

UBC Reports



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1,400 students celebrate first ever Fall Congregation

By ABE HEFTER

The flowing robes, the intricately carved mace and the Chancellor's procession are symbols of tradition that have been embraced by the more than 1,400 students eligible to receive their degrees during today's special Fall Congregation ceremony, celebrating UBC's 75th anniversary.

To Dr. Charles Slonecker, director of UBC's ceremonies office, the desire by students and their families to regale in the pomp and pageantry of Congregation may be reflective of a change in attitudes in today's world.

"I denote a real sense of pride here," said Slonecker. "I see pride in the accomplishments of these fine students and pride in this university.

"The costs associated with earning a university degree are tremendous, both financially and scholastically," he added. "People are recognizing that.

Congregation is for the students who have worked long and hard to obtain their degrees, as well as for their families and friends."

It's the first time since 1964 that UBC has conferred degrees in a Fall Congregation, with those students who have completed their degrees over the summer months taking part in the ceremony. For Slonecker and his assistant, Joan King, Congregation is viewed with mixed emotions. It represents the pinnacle of the university's 75th anniversary celebrations and they're both happy to see it happen, but sorry to see the 75th celebrations end.

"The administrative leadership of UBC is pleased that this 75th anniversary campaign has helped the university reach out to the public," said Slonecker.

Three honorary degrees are also being conferred, bringing the number of honorary degrees UBC has bestowed since 1925 to 451. The degrees are being conferred on Helen Belkin, who has long been associated with UBC

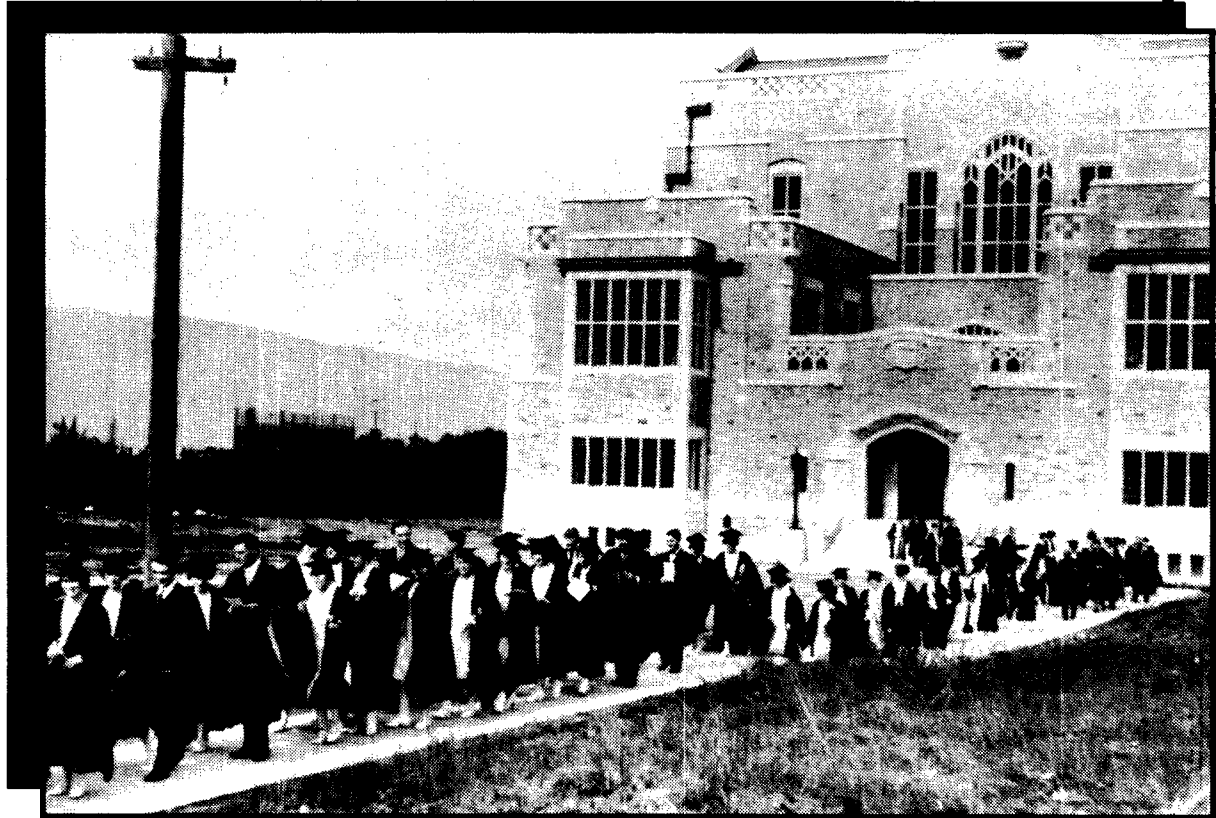


Photo courtesy of UBC Archives

The Class of 1927 parading out of the Main Library during Congregation ceremonies.

as a student, staff member, alumna and supporter; William White, who is a former UBC vice-president and bursar who retired from the university in 1983; and W. Maurice Young, a long-time supporter of UBC who has made outstanding contributions

to business, education and athletics in B.C.

The ceremony will also include the presentation of 75th anniversary medals to 75 members of the UBC community for extraordinary service and commitment to the university. Follow-

ing the Congregation, UBC Chancellor Leslie Peterson and President David Strangway will preside over the ceremonial lighting of the giant sequoia-dendron tree in front of the Main Library, to mark the beginning of the holiday season.

UBC researchers receive \$90 million

Research grants increase

By GAVIN WILSON

More than \$90 million in grants and contracts were awarded to UBC researchers in the 1989-90 academic year, according to figures released by the Office of Research Services and Industry Liaison.

The total is an increase of \$10 million, or 13 per cent, over the previous year, and caps three years of dramatic growth in grants awarded to university researchers. The 1986/87 total was \$65 million.

"I am delighted to see the steady growth in

research funding at UBC," said Robert Miller, vice-president, Research. "It demonstrates the continuing excellence of research here."

Although federal government agencies contribute the greatest share of funding, the single largest increase in the past year was from provincial government sources. Funding from all provincial sources was \$12.8 million, up from \$7.7 million the year before.

"There has been a big increase in provincial government support," said Richard Spratley, director of Research Services. "It is part of their overall science and technology strategy for the province."

The Department of Medicine received more funding than any other department in 1989/90, with grants and contracts totalling more than \$8.5 million.

Six other departments — Chemistry, Pathology, Physics, Biochemistry, Microbiology and Health Care and Epidemiology — exceeded \$3.5 million in research grants and contracts.

Faculties receiving the greatest amount of funding were: Medicine, \$34.2 million; Science, \$24.1 million; Applied Science, \$11.4 million; and Arts, \$5.1 million.

UBC researchers applying for Social Sciences and Humanities Research Council grants have had the highest rate of success among the major research universities over the past four years, said Spratley.

"UBC is very good, in general, in attracting

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Montreal students remembered

UBC faculty, staff and students will join thousands of other Canadians Dec. 6 in observing the anniversary of the deaths of 14 women Engineering students murdered at L'Ecole Polytechnique in Montreal.

To commemorate the tragic event, members of the Office for Women Students will place wreaths in their office, the main library, Student

Union Building and Faculty Club.

The Ladner clock tower carillon will ring at 11:55 a.m., just prior to the beginning of afternoon exams. During this time, one minute of silence will be observed.

The university will also lower to half-staff the flag at the north end of Main Mall.

Exhibit marks preview of new ceramics gallery

By GAVIN WILSON

One of Canada's finest collections of European ceramics goes on display at UBC when the Koerner Ceramics Gallery opens for a public preview beginning Tuesday, Dec. 11.

The gallery in the new wing of the Museum of Anthropology will provide a permanent home for the collection, donated to the museum in 1988 by longtime UBC benefactor Walter C. Koerner as part of the university's fundraising campaign, A World of Opportunity. The gallery's official opening is scheduled for Feb. 1991.

The collection adds a significant European dimension to the museum, which is known primarily for its Northwest Coast Indian and Asian art.

The new west wing was designed by Vancou-

ver architect Arthur Erickson, who won numerous awards for his design of the main museum building, which opened in 1976. The wing contains the 4,200-square-foot Koerner Ceramics Gallery as well as a teaching laboratory, library and curator's office.

Construction of the wing was made possible by a gift from the estate of the late Maj.-Gen. and Mrs. Victor W. Odium.

The Koerner collection dates from the 15th to 19th centuries and includes examples of Italian Renaissance ceramics, Anabaptist ceramics made by the ancestors of today's Hutterites, and Renaissance and baroque ornamental tiles created for decorated ovens and stoves. The stove tiles began as simple ornamentation of a practical household

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UBC researcher discovers link between irregularities in ovulation and osteoporosis

By CONNIE FILLETTI

A study by a UBC physician has revealed that young women who experience disturbances in ovulation may be at increased risk for osteoporosis after menopause.

The study by Dr. Jerilynn Prior, a professor of Medicine, disputes previous medical assumptions that normal menstrual cycles have normal hormonal characteristics and that strenuous exercise resulted in thinned bone mass.

"This study casts doubt on three well-established medical beliefs," said Dr. Prior. "First, that regular cycles are hormonally normal, sec-

ond that estrogen is the only important female hormone for preserving bone, and thirdly, that training for a marathon causes loss of menstrual cycles."

Dr. Prior's study, recently published in the New England Journal of Medicine, found that the failure to ovulate (which meant low production of progesterone) was associated with the loss of bone mineral.

The study involved charting the menstrual cycles of 66 pre-menopausal women, who ranged in age from 21 to 42, over a one-year period. The women's exercise and dietary habits were also monitored and the density of their backbones

was measured.

One-third of the women were training for a marathon run, one-third were recreational runners and one-third did less than an hour per week of aerobic exercise. All of the participants had normal ovulatory cycles at the beginning of the study.

Dr. Prior and her research associates found that those women in the study group who experienced as few as one non-ovulatory cycle during the study period, lost an average of four per cent of bone from their spinal column in that year. Bone loss and ovulatory cycles were not more common in the women who were training for a

marathon.

Dr. Prior hopes to continue her research to determine why certain women occasionally fail to ovulate.

"Women can learn to observe their own bodies," said Dr. Prior. "If the flow begins and they realize they have not experienced lateral breast tenderness, it is likely they did not ovulate that cycle. If the periods are not preceded by normal premenstrual cycles, then seeking advice from your physician is a good idea."

Funding for the study was provided by Health and Welfare Canada and the Dairy Bureau of Canada.

Commerce tops grant competition

By ABE HEFTER

UBC's Faculty of Commerce and Business Administration has tied for first place in the Natural Sciences and Engineering Research Council's 1990 grant competition for business schools.

The faculty garnered 14 grants totalling \$276,049. The University of Waterloo also received 14 grants from NSERC, totalling \$377,950.

Dean of Commerce Peter Lusztig said the Commerce Faculty at UBC is a young one and the average size of the NSERC grants is a reflection of the maturity of UBC business scholars.

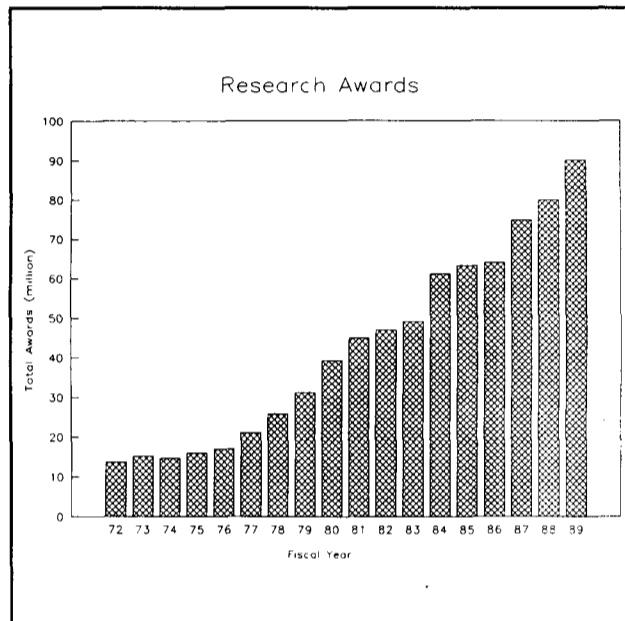
"In addition," added Lusztig, "Waterloo isn't really a traditional business school. This is not to take anything away from Waterloo, but it's more of a management science school and is more targeted to NSERC as a result."

Lusztig believes that among the traditional business schools on NSERC's list of 18 that received grants in 1990, UBC is number one.

The University of Toronto, McGill, McMaster and Carleton universities were next with six NSERC grants. Among them, U of T received the most funds, totalling \$96,543.

NSERC grants are awarded to business schools across the country for research in areas including statistics, management information systems, transportation and operations research.

Medicine big winner in research funds



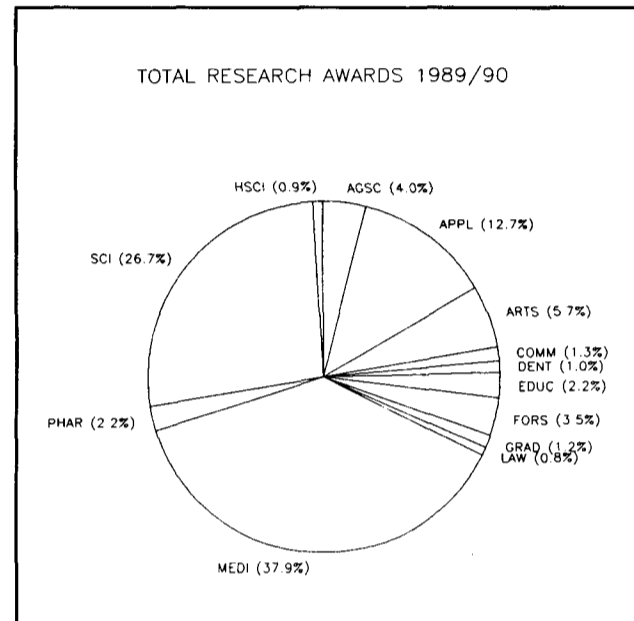
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research funding, and does very, very well at getting SSHRC grants," he said.

Research grants to the Commerce and Education faculties have nearly doubled in the last two years, while funding for research in the Arts faculty has increased nearly 35 per cent during the same period.

Spratley added that the 1989/90 research grant totals do not include any of the funding received from the federal government's Networks of Centres of Excellence program.

UBC's total research funding should top \$100 million in the 1990/91 academic year when Centres of Excellence funding and anticipated increases in other research grants are added to the tally, Spratley said.



UBC researchers head three of the 15 national Centres of Excellence networks and are involved in nine others. Under the program, B.C. universities and research companies, with UBC leading the way, will receive \$44 million over the next four years. The provincial government has provided an additional \$20 million to support the networks.

The top contributors to research funding at UBC in 1989/90 were federal granting agencies, at \$46 million, followed by B.C. provincial granting agencies, at \$9.1 million, Canadian health sciences foundations and non-profit agencies, at \$9 million and federal departments and agencies, at \$7.5 million.

More than \$5.6 million was contributed by the Canadian private sector. Funding from the United States and other countries totalled \$5.8 million.

Ceramics collected over lifetime

Continued from Page 1

item but gradually became elaborate works of art in their own right.

Koerner acquired the 600-piece collection over the span of 80 years, beginning when he was an 8-year-old schoolboy living in what was then part of the Austro-Hungarian Empire, now Czechoslovakia.

Encouraged by his mother, he began collecting decorative ceramic objects, usually plates and jars, created by peasant potters and sold on local market days.

Fleeing the expansion of Nazi Germany, Koerner emigrated to Canada in 1939 where he and other family members became major figures in the B.C. forest industry.

A leading philanthropist, he previously donated a private collection of Northwest Coast masterpieces to the museum, a gift that was instrumental in getting a federal grant leading to construction of the current museum building. He has also made significant contributions over the years to University Hospital and the UBC library.

UBC President David Strangway



Herb Watson displays tile stove and vase from Koerner ceramics collection.

will join Koerner and other dignitaries for an invitation-only preview and ribbon cutting at the museum on Monday, Dec. 10.

The public is invited to view the collection beginning Tuesday, Dec. 11.

Admission to the museum is free on Tuesdays, when hours are from 11 a.m. to 9 p.m.

A ceremony to unveil a plaque honoring the Odlum donation was held Nov. 27.

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75th Anniversary bash a hit

By **RON BURKE**

Organizers of UBC's 75th anniversary celebrations were hoping for big things during 1990, including attracting members of the community to campus in record numbers — and they got what they wanted. Discover Summer and Homecoming were two of the year's great successes, drawing thousands of visitors and alumni to campus.

David Vogt, chair of the Discover Summer Committee, wanted to let the word out about summer activities on campus.

"I've always enjoyed summer at UBC, and I hoped Discover Summer would help expose both on- and off-campus people to all the good things here during that season."

Summer started early at UBC this year, when more than 3,000 visitors at-

ers. A company of 22 students performed three evening productions — Cole, Filthy Rich and The Strange Case of Dr. Jekyll and Mr. Hyde — on a repertory schedule in the Dorothy Somerset Studio and Frederic Wood Theatre. In total, the company gave 65 evening performances to an audience of 3,500 and garnered enthusiastic reviews.

Bob Eberle, production manager of the Frederic Wood Theatre, termed the program a complete success. "The student company produced some very good shows, the response from the public was good and the participants had a tremendous learning experience," he said.

The Summer Players also performed theatre for children outside SUB three times per week.

Outdoor theatre performances were scheduled to coincide with the completion of the morning campus tours. Building on its traditional popularity, the campus tour program doubled its complement of guides, to four, and expanded its promotion to include the whole province.

Discover Summer also offered a number of new programs. In June, the Malcolm Knapp Research Forest in Maple Ridge opened its gates for the first open house at the 5,157-hectare site. About 1,100 people took advantage of the opportunity to tour the forest's 12 display sites, each highlighting a different area of research.

Food Services got into the act with Picnics on the Point. Poor weather gave the service a slow start, but by July, people were enjoying a variety of prepared picnics at the campus location of their choice.

If one day provided a focal point for Discover Summer, it was the UBC S.U.P.E.R. Sale in July. S.U.P.E.R. stood for Special University Project to Encourage Recycling, and recycle the campus did, as departments, student groups and alumni set up booths full of donated items and educational material on MacInnes Field. An estimated 5,000 people attended the sale, browsing for bargains and learning about campus recycling programs. The sale raised \$39,000, which went to the departments and to cover expenses.

Co-organizer Norm Watt, director of Extra-Sessional Studies, said the sale was a winner. "We received tremendous support from the campus and the community," he said. "I think the sale should continue — maybe once every three years, like Open House."

The last Discover Summer event was the opening of a photo exhibit at the Museum of Anthropology in August. Our Chiefs and Elders: Photographs by David Neel, Kwagiutl, features formal portraits of Native leaders from across B.C. A special preview, which included a potlatch, was held in early August at

the Capilano Indian Reserve in North Vancouver. About 20 of UBC's own chiefs and elders attended, along with Native leaders. The photographs are on display at the museum until January, 1991.

Homecoming Week followed on the heels of Discover Summer.

"The 75th anniversary gave us an opportunity to develop a first-class Homecoming celebration," said Deborah Apps, executive director of the Alumni Association and chair of the Homecoming Week committee. "I think we did that with great success, thanks to the support we received from the administration and the Alumni Association's volunteers and staff."

To draw alumni back to campus, organizers put together 21 class reunions, as well as general alumni events, such as receptions and mini-open houses, in 18 faculties and schools. More than 1,700 alumni attended the reunions and over 2,000 participated in the general events.

Homecoming was the most traditional of the major 75th anniversary celebrations. In fact, the university's official 75th birthday fell within the week, on Sun., Sept. 30. The celebrations were further steeped in history by the return of some of the participants in UBC's most important student event, the Great Trek of 1922.

Organized as a protest against government delays in completing the Point Grey campus, the Great Trek fostered an enduring spirit among the student population. Thousands of students marched or rode in vehicles from the temporary classrooms at Vancouver General Hospital to the Point Grey campus, which was still under construction. That spirit was celebrated on Thu., Sept. 27, as 27 enthusiastic trekkers boarded a bus to retrace their journey of 75 years ago. Later, they were honored in a special ceremony in the Old Auditorium. Joan King, assistant to the director of ceremonies and one of the event's organizers, was touched by the scene of old and new students together.

"When the Great Trekkers came marching in to the sound of 'Hail, UBC,' it made your spine tingle," she said. "To see the students of 1915 being so well received by the students of 1990 was a special moment."

That evening, the high-profile event of Homecoming, the Gala Great Trekker Dinner, took place at the Hotel Vancouver. Each year, the Alma Mater Society bestows the Great Trekker Award upon a UBC graduate for service to the university and the community and for achieving eminence in his or her field. This year's recipient was author and broadcaster Pierre Berton, class of

'41.

More than 600 alumni, students, faculty and staff attended the gala, which featured a slide show of UBC memories and a dance following



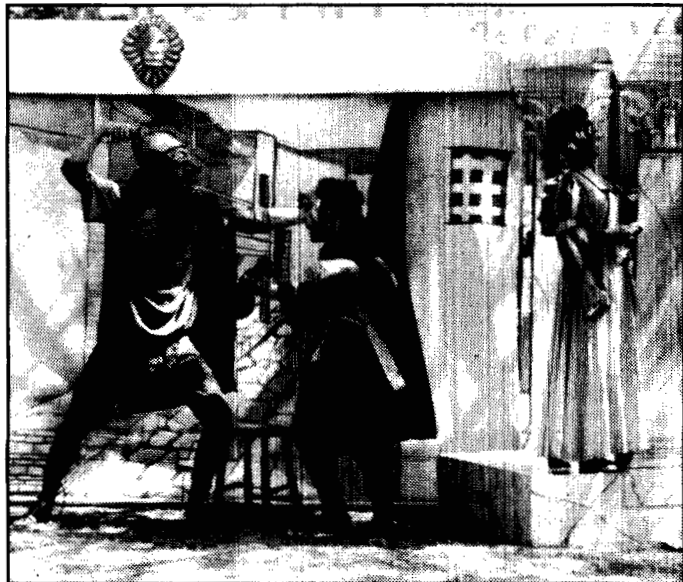
the dinner.

