take proceedings in respect of that undertaking. The undertaking must be reduced through any other existing procedures for imposing sanctions. The University must be given to the sexual harassment officer who should sign on behalf of the University, but it would not be a double administration.

4.07 A copy of any agreement reached under section 4.06 shall be provided to each of the parties, to the sexual harassment officer, and to the administrative head of the faculty or unit to which the respondent is attached.

4.08 Whether the mediation is to be successful, and subject to section 4.07, all records and notes created in the course of the mediation and which are in the possession of the mediator shall be destroyed; and no person shall give evidence or introduce documents or other evidence that is available and relevant to any proceedings under these procedures or in any other University proceeding where that evidence is relevant. The University will keep these records.

In order for mediation to be as effective as possible it is essential that the parties not feel constrained by the possibility that anything that they say during mediation might be used in later proceedings. It is essential therefore that the definition of parties and to prohibit evidence of what happened in mediation being introduced in later proceedings.

It is important to note, however, that the University cannot control the introduction of evidence in proceedings outside of the University, for example in civil or criminal proceedings.

PART V: INVESTIGATION

5.01 (1) If the complainant or the respondent does not agree to mediation, or if mediation is unsuccessful

(1) the complainant;

(2) the respondent, if he or she has lodged a written statement with the chairperson of the University referred to in section 4.06;

(3) the University

may notify the Sexual Harassment Advisory Committee, and if it wishes the complaint to be investigated. Such a notification shall be in writing and shall be referred to the chairperson of the Sexual Harassment Advisory Committee within 5 days of the date on which the complaint is received by the University. The complaint is not to take place or on which mediation failed if notification is not received within this period, it shall be presumed that neither the complainant, respondent, nor the University has consented to mediation further.

(2) The sexual harassment officer may at any time request the Sexual Harassment Advisory Committee to investigate what the sexual harassment officer has grounds to believe is an incident or incidents of sexual harassment.

COMMENT:

Where mediation does not take place or it takes place and fails, the complainant should be offered the opportunity of involving the complaint formally investigated. This is a necessary preliminary step to a formal hearing under Part VI.

We also think that it should be open to the chairperson of the University to direct an investigation on the grounds that there is insufficient evidence that would indicate that a hearing is needed; and that it would be equally wrong to require the University to initiative a hearing in such circumstances. Moreover, the threshold for a complaint to be investigated by the Sexual Harassment Advisory Committee decides that there is some evidence that would warrant a hearing. The Sexual Harassment Advisory Committee's role is not therefore, set up a major hurdle to a University initiated formal hearing.

On the other hand, if the Sexual Harassment Advisory Committee has decided that there is no evidence to warrant a hearing, it may be...
argued that neither the complainant nor the respondent ought to be able to insist on a formal hearing. Hence, it seems to us that it is possible that the Sexual Harassment Advisory Committee may occasionally err in its judgment. It might be possible to provide for a re-investigation. We are not sure how feasible that would be, but it is possible that what already may have been a long process. It seemed desirable, therefore, to give to a complainant the option of proceeding of his or her own volition to a formal hearing. We think that this is unlikely to be a common occurrence, but that there is some value in providing for that eventuality.

It may equally be argued that if the Sexual Harassment Advisory Committee was to make an error in its judgment, it is not possible that some one not having full access to the information that the respondent or complainant had, could make such a finding in the case of the respondent. We think it unlikely that the Sexual Harassment Advisory Committee would do this, but that there is some value in providing for that eventuality.

5.06 When the Sexual Harassment Advisory Committee decides that a hearing will be exercised rarely, it will be made and then withdrawn before a trial. We have not spelled out the composition of the Hearing Panel, but we think that this is unlikely to be a common occurrence, but that there is some value in providing for that eventuality.

5.06 Within 5 days of reaching its decision, the Sexual Harassment Advisory Committee shall inform the following persons in writing of the decision:

- The complainant;
- The respondent;
- The sexual harassment officer;
- The appropriate administrative officers; and
- The chairperson of the Hearing Panel.

5.06 When the Sexual Harassment Advisory Committee decides that a hearing is not warranted, the complainant shall, within 10 days of receiving the decision of the Sexual Harassment Advisory Committee on the Hearing Panel in writing if it is his or her intention to initiate proceedings before the Hearing Committee.

PART VI: HEARING

6.01 The President, with the advice of the Sexual Harassment Advisory Committee, shall nominate a Hearing Committee to designate its members as the chairperson of the panel.

COMMENT:
We have not spelled out the composition of the Hearing Panel in detail. We envisage this being done by the President of the Sexual Harassment Advisory Committee.

There are, however, certain criteria which would be relevant in selecting a panel:

- The panel should be composed of 15 to 20 people. This would be a large enough group from which to select Hearing Committees for specific cases (see section 6.02), and would enable there to be a broadly based campus representation.
- There should be representation from faculty, students, and non-academic staff.
- There should be equal representation of males and females.
- No member of the Sexual Harassment Advisory Committee or officer of the panel of mediators should be a member of the Hearing Panel.
- Appointments should be for two years, but should be renewable. Initial appointments might be for one and two years to ease the continuity of experience on the panel.

6.02 On being notified that a hearing is to take place, the chairperson of the Hearing Panel shall appoint the chairperson of the hearing panel (or in the case of the chairperson of the hearing panel to act as a Hearing Committee) to be the three to act as the chairperson of the Hearing Committee; and shall notify the complainant, the respondent, and the University of the composition of the Hearing Committee within 10 working days of notifying the complainant of being informed that a hearing is to take place.

COMMENT:
Beyond stating the number of members, we do not think it possible or desirable to give more precise directions on the composition of the committee. Any given Hearing Committee ought to have clear representation of the complainant and respondent. The exact composition of the committee will, however, best be left to the judgment of the chairperson of the Hearing Committee.

6.03 (1) Challenges for cause to the composition of the Hearing Committee may be made in writing to the chairperson of the Hearing Panel within 7 days of the receipt of notification of the composition of the Committee.

(2) The complaint, or the respondent, or the complainant may appeal to the chairperson of the Hearing Panel, or, at the commencement of the hearing, to the Hearing Committee. We envisage that this option on which the challenge is based was not available in order to make a timely challenge under sub-section (1).

(3) The chairperson of the Hearing Panel, or the Hearing Committee, shall notify the complainant and the respondent in writing on any challenge for cause. If the challenge is upheld the chairperson of the Hearing Panel shall appoint a replacement member of the Hearing Committee.

COMMENT:
As a matter of general principle there is a need to provide for the opportunity of a challenge for cause. If, however, some care is taken in the selection of the members of the Hearing Committee there should be few challenges.

Challenges should in general be made promptly, with the possibility that, in the hearing the nomination of a replacement may delay the proceedings. There may nonetheless be good reason for a late challenge and that is provided for.

6.04 The chairperson of the Hearing Committee shall make arrangements for the hearing with all reasonable dispatch.

COMMENT:
Making arrangements for a hearing may be fairly complex, if for no other reason than because of the involvement involved. It would not be sensible to impose a specific time limit, but it should be assumed that the chairperson of the Hearing Committee will act promptly.

6.05 (1) Where the University initiates the hearing, the parties shall be the University and the respondent; and the complainant may attend the hearing as an observer.

(2) Where the complainant or the respondent initiates the hearing, the parties shall be the complainant and the respondent; and the University may attend as an observer.

(3) Each of the parties shall be entitled to be accompanied or represented by a person of his or her choice. An observer may be accompanied by a person of his or her choice, and may participate in the proceedings when and as permitted by the Committee.

COMMENT:
Even if not parties, the complainant or the University of the Hearing Committee, shall make arrangements for the hearing to be attended by the University of the Hearing Committee. The President, with the advice of the Sexual Harassment Advisory Committee, shall notify the parties when the hearing is to be attended by the University of the Hearing Committee. The President, with the advice of the Sexual Harassment Advisory Committee, shall notify the complainant; the chairperson of the Hearing Committee; and the chairperson of the Hearing Panel of the time and place of the hearing.

6.06 The Hearing Committee shall be conducted in a manner consistent with a fair and natural justice, so as to give those involved a full and fair hearing.

COMMENT:
It is not possible nor perhaps desirable to set out a detailed set of rules for the conduct of hearings, though some specific matters are dealt with in section 6.09. It nonetheless may be useful to indicate, as section 6.07. does, the general objectives of a full and fair hearing.

6.07 (1) Subject to sub-section (2) the hearing shall be held in private.

(2) A sexual harassment officer, the chairperson of the Hearing Panel, the chairperson of the Advisory Committee, and a representative of the sexual harassment officer, or student body of the complainant or respondent may be appointed as a subject of the hearing to application, to a contrary ruling by the Hearing Committee.

COMMENT:
There is an advantage in the operation of the policy and the implementation of the sexual harassment officer, to the Hearing Panel and the chairperson of the Advisory Committee at the hearing. That could be valuable to them in carrying out their respective roles. We think it desirable that the professional association, union or student body be able to send someone who can see how hearings are conducted. It should be stressed that those who attend the hearing by virtue of this section are subject to rules of the University's own; however, we think that the university's own personnel may use their attendance at a hearing as a basis for considering their attendance, or for evaluating procedures. They must not be able to attend a hearing. We think that this is unlikely to be a common occurrence, but that there is some value in providing for that eventuality.

Even though there is a value in permitting those listed in section 6.06 to attend, the complainant, respondent or the University may on occasion have reasons for wishing to object to their attendance. The Hearing Committee should therefore be able to make an order with an objection, and if it decides order that a particular person or persons shall be excluded.

6.08 The Hearing Committee may admit such evidence as it deems necessary and appropriate, and is not bound by the rules of evidence that apply in judicial proceedings. Though in deciding what evidence it will admit the Committee may take those rules into account.

COMMENT:
It is not uncommon for it to be provided that arbitrators are not bound by the rules of evidence that are applied in judicial proceedings. These rules are sometimes excessively technical, and may result on occasion in the exclusion of evidence of great importance. We think it would not be useful to comment on specific evidential problems that might arise. There are better left to argument in a particular case.

6.09 The onus of proof shall rest on the party seeking to prove that the issue in question has been along process. However, the issues in question having been along process, it seemed desirable, there-
Small town girl makes good

deby Deborah Sweeney

Royal families, politicians and celebrities are treated like VIP's and national heroes. Yet, sometimes, the ordinary people must take a back seat. To find out her native homeland of Austria, Holling was whisked off to city hall for a ceremony, we'll be able to travel there and make good

Holling, who grew up in the small Austrian town of St. Veit, said she is honored to have come out of this working class and made good.

She is one of 10 people from St. Veit who will be profiled in a documentary on Austrian immigration. Holling's family includes restauranteurs from the United States, actors and a physics professor from Germany, and a cinematographer from Mexico. On Oct. 25, they'll fly home to Austria and be welcomed as celebrities.

"It will be quite the affair," said Holling. "A hand will be laid upon our shoulders. There'll be people lining the streets, we'll be attended to by caddy for a ceremony, we'll have dinner with the mayor and local dignitaries, there'll be free beer and music and singing and speeches, and it'll all be on us.

Holling said the purpose of the ceremony is to show Austrians "how to strive to get somewhere in the big, wide world."

"Austrians really do have low self-esteem," she said. "Austria was once a mighty empire and now it's a tiny country and I think a lot of people want to do something. The only way they know for doing the thing they want is to go to other countries and do the thing they want."

The documentary is to show Austrians "how to make Vancouver the Commonwealth centre.

"You can bet we'll be working our butts off on satellite by the Knowledge Network.

"In Vancouver, Holling said, "it's like a new world."

"It's a little town, situated in a valley, surrounded by meadows and rolling hills," said Holling. "On the hills are fortresses and ruins and there are lakes for swimming."

"It's a pretty little town, where you can dance to grow up in that lovely, gentle area."

Holling also feels fortunate to live in Vancouver.

"I think it's wonderful," she said. "It's great to show off the campus here - so beautiful."

The documentary will be shown on Austrian TV on the national holiday, October 26.

B.C. may be world centre

B.C.'s lobbying Commonwealth ministers to make Vancouver the Commonwealth centre for post-secondary education.

On Friday, Advanced Education Minister Stan Hagin, Economic Development Minister Stan Frampton, and Education Minister Elwood Vetch, hosted a lunch today to present the case to the Commonwealth foreign ministers.

