



Attract more women, census concludes

By **CONNIE FILLETTI**

UBC must attract and retain the best qualified women to fill at least 35 per cent of all tenure-track faculty positions currently vacant at UBC, if the university is to meet the goals of its employment equity program.

This recommendation is one of several made by the President's Advisory Committee on Employment Equity which analysed data collected from a campus-wide employment equity census.

The census was sent to approximately 7,000 UBC employees (union and non-union) in full-time and part-time positions in February, 1990.

Of the total number of employees who received the survey, 66 per cent responded — a figure comparable to other universities of similar size and composition, said Sharon Kahn, director of UBC's Employment Equity Program.

The committee also recommended that the university add more qualified women, aboriginal people, members of visible minorities and persons with disabilities to its staff and review annually its goals for hiring members of these designated employment equity groups.

The data collected was based on the representation of women and men in 10 UBC employment groups, as well as in faculty or administrative
See **CENSUS** on Page 2



Photo by Pat Higinbotham

Traditional Steps

First Nation dancers perform at a sod-turning ceremony for the First Nations Longhouse building. When completed, the new facility will provide a centre for Native students on campus. Dignitaries at the ceremony included Gov. Gen. Ramon Hnatyshyn.

New library site approved

UBC's Board of Governors has approved the area west of Sedgewick Library as the site of the phase one library centre development.

"I am delighted the Board of Governors has approved the site selection," said University Librarian Ruth Patrick following the May 23 board meeting. "It is best able to meet the needs of the university."

The site approval was granted after the second draft of the main campus plan was presented to board members. University planner Andrew Brown

said the draft plan will be reconsidered by the board sometime in the fall. He added that documentation regarding the plan is available at the Campus Planning and Development Office.

A site analysis report prepared by the library planning committee recommended that the Sedgewick site be adopted. Following a planning workshop involving senior representatives from the library, consensus on the functions and activities for phase one development emerged. It was gener-

ally agreed that the new building would ideally be combined with Sedgewick Library, and that the new integrated facility would result in a modern humanities and social sciences library.

Patrick said the library program study, which looked into all aspects of main library services, is expected to be reviewed by the Board of Governors at its July meeting. At the September board meeting, Campus Plan-
See **STRATEGIC** on Page 2



Photo by Abe Hefter

A view of the approved site for the phase one library centre development, located to the west of Sedgewick Library.

UBC gets increase in NSERC grants

By **GAVIN WILSON**

UBC researchers have been awarded \$17.7 million in the 1991/92 grants competition of the Natural Sciences and Engineering Research Council of Canada, an increase of \$1.35 million over last year.

In total, UBC received 507 awards for infrastructure, operating and equipment grants from NSERC, according to preliminary figures released by the funding agency.

The increase, up from \$16.35 million last year, comes as many other universities face cuts in NSERC funding.

"The council was unable to provide increased resources to the operating
See **RESEARCH** on Page 3

Teaching workshop offered for faculty

By **CONNIE FILLETTI**

UBC faculty now have the opportunity to sharpen their teaching skills through a new project sponsored by the Faculty Development Program.

The Effective Teaching Techniques Workshop is a three-day program which helps new and experienced faculty members examine and improve their classroom skills in a supportive environment.

The basis for the workshop is the

Teaching Improvement Project Systems (TIPS), which was developed to improve teaching in health care professions by the University of Kentucky in 1975.

UBC's Faculty of Medicine became a TIPS site in 1984. The success of the program in the health sciences led to the Faculty Development Program offering it to all university faculty.

"The workshop is an intensive
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Inside

DR. NURSE: A new PhD program is announced for the school of nursing. *Page 2*

PROFILE: JOB SATISFACTION: The head of the Botany Department exudes energy and enthusiasm for his work. *Page 3*

BONJOUR, UBC: The Faculty of Commerce and Business Administration has set up a program this summer in Nice, France. *Page 8*



Letters to the Editor

Better relations needed

The Editor
UBC Reports

Dear Sir:

A comment on the exchange of letters between the "West Point Grey Residents Association" (April 9th) and the reply, (April 19th), by Mark Betteridge, UBC Real Estate Corporation. Apart from the particulars of the dispute, this exchange of letters points to a lack of cooperation, communication and mutual negotiation between the University and the residents of the U.E.L.

Recognizing there are difficulties in this relationship, past and present, surely the university, because of its size, its power and its unique nature as a university, has a particular responsibility to seek to ensure good relations with the immediate community of which it is part.

(Rev.) Alan Reynolds
University Hill Congregation

Nursing offers PhD program

By CONNIE FILLETTI

One of Canada's first two Ph.D. programs in nursing will be offered at UBC beginning in September, 1991.

The University of Alberta has also received approval for a program and McGill University and the University of Montreal are currently seeking final approval of a joint Ph.D. program in nursing.

"A program of study leading to the Ph.D. in nursing will provide a major avenue to advance nursing science, and to facilitate the application of research findings in the improvement of nursing and health care in the province," said Joan Anderson, chair of the Ph.D. planning committee and a professor in the School of Nursing.