The following Sat., Sept. 29, the AMS put on a pre-game barbecue at the Blue and Gold Classic football game at Thunderbird Stadium. Only 500 fans attended the game, but the T-Bird gridgers sent them home happy with a win over the University of Manitoba Bisons.

The morning of UBC's 75th birthday saw over 1,600 participants relive the Great Trek in their own way, on foot, in the Arts '20 relay race from VGH to UBC. The annual event was moved to Sun., Sept. 30 in honor of the university's birthday. Following the race, an estimated crowd of 2,000 people enjoyed some or all of the offerings on Main Mall, including a pancake breakfast, birthday cake, live entertainment and a barbecue. Just down the hill, about 300 people attended the Alumni Association's 75th anniversary tea and awards ceremony.

Traditional events Just Desserts, recognizing outstanding faculty and staff, and Meet the Brass, an informal get-together for students and members of the administration, rounded out the

Homecoming schedule. This year's Homecoming organizers hope they leave a legacy and a benchmark for subsequent celebrations. "A team effort" is Deborah Apps' description of their efforts. "That's the only way to achieve this kind of success."



UBC Summer Players perform beside SUB.

Photo by Media Services

tended a May exhibition at the Asian Centre. The display showcased works by six Vancouver Asian artists, specializing in Asian themes and techniques.

The Centre for Continuing Education's Summer Program for Retired People was a big hit. More than 500 students, some coming from as far away as Calgary, participated in lectures and discussions on topics ranging from politics to Picasso.

Music filled the campus during the summer as never before. The first weekend of May brought more than 3,500 of B.C.'s top high school musicians to campus for the Pacific Coast Music Festival. The two-day event featured competitions in concert band, concert choir, vocal jazz and jazz combo categories. UBC was so popular as a venue that festival organizers are considering it as a permanent site.

The UBC Summer Strings, a chamber orchestra composed of 15 string players, was a special program for the 75th anniversary. The group gave six performances in May, drawing small but appreciative audiences.

Two traditional summer music programs were enhanced for 1990. Summer Sounds offered free, noon-hour concerts of pop-rock, classical, country and jazz outside SUB and Main Library during July and August. Music for a Summer's Evening drew standing-room-only crowds, totalling 3,600, to 13 chamber music concerts in the School of Music Recital Hall.

Another enhanced program was the Theatre Department's Summer Play-



UBC S.U.P.E.R. Sale attracted 5,000 people in July.

Photo by Media Services

National study on genetic diseases launched

By CONNIE FILLETTI

The Canadian Genetic Diseases Network, headed by Dr. Michael Hayden, professor of Medical Genetics, has begun a nationwide collaborative research program in human genetically transmitted diseases.

Supported by \$17.5 million in federal funds, the network is part of the \$240-million Centres of Excellence Program for scientific research, launched by Ottawa in 1988.

In addition, the network will also share in a commitment of \$20 million from the Government of British Columbia.

Twenty-two scientists from eight universities, working with several industrial partners, will conduct leading-edge research on genes that directly cause or predispose people to disease.

Dr. Hayden said approximately 60 per cent of Canadians will develop or die from a disease with a genetic com-

ponent including cystic fibrosis, muscular dystrophy and certain forms of cancer and heart attacks, which are among the focal areas of study for the network.

"Genetic diseases can require extensive and long-term care, repeated hospitalization, corrective surgery, institutional training and physical therapy," said Dr. Hayden. "We are at the beginning of a revolution in understanding and being able to prevent serious genetic diseases. The research carried out by this



Dr. Michael Hayden, Dean Martin Hollenberg and Mary Collins at news conference.

network will have a significant impact on the human and economic burdens currently being borne by the public."

Mary Collins, associate minister of national defence and minister respon-

sible for the status of women, said on behalf of Science Minister William Winegard that the Centres of Excellence represent a remarkable range of initiatives and a unique opportunity for scientists to work together in a coordinated

effort.

"The cohesive, interdisciplinary approach of the centres is significant," Collins said. "Our pods of research excellence are scattered. We must find ways to work together to ensure a

world-class system of health care for all Canadians."

Dr. Martin Hollenberg, dean of UBC's Faculty of Medicine, said advancement of the network was a tremendous step forward.

"It is the key to our success in developing strategies to deal with genetic diseases. We are determined to succeed," said Dr. Hollenberg.

Dr. David Shindler, managing director of the network, added that in providing funding for the network, the federal government has given a tremendous boost to genetic research.

"Canadian scientists are recognized as leaders in the field of genetic research," Shindler said. "The clear challenge is to cooperate and pool resources in order to maintain an expand world-class research."

The Canadian Genetic Diseases Network was officially launched at UBC Nov. 13.

Disability Resource Centre to open in January, 1991



Photo by Media Services

Rick Hansen, Special Consultant to the President on Disabilities, at his UBC office.

By CHARLES KER

Rick Hansen plans to put UBC under a microscope when the Disability Resource Centre swings into full operation in January.

"UBC is probably as good as most universities right now but rated from where we could be, there's a long way to go," said Hansen, chair of the centre's advisory committee. "Once UBC is brought up to speed, then we can begin to work on a plan to move outside this campus and start interacting with other universities and colleges."

Top priority for the 16-member staff will be an evaluation of UBC to examine how the university deals with physical and functional accessibility, employment equity, curriculum, research and a variety of other disability-related issues. The objective is to eventually make post-secondary education across Canada more accessible to students, faculty, staff and visitors.

But first, the partially staffed centre must find a director and six co-ordinators to oversee areas of

barrier-free access, advocacy, employment, information, service and research.

"We will essentially be a commando unit," Hansen said from the centre's temporary headquarters beside Brock Hall. "Traditionally, universities have reacted to disability issues by providing the basic services, but they neglect to look at the big picture. That's what we're after."

Databases of national and international contacts are being established to help locate information on a variety of issues dealing with disability and post-secondary education. In addition, information packages about the centre have been sent to 170 universities and colleges across Canada asking for their input.

Hansen hopes that within a few years UBC will be hosting regular conferences on disability related issues. An International Conference on Post-Secondary Education is already planned for 1994-95 and is part of a series of initiatives of the Rick Hansen National Fellowship.

Although the two programs

work in conjunction, the fellowship is separate from the Disability Resource Centre with its own mandate and funding.

As first incumbent of the fellowship, Hansen will continue to work as an advocate on behalf of the disabled on a national and international basis. A priority for Hansen is to see the integration of disabled athletes at multi-sport competitions like the Commonwealth and Olympic Games.

Another fellowship initiative is Independence '92, an international congress on disability scheduled for Vancouver in April, 1992. The event is expected to draw close to 8,000 participants from around the world.

Hansen stressed that the centre is a resource, not a service-based organization, and is designed to promote better networking, staffing and financial support for matters relating to disability.

Financed through a \$6.4 million endowment fund, the centre will move to a permanent location in the new Student Services Building in 1992.

New title Human Resources

UBC restructures Personnel Services

UBC has restructured Personnel Services to make the department more responsive to the human resource needs of the university, said Bruce Gellatly, vice president, Administration and Finance.

To reflect the department's broader scope, its name has been changed to Human Resources. The name change reflects the more strategic role of the department in the rapidly changing human resource management environment, said Gellatly.

Wayne Greene, acting director of Human Resources, said the main thrust of the new design will be the creation of service teams which will

work closely with a number of departments to provide "one-stop" shopping for human resource services.

"Instead of having to contact several individuals to resolve basic human resource needs, UBC departments and individual faculty and staff will need only to contact their service team," said Greene. "Each service team will coordinate any human resource services required, such as recruiting, employee relations and benefit queries."

An advisory committee of department representatives will also be established to provide ongoing advice to Human Resources.

Celebrate the Holiday Season with a Traditional Christmas Dinner at the Subway Cafeteria

FRIDAY, November 30 11:30 am to 1:30 pm

TUESDAY, December 18 11:30 am to 1:30 pm
4:30 pm to 6:30 pm

WEDNESDAY, December 19 11:30 am to 1:30 pm

at the Ponderosa Snack Bar and the Barn Coffee Shop

WEDNESDAY, December 19 11:30 am to 1:30 pm



Letters to the Editor

Editor:

Wither the Social Sciences?

Every so often one encounters distressing information concerning the lack of support for social science research. Dr. Paule Leduc, President, Social Sciences and Humanities Research Council, in an address in Quebec City at a recent Social Science Federation of Canada Conference on Scholarly Publishing, provided the following information:

Since the Council's creation in 1978, the volume of demand for research grants has increased by more than 150 per cent. Last year, under our Strategic Grants program alone, we received over 600 applications. BUT DURING THIS PERIOD, THE COUNCIL'S BUDGET—IN REAL TERMS—HAS REMAINED ESSENTIALLY UNCHANGED. In the latest competition under our Research Grants program, we had to turn down 40 percent of applicants whose projects had been approved by the adjudication committees and recommended to Council for funding. As a result of the dramatically increased rates of demand under this program and the lack of commensurate increase in the Council's budget, the dollar success rate has gone from 62 percent in 1980-81 to 31 per cent in 1990-91. Similarly, the applicant success rate has fallen from 77 per cent to 37 percent. During the same period, the dollar success rate under the Strategic Grants program has gone from 42 per cent to 30 percent, and the applicant success rate has dropped from 64 to 43 per cent. The

doctoral fellowships success rate has likewise fallen from 31 per cent to 22 per cent.

These figures are discouraging indeed. Surely it is time to take action for scholars in the Social Sciences and Humanities, the majority of U.B.C. faculty and graduate students. U.B.C. has made commitments in this direction, with the University's Mission Statement and Strategic Plan, approved by the Senate in 1989, stating "A special effort will be made to campaign for federal and provincial government support for research in the humanities and social sciences."

I note with pleasure that the university's budget for 1990-91 provides for the appointment of an associated vice-president for social sciences and humanities.

However, decisions are being made in the next few weeks by the Prime Minister's Cabinet 'Priorities and Planning Committee' on long-term funding of SSHRC. I would encourage all concerned people, faculty, graduate students, and others to write to the appropriate Ministers now concerning the importance of increased funding for the Council. The Social Science Federation of Canada, along with many others, has been requesting that the budget of the SSHRC be doubled and that the funds from the Matching Grants Programme be integrated into the base budget of the Council. That would be a start.

Kenneth D. Craig
Professor
Department of Psychology
University of British Columbia

Assistance unveiled for post-secondary Native education

By GAVIN WILSON

The provincial government has announced a strategy to improve post-secondary education access for Native people in B.C.

The strategy is based on recommendations made by the Provincial Advisory Committee on Native Post-Secondary Education, under the Access for All initiative.

"It is commendable that the provincial government is prepared to support the post-secondary initiatives of First Nations peoples," said Verna Kirkness, director of UBC's First Nations House of Learning.

"We have never been short of ideas of how to improve our situation, but we have been short of financial resources. So if this means dollars, I believe we will see a dramatic shift towards parity in a few years," she said.

Advanced Education Minister Bruce Strachan said his ministry would "act quickly" on the

recommendations contained in the report, which was produced a year earlier than anticipated.

Included in the strategy:

- Financial support for Native post-secondary institutions.
- Counselling and support services for Native students attending public post-secondary institutions.

- Programs based on priorities identified by First Nations throughout B.C., such as literacy, adult basic education, cross-cultural awareness, native languages and transitional support.

- Native language teachers at B.C. universities, including UBC.

- Curriculum materials for Native learners to be developed and coordinated by the Centre for Curriculum and Professional Development.

- The designation of the First Nations Congress Education Secretariat to become the official advisory body to the



Kirkness

ministry.

- A special ministry advisor on native programs who will work with post-secondary and Native institutions to develop and revise programs.

The 19-member committee was co-chaired by Chief Gordon Antoine, of the Coldwater Indian Band, and Peter Jones, president of Fraser Valley College.

UBC conducts campus-wide review of employment equity practices

By CONNIE FILLETTI

UBC has completed an employment systems review to ensure that all existing policies and procedures are job-related and do not discriminate against women, aboriginal people, persons with disabilities and visible minorities.

The four designated groups were identified by the federal government in the Canada Employment Equity Act of 1986.

"We know that certain groups of people are disadvantaged when they apply for jobs or seek advancement, but it is sometimes difficult to see how bias enters into hiring and promotion practices," explained Sharon Kahn, Director of Employment Equity.

"This review is a necessary step in UBC's efforts to improve working conditions for all faculty and staff. An important next step will be for individual departments and

units to examine how they can eliminate bias in their own practices," Kahn added.

Employment procedures for both academic and non-academic positions were analyzed by three subcommittees of the President's Advisory Committee on Employment Equity.

The review was based on an examination of employment documents produced by Human Resources, bargaining units and academic departments on campus.

In addition, information was gathered on current hiring practices in Human Resources.

A review of materials related to academic, library, continuing education and management and professional appointments concluded that the designated employment equity groups could be disadvantaged in several ways, including recruitment and hiring practices and perform-

ance evaluations for both faculty and staff.

Documents concerning union and non-union positions indicated that the lack of benefits for part-time and short-term work, differing policies on professional and educational development, and the setting of minimum qualifications, may discriminate against the four target groups.

Materials used in hiring clerical and secretarial staff showed a potential disadvantage to employment equity group members in recruitment practices and the use of skills tests.

Information gathered by Human Resources on its current employment practices for non-academic staff positions revealed four areas of concern:

- Active recruitment of members of the designated employment equity groups.



- Review of selection tests.
- Provision of benefits to part-time and short-term employees.
- Development of policies and procedures for research technicians who are not in a bargaining unit.

In all, 16 recommendations were made to the President's Advisory Committee on Employment Equity.

"UBC needs to operationalize these recommendations by detailing what will be done, by whom and when," said Kahn.

She will be analyzing the em-

ployment equity census data over the next few months to determine how UBC's workforce compares with the number of qualified women and minority group persons in appropriate labor pools.

"These efforts are part of UBC's commitment to employment equity — fair and objective employment procedures," said Kahn. "Such procedures enable all to achieve their full potential."

Employment systems review guidelines were provided by Employment and Immigration Canada.

Calendar

November 2 –
November 15

SUNDAY, DEC. 2

Ethics Workshop/Lecture

Moral Dilemma and Decision Making-A Christian Perspective. Rev. Dr. Terry Anderson. Sponsored by University Hill United and VST. Epiphany Chapel, Vancouver School of Theology from 9-10:15am. Call 224-1311.

MONDAY, DEC. 3

Paediatrics Research Seminar

Nutritional Support And Visual Development Of Premature Infants. Ricardo Uauy-Dagach. Research Centre 171A at 12pm. Call Dr. Josef Skala at 875-2492.

Cancer Research Seminar



V-Ras Oncogene: Relationships Between Transformation And Differentiation. Dr. N. Auersperg, Anatomy, UBC. BC Cancer Foundation Lecture Theatre, 601 W 10th Ave. from 12-1pm. Call 877-6010.

Biochemistry Seminar

Immediate Early Gene Expression In Baculovirus. Dr. David Theilmann, Agriculture Canada. IRC #4 at 3:45pm. Call 228-2142.

Economics Departmental Seminar

Macroeconomics Of The Green House Effect. Peter Sinclair, Oxford U. Host: Angela Redish. Brock Hall 351 from 4-5:30pm. Call 228-2876.

TUESDAY, DEC. 4

Medical Genetics Seminar

Position Effect Variegation In Drosophila. Dr. Arthur Chovnick, Genetics/Cell Biology, U. of Connecticut, Storrs. Hennings 202 at 8:30am. Coffee at 8:15am. Call 228-5311.

Christmas Wonderworld



University Chamber Singers sponsored by the UBC Faculty Women's Club. Boutique, Luncheon, \$7., Life Memberships. Reservations required. Cecil Green Park House at 9:30am. Call 222-1983.

Lectures In Modern Chemistry

Xerox Lecture. Chemical Process Technology In The Manufacture Of Microelectronic Devices. Prof. Dennis Hess, Chemical Engineering, U. of California, Berkeley. Chemistry B250 at 1pm. Refreshments from 12:40pm. Call 228-3266.

UBC Reports is the faculty and staff newspaper of the University of British Columbia. It is published every second Thursday by the UBC Community Relations Office, 6328 Memorial Rd., Vancouver, B.C., V6T 1W5. Telephone 228-3131. Advertising inquiries: 228-4775. Director: Margaret Nevin. Managing Editor: Steve Crombie. Contributors: Ron Burke, Connie Filletti, Abe Hefter, Charles Ker, Paula Martin and Gavin Wilson.



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UBC's United Way campaign volunteers are still searching for donors to help the campus reach this year's goal of \$240,000. At press time, just over \$217,000 in donations had been raised through the generous support of almost 1,400 staff and faculty. Pledges and contributions may be sent to Financial Services. If you need a pledge form, call Edith Luck at 228-8905 or Cecelia Knowles at 228-8763.

CALENDAR DEADLINES

For events in the period Dec. 16 to Dec. 29 notices must be submitted by UBC faculty or staff on proper Calendar forms no later than noon on Tuesday, Dec. 4 to the Community Relations Office, 6328 Memorial Rd., Room 207, Old Administration Building. For more information call 228-3131. The next edition of UBC Reports will be published Dec. 13. Notices exceeding 35 words may be edited.

Economics Departmental Seminar



Topic to be announced. Shelagh Heffernan, City University, London. Host: Angela Redish. Brock Hall 351 from 4-5:30pm. Call 228-2876.

Economics Departmental Seminar

Social Welfare Functionals With Priorities: General Forms And Some Duality and Socially Optimal Proportions Of Population And Welfare: Dual Characterizations. Leonid Polishchuck, UBC/Novosibirsk State U., USSR Academy of Sciences. Brock 351 from 4-5:30pm. Call 228-2876.

Neuroscience Discussion Group

Functional Studies Of Lateral Superior Olivary Neurons In Rodents. Dr. Paul Finlayson, Ophthalmology Research Group, University Hospital, UBC Site G279 at 4pm. Call 228-2330.

WEDNESDAY, DEC. 11

Psychiatry Academic Lecture



Bisexuality, Divorce And Aids. Dr. Michael Myers, Clinical Prof., Psychiatry, UBC. University Hospital, Shaughnessy Site D308 from 8-9am. Call 228-7756.

Microbiology Seminar Series

Molecular Genetics With Trees: Of Primers, Probes And The Primeval. Dr. John Carlson, Forest Sciences, UBC. Westbrook 201 from 12:30-1:30pm. Call 228-2376.

Orthopaedics Grand Rounds



Proximal Femoral Non-Unions. Chariman: Dr. R.N. Meek. Eye Care Centre Auditorium at 7:30am. Call 875-4646.

THURSDAY, DEC. 13

Pharmacology Seminar

Differential Effects Of Cimetidine On Rat Hepatic Cytochromes P-450. Dr. Thomas K. Chang, Pharmaceutical Sciences, UBC. Friedman Lecture Hall B from 11:30am-12:30pm. Call 228-2575.

Microbiology Seminar



Adenovirus Proteins That Prevent CTL And TNF Cytotoxicity And That Stimulate The EGF Receptor-Role In Adenovirus Pathogenesis? Dr. William S.M. Wold, Molecular Virology, St. Louis U. Medical Center, St. Louis, Missouri. Westbrook 201 at 12:30pm. Call 228-3308.

Physics Colloquium



Rare Kaon Decays. Doug Bryman, TRIUMF/U. of Victoria. Hennings 201 at 4pm. Call 228-3853.

FRIDAY, DEC. 7

Pediatrics Grand Rounds

Nephrotic Syndrome: New Concepts, Newer Treatments. James Carter, Assoc. Prof. BCCH. G.F. Strong Rehab. Centre Auditorium at 9am. Call 875-2118.

WEDNESDAY, DEC. 10

Paediatrics Research Seminar Series



Ritrodine Effects In The Fetal Lamb. Marlene Van de Weyde, Obstetrics/Gynaecology, UBC. Research Centre 171A at 12pm. Call 875-2492.

Cancer Research Seminar

The Role Of Radiation Therapy In Bone Marrow Transplants. Dr. C.J.H. Fryer, Radiation Oncology, BCCA. BC Cancer Lecture Theatre from 12-1pm. Call 877-6010.

Astronomy Seminar

Cepheids In Magellanic Cloud Star Clusters. Dr. Mario Mateo, Observatories of the Carnegie Institute of Washington, Pasadena. Geophysics/Astronomy 260 at 4pm. Coffee from 3:30pm. Call H. Richer 228-4134/2267.

THURSDAY, DEC. 11

Medical Genetics Seminar

Confined Placental Mosaicism And Genomic Imprinting. Dagmar Kalousek, Ass. Prof. Pathology, UBC. Hennings 202 at 8:30am. Coffee from 8:15am. Call 228-5311.

WEDNESDAY, DEC. 12

Microbiology Seminar Series



Topic to be announced. Dr. Jack Saddler, Forest Sciences, UBC. Westbrook 201 from 12:30-1:30pm. Call 228-2376.

Geophysics Seminar



Solutions Of Fluid And Mass Transport Problems By Reduced Basis Methods. Dr. Allan D. Woodbury, Geological Engineering, U. of Manitoba. Geophysics/Astronomy 260 at 4pm. Coffee from 3:45 pm. Call 228-3100/2267.

Orthopaedics Grand Rounds

To Break Or Not To Break-That Is The Discussion. Chairman: Dr. R.W. McGraw. Guest: Dr. R.D. Beauchamp. Eye Care Centre Auditorium at 7:30am. Call 875-4646.

THURSDAY, DEC. 13

CICSR Distinguished Lecture Series

Forward Error-Control As A Central Design Concept For Digital Communications Systems. Andrew Viterbi, Prof. Electrical Engineering, UCSD; Vice Chairman/Chief Technical Officer, Qualcomm Inc.. Scarfe 100 from 1-2:30pm. Refreshments from 12:30pm. Call 228-6894.

Philosophy 1990 Fall Colloquium Series



Analyses Of Ethical Environmental Responsibility Theories/Advocacy Of A Love-Based Ethics. Cliff Hooker, U. of Newcastle. Buchanan Penthouse at 2pm. Call 228-3292.

Biochemistry Seminar

Structural Studies Of The Anion Transport Protein From Human Erythrocyte Membranes. Dr. Reinhart Reithmeier, Medicine, U. of Toronto. IRC #4 at 4pm. Call 228-6173.

Physics Colloquium



Exotic Quantum Effects In One-Dimensional Antiferromagnets. Ian Affleck, Physics, UBC. Hennings 201 at 4pm. Call 228-3853.

FRIDAY, DEC. 14

Philosophy 1990 Fall Colloquium Series

The Naturalization Of Reason. Cliff Hooker, U. of Newcastle. Buchanan Penthouse at 2pm. Call 228-3292.

NOTICES

UBC/SFU Public Forum

South Africa In The 1990s. A joint UBC/SFU forum featuring Fatima Meer, biographer of Nelson Mandela. SFU Harbour Centre Rm. 1900, Nov. 30 at 7:30pm. Call 228-4315.

Shop-In-The-Garden Christmas Sale




New from the UBC Botanical Garden: table centres and wreaths (dried or green) made by Friends of the Garden; seeds from its plants, dried flower bouquets, books, baskets, pots, tools and some gifts for children. Open 11am-5pm at 6804 SW Marine Drive. Parking adjacent. Call 228-4529.

Calendar

December 15

Carpool Matching

 Send both your home and work addresses and both telephone numbers; your working hours; whether you have a car and if you smoke while driving, to Karen Pope, Dean's Office, Applied Science. When a carpool match is found, the information will be sent to you. Call 228-0870.


Executive Programmes

One/two day business seminars. Dec. 3-5: Logistics Management, \$895. Dec. 4-5: Employment Law, \$450. Dec. 5-6: Executive's Computer, \$550. Dec. 10-11: Time Management, \$450. Call 224-8400.


UBC Speakers Bureau

Would your group like to know more about topics ranging from Voice Disorders to Acid Rain? More than 500 topics to choose from; most speakers are available free of charge. Call 228-6167, Mon., Wed., Fri., 8:30am-12pm.

Our Chiefs And Elders

 Portraits of BC Native leaders, chiefs, chief counselors and elders by Kwaguitl photographer David Neel. Continues at the Museum of Anthropology. Call 228-5087.

Fine Arts Gallery Exhibition

 Strange Ways Here We Come. Works by New York artists Donald Moffet and Felix Gonzalez-Torres continues until Dec 22/90. Tues-Fri from 10am-5pm/ Sat from 12-5pm at UBC Fine Arts Gallery. Call 228-2759.

Sports Medicine Study

Volunteers, female, age 18-35 needed to participate in study on Exercise and the Menstrual Cycle. Fit, healthy, having normal menstrual cycles and not currently on oral contraceptives. Physiological testing provided. Allan McGavin Sports Med. Centre, John Owen Pavilion, UBC. Call Dr. Connie Lebrun 228-4045 or 980-6355.


School of Nursing Study

Volunteers needed for study of couples/family adjustment to a breast cancer diagnosis. Women and partners. Involves interviews/response to questionnaire. Call Dr. Ann Hilton at 228-7498.

School of Nursing Study

Couples are needed who are both in paid employment (over 20 hrs/wk) and have at least one child under eighteen months of age. Involves filling out a questionnaire twice (10 minutes each time). Call Wendy Hall at 228-7447.

Psychiatry Depression Study

 Participants needed for research study using new antidepressant medication. Depression sufferers, 18-65 years. Call Doug Keller at 228-7318.


Psychiatry Personality Questionnaire Study

Volunteers needed to complete two 90-minute sessions. Stipend, \$20. Call Janice at 228-7895/7057.


School of Family/Nutritional Sciences Nutrition Study

Energy Metabolism. Female volunteers needed, age 27-38 with no history of dieting. Must be able to attend UBC clinic monthly for a short follow-up visit, for 1 year. Call Sara Pare 228-2502.

Counselling Psychology Retirement Preparation

 Volunteers interested in planning their retirement needed for research project. Discussion on retirement-related issues included. Call Sara Cornish 228-5345.

Diabetic Clinical Study

 Diabetics who have painful neuropathy affecting the legs needed to volunteer for 14-week trial of an investigational new drug. Call Dr. Donald Studney, Medicine, University Hospital, UBC Site at 228-7142.


Daily Rhythms Study

Volunteers needed to keep a daily journal (average 5 min. daily) for 4 months, noting patterns in physical/social experiences. Call Jessica McFarlane at 228-5121.

Psychiatry PMS Study

University Hospital, Shaughnessy site. Volunteers needed for a study of an investigational medication to treat Pre Menstrual Syndrome. Call Dr. D. Carter at 228-7318.

Sleep Disorders Study

 Volunteers 18-45 years suffering from Chronic Insomnia needed for a study on sleep-promoting medication (hypnotics). Must be available to sleep overnight at a lab for five nights. Call Carmen Ramirez at 228-7927.

Hypertension in Pregnancy Study

Pregnant women, concerned about their blood pressure, are invited to participate. The study compares relaxation training with standard medical treatment (own physician). Call Dr. Wolfgang Linden at 228-4156.

Post Polio Study

Persons with polio needed for functional assessment and possible training programs. Call Elizabeth Dean, Ph.D., School of Rehabilitation Medicine, 228-7392.


Multiple Sclerosis Study

Persons with mild to moderately severe MS needed for study on exercise responses. Call Elizabeth Dean, Ph.D., School of Rehab. Medicine, 228-7392.

Statistical Consulting and Research Laboratory

SCARL is operated by the Department of Statistics to provide statistical advice to faculty and graduate students working on research problems. Forms for appointments available in Room 210. Ponderosa Annex C. Call 228-4037.

Surplus Equipment Recycling Facility

 All surplus items. Every Wednesday, 12-3pm. Task Force Bldg., 2352 Health Sciences Mall. Call 228-2813.

Sexual Harassment Office

Two advisors are available to discuss questions and concerns on the subject. They are prepared to help any member of the UBC community who is being sexually harassed to find a satisfactory resolution. Call Margaretha Hoek or Jon Shapiro at 228-6353.


Submissions On Race Relations At UBC

Have you had special experiences which will help identify areas to promote sound race relations? Are there any special recommendations that you or your department, unit or group may have devised which will serve as effective models for reference? Submission deadline is Dec. 15/90. Call Kogila Adam-Moodley, Chairperson, Race Relations Committee at 228-4315.


Volunteering

To find an interesting and challenging volunteer job, get in touch with Volunteer Connections, Student Counselling and Resources Centre, Brock 200. Call 228-3811.

Narcotics Anonymous Meetings

 Every Tuesday (including holidays) from 12:30-2pm, University Hospital, UBC Site, Room 311 (through Lab Medicine from Main Entrance). Call 873-1018 (24-hour Help Line).

Badminton Club For Faculty/Staff

 Thursdays from 8:30-10:30pm and Fridays from 6:30-8:30pm in Gym A of the Robert Osborne Centre. Club dues, \$15 plus library card. Call Bernard 228-6809 or 731-9966.

Duplicate Bridge

Every Wednesday except Dec 19/26. Informal game open to all. Admission of \$2 per person includes coffee/snacks. Faculty Club at 7pm. Call 228-4865.


Agricuri

 Late afternoon curling. New plus experienced curlers welcome. Thunderbird, Tuesday evenings, 5:15 or 7:15pm. Call Alex Finlayson at 738-7698 or Paul Willing at 228-5468.

Fitness Appraisal

Physical Education and Recreation through the John M. Buchanan Fitness and Research Centre, administers a physical fitness assessment program. Students \$25, others \$30. Call 228-4356.

Neville Scarfe Children's Garden

 Located west of the Education Building. Free admission. Open year round. Families interested in planting, weeding or watering the garden, call Gary Pennington at 228-6386 or Jo-Anne Naslund at 434-1081.

Botanical Garden

 Open every day from 10am-3pm until Mar. 15/91. Free admission. Call 228-3928.

Nitobe Garden

Open Monday to Friday, 10am-3pm until Mar. 15/91. Free admission. Call 228-3928.

Perry recognized for contributions to world peace

By CONNIE FILLETTI

U.S. Army Captain Thomas Perry couldn't believe his luck back in 1945 in Germany when he first heard that America dropped the nuclear bomb on Hiroshima and Nagasaki. He knew it meant the end of World War II and his return home to his wife and a comfortable medical practice in Los Angeles.

But that thought quickly turned to one of what could he do to prevent nuclear war from ever happening again.

"I realized very quickly how selfish my initial response was to the devastation and loss of life in Hiroshima and Nagasaki," said Dr. Perry. "I knew I had to do something about it."

Forty-five years later, Dr. Thomas Perry Sr., professor of Pharmacology and Therapeutics, has been awarded the first Vancouver Citizens Peace Award in recognition of his contributions to world peace at a community level.

"I felt very good and pleased about receiving the award, but I was also surprised because there are literally dozens of people in the community who have done at least as much if not more than I have", he said.

Dr. Perry immediately became a vigorous opponent of nuclear weapons

testing upon his return to California, speaking to groups across the state. He has also been active in several peace groups throughout the years, including Canadian Physicians for the Prevention of Nuclear War and Veterans Against Nuclear Arms. In addition, he has been an appointed member of Vancouver's Special Council Committee on Peace since it was formed in 1985 by city council.

Trained as a pediatrician but interested in neuroscience, Dr. Perry was eventually recruited by fellow peace activist Linus Pauling (who won the Noble Peace Prize for his anti-nuclear war efforts in 1962) to work with him at the California Institute of Technology. Dr. Perry was able to pursue his professional interest in scientific research at the Institute from 1954 to 1962.

Ironically, his own anti-nuclear arms activities brought Dr. Perry under the close scrutiny of the FBI and CIA.

"Pauling told me not to count on my job lasting at Cal Tech," Dr. Perry explained. "He said they would eventually get rid of him and as soon as they did, I'd be next. He told me to keep looking for another job.

Dr. Perry followed Pauling's advice and received offers from the Albert Einstein Medical School in New York and from Stanford University in California. Both offers were rescinded when he refused to abandon his peace efforts.

Unable to further his scientific research work in the United States because of his stance on nuclear weapons, Dr. Perry emigrated to Canada with his family the same year Pauling received the Nobel Peace Prize.

Dr. Perry joined UBC's Faculty of Medicine in the Pharmacology and Therapeutics Department in 1962. He officially retired twenty years later but has been working in his lab on a full-time basis without salary for the past eight years, researching the biochemical basis of neurological diseases.

He remained a strong and vocal adversary of nuclear arms testing after his arrival in B.C.. He also became an opponent of the Vietnam War and embarked on efforts to reduce hostilities between Canada and the Soviet Union.

As a member of Vancouver's Special Council Committee on Peace, Dr. Perry has opposed nuclear arms workshops being invited into the Port of

Vancouver and won a motion presented to city council in 1989 to have them banned. Although the Port of Vancouver is federal jurisdiction and is not legally bound by the ban, no warships have entered the Port of Vancouver so far this year.

Dr. Perry was also invited to tour the Soviet Union in 1986 and take part in discussions with Soviet officials about their unilateral moratorium on nuclear weapons testing.

In 1987, he was invited to an international forum on the prevention of nuclear war and the preservation of humankind conveyed by Soviet President Mikhail Gorbachev at the Kremlin. Dr. Perry was one of six Canadians - along with former Prime Minister Pierre Trudeau - to participate out of one thousand delegates representing 87 countries.

The crowning achievement for Dr. Perry and his peace efforts since coming to B.C. was organizing the Vancouver Centennial Peace and Disarmament Symposium in 1986. He was able to attract celebrated peace activists from around the world, including John Kenneth Galbraith and Helen Caldicott, to take part in the four-day symposium held at Vancouver's Or-

pheum theatre.

"Even though you are forced to leave your own country, I feel you have to try you have to do the same socially useful things in your adoptive country," Dr. Perry said.

The Vancouver Citizens Peace Award was presented to Dr. Perry by Vancouver Mayor Gordon Campbell in a civic commemoration of the UN's International Day of Peace, Sept. 18.

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Deadline for paid advertisements for Dec. 13 issue is 4 p.m. Dec. 3

For information, phone 228-3131

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REPORT ON EMPLOYMENT EQUITY REVIEW

Prepared by the Office of Employment Equity, Sharon E. Kahn, Director

The Federal Contractors Program (FCP) requires UBC to ensure that all policies and procedures are job related and to determine if any existing policies or procedures might have an adverse effect on the employment opportunities of women, aboriginal people, visible minorities, and persons with disabilities. To achieve these goals, the FCP requires UBC to complete an employment systems review, comprising:

- recruitment
- selection
- training and development
- upward mobility
- job evaluation
- compensation
- benefits
- conditions of employment
- lay-off, recall, disciplinary action, and termination

A. J. McClean, Associate Vice-President, Academic; Eileen Stewart, Director of Personnel Services, and I agreed that the first phase of UBC's employment systems review, which includes employment procedures for both academic and non-academic positions, should be an examination conducted by the President's Advisory Committee on Employment Equity of employment procedures identified by Personnel Services and the Office of the Vice-President, Academic. In order to examine central administration policies and practices, we established three directives:

A. Review Documents: review language usage in selected employment documents produced by Personnel Services, bargaining units, and academic departments; identify potential effects of policies and practices in these documents on designated groups.

B. Gather Information from Personnel Services: gather information on current practice in Personnel Services.

C. Formulate Recommendations for UBC's Employment Equity Program: compare the review information with guidelines prepared by Employment and Immigration Canada for employment systems reviews; recommend actions to enhance UBC's employment equity initiatives.

A. Review Documents

Studying documents to determine UBC's employment systems procedures was the work of three subcommittees of the President's Advisory Committee on Employment Equity.

The first subcommittee (A. Piternick, M. Russell, J. Thiele, J. Weinberg) reviewed the following materials, all of which relate to academic, library, continuing education, and management and professional appointments:

- Conditions of Appointment for Faculty
- Conditions of Appointment for Librarians
- Conditions of Appointment for Program Directors in the Centre for Continuing Education
- Handbook for Management and Professional Staff
- Memorandum from A. J. McClean on Academic Appointments (February 6, 1990)

November 29, 1990

Dear Colleague:

The following report, prepared for me by Sharon E. Kahn, Director of Employment Equity, describes the employment systems review, a major step in UBC's employment equity program. The purpose of the review is to ensure that UBC's employment policies and practices do not disadvantage members of four groups designated by the Federal Contractors Program—women, aboriginal people, visible minorities, and persons with disabilities. The result of this review will be improved working conditions for all UBC faculty and staff.

I urge you to discuss the report with your colleagues and explore ways your department or unit can participate in this important University initiative.

Yours sincerely,

David W. Strangway
President

Report of the Faculty Association Steering Committee on Employment Equity (March 17, 1988)

Reviewing these documents, the subcommittee addressed their potential to disadvantage designated employment-equity groups in four ways:

- recruitment and hiring practices
- performance evaluations for both faculty and staff
- the composition of personnel committees
- the conditions on leaves of absence

In the area of performance evaluations, the subcommittee noted the progress of the Faculty of Commerce and Business Administration. Their internal document acknowledges unconventional career progress with the statement: "neither chronological age, nor length of service at UBC, nor time in rank, nor time since the receipt of degrees will be considered relevant to [personnel] decisions." Such statements may facilitate the accommodation of different career paths, which reflect the experiences of many female and minority persons. For example, women may return to graduate school after childbearing or immigrants may do so following a move to Canada.

Another subcommittee (A. Anderson, B. Kadey, G. McLaughlin, L. Nicol) reviewed the following documents relating to union and non-union positions:

- Collective Agreement for CUPE 116
- Collective Agreement for CUPE 2950
- Collective Agreement for CUPE 2278 plus Amendment for Non-credit Sessional Instructors
- Collective Agreement for IUOE
- Guidelines for Personnel Administration
- Non-union Technicians' Handbook

In reviewing these documents, the subcommittee concluded that the designated employment-equity groups may experience discrimination from three sources:

- differing policies on professional or educational development
- lack of benefits for part-time and short-term work
- setting of minimum qualifications

The subcommittee noted positively that the CUPE 2950 collective agreement uses terminology that is inclusive of sex and race, includes sexual orientation in its section on discrimination, and allows leave for adoptive parents. The Amendment to the CUPE 2278 collective agreement also includes adoptive parents in its section on maternity leave.

A third subcommittee (A. Anderson, W. Hunter, V. Kirkness, L. Nicol) reviewed the following documents relating to clerical and secretarial positions:

- Application for Employment and Internal Application Form
- Clerical Skills Inventory
- Guidelines for Personnel Administration
- Office Skills Tests for clerks and secretaries
- Office Skills Tests Administrator's Manual
- Wonderlic Personnel Test for clerks and secretaries
- Wonderlic Personnel Test Manual

This subcommittee noted the potential disadvantage to employment-equity group members of recruitment practices and the use of skills tests for clerical and secretarial selection. On a positive note, the subcommittee recognized the Job Evaluation and Classification Project currently undertaken by Personnel Services

as an important step in ensuring that job postings match job descriptions and are based on actual job duties. As well, this project will create structures to ensure a match between salaries and actual job duties.

In addition to the documents reviewed by the subcommittees, I reviewed three other sets of materials. The first set of these documents was drawn together by Associate Vice-President for Faculty Relations, J. C. Dybikowski, who requested that all deans, heads, and directors of faculties, departments, and schools send him copies of written procedures relating to appointment, reappointment, tenure, and promotion. Of eighty-three responses, sixty-eight departments replied that they had no written procedures. Fifteen departments submitted internal personnel documents. In addition to the documents provided me by Dr. Dybikowski, I also reviewed documents produced by Personnel Services concerning employee benefits, as well as documents produced by Occupational Health and Safety concerning hazardous materials. A Challenge '90 student, Jeevan Singh Deol, assisted in this review.

B. Gather Information from Personnel Services

The Director of Personnel Services assigned a personnel officer, Peter Godman, to assist in gathering information on current employment practices for non-academic staff positions. Using employment systems review guidelines provided by Employment and Immigration Canada, Godman and the Director of Employment Equity developed a semi-structured interview format, and subsequently, Godman conducted interviews with the following senior officers and managers in Personnel Services:

- E. Stewart, Director
- W. Greene, Director, Occupational Health and Safety
- C. Bucar, Manager, Organizational Development and Staff Planning, and M. Sprecher, Manager, Compensation and Benefits
- P. Lee, S. Gorham, B. Milne, and W. Wong, Senior Personnel Officers
- L. Laturnus, Personnel Officer

The interviews demonstrated that, through several current projects—Job Evaluation and Classification, Benefits Communication, and Training and Development—UBC is revising its employment practices. These projects, as well as the internal restructuring of Personnel Services, are being carried out with specific awareness of the requirements of UBC's policy on employment equity.

Many of the same concerns expressed by the subcommittees of the President's Advisory Committee on Employment Equity were reiterated by members of Personnel Services and are covered in the recommendations in this report. Specifically, the interviewed staff of Personnel Services agreed to four concerns:

- active recruitment of members of the designated employment-equity groups
- review of selection tests
- provision of benefits to part-time and short-term employees

REPORT ON EMPLOYMENT EQUITY REVIEW

development of policies and procedures for research technicians, who are not in a bargaining unit

In addition, those interviewed suggested five improvements:

standardization of the recruitment process, to include reference checking procedures and applicant tracking

increased training in human rights and employment equity for all UBC faculty and staff engaged in recruitment, selection, and hiring

standardization of career progress information and the distribution of merit increases

options for flextime to accommodate care-giving responsibilities

improved accessibility for persons with disabilities.

C. Formulate Recommendations for UBC's Employment Equity Program

The information gathered through the review of written materials and interviews was compared with Employment and Immigration Canada guidelines for employment systems reviews. These guidelines ask the question: Does this policy or practice promote or hinder equality? Specifically, we reviewed documents and current practices according to the following criteria:

1. Does the policy or practice conform to human rights and employment laws?
2. Is the policy or practice applied in a consistent manner?
3. Does the policy or practice have a negative impact on any designated group?
4. Does the policy or practice accomplish its predictive or evaluative function?
5. Is the policy or practice based on bona fide occupational requirements?
6. Is the policy or practice necessary for safe and/or efficient operation of UBC?

To redress the effects of systemic discrimination identified in our review, the President's Advisory Committee on Employment Equity recommends the following:

Recommendation 1. Employment practices should conform to British Columbia's human rights legislation and UBC's employment equity policy. UBC should provide faculty and staff involved in hiring with more training in human rights practice and gender, cultural, and disability issues.

Recommendation 2. Both academic and non-academic departments should review their own employment policies and procedures to ensure consistency with the University's objectives and policies. The results of these reviews should be submitted to the vice-president responsible for the department. A brief guide to facilitate individual departments in their employment systems reviews is attached to this report. The review of written materials should include revision of sexist terminology.

Currently, the Faculty Association and the University administration are engaged in a joint effort to remove sexist terminology from the Framework Agreement and Conditions of Appointment for Faculty. When revised, these documents will serve as positive examples of gender-inclusive language.

The revision of written materials also should include the removal of dominant-culture bias. An example of dominant-culture bias can be found in the CUPE 116 collective agreement that establishes a paid "special holiday" before Christmas, but makes no specific provisions for non-majority religious holidays. Other examples of this dominant-culture bias can be found in the use of terms "family" and "immediate relatives" in collective agreement sections on compassionate leave, bereavement, or access to fitness facilities. For some groups, these terms may include a different set of kin than that provided in the documents. Terms such as "funeral" and "pall-bearer" in a multicultural environment are restrictive: "memorial service" and "mourner" may be more appropriate.

Recommendation 3. Every document on conditions of appointment and collective agreements should make explicit reference to UBC's employment equity policy in a conspicuous place, preferably near the beginning.

Recommendation 4. All personnel committees, including those for recruitment, search, and evaluation, should seek to include representatives from designated employment-equity groups.

Recommendation 5. Recruitment for all academic and non-academic positions should include active measures directed toward the four designated groups.



Recommendation 6. To monitor recruitment of applicants from the four designated employment-equity groups, UBC should track, to the extent feasible, the number of individuals in the designated groups who apply for faculty and staff positions.

Recommendation 7. UBC should review the qualifications for every position at the time of recruitment to ensure that they reflect bona fide job requirements. In addition, the assessment of applicants' abilities should reflect actual job requirements. Personnel Services should review the use of the Office Skills and Wonderlic tests for clerical and secretarial positions. Such tests may unfairly and inaccurately screen out minority applicants. The Wonderlic is culturally biased. For example, items require individuals to use imperial measures and to know that Elks is a service organization. In addition, in the manuals accompanying the Office Skills Tests and the Wonderlic, normative data is provided for Blacks and Hispanics, but not for other ethnic groups that make up the pool from which UBC selects employees.

Whatever tests are used in selection, Personnel Services should collect normative and validity data on UBC employees. And UBC should be able to administer these tests to applicants who are hearing- or sight-impaired.

Recommendation 8. UBC should continue to improve access for persons with disabilities to the UBC campus, to Personnel Services, and to job postings. In addition, UBC should consider reason-

able accommodation for faculty and staff with disabilities. In particular, UBC should consider acknowledging willingness to make reasonable accommodation on the application for employment form. Otherwise, the application question—"Do you have any disability or health condition which may interfere with your ability to perform the job applied for?"—may discourage persons with disabilities from applying for work at UBC.

Recommendation 9. The length of leaves for maternity should be consistent across employment groups, and the tenure clock should be stopped for one year for faculty who take maternity leave.

Recommendation 10. The process by which supervisors determine that management and professional staff have remained "current" during maternity or other leave should be clarified.

Recommendation 11. In recognition of family care-giving responsibilities, UBC should investigate steps toward providing faculty and staff options such as part-time work, reduced workload, job sharing, day care, and paternity leave.

Recommendation 12. All employee groups should have access to written information concerning policies and procedures related to their employment.

Recommendation 13. UBC should offer its employees more information on career paths so that individuals can establish employment goals within UBC and identify the skills they must acquire to achieve these goals.

Recommendation 14. In faculty personnel decisions, departments and faculties should be reminded that where there is a lack of department or faculty expertise in newly developing, collaborative, and interdisciplinary fields committees should be supplemented.

Recommendation 15. Policies on professional-development leave should provide more opportunities for UBC faculty and staff to pursue degree requirements at UBC and other post-secondary institutions. In recognition that some faculty and staff are not geographically mobile, UBC should investigate measures it can take to enhance opportunities for professional development leave. In addition, UBC should consider greater flexibility in allowing leave for the improvement of basic qualifications.

As well, UBC should consider curricular implications for employees' educational benefits. For example, at the present time, an employee who receives personal study benefits is not able to pursue graduate studies for two reasons: the benefits do not extend to graduate coursework, and graduate programs require some full-time study.

Recommendation 16. Because many part-time and short-term employees are members of the designated employment-equity groups, UBC should consider offering benefits to these employees.

Departmental Checklist

The President's Advisory Committee on Employment Equity recommends that each department review its employment policies and procedures to identify potential negative effects on designated employment-equity groups. This checklist covers relevant points.

I. What are the steps in an employment systems review?

- A. Review documents, departmental policies, and practices for discriminatory language or intent, including sexist terminology and dominant-culture bias.
- B. Identify systemic discrimination (institutionalized, often unconscious discrimination against women, aboriginal people, visible minorities, and persons with disabilities).
- C. Remove barriers to equitable employment.

II. What are the criteria?

- A. Is the practice legal?
- B. Is the practice applied to all employees consistently?
- C. Does the practice impact adversely on any group?
- D. Is the practice truly valid?
- E. Does the practice deal with job-related requirements?
- F. Is the practice necessary for the operation of the department?

III. What are some employment systems issues?

A. Recruitment and Selection

1. Are position descriptions and advertisements unbiased?
2. Does recruitment go beyond "word of mouth" or other informal processes?
3. Do short-lists include candidates from groups other than those of present employees?

4. Are applications from designated-group members encouraged?
5. Do selection committees have an employment equity perspective?
6. Are selection criteria and pre-screening fair and consistent for all applicants?

B. Training and Development

1. Is information about training and development programs disseminated to all employees?
2. Do all employees have access to developmental or advancement training?
3. Are training sites accessible?

C. Upward Mobility

1. Are opportunities for promotion communicated to all employees?
2. Do all employees have equal access to internal promotion routes?

D. Performance Evaluation

1. Are rankings and evaluations fair?
2. Is pay equity a consideration in evaluations?

E. Work Environment

1. Are rules, such as dress/appearance codes, applied to all employees?
2. Are minority group religious holidays respected?
3. Is the workplace accessible to employees with disabilities?
4. Are health and safety issues (e.g., VDT's, emergency evacuation routes for the disabled) considered?
5. Are child-care and parenting issues (e.g., flexible work schedules) considered?
6. Is overtime distributed fairly?



World-renowned opera singer, and UBC graduate, Ben Heppner was named UBC's Outstanding Young Alumnus for 1990. Heppner received the award from the Alumni Association during a ceremony earlier this month at Cecil Green Park.

Missing mural subject of one-person sleuthing mission

By GAVIN WILSON

The mystery of the missing mural has puzzled June Binkert for the past decade.

A huge, 10-by-20 foot painting by artist Rolf Blakstad once hung prominently in the main concourse of Brock Hall, back when the original student centre was the hub of campus life. But it dropped out of sight after being put into storage in the 1970s.

Now, the secretary to the President's Committee on University Art is making a last-ditch effort to locate it.

"I'm retiring at the end of June and before I leave, I'd really like to close my file on this painting," said Binkert, who also serves as the secretary of the Fine Arts department.

The whereabouts of the mural has been on her mind since an inventory of

campus art failed to locate it in 1980.

Binkert knows the Alma Mater Society owned canvas was rolled up and stored when the student group moved to the new Student Union Building in 1972. She also discovered rec-

teaching hospitals.

"I have a feeling somebody may know where it is," she said. "It may well be hanging somewhere and being admired by people. I can't think it would be thrown away."

Another clue came to her attention during last spring's Open House, when the Student Resources Centre used the UBC Archives photo, reproduced here, as part of its display.

Binkert obtained a copy of the photo and is now using it to help her search. It shows a stylized forest scene, painted in shades of pink, red, blue

and green, with a pair of lovebirds in the top left corner.

Binkert asks anyone who has any information on the mural, or knows of its whereabouts, to contact her at Room 401A, Lasserre Building, or call 228-5650.



Archive photo showing missing mural on Brock House wall. Photo courtesy of UBC Archives

ords that show it was in storage in Physical Plant in 1979.

There has been no trace of the mural since, but in the course of her sleuthing, Binkert has heard rumors that it has been seen hanging in a UBC facility off-campus, perhaps in one of the

Guide to Gardening has all the answers

By ABE HEFTER

Are you looking for the latest information on house plants or hydroponics, plant propagation or pest control? If so, the new UBC Guide to Gardening in British Columbia is just for you.

The guide is 669 pages, chock-full of information for home gardeners. But as the book's technical coordinator and education assistant with the Botanical Garden points out, this is more than just a "how-to" book. Judy Newton says it's a gardening guide that has been tailor-made to meet the demands and specifications of B.C.'s climate and soil conditions.

"The UBC guide contains lots of practical information for the home gardener, as well as in-depth technical material," said Newton. "It's a very readable gardening guide that includes a self-test quiz after each chapter, as well as a list of resource materials."

The guide is broken down into 17 chapters, with each chapter preceded by a striking, full-page color photo to go along with the charts and diagrams which complement the text. The book also contains the Gardener's Guide to Pest Prevention, a provincial publication that fits neatly with the theme of the book.

The guide is a joint effort of the Botanical Garden and the Faculty of Agricultural Sciences. It's available through the faculty or Botanical Garden Shop for \$49.95.

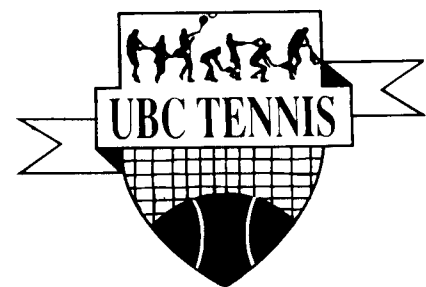


Photo by Media Services
Judy Newton holding UBC Guide to Gardening.

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People

Former Dean appointed to Royal Commission

Former Dean of Medicine, Dr. **William Webber**, has been appointed to the provincial Royal Commission on Health Care Costs.



Webber

The commission was established in February of this year, and is holding a series of meetings with public and professional groups throughout the province to examine the structure, organization and effectiveness of the British Columbia health care system.

Dr. Webber received his medical degree from UBC in 1958, followed by post-doctoral work at Cornell University. His first appointment to

UBC's Faculty of Medicine was in 1961.

He was Dean of Medicine from 1977 to 1990, and was recently appointed Associate Vice-President, Academic.

Dr. Webber is the only medical doctor on the commission which also includes UBC health economist Robert Evans.

Martha Salcudean, head of UBC's Mechanical Engineering Department, has been appointed to a 14-member National Panel on Advanced Industrial Materials.

The newly-formed panel was created to advise the federal government on materials science and technology issues. Its mandate is to help create a business strategy promoting pri-

vate and public sector investment in materials technology.

Salcudean, who has been department head for the last five years, joins other distinguished business leaders, academic administrators and financial and legal experts on the panel.



Salcudean

William Rees, a professor in the School of Community and Regional Planning, has been named to the National Advisory Committee on State of the Environment Reporting.

The committee advises federal ministers on the scientific content and public policy relevance of the National State of the Environment Report published last year by Environment Canada. The report, and a companion volume of environmental data published by Statistics Canada, outlines the current state of Canadian resources.



Rees

Committee members also advise on periodic reports by Environment Canada on specific environmental issues.

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Classified advertising can be purchased from Media Services. Phone 228-4775. Ads placed by faculty and staff cost \$6 per insertion for 35 words. Others are charged \$7. Monday, Dec. 3 at 4 p.m. is the deadline for the next issue of UBC Reports which appears on Thursday, Dec. 13. Deadline for the following edition on Jan. 10 is 4 p.m. Monday, Dec. 31. All ads must be paid in advance in cash, by cheque or internal requisition.

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Miscellaneous

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ATTENTION ALL UBC STAFF & STUDENTS: You can get at least 10% off on everything in our stores. Network apparel, 2568 Granville Street, Vancouver. Canspirit Apparel, 3185 West Broadway, Vancouver.

Real estate development academic program will be first in Canada

By PAULA MARTIN

A \$340,000 donation from the Real Estate Foundation of British Columbia is funding the first academic programs in Canada focusing on real property development and planning.

"The programs will develop a broad, comprehensive perspective on land development issues," said Alan Artibise, director of the School of Community and Regional Planning.

The Master's level programs, which will be offered through the planning school and the Urban Land Economics division of the Faculty of Commerce and Business Administration, will begin next fall.

"If you're a planner, you

can't be unaware of finances," Artibise said. "If you're a financial planner, you have to be aware of the politics and the planning process. Students will gain a comprehensive understanding through this innovative initiative."

Real property development is a multi-billion dollar industry in B.C., which creates housing, commercial and industrial centres, and recreational and cultural facilities, said Stan Hamilton, chair of the Urban Land Economics division.

"It has very significant consequences because it's the process by which you alter the landscape of the community," Hamilton said. "You only have to look at the results of the most recent elections to sense the im-

pact that development has on local citizens."

In addition to the teaching programs, the funds will be used for research and professional development programs.

Artibise hopes that environmental issues will also be tackled.

"We want to play a role in moving the development industry into developing environmentally sensitive projects," he said.

The foundation's donation includes a \$40,000 one-time, start-up grant. The \$300,000 endowment will be matched through UBC's fundraising campaign, A World of Opportunity.

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Favorite for location filming

UBC campus 'discovered' by Hollywood

By ABE HEFTER

Lights! Camera! Action!
MGM? Nope. UBC.

Thanks to UBC's lush, natural beauty, along with the university's Ivy League look that many film makers appear to be seeking, UBC has been in demand by silver-screen types in both Canada and the U.S. in recent years. And the campus has been the setting of several feature films, television series, and made-for-TV movies.

The university's link to the celluloid world is Arlene Chan, office supervisor in UBC's Community Relations Office. Any shooting requests that call for a UBC setting must go through her, along with the countless film and television scripts that Chan must peruse to make sure the university can meet the demands of location managers.

She has seen the likes of Robert DeNiro and Ted Danson pass through the UBC gates in two separate Paramount Pictures productions. DeNiro shot a scene on campus, at the Empire Pool, in May of 1989 for the film *We're No Angels*.

One scene in *We're No Angels* called for DeNiro to save a young girl from drowning in a lake. Vancouver resident Kirk Johns, who acted as the location manager for the film, said

Empire Pool was decorated to resemble the face of a hydro dam.

"It took about a week to construct the set and another day or so to shoot the scene," Johns said.

Danson, Isabella Rosellini and screen-veteran Lloyd Bridges were part of a wedding scene filmed at Cecil Green Park in Dec., 1988. The scene took six days to set up all the bells and whistles that go along with a wedding ceremony, and another seven days to shoot, said Johns.

"About 30 Vancouver residents were recruited for the scene to portray family members. It was a huge cast."

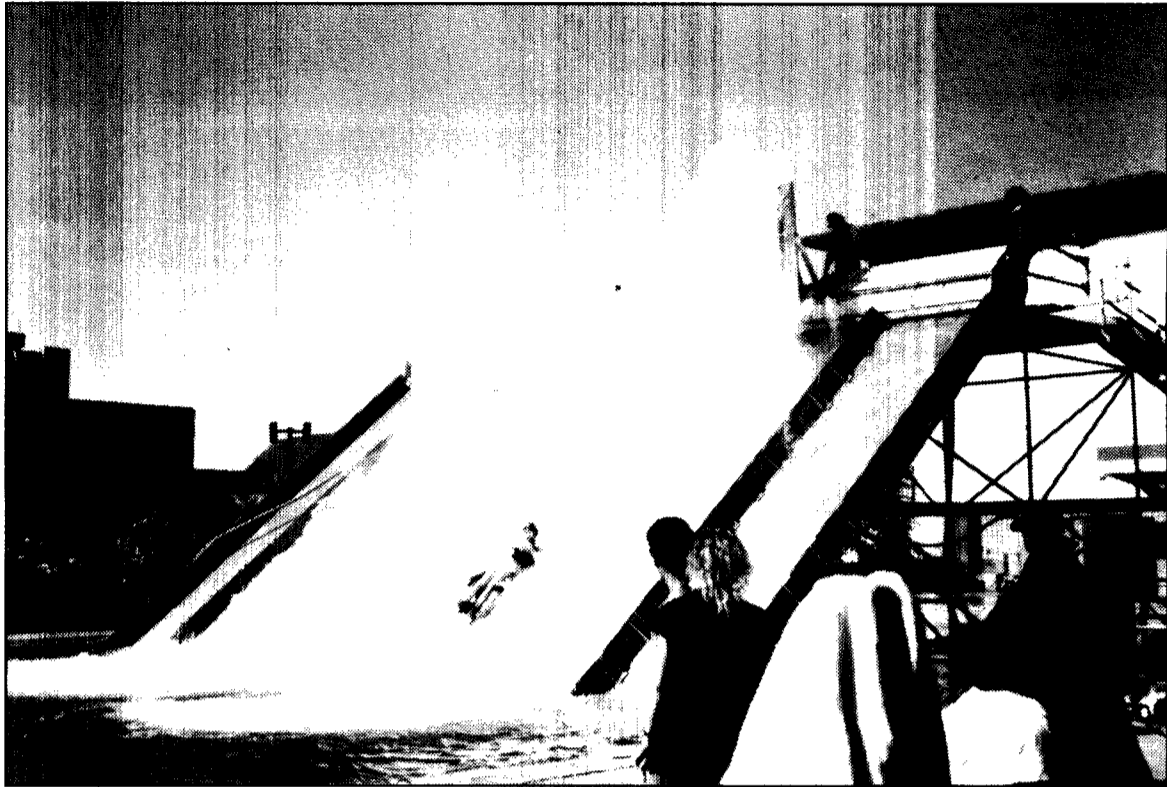
The UBC campus has also been used as a setting for a number of television series, including *21 Jump Street*, *MacGyver* and *Danger Bay*.

One script that has been on Chan's desk is *The Euphio Question*, by Kurt Vonnegut Jr., one of the more than half-dozen shooting requests the university has received since October.

Chan, however, is quick to point out that this movie-star stuff isn't as glamorous as it sounds.

"There are a lot of variables that have to be considered before any shooting can actually take place," said Chan.

One episode of *The Kids are All Right* called for the the water to be



UBC's Empire Pool is turned into the face of a hydro dam for the filming of a sequence from the movie *We're No Angels*.

turned off in the men's washroom of the chemistry building, along with the removal of the paper towel dispenser.

Chan said shooting requests sometimes call for more than just the removal of a paper towel dispenser. One episode of *MacGyver* called for a car

to plunge over a cliff, with the cliff behind the Museum of Anthropology selected as the location for the shoot. However, the Greater Vancouver Regional District stepped in and decided the stunt was too dangerous.

Chan said one location manager

wanted to dress up a telescope at the observatory, but wouldn't divulge specific details.

"It turned out the scene was for a movie called *Flesh Gordon* and the *Cosmic Cheerleaders*, a pornographic film," she said. "Needless to say, the request was turned down."

Across the Nation

Engineer shortfall predicted

Canada faces a possible shortfall of 30,000 engineers by the year 2000, a conference in Ottawa on the future of the profession was warned.

A study by the Canadian Council of Professional Engineers said that unless a trend to lower enrolments in Canadian engineering programs is reversed, there will be over 15,500 unfilled student places during the next decade.

Half the students who currently complete engineering programs do not actually work as engineers after they graduate, often because they are offered better pay in non-engineering positions.

Meanwhile, a \$50,000 scholarship fund has been created at the University of Windsor to encourage women to study engineering.

General enrolment up across Canada

For the eleventh consecutive year, full-time undergraduate enrolment at Canadian universities has increased.

Student numbers are up 3.1 per cent across the country, according to a survey early this autumn by the Association of Universities and Colleges.

Maritimes universities showed the most growth, with prairie institutions reporting the least. Enrolment rose by 3.3 per cent in B.C., 3.9 per cent in Ontario, 2.2 per cent in Quebec and 1.8 per cent in Alberta.

Enrolment jumped 8.5 per cent in

Prince Edward Island, 8.2 per cent in Newfoundland, 4.2 per cent in New Brunswick and 3.4 per cent in Nova Scotia, but increased just one per cent in both Saskatchewan and Manitoba.

Women earn more degrees

Women received more than half of the bachelor's degrees awarded by Ontario universities in 1988.

Statistics released by the Council of Ontario Universities show that women were granted 55 per cent of bachelor's degrees, 45 per cent of master's degrees and almost 33 per cent of doctorates. Twenty years earlier, women earned only 18 per cent of master's degrees and six per cent of doctorates.

MBA fee hike studied

The University of Toronto Faculty of Management has proposed that about half of its MBA students pay the full cost of their studies as part of a long-term strategy to privatize education.

The proposal would introduce to full-time MBA programs practices currently found in executive MBA programs at other universities throughout the country.

In executive MBA programs, students are full-time employees who at-

tend class one or two days a week and have their tuition paid by employers.

Business programs are a logical place to implement privatization because of their links to the business community, said faculty dean Roger Wolff.

Fulbrights now in Canada

The Fulbright Awards are finally coming to Canada.

The Canadian and U.S. governments will spend \$227,000 a year, for the next two years, to fund the Canada-U.S. Educational Exchange Foundation. The foundation is part of the Fulbright program, a U.S. government teaching and research exchange program operating in 130 countries.

The Fulbright program awards about 4,700 new grants each year around the world. More than 167,000 scholars have participated in the program since it began in 1946.

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