Hagin said B.C. is lobbying for the educational needs of its people by using open learning to overcome diverse geographic and social divides.

"If we are to meet the challenge of reaching students where they live, we must concentrate on new programs that can be delivered by a network of technological devices, computers, radio, television," said Hagin.

B.C.'s open learning system is unique because it offers the province's entire post-secondary education system - the resources of universities, colleges and institutions - to the entire province.

Psychiatry Research Day

Presentations on Basic Science and Clinical Research. Primary address: Dr. Wayne Hall, Professor of Psychiatry, Hospital for Psychiatric Studies in Education Seminar.

SATURDAY, NOV. 7

The Hindu Divine. Six independent exhibitions explore the Absolute are depicted in Indian life through the Absolute are depicted in Indian life through the Hindu Divine.

Society of Sigma XI Meeting

Saturday, Nov. 7

Tadeo Alcanfor Perez - A Legal Perspective. The Honourable Sir Gordon S. Lyon, Court of Justice, European Community.

NOTICES

THE VANCOUVER INSTITUTE

Hibbert Memorial Botanical Garden

Open free of charge Monday to Friday 10 a.m. - 5 p.m.

Botanical Garden

Open free of charge Monday to Friday 10 a.m. - 5 p.m.

Fine Arts Gallery

Closed

Museum of Anthropology

Closed

The Victoria Native Cultural Centre, Vancouver. The Centre is a unique institution for the exhibition and interpretation of the arts and cultures of the First Nations of British Columbia.

For information call 222-4259 or 737-9995.

Fitness Appraisal

Physical Education & Recreation, through the John M. Buchanan Fitness and Research Centre, is offering a 45-minute personal fitness appraisal to help students, faculty, staff and the general public. The assessment includes a battery of tests assessing cardiovascular fitness, aerobic fitness, and anaerobic fitness.

For information call 222-3995 or 315-0999.

Non-credit Conversational Programs in French

Begin week of Nov. 2. Morning, late afternoon and evening classes. Weekly fee: $15.00. Program consists of morning classes in Language Teaching Techniques. For information call Language Centre, Extension 5259.

Shuttle bus ounce of prevention

If late-night walks on dimly lit streets and parking lots send a shiver up your spine, just hop on the UBC shuttle bus.

The mini-bus service operates from 7 to 11 p.m., Monday through Saturday, from outside Main Library, the residence and outlying parking lots. The service, run by UBC Traffic and Security Office, is in its seventh year of operation.

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Isa Holling

Final housing phase to begin

Calls for tender will go out next month for construction of a 57-unit townhouse complex for married students in Acadia Park.

UBC Chamber Singers

Cordelart Hutton, director. Free. Recital Hall, Music Building. 19:15 p.m.

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**UBC Calendar**

**UBC Reports** October 22, 1987

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**Monday, Oct. 26**

**UBC Cancer Research Centre Seminar**

Improve High Frequency Field Effects: Trituration and Application. Prof. L.J. Turner, University. Room 158, McConnell Building. 9:30 a.m.

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**B.C. Cancer Research Centre Seminar**

Malignant Tumours to the Gastrointestinal System. Dr. K. Calvert, University of British Columbia. Room 218, Hennings Building. 12:30 p.m.

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**Science for Peace Lecture**

Understanding Strategic Doctrine. Prof. Michael Walton, Political Science, UBC. Room 218, Hennings Building. 12:30 p.m.

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**Wallace, Political Science, UBC. Room 218, Hennings Building.**

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**Japanese Film Series**

The Emperor and the Empress of Japan; Democracy in Japan Film Series. Thursday by UBC Community Relations Avenue, Vancouver. 12 noon. Consulate General of Japan. Sponsored by the Institute of Mechanical Engineering.

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**The Research Centre Seminar**

J.H. Jones, Division of Human Nutrition, UBC. Room 218, Hennings Building. 3:00 p.m.

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**Mechanical Engineering Seminar**

Fatigue Fracture and Crack Propagation. Prof. Charles K. Turner, University of California. Room 218, Hennings Building. 3:00 p.m.