Although undergraduate and master's programs in nursing are well-

established in Canada, UBC's and UA's doctoral programs will be the only ones to provide qualified applicants with access to doctoral study in nursing within the country.

"Canadians have been obliged to go to the United States or the United Kingdom to obtain a doctoral degree in nursing, even though these programs give little or no attention to issues in Canadian health care," Anderson said.

In 1989, only 257 of Canada's 252,000 registered nurses held earned doctorates.

Anderson said that a major factor in the lack of doctorally-prepared nurses in Canada has been the absence

of doctoral programs in nursing in the country.

"The nursing program at UBC has earned a national reputation for excellence in undergraduate and master's programs," said Dr. Paul Robertson, coordinator of Health Sciences.

"The addition of this Ph.D. program is most timely and will provide future academic and clinical leaders in nursing, both in Canada and internationally."

It is anticipated that the initial enrolment in the UBC doctoral program in nursing will be limited to two students in 1991/92 and gradually increase in successive years.

Census allows comparison of UBC with other employers

Continued from Page 1

units. Figures were also compiled for aboriginal people, visible minorities and persons with disabilities represented in these areas.

"The survey enables UBC to assess and monitor its employment equity program and determine the representation of women, aboriginal people, visible minorities and persons with disabilities among workers on campus," explained Kahn.

"By comparing the results of the UBC census with figures derived from sources of data such as the 1986 Federal Census, the university is also able to compare itself to other employers," she added.

Results of the survey include:

- women appear in eight of the 10 employment groups
- men appear in all groups
- aboriginal persons responding to the survey appear in 7 of the 10

groups

— members of visible minorities responding to the survey appear in all groups

— persons with disabilities responding to the survey appear in eight of the 10 groups

For a complete report on the employment equity census, please refer to the May 16 issue of UBC Reports, or call the Office of Employment Equity at 822-5454.

Willms awarded Alumni Prize

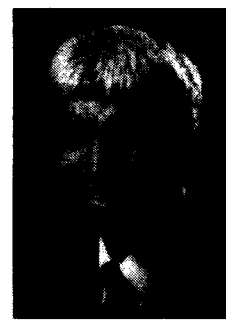
Professor Douglas Willms, of the Department of Social and Educational Studies, has been awarded the 1990 Alumni Prize in the Social Sciences.

The Alumni Prize acknowledges the research excellence of young UBC faculty members.

Over the last five years, Willms has been studying school systems in the U.S., Great Britain, Canada and Israel.

His research has focused on the effects of stratifying children of different race, sex and social background into separate educational sectors, schools and classes.

Willms, a recipient of the 1991



Willms

Killam Leave Fellowship, will spend next year furthering his research on educational systems in Canada and abroad.

Willms was previously awarded a Killam Research Prize in 1988.

Course gets high rating from participants

Continued from Page 1

training program which includes presentations, discussions and individual work that we plan to offer two or three times a year," said Jennifer Craig, UBC's TIPS site director.

She explained that workshop goals are achieved through experience in defining instructional objectives, planning lessons and practising teaching skills.

Participants prepare and present two 10-minute teaching sessions, choosing from a variety of formats such as demonstrations, discussions or lectures. Each session is videotaped for private viewing and self-evaluation, followed by discussion with a leader.

"Upon completion of the workshop, participants should possess the knowledge and skills to enable them to do everything from plan and organize an instructional session in any setting to evaluating their own teaching behaviors against predetermined criteria," Craig said.

Other objectives of the workshop include learning how to formulate instructional objectives appropriate to their own setting, designing questions which promote thinking, and using methods which help students become active participants.

The first campus-wide Effective Teaching Techniques Workshop ran last February, spearheaded by the Faculty Development Committee chaired by Dr. Christopher Clark, a professor in the Department of Clinical Dental Sciences.

Clark and his colleagues recognized the value and necessity of adapting the TIPS concept for all faculties.

"People being hired as full-time academics at UBC today are primarily being sought out for their contributions to scholarly activities," said Clark. "However, few come with any formal training in education, yet these individuals are expected to teach. The TIPS program is intended to give them the grounding in teaching that they

require."

Patrick Mooney, a professor in the Plant Science Department and a participant in the February workshop, gave the program a high rating.

"Overall the workshop content and delivery was outstanding," Mooney said. "I am very much looking forward to applying the techniques in my own teaching, and I do feel strongly that the course should be made available as widely as possible."

The summer program will take place June 24 to June 26 at the School of Family and Nutritional Sciences. Registration is limited. For information, call 222-5243 or 222-5271.

Strategic plans drive library study

Continued from Page 1

ning and Development will bring forward a short list of architect's credentials for review, according to Linda Moore, development manager for UBC Library: Phase One.

Patrick said two major factors influenced the program study: The university's strategic plan for library services, and the strategic direction of the university.

"Within this plan and direction, three important developments guided this program," said Patrick. "They are the present and future impact of technology, the increased emphasis on graduate education, while maintaining excellent learning opportunities for undergraduates, and the continuing explosion of the amount of knowledge being produced."

Patrick said the program study ensures that UBC can successfully meet the learning needs of students, faculty and researchers.

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PICNICS BEACH WATER REFRESHING CAMPING AQUATIC HOT

Commitment to teaching recognized

By ABE HEFTER

Twenty-four UBC faculty members were recognized for their commitment to teaching at this year's

Research faces tough times for funding

Continued from Page 1
grants budget for the established research community," NSERC president Peter Morand said.

"Consequently, committees faced a tough budgetary situation and had to be quite selective in the deployment of resources.

"These are difficult times for university research funding. The purchasing power of our grants is decreasing due to inflation and to the increase in the number of researchers in the past several years," he said.

The council received an extra \$10 million from federal coffers this year, raising its budget to \$483.5 million. But the increase was specifically targeted for new applications and special adjustments to a few grant selection committees, Morand added.

Of the 465 operating grants given to UBC, 153 were new awards. Of the 21 infrastructure grants, 11 were new grants.

In addition, UBC recently received 36 NSERC equipment grants for the 1990/91 fiscal year totalling \$1.4 million and two other major equipment and installation grants for a total of \$900,000.

Congregation ceremonies. They have each been awarded \$5,000 from endowment sources given to the winners of University Teaching Prizes selected by their respective faculties.

The winners are:

Faculty of Agricultural Sciences: Brenton Skura, Department of Food Science.

Faculty of Applied Science: Clarissa Green, School of Nursing, and Desmond Tromans, Department of Metals and Materials Engineering.

Faculty of Arts: Sue Ann Alderson, Department of Creative Writing; Heath Chamberlain, Department of Political Science; Alexander Globe, Department of English; Katherine Sirluck, Department of English; and James Winter, Department of History.

Faculty of Commerce and Business Administration: Charles Weinberg, Marketing, and Lecturer Steve Alisharan.

Faculty of Dentistry: Marcia Boyd, Department of Clinical Dental Sciences.

Faculty of Education: Walter Werner, Department of Social and Educational Studies, and Inge Williams, School of Physical Education.

Faculty of Forestry: Timothy Ballard, Department of Forest Resources Management.

Faculty of Graduate Studies: Richard Rankin, Department of Psychology, and Peter Reiner, Department of Psychiatry, who shared the award.

Faculty of Law: Barry Slutsky.

Faculty of Medicine: Victor



Photo by Bill McLennan

Curator Carol Mayer, Gov. Gen. Ramon Hnatyshyn and Walter Koerner meet at dedication ceremony.

Ceramics Gallery dedicated

The Koerner Ceramics Gallery — home to one of Canada's finest collections of European ceramics — was dedicated by Gov. Gen. Ramon Hnatyshyn on May 31.

The gallery, located in the new west wing of the Museum of Anthropology, provides a permanent home to the 600-piece collection of ceramics dating from the 15th to 19th centuries.

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

The collection was donated to the museum in 1988 by

longtime UBC benefactor Walter Koerner as part of the university's fundraising campaign, A World of Opportunity.

It 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 public is invited to view the collection Wed. to Mon. between 11 a.m. and 5 p.m. Admission to the Museum of Anthropology is free on Tuesdays, when hours are from 11 a.m. to 9 p.m.

Huckell, Division of Cardiology; Michael Myers, Department of Psychiatry, and Joanne Wright, Department of Pathology.

Faculty of Pharmaceutical Sciences: Jack Diamond, Division of Pharmacology and Toxicology.

Faculty of Science: Nicholas

Burlinson, Department of Chemistry; Malcolm McMillan, Department of Physics, and Francis Tufaro, Department of Microbiology.

UBC grad returns as head of Botany

By GAVIN WILSON

When David Turpin says being a scientist is "the greatest job in the world," you know he means it.

It is the kind of enthusiasm that makes Turpin — a new addition to the ranks of UBC's faculty — one of a handful of top plant physiologists in the world and an award-winning teacher.

Now, the UBC graduate is back at his alma mater to apply his considerable energies to a new challenge as head of the Botany Department. Not yet 35, he is possibly the youngest department head on campus.

The secret of his success?

"I've always enjoyed what I'm doing," he says.

Things have come early to Turpin. The Duncan, B.C. native earned his B.Sc. at the age of 20 and his Ph.D. at 23. A year later, he was the manager of a Vancouver-based environmental consulting company.

Turpin then joined the Biology Department at Queen's University, where he spent the next 10 years. In 1989, he received one of the country's highest awards for science and engineering achievement, the E.W.R. Steacie Memorial Fellowship. He was the first Queen's re-

searcher to win a Steacie, and at 32, one of the youngest ever.

Turpin was also one of 75 UBC graduates to win a special Award of Merit during last year's anniversary celebrations. He was the youngest on that list, too.

As a plant physiologist, Turpin has received much acclaim for his work on photosynthesis, the process plants use to turn

sunlight into energy, and how photosynthesis interacts with plant respiration and nitrogen assimilation.

These processes have been studied in isolation, but Turpin and his colleagues take an integrated approach that has provided the first picture of how the different components interact with each other.



"I've got the greatest job in the world," he said. "I'm allowed to solve problems no one else has solved. And I can choose what those problems are. It's really a lot of fun. That's the best part about it."

Despite the complexities of his research, Turpin is recognized as a superb communicator by his peers and students. It is a skill that earned him the Queen's University Alumni Award for Excellence in Teaching.

A former student said: "You come out of his lectures wanting to read more about what has been covered in class."

When Turpin steps into a classroom to teach ecology, environmental issues, plant physiology or organismal biology, he makes

sure students know something special is going to happen.

"I view teaching as a path of discovery that I am embarking on with the students, so I tend not to go in and just rhyme off facts. I try to get students to buy into the fact that the

"In my experience, many of the best researchers are also some of the best teachers."



Photo by Media Services

David Turpin brings energy and enthusiasm to his position as new head of Botany.

next 50 minutes is well worth their while."

Turpin believes that good research and good teaching go hand in hand, despite the widely-held belief that top-notch researchers can't wait to get out of the classroom.

"I think that's a fallacy. In my experience, many of the best researchers are also some of the best teachers. It's not a zero-sum game.

"There's a real synergy between teaching and research. Energy and enthusiasm that develop in research can spill over into teaching and vice-versa. The whole is greater than the sum of the parts."

Turpin carries his communications skills outside of the classroom, as well.

Believing he has a responsibility to speak out on scientific issues confronting society, Turpin has stepped forward to take a leading role in environmental issues.

He was active in Great Lakes Tomorrow, an organization dedicated to public education on Great Lakes issues, and was an elected representative to a regional conservation authority in Ontario.

At UBC, Turpin is looking forward to getting to know new colleagues and reacquainting himself with former instructors, all of whom, he said, "have been extremely supportive in easing my transition into the job."

Joining him from Queen's will be eight or nine graduate students, research associates and post-docs who are part of his research program.

"I see this as an excellent opportunity for research in a supportive environment," said Turpin. "I see myself spanning quite a number of disciplines, and this is a great place for collaboration."

June 16 –
July 20

MONDAY, JUNE 17

Paediatrics Research Seminar
Islet Cell Transplantation. Dr. W.J. Tze, Program Dir., Metabolic Investigation Unit, Paeds, UBC. University Hospital, Shaughnessy Site D308 at 12:00pm. Call 875-2492.

Biochemistry/Molecular Biology Discussion Group



Germine Mutations Of P53 Cause The Cancer Family Syndrome. Dr. D. Yandell, Massachusetts Eye/Ear Infirmary. IRC #3 at 3:45pm. Call 822-5925.

Applied Mathematics Seminar

Analytic Solutions Of Nagumo Equation. Prof. Ben-Yu Guo, Shanghai University Of Science And Technology, Shanghai, China. Math 229 at 3:30pm. Call 822-4584.

University Computing Services Workshop

Introduction To SAS For The OPC And UNIX. Frank Ho. UCS Annex rm. 2 from 10am-12pm. Fees: students \$15, others \$30. Register CSCI 452. Call 822-8938.

TUESDAY, JUNE 18

University Computing Services Workshop

Advanced Batch Files For MS-DOS. John Martell. UCS Annex rm. 1 from 9am-12pm. Fees: students \$20, others, \$40. Register at CSCI 452. Call 822-8928.

WEDNESDAY, JUNE 19

Microbiology Seminar Series
Studies On Yeast Dihydrofolate Reductase: Some Surprises. Dr. B. Barclay, Biochemical Pharmacology, State U of NY at Buffalo. Wesbrook 201 from 12:30-1:30pm. Call 822-6648.

University Computing Services Workshops

Introduction To SAS For The OPC And UNIX. Frank Ho. UCS Annex rm. 2 from 10am-12pm. Fee \$30, students \$15. Register CSCI 452.

Micro Lunch. Demographics Made Easy With PCensus. Brian Kroeker. CSCI #460. Free admission. Register CSCI 452. Both courses, call 822-3941.

THURSDAY, JUNE 20

University Computing Services Workshop

Microsoft Windows - Level 1. John Martell. #2 UCS Annex from 9am-12pm. Fees: students \$37.50, others \$75. Register CSCI 452. Call 822-3941.

FRIDAY, JUNE 21

Obstetrics/Gynecology Grand Rounds



Morbidity And Mortality Review With Case Presentations. Dr. Peter Wilson, UBC. University Hospital, Shaughnessy Site D308 at 8am. Call 875-2171.

Paediatrics Grand Rounds

Community Approach To Injury Prevention: Role Of Children's Hospital. Dr. D. Wesson, Surgery, Children's Hospital. G.F. Strong Rehab. Centre Auditorium at 9am. Call 875-2118.

CALENDAR DEADLINES

For events in the period July 21 to August 17, notices must be submitted by UBC faculty or staff on proper Calendar forms no later than noon on Tuesday, July 9 to the Community Relations Office, 6328 Memorial Rd., Room 207, Old Administration Building. For more information call 822-3131. The next edition of UBC Reports will be published July 18. Notices exceeding 35 words may be edited.

UBC Computing Services Workshop

Microsoft Windows-Level 1. John Martell. #2 UCS Annex from 9am-12pm. Fee \$75, students \$37.50. Register CSCI 452. Call 822-3941.

MONDAY, JUNE 24

Regent College Evening Public Lecture



Are There Universal Moral Obligations? Professor C. Stephen Evans, Philosophy, St. Olaf College, MN. Regent Main Floor Auditorium from 8-9pm. Question/Answer period from 9-9:30pm. Free admission. Call 224-3245.

TUESDAY, JUNE 25

University Computing Services Workshop

Producing A Thesis With LaTeX. Computer Sciences 460 from 12:30-2pm. Fees: students \$7.50, others, \$15. Register CSCI 452. Call 822-3941.

WEDNESDAY, JUNE 26

University Computing Services Workshops

Introduction to Microsoft Word (Mac). Les Ferch. CSCI 121 (Mac Lab) from 9am-12pm. Register CSCI 452. Fees: students \$20, others \$40.

Paradox Level I. John Martell. #2 UCS Annex from 9am-12pm. Fees: students \$37.50, others \$75. Register CSCI 452.

Micro Lunch. An Overview Of The UCS UNIX System. Sue Mair. Computer Sciences 460 from 12:30-1:30pm. Free admission. Register CSCI 452. All courses, call 822-3941.

Regent College Evening Public Lecture



Secular Challenges To The Church. Dr. John Stott, Rector Emeritus, All Souls Church, London. St. John's Shaughnessy Anglican Church Gymnasium, Nanton at S. Granville from 8-9pm. Question/answer period from 9-9:30pm. Free admission. Call 224-3245.

Microbiology Seminar Series

TBA. Joan Shellard, Microbiology, UBC. Wesbrook 201 from 12:30-1:30pm. Call 822-6648.

THURSDAY, JUNE 27

University Computing Services Workshops

Migrating From MS Word To Word For Windows. John Coulthard. UCS Annex rm. 2 from 9am-12pm. Register CSCI 452. Fees: students \$20, others \$40.

Introduction To SYSTAT And SYGRAPH. Stanley Kita. UCS Annex rm. 2 from 10am-12pm. Register CSCI 452. Fees: students \$12.50, others \$25. Both courses, call 822-3941.

FRIDAY, JUNE 28

Paediatrics Grand Rounds



Children In Pain - An Overview. Dr. Leora Kuttner, Clinical Instructor, Paeds, UBC. G.F. Strong Rehab. Centre Auditorium, at 9am. Call 875-2118.

WEDNESDAY, JULY 3

University Computing Services Workshops

Microsoft Word 5.0 Style Sheets. Barbara Reid. UCS Annex rm. 2 from 9am-12pm. Fees: students \$20, others \$40. Register CSCI 452.

Micro Lunch. Migrating From An IBM-PC To The NeXT Workstation. Bob Bajwa. CSCI 460 from 12:30-1:30pm. Free admission. Register in CSCI 452. Both courses, call 822-3941.

TUESDAY, JULY 9

University Computing Services Workshops

Advanced Microsoft Word (Mac). Gary Bobroff. CSCI 121 from 9am-12pm. Fees: students \$37.50, others \$75. Register CSCI 452. Call 822-3941.

WEDNESDAY, JULY 10

University Computing Services Workshops

NoteBook: Bibliography Maker. Frank Flynn. UCS Annex rm. 2 from 9am-12pm. Fees: students \$20, others \$40. Register CSCI 452.

Micro Lunch. BCnet: Network Connections To The World. Mike Patterson. CSCI 460 from 12:30-1:30pm. Free admission. Register CSCI 452. Both courses, call 822-3941.

WEDNESDAY, JULY 17

University Computing Services Micro Lunch

Desktop Publishing Today. Jon Nightingale. CSCI 460 from 12:30-1:30pm. Register CSCI 452. Call 822-3941.

NOTICES

UBC Bookstore Summer Sidewalk Sale



Annual summer sale of hardcover and paperback books, souvenirs, gifts, art supplies, electronic goods and sportswear. June 21-27 from 10am-4:30pm. Call 822-2665.

Campus Tours

Enjoy a free walking tour of UBC's gardens, galleries, recreational facilities and more. Drop-in tours leave the Tours and Information desk in the Student Union Building at 10am and 1pm weekdays. To book specialized tours including those for seniors, children, ESL groups and the physically challenged, call 822-2665.

UBC Summer Players /91



In repertory May 29 - Aug 3. Coward Custard - a musical revue about Noel Coward. Admission \$10. Dorothy Somerset Studio at 8pm. Fish Tales by Simon Webb; Ten Little Indians by Agatha Christie. Admission \$8. Freddy Wood Theatre at 8pm. Reservations recommended for all performances. Call 822-2678.

Fine Arts Gallery

Exhibition: Vain Portrayals: Portraits From The Collection. Includes Varley, Hockney and Warhol. Main Library bsmt. Tue-Fri. from 10am to 5pm. Call 822-2759.

International House Programs

IH Summer Reception. Volunteers needed to provide a warm welcome for arriving international students; drivers to provide transportation from the airport; hosts to provide 3-4 nights lodging; and individuals to operate airport information booth. Times will vary.

IH Reach Out. Local students correspond with international students accepted to UBC. Act as contact and provide useful information to incoming students while making global friends. All students (Canadian or International) welcome. To participate in either program, call 822-5021.

English Language Institute Homestay

English-speaking families needed to host international students participating in ELI programs, for periods of two to six weeks. Remuneration is \$21/night. Call 222-5208.

English Language/Composition Training

Guided practice in writing for UBC students requiring further training in grammar and writing skills for successful participation in university coursework. Call 822-4463.

Reading, Writing/Study Skills Centre



Basic Skills: July 2-25 from 8:30am-12:30pm. Other courses held evenings. For information/registration, call 222-5245.

Occupational Health/Safety Seminar

Laboratory Chemical Safety Course. Directed to lab technicians, store keepers and safety committee members. Graduate and post graduate students welcome. Fees: UBC employees free, others \$200. Aug. 19 and Aug. 20 from 8:30am-12:30pm. Call 822-2029/5909.

Statistical Consulting/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 Ponderosa Annex C-210. Call 822-4037.

Museum of Anthropology



Koerner Ceramics Gallery now open. Temporary Exhibitions: Portraits of BC Native leaders, chiefs, chief counsellors and elders by Kwaguitl photographer David Neel continues until June 30 only. African Indigo, Textile Gallery until Aug. 11; Fragments: early 20th Century West African Sculptures until Sept. 8. Closed Monday. Call 822-5087.

Commerce Executive Programs



One/two-day business seminars. June 17-18: Management Skills for Warehouse Supervisors, \$895. June 26-27: Designing Career Development Systems, \$650. E.D. McPhee Executive Conference Centre, Henry Angus. Call 822-8400.

Step-Families Study

Married couples with at least one child from a previous union living with them, invited to participate in a study of stress and coping in step-families. Call Jennifer Campbell in Psychology at 822-3805.

Retirement Study

Women concerned about planning their retirement needed for an 8-week retirement preparation seminar. Call Sara Comish in Counselling Psychology at 822-5345.

Depression Study

Participants needed for research study using new antidepressant medication. Depression sufferers, 18-65 years. Call Doug Keller in Psychiatry at 822-7318.

Infant Hearing Study

Infants aged 1-3 mos. needed for hearing study. Honorarium paid. Interested parents call Ellen Levi (ask for Catherine), School of Audiology/Speech Sciences at 822-2288.

Mothers' Health Research Study

Mothers of 3-12 yr. old children needed to complete questionnaires ref. treatments which help children cope with pain. Approximately 20 minutes required. Call Susan Cross, Parenting Research Lab., Psychology at 822-9037.

PMS Study

Volunteers needed for a study of an investigational medication to treat Pre Menstrual Syndrome. Call Doug Keller, Psychiatry, University Hospital, Shaughnessy site at 822-7318.

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 822-6353.

Student Volunteers

Find an interesting and challenging volunteer job with Volunteer Connections, Student Counselling and Resources Centre, Brock 200. Call 822-3811.

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).

UBC Child Care Services

Day care space available for the following age groups: 3-5 yrs. and under 3 yrs. Call 822-5343.

University Hill Kid's Club Summer Program

Applications now being accepted for ages 6-12. Register at the UBC Child Care Services office at 5590 Osyoos Cres. or call 822-6424.

Botanical Garden

Open from 10am-6pm daily. Free admission on Wednesdays. Call 822-4208.

Nitobe Garden

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Opportunity

The UBC Campaign News

June 1991

Campaign hits \$200 million mark

The World of Opportunity Campaign has raised \$200 million toward a projected final goal of \$250 million.

This includes \$90 million in matching funds from the Government of British Columbia. Donations totalling \$110 million have been received from individuals, foundations and corporations.

During the next year, the university will seek another \$30 million from select corporations, foundations, alumni, international friends and the campus community. Discussions continue with the provincial government on expanding its matching funds program.

"I'm thrilled at how far the Campaign has come," said Honorary Campaign Chairman Cecil Green at a gala dinner, April 11. Green went on to urge the provincial government and private donors to continue their generous support of the university.

Campaign Chairman Bob Wyman said the Campaign will continue to seek funding for unfunded or partially funded projects as it moves toward the goal.

These projects include: buildings, such as a Creative Arts Centre, a New Library Centre, an Institute for Asian Re-



World of Opportunity Campaign donor Jack Bell becomes a member of the Musqueam tribe at a sod-turning ceremony for the First Nations Longhouse. Governor General Ramon Hnatyshyn attended the May 31 event (story page 3).

search; scholarships and endowments, such as the President's Fund Faculty Endowment, Centre for Research in Women's Studies and Gender Relations; approximately 30 chairs and professorships in a wide range of options supporting teaching and research.

"The effect of the Campaign on this

campus will resonate for years to come," said Wyman, noting that 23 new buildings will be constructed on campus in the next decade, many of them funded through the Campaign.

Wall Donates \$15 Million

A phenomenal \$15 million donation to the World of Opportunity Campaign will establish Canada's first Institute for Advanced Studies.

The gift, from Vancouver-based international financier Peter Wall, is the largest donation made to UBC in its 76-year-history and among the largest ever made to a Canadian university.

"This remarkable contribution will allow us to create an institute that will propel UBC and the province of British Columbia to a new level of international significance," said UBC President David Strangway.

The Institute will be modelled on the world-renowned Institute for Advanced Studies at Princeton University in New Jersey. Princeton's institute has been home to many of the world's leading scholars, including physicist Albert Einstein and Johann Von Neumann, one of the pioneers of the computer.

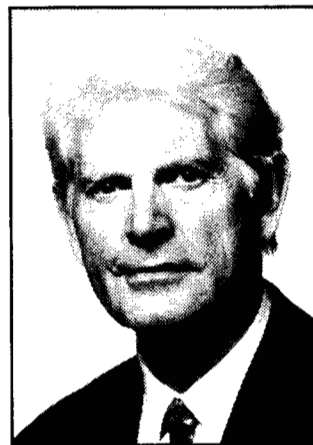
"I am fortunate to be able to contribute to UBC's major fund-raising Campaign," said Peter Wall. "I see this as an opportunity

to help the university to secure its place as an institution of international excellence.

"It has always been my desire to invest in the future minds of our province, a province that has been an unlimited source of opportunities for me."

The Institute will allow scholars in residence to study and conduct research in a wide range of fields spanning the humanities, social sciences, life sciences and physical sciences.

"Peter Wall's generous gift will allow us to bring scholars to UBC who are in great international demand, including winners of Nobel and Pulitzer prizes," said Strangway. "This institute has been a dream of mine for a long time."



Wall

New president's fund established

Donors interested in specific faculties can now support those faculties through the President's Fund Faculty Endowment.

Donations will support faculty projects, such as library acquisitions, scholarships, professional development, research projects, community seminars and other initiatives.

In consultation with faculty committees, deans will determine the priorities for the endowment.

Inside....

- As instigator of the B.C. Government matching funds program, Education Minister Stan Hagen says the program has evolved far beyond expectations.
- David Lam Management Research Centre ceremony marks the start of a building boom funded by Campaign donations.
- Deans and donors discuss benefits of supporting UBC's Campaign.

Stan Hagen on university funding

As Advanced Education Minister during the late 1980s, Stan Hagen helped initiate several programs which have greatly enhanced the quality and perception of post-secondary education in British Columbia.

Hagen spearheaded the B.C. Government matching funds program, which allows private donors to see their contributions matched, dollar-for-dollar. The program has had a profound impact on the success of UBC's World of Opportunity Campaign.

CN: How did the matching funds program get started?

Hagen: I know that David Strangway refers to it as "the airport accord" because he was travelling somewhere and I was travelling somewhere and we had our meeting at the Vancouver International airport. The purpose of the meeting was really to discuss funding of the proposed new library at UBC. I said, "Well, David, I'm not opposed to the idea of a new library at UBC because I recognize its importance as a provincial resource. But the cost of the project would eat up my entire capital budget, or at least, most of it!"

Then, I said, "Maybe it's time that the universities started looking to the private sector for some type of funding because the bridging that's taking place between the universities and the private sector has really improved." So, I asked treasury board and cabinet for a \$10 million fund for the province's three universities. For every dollar the universities raised in the private sector, the government would match it.

Well, the plan became such an overwhelming success that I went back to cabinet and treasury board and asked to have the fund increased.

I'll never forget when the premier asked me how much I thought the fund would have to be. I said, "Well I think it'll have to be increased by about \$100 million." To say that there were some looks of astonishment around the table would be an understatement!

But in fact, with the solid support from

the premier and cabinet, the program has been increased to \$150 million and certainly, the campaign at UBC has been tremendously successful. The campaign at Simon Fraser University was also tremendously successful and the University of Victoria will soon embark on its campaign.

CN: What is the single most important effect that the matching funds program has had on university fund raising?

Hagen: The importance of this program is far more than just the money raised and the projects that have been made possible. I think the real significance is the increased bridge building with the community -- alumni, businesses and individuals. The community is saying, "Yes, we believe in the importance of the post-secondary education system -- universities are important to our society and we're prepared to back up that belief with money."

CN: Did you anticipate the extent of the success that university fund raising has had?

Hagen: Your learning curve in the game of politics is very steep and I learned very quickly never to underestimate British Columbians.

In addition to the success of the matching gifts program in attracting donations to university fund raising efforts, the Access for All program also started out as a germ of an idea that has just mushroomed. Because of our program of student financial assistance improvements, people who had never been able to think about post-secondary education are now in the system and applying to get into the system.

When we started the science and technology fund with \$10 million -- individuals and companies apply to that fund with their project outlines and they're judged by their peers -- we received \$100 million worth of applications in the first year. What that tells me is that there's a tremendous pool of brain power out there that

we had not been able to address up to that point.

CN: What initiatives would you like to see continuing in the Ministry of Advanced Education?

Hagen: First, you also have to remember that science and technology are also in the portfolio. The significant thing for B.C. is getting the federal government to commit to the kaon facility at TRIUMF which is located on the UBC campus. We're talking about the potential to attract 1,000 of the top researchers from around the world to work in British Columbia.

Second, a continuation and expansion of the Access for All initiative. This month, the first university graduates will graduate from Okanagan College in Kelowna, Caribou College in Kamloops and Malaspina College in Nanaimo. The significance is that their degrees will come from UBC, SFU and UVic and B.C. is only province in Canada to bridge these links.

Third, the drive for human resource development and potential, not only in this decade, but into the next century. If Canada has any hope of surviving as a major economic influence, we must project for our future needs.

On May 30, Peter Dueck was appointed Minister of Advanced Education, Training and Technology.



Hagen

Major Donors to the World of Opportunity Campaign

As of May 31, 1991

The University of British Columbia is pleased to recognize the following donors to the World of Opportunity campaign.

Recognition is also gratefully extended to the Government of British Columbia which has expressed its commitment to higher education by matching gifts to the Campaign, and to the Vancouver Foundation for matching gifts to the President's Fund Opportunity Endowment.

The full value of the donor gifts, plus matching contributions, are gratefully acknowledged below.

\$10,000,000 or more including matching funds

Chan Foundation of Canada
Cecil H. Green
Students of The University of British Columbia
Peter Wall

\$2,000,000 to \$9,999,999 including matching funds

Alcan Aluminium Limited
B.C. Lottery Fund
Jack Bell
The Morris and Helen Belkin Foundation
Estate of Hugh M. Brock
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Estate of Gladys E. Laird
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The Real Estate Foundation of British Columbia
Ritsumeikan University
Department of the Secretary of State of Canada

The Sauder Family
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UBC Alumni Campaign (continuing)
Vancouver Foundation
Workers' Compensation Board
W. Maurice Young

\$1,000,000 to \$1,999,999 including matching funds

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The Arthritis Society
B.C. Hydro & Power Authority
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C.N. Woodward
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Anonymous

\$500,000 to \$999,999 including matching funds

B.C. Friends of Schizophrenics
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Canadian Imperial Bank of Commerce
Canfor Corporation
Joan Carlisle-Irving
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Royal Bank of Canada
Shell Canada Limited
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Toronto-Dominion Bank
TRIUMF
UBC Faculty & Staff Campaign (continuing)
Weldwood of Canada Ltd.
Westcoast Energy Inc.
Weyerhaeuser Canada Ltd.
Anonymous

*Gift-in-kind, or partial gift-in-kind

Freeze-frame: April 11, 1991

On April 11, more than 500 donors, friends and faculty of UBC attended a dinner celebrating the success of the Campaign to date and to pay tribute to the Wesbrook Society for its continuing support.

The theme was "Building UBC's Future" and guests were treated to a video documenting the physical growth of the university since its beginnings just over 75 years ago.

The event was held in the War Memorial Gym, transformed from a gymnasium into a mock construction site, complete with construction hoardings, signs and construction lamps on each table.

Photos (left to right):

Chancellor Leslie Peterson and donor Bill Sauder at the buffet table.

Campaign Leadership Committee members Bob Hallbauer and Bob Lee.

Charlotte Wall announces an extraordinary \$15 million donation to UBC, made by her husband, Peter Wall.



Photos: Leza MacDonald

Longhouse for First Nations students

Musqueam pay tribute to Jack Bell

When Musqueam elder Vince Stogan wrapped a magnificent Salish weave shawl around Jack Bell's shoulders, it was a welcome gift on an unusually brisk May afternoon.

The shawl was part of the Musqueam's tribute to their newest tribe member, Sty-Wet-Tan, the honorary name bestowed on Bell in recognition of his support for the First Nations people.

Approximately 400 guests, including Governor General Ramon Hnatyshyn, witnessed the May 31 naming ceremony on the site where the First Nations Longhouse, a new centre for Native Indian students at UBC, will be constructed.

Bell, a retired Vancouver businessman and long-time friend of the university, has donated \$1 million toward the \$4.4 million building through the World of Opportunity Campaign.

A campus facility designed to enhance access and support services to First Nations

students, the Longhouse has been an objective of the First Nations House of Learning since it was established at UBC in 1987.

The First Nations House of Learning promotes quality studies based on relevance to the philosophy and values of First Nations peoples.

Approximately 250 First Nations students are currently enrolled at UBC. That figure is expected to reach 1,000 by the next decade.

The First Nations Longhouse, a 22,000-square-foot structure, will be built using elements of traditional Coast Salish design and constructed almost entirely of western red cedar. The roof will be sheathed with copper, a metal of great significance to coastal peoples. Its shape has been likened to

the outstretched wings of an eagle, said architect Larry McFarland, of Vancouver.

The heart of the Longhouