

## UBC awaits court on retirement

by Jo Moss

UBC is waiting for a formal order of the B.C. Court of Appeal as to the exact effect of the court's ruling last week on mandatory retirement.

It is not known whether the university will have to reinstate two former employees who appealed their forced retirement. According to Associate Vice-President, Academic Albert McClean, that option is just one of several possible outcomes.

McClean said he could not speculate when the court order would come down.

Former medicine professor Robert Harrison and former Registrar's Office staff person John Connell took legal action when they were retired by the university Dec. 31 1985.

They claimed they were being discriminated against on the basis of age.

Last week, the B.C. Court of Appeal overturned a lower court ruling and determined that age could not be a basis for discrimination under the Charter of Rights.

"It's not exactly clear what the immediate consequences are," said associate Vice-President Academic Albert McClean. "The court has not given us any precise direction on implementation yet."

The court of appeal decision has rendered void a section in the B.C. Human Rights Act which afforded protection against age discrimination, but only to people between 45 and 65. The court said that restricting clause contravenes the Charter of Rights.

As the second largest single employer in the province, UBC has more than 6,800 faculty and staff who stand to be affected by changes to mandatory retirement. But the court ruling has larger implications.

"The decision affects every employer in the province, not just the university," McClean said.

He said the university will seek further legal advice before deciding whether to make an appeal to the Supreme Court of Canada.

"There's a variety of factors to take into account before making that decision."

Head of the Faculty Association, law professor Joost Blom said he has had only one or two enquiries from faculty members on the court decision.

"It's my personal view that whatever happens in this legal case, in the long run mandatory retirement is on its way out," Blom said. "And when that happens the university administration and the Faculty Association will have to come to grips with the issues that will create."

According to McClean, the issue of forced

retirement will remain contestable until the matter is referred to the Supreme Court of Canada because in a similar case, an Ontario court of appeal ruled in favor of the employer.

"Obviously it is an issue of national significance and given that there are two conflicting court of appeal decisions, somebody is going to have to take the case to the Supreme Court on the issue," McClean said.

According to Blom, an alternate scenario may be one where the provincial government legislates changes to the Human Rights Act exempting it from certain sections of the Charter of Rights.

"It's entirely possible," Blom said. "The provincial legislature has the power to exempt any piece of legislation from the equality division of the Charter of Rights."



Marketing students check out their new toy -- a car that isn't even on the Canadian market yet.

## Students get dream car

by Jo Moss

A young person's dream of a shiny new sports car under the Christmas tree came true this year for 40 UBC marketing students.

And this car—a Korean-made Passport Optima—is so new it isn't even on the market yet.

That's where the challenge comes for the students. General Motors has given them the car and invited them to develop a marketing plan for the Canadian market.

The UBC students are participating in a North America wide competition involving nine other U.S. and Canadian universities. It's the first time in the 13 year history of the competition that Canadian schools have been involved.

"I think we'll acquit ourselves well," said Commerce professor Jim Forbes, the project manager.

UBC's competitors on this side of the border are McGill and York universities. On the American side they include the Massachusetts Institute of Technology and Rutgers University, New Jersey.

If the UBC team places in the top three, the members will be flown to Detroit to make their winning presentation to the president of General Motors in person. The company donates \$15,000 to the university of the winning team and \$10,000 and \$5,000 to the universities of the second and third-place teams respectively.

During the next four months, the UBC team will interview consumers, conduct market research, evaluate competitors' products, design an advertising strategy, and develop dealer training and promotion.

"It gives students a chance to work hands-on with a real-life product and construct a market strategy from beginning to end," Forbes said.

They earn academic credit for their work, which replaces a regular class on advertising management this term. Instead, class instructor June Francis will guide students through the project.

According to Forbes, the students'

experience will look attractive to future employers. Unfortunately, they have to return the car to General Motors at the project end.

The Passport Optima will be available at GM dealerships in eastern Canada early in 1988.

## TRIUMF KAON bid gathers momentum

by Debora Sweeney

International government officials and scientists are enthusiastic about a proposed Canadian KAON factory at TRIUMF.

As a result, Advanced Education Minister Stan Hagen said he is confident foreign countries will contribute significantly more than the \$75 million recommended by a federal review committee.

"We've had positive responses from the U.S., Japan, West Germany and Italy," said Hagen. "There's no question that interest in scientific communities around the world is very high — they feel without a doubt this is a world-class project."

The minister made the comments after hearing from a four-man federal/provincial delegation which spent five weeks travelling in Europe, Japan and the U.S.

The kaon is a tiny, subatomic particle, about one ten-thousandth the size of the nucleus of



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an atom. According to Dr. Erich Vogt, Director of TRIUMF, a KAON factory would fit in with the vast worldwide effort to understand the origins of the universe.

Vogt, a member of the delegation, said he was delighted by the strong, immediate response from government officials in Rome, Bonn, Washington and Tokyo.

"Our exploration indicates there is significantly more (than the recommended \$75 million)," he said. "I can't definitely say it'll be twice as much, but I'm hopeful of that."

The project has a price tag of \$571 million. So far the provincial government has agreed to provide \$87 million, but the federal government has waited to gauge international support before deciding whether to give the go-ahead.

Vogt said since his delegation has found that support, he hopes the federal government will make a decision soon.

"It's been a pleasure to confirm the strength of foreign interest in science," said Vogt, "but now Canada has to indicate it is really serious about the matter."

Hagen said he plans to follow the tracks of the delegation and confirm the findings, which could take until spring.

by Lorie Chortyk

A \$1 million gift from Vancouver businessman David Lam will help turn UBC's Botanical Garden into one of the premier gardens in the world, according to its director, Bruce Macdonald.

The gift to the UBC Asian Garden from David Lam and his wife, Dorothy, was announced at a Wesbrook Society dinner held last month. Also announced at the dinner was a donation of \$220,000 by Asa Johal, president of Terminal Forest Products Ltd., for graduate scholarships in Punjabi studies and the Faculty of Forestry.

President David Strangway said the gifts will help UBC to strengthen its Pacific Rim ties.

"The commitment to Asia and to learning from other societies and cultures is fundamental to this university," he said.

Expansion of the Asian Garden, which has been renamed the David Lam Asian Garden, includes a new Botanical Garden Centre complete with office space and research laboratories, a library, garden shop, banqueting facilities and a small chapel for weddings. Plans for the \$1.45 million development were approved by the Board of Governors at its December meeting. An anonymous donor provided the additional \$500,000 for the facility.

Garden director Bruce Macdonald said he hopes the new centre will attract more tourists to the Lower Mainland.

"The UBC garden is the oldest university Botanical Garden in Canada, and over the years the university has established a world-class collection of plants," he said. "The Lam

family's generosity makes it possible to create a facility that reflects this international stature."

Macdonald said the garden has been operating in inadequate space for some time.

"Our biggest problem is that our main office



LAM

on Marine Drive is a five minute drive or 20 minute walk away from the main garden," he said. "The distance makes day-to-day management of the gardens fragmented."

"With the new system all of our operations and

personnel, including the administrative staff, the volunteer Friends of the Garden, research scientists and technicians, garden curators and our educational coordinator, will be under the same roof."

The new centre will feature four buildings — a garden shop and ticket centre, an administrative, research and technical centre, a reception hall and classroom area, and a small chapel — joined by a covered walkway.

Entrance to the new centre will be located

## Insurance co-op saves thousands

UBC will save \$250,000 in insurance premiums after banding together with other Canadian universities in a cooperative insurance scheme.

The Canadian University Insurance Reciprocal Exchange (CURIE), which took effect January 1, is the response of more than 40 universities, including SFU and U Vic, to skyrocketing insurance premiums.

UBC will benefit most from CURIE because it was among the hardest hit. Premiums jumped to \$1.1 million from \$400,000 in the 1985/86 fiscal year, and that was for reduced coverage.

"We were told this was the way it was in the industry," said Bruce Gellatly, vice-president administration and finance. "Like many other public sector groups, universities are finding it necessary to band together because of the unresponsiveness of the insurance industry to our needs."

Gellatly said UBC's savings will help reduce the University's deficit. And, for the first time since the 1970's, UBC will have earthquake coverage.

While Alex Kennedy, vice-president of the Insurance Bureau of Canada is reported to have said the plan would mean "quite substantial" losses for the industry, Gellatly said the insurance industry does not appear to be concerned.

"There have been no great hues and cries," he said.

# Breast feeding clinic offers needed advice

by Jo Moss

Breast-feeding does not come naturally to women, say two UBC Nursing professors who answer hundreds of questions from new mothers.

"Our research and clinical work showed us that a lot of women were having difficulty coping. They had concerns that couldn't easily be answered by health professionals," said Roberta Hewat.

Twenty years ago, less than 50 per cent of Canadian women were breast feeding. Now statistics show that 95 per cent of mothers who leave hospital are breast feeding their children.

"The difficulties occur in the continuation of breast feeding. It is quite a complex process," said colleague Donelda Ellis.

As nurses, university researchers, and internationally certified lactation consultants, Hewat and Ellis can provide the expertise that breast feeding mothers need. A year and a half ago they helped to set up a clinic to do just that. Run by volunteer staff three mornings a week, under the coordination of Family Practice professor Verity Livingstone, the clinic operates at full capacity—without any advertising.

The women who come in to the clinic have a variety of problems, from overproduction of milk to underweight infants. Sore nipples are a common complaint. Some mothers are trying to feed a premature infant, or twins. Others feel their infants are not responding as they should.

During the first appointment, one of the

professional staff examines the mother and the baby, and watches the infant feed before making a diagnosis.

"Frequently there is more than one problem involved. Sometimes it's just the positioning that is wrong—the way the mother is holding the baby," Hewat explained. "Occasionally there are physiological problems, or physical abnormalities—inverted nipples, for example."

Hewat and Ellis also spend a lot of time instructing.

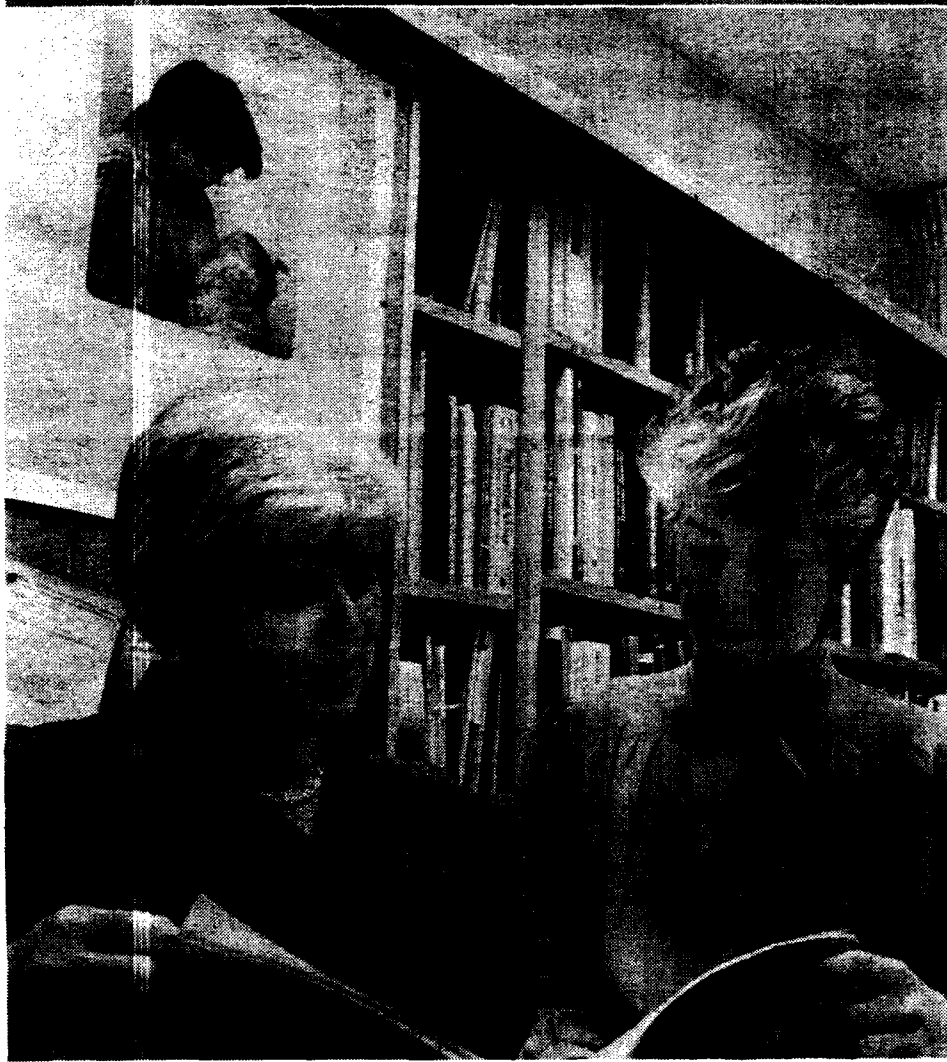
"Our basic philosophy is to explain to the mother what is happening anatomically and physiologically," Ellis said. "We try to give women as much information as we can so that they can problem-solve themselves."

The researchers are collecting data on the breast feeding problems they encounter so they can conduct further studies.

According to Ellis, breast feeding has come back into fashion in the eighties because research shows it produces healthier babies. Breast feeding promotes better teeth and jaw formation, contributes to brain growth and decreases the risk of some bacterial infections, she said.

"They have also discovered a lot of negative things about formula: it's cost, allergenic nature and sometimes indigestibility."

The breast feeding clinic is located in the Family Practice Department close to Vancouver General Hospital. The clinic is one of only two in Canada and receives no funding.



Roberta Hewat and Donelda Ellis are internationally certified breast feeding experts.

## Industry supports forestry chair

by Jo Moss

Seventeen foreign and Canadian firms are chipping in \$50,000 to boost UBC's research in wood preservation.

They are contributing to support the Faculty of Forestry's new NSERC Industrial Research Chair in Wood Preservation.

"The companies range from small independent wood treaters to large-scale chemical suppliers and users," said Faculty Dean Robert Kennedy.

Annual contributions from these businesses start at \$500.

The Natural Sciences and Engineering Research Council of Canada is providing

\$97,000 of the \$147,000 annual amount to fund the chair.

Eleven businesses supporting the research chair are Canadian, five are American and one, a chemical producing company, is British.

The largest single contributor, at \$20,000, is Bell Canada.

The new chair means UBC scientists can develop improved wood preservatives and more effective methods of treatment.

That has implications for lumber producers, construction firms, environmentalists, and the homeowner with a wooden outdoor deck.

UBC now has three of only four NSERC industrial research chairs in Canadian forestry faculties. The fourth is located at the University

of Alberta.

Scientist John Ruddick was appointed to the NSERC Industrial Research Chair Dec. 1. An adjunct professor in the faculty since 1981, Ruddick spent the last 11 years working in wood preservation at Forintek Canada Corp. on campus.



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Ruddick will investigate the water-soluble chemicals that are used to treat wood to determine why some woods take treatment better than others.

"The leading softwood in Canada—spruce—is just one wood that is difficult to treat," Kennedy said. Companies will save money if wood products such as railroad ties, telephone poles, shingles and shakes last longer, he said.

Wood preservation can help forest conservation. If lumber products have a longer service life, fewer trees will be cut.

Kennedy says business can't afford not to look at better preservation.

"We didn't have to worry so much in the past because wood and labour was relatively cheap. Now industry has to increase its activity in this area to keep wood competitive with other materials," he said.

A current shortage of qualified people in the forest sector with a specialized knowledge of wood preservation will be met by future Forestry graduates.

"We're meeting an industry need for specialists in that area," Kennedy added.

## Research association approved by board

by Debora Sweeney

UBC has discovered a way to tap millions of dollars in research funds previously unavailable to it.

By establishing a society, to be called UBC Research Enterprises, the University will end years of frustration for researchers who have been unable to carry their basic research to a development stage.

The society has been approved in principle by the Board of Governors.

Through UBC Research Enterprises, the University will be able to apply for funds from the National Research Council Industrial Research Assistance Program. That money has not been available to UBC in the past because the program is designed to support businesses only. By forming a society, UBC has developed a system to get access to funding while maintaining its tax-free status, according to Jim Murray, director of the industry liaison office.

"In 1986/87, UBC researchers received \$65 million in funding," said Murray. "Many of those projects are nudging into the development area, but we've been hitting a brick wall because there's no money there. Now, we've created a vehicle to allow faculty members to scale up their research to small prototype developments and larger facilities so companies can come in and license their technology."

Dr. Raymond Orlando's research at St. Paul's Hospital will benefit from the new society.

## United Way

UBC's United Way campaign in 1987 was the best on record. With the last pledges and donations now tallied, more than 13 per cent of the 5,822 faculty and staff on campus contributed to the campus drive raising a total of \$121,778.

That's a greater participation rate than in 1986 when 12 per cent of UBC's faculty and staff supported the campaign.

Collaborating with UBC, he has applied for a patent to market a diaper which will prevent babies from developing congenital hip disorders. Before companies will market Orlando's diapers, he needs the funding to finish designing them.

Several universities across North America, including the University of Toronto, have established research foundations, while others have established corporations to obtain development funding. Murray said UBC Research Enterprises will give the University more flexibility in dealing with the private sector.

## Top research awards go to Kim, Patey

Neurology professor Seung Kim and chemistry professor Grenfell Patey are this year's recipients of UBC's top faculty research prizes.

Kim, an internationally-renowned scientist, received the Jacob Biely Research Prize in recognition of brain research which may lead to a cure for Multiple Sclerosis and Parkinson's Disease. His work involves studying brain cells to find out how they behave and communicate, and investigating what injury these cells can sustain and how they might be stimulated to regrow.

Patey, a theoretical chemist who has an international reputation for his work in physical chemistry, received the Charles A. McDowell Award. His research involves using computer simulations to study the behavior of liquids and solutions.

The Biely prize is named for professor Jacob Biely, an internationally renowned poultry scientist, whose association with the university spanned half a century. The prize was established in 1969 by his brother George Biely. The prize comes with a \$1,000 cash award.

## AUCC publishes new directory

The Association of Universities and Colleges of Canada has published two new directories for an "at a glance" look at Canada's post-secondary institutions.

The Academic and Administrative Officers at Canadian Universities 1987-1988 edition, which lists the names, academic credentials and telephone numbers of key officials at each of the AUCC's 83 member institutions, is available for \$10.

For \$15.50 you can pick up the Directory of Awards for Graduate Study 1987, a guide to more than 800 awards available to graduate students for study in Canada and elsewhere.

## HOSPITAL MERGER OUTLINED

by Debora Sweeney

The merger of the Health Sciences Centre Hospital with Shaughnessy Hospital marks a new era in the integration of health care services in B.C., according to Dr. William Webber, Dean of UBC's Faculty of Medicine.

"I hope the merger will foster further cooperation not only between the two hospitals which are merging, but with other major teaching hospitals as well," said Webber. "There's a good deal of cooperation but not as much as there could be."

The new institution will be tentatively named University Hospital and will continue to operate on the UBC and Shaughnessy sites. Members of the boards of Health Sciences and Shaughnessy cited nearly \$2 million in savings and enhancement of the hospitals' academic standing and patient services. John MacKay, chairman of the board of Health Sciences Centre Hospital will retain that position in the new hospital. Wayne Keddy, President and Chief Executive Officer of Shaughnessy will retain his position as well. Details of the administrative structure still have to be worked out.

UBC's involvement in the Health Sciences Centre Hospital includes:

- o A psychiatric unit which is headquarters for the academic department of psychiatry.
- o Major programs in neurology and gastroenterology.
- o Research in cardiology, audiology and academic pathology.
- o Imaging devices, including the positron emission tomograph (PET) scanner, which provides a series of colored slice images of the chemical function of the brain.

UBC's involvement at Shaughnessy Hospital includes:

- o Cooperative work with other hospitals in close proximity, including Grace, Children's and the G.F. Strong Rehabilitation Centre.
- o Research in lipid metabolism, spinal cord injury and rehabilitation.
- o Reproductive biology, in vitro fertilization.
- o A sex therapy clinic.

Webber said it is too early to predict whether programs at the two institutions will be integrated.

## Faculty approve daycare funding

The Faculty Association voted to donate up to \$40,000 for a new campus daycare facility at a special general meeting held Dec. 17.

Members passed a motion to donate \$20,000 and to match grants made by individual faculty up to \$20,000. A proposed amendment from the association executive to put the motion to a mail ballot vote was defeated.

The new facility will replace campus daycare huts that have been condemned as of April 1. The Alma Mater Society, the university administration and private donors have also pledged support for \$1.2 million centre.