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**Preventive Medicine & Health Promotion**

Air Quality (as it relates to Occupational Health). Dr. C. Van Netten and Ms. Kay Teschke, Health Care & Epidemiology. Room 201, Henry Stambaugh. 4:30 p.m.

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**IAR Seminar Series**

Social-Economic Changes in Kinship Community: The Effects of the Sino-Japanese War. Dr. Winton Yuen-Fong, University of Victoria. Free. All welcome. Room 204, Annex. 4:00 p.m.

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**UBC Film Society – Classic Subtitles**

To Kill a Mockingbird, directed by Robert Mulligan. Student Union Building. 7 p.m. and 9:30 p.m.

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**Tuesday, Oct. 27**

**UBC Film Society**

Transforming Plant Cells with Foreign Genes. Dr. P. Meijer, University of British Columbia. Room 260, Reading Room. 4 p.m.

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**Asian Studies/Office for Women Students Film**

No longer silent. NF documentary on current women's movement in India. Asian Centre Auditorium. 12 noon.

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**Chemistry Seminar**

The Surface Science of Catalytic Fixation and Environmental Applications. Prof. Andrew Sonogashira, Chemistry, University of California, Berkeley. Room 225, Chemistry Building. 1:00 p.m.

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**Statistics Seminar**

Recent Advances in the Analysis of Microarray Gene Expression Data. Prof. Xiaofeng Ren, University of British Columbia. Room 201, Henry Stambaugh. 3:00 p.m.

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**Geological Sciences Visiting Seminar**

The Future of Water in Rock: Its Role in Determining Physical Properties. Dr. Rosemary Knight, Geology, University of British Columbia. Room 225, Chemistry Building. 1:00 p.m.

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**UBC Film Society – Classic Subtitles**

Frankenstein. Room 225, Chemistry Building. 12:30 p.m.

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**Chemical Engineering Seminar**

Ethylene Hydrogenation. Prof. Gabor A. Somorjai, Chemistry. Room 225, Chemistry Building. 4:00 p.m.

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**The Research Centre Seminar**

Preventing Cancer: New Strategies to Reduce the Risk of Dietary Fat. Influenza Energy Metabolism in Humans. Dr. Peter J.K. Jacobsen, Department of Nutritional Biology, UBC. Room 191B, Children's Hospital, 4400 Oak Street, Vancouver. 4:00 p.m.

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**Wednesday, Oct. 28**

**Pharmacology & Therapeutics Seminar**

Effects of Intravenous Administration on Hypertension: Nifedipine, Amlodipine, and Verapamil. Prof. Peter Milis, Pharmacology & Therapeutics, UBC. Room 317, Bute Medical Sciences Building. Block C, 12 noon.

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**Forestry Seminar**

Growth and Tree Research Needs in British Columbia and What we are Doing About it at Pacific Forestry Centre. Dr. H.职称, Pacific Forestry Centre. Free. For information call 220-3557. Room 106, Macdonald Block. 12 noon.

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**Noon-Hour Racquet**

A Touch of Brass, brass quintet. Admission by donation. Recital Hall, Music Building. 12:00 p.m.

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**Thursday, Oct. 29**

**UBC Film Society – Classic Subtitles**

The Birds. $2. Hotline: 228-3697. SUB Theatre, Room 260, Macdonald Building. 12:30 p.m.

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**Chemistry Seminar**

The Structure and Chemical Bonding of Organic Monocarboxylic Acids on Metal Surfaces. Prof. Gabriel A. Cerbaro, Chemistry, University of California, Berkeley. Room 225, Chemistry Building. 2:30 p.m.

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**Geography Colloquium**

The Geography of Aging in Rural Canada. Dr. Gerald Hodge, Adj. Professor, Community and Regional Planning, UBC. Room 201, Geography Building. 3:30 p.m.

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**IAM – Applied Mathematics Seminar**

Singular Perturbation of Singular Points with Application to Tubular Chemical Reactors. Dr. Charles Langlois, Mathematics, University of California at Los Angeles. Room 225, Math Building. 4:00 p.m.

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**1978 Ecology Research Colloquium**

Recycling Potassic and Private Interest in Renewable Resource Management. Prof. Peter Francis, University of British Columbia. Room 228, Chemistry Building. 2:00 p.m.

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**UBC Film Society – Classic Subtitles**

NGC 2353 - A Moderately Young Open Cluster. Dr. Peter Fitzgerald, University of British Columbia. Coffee at 3:45 p.m. Room 260, Reading Room. 4:00 p.m.

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**Friday, Oct. 30**

**Psychology Colloquium**

Clinical Applications of Auditory Feedback in a Virtual Reaction Time Task. Dr. Gay Millam, Psychology, UBC. Room 210, Kennedy Building. 4:00 p.m.

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**Faculty Development Seminar**

Learning from Learning – An Approach to Effective Teaching. Prof. D. Hodge, Adj. Professor, Community and Regional Planning, UBC. Room 201, Geography Building. 4:00 p.m.

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**Health Care & Epidemiology Colloquium**

Epidemiologic and Induced Polarization Responses of Cosmic Accelerators. Prof. Francis Halzen, University of Wisconsin, Madison. Room 201, Hennings Building. 9:00 a.m.

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**Continuing Education Lecture**

New Dimensions in Mood-Body Research. Norman Cohen, Former editor of the Saturday Review and author of 25 books. $6.50. Information call 228-3153. Lecture Hall 3, IRC. 4:00 p.m.

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**Continuing Education Lecture**

It Feasible to Generate Helpful Biopsychosocial Intervention. Dr. M. Dr. D. S. Wait, Electrical & Computer Engineering, UBC. Room 201, Henry Stambaugh. 7:00 p.m.

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**Friday, Oct. 30**

**Chemical Engineering Seminar**

Engineering Aspects of the Interactions of Electromagnetic Waves with the Human Body. Prof. J.O. Uchiyama, University of Ottawa. Room 315, Model and Evaluation Building. 9:00 a.m.

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**Medical Genetics Seminar**

Genetic and Environmental Risk Factors in the Antithromboticanticoagulant System. Prof. J. A. Nelder, Statistics - Rothamsted Experimental Station. Room 102, McConnell Building. 9:00 a.m.

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**UBC Film Society – Classic Subtitles**

The Road to High Temperature Superconductors: Present Status and Future Outlook. Dr. Edward M. Engler, IBM Almaden Research Center, Sari, California. Room 201, Chemistry Building. 2:00 p.m.

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**Statistics Seminar**

Generalized Linear Mixed Models. Dr. J. A. Nelder, Statistics – Rothamsted Experimental Station. Room 102, McConnell Building. 3:00 p.m.

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**Astronomy Seminar**

NGC 2353 - A Moderately Young Open Cluster. Dr. P. Fitzgerald, University of British Columbia. Coffee at 3:45 p.m. Room 260, Reading Room. 4:00 p.m.

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**General and Comparative Physiology Seminar**

Raplapian Lunge: Back for Comfort. Not for Speed. Dr. B. P. L. McCammon, University of British Columbia. Biological Sciences Building. 4:30 p.m.

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**Saturday, Oct. 31**

**UBC Film Society – Classic Subtitles**

Classics Coast to Coast. Room 228, Chemistry Building. 7:00 p.m. and 9:30 p.m.

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**Monday, Nov. 2**

**Botany Seminar**

The Evolution of the Poppy and Iris. Dr. F. P. Taylor, Botany Department, UBC. Room 200, Biological Sciences Building. 12:30 p.m.

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**History Lecture**

Preservation of the Jews in the Netherlands: The Theresia transport. A lecture that it was a joy to watch. Prof. Joan Comella Hendrix (Dok) (University of Amsterdam). Room 102, Buchanan Building. 12:30 p.m.

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**Chemistry Seminar, 3M Lecturer**

Use of Processing and Structure in the High Temperature Superconductors. Dr. A. J. A. Nelder, Statistics – Rothamsted Experimental Station. Room 102, McConnell Building. 3:00 p.m.

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**Electrical Engineering Seminar**

Electric and Magnetic Properties of Nanocrystalline Magnetic Materials: Design of the Micromagnets. Prof. D. M. A. Keeler, Department of Electrical Engineering. Room 225, Chemistry Building. 2:30 p.m.

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**Continued on Page 3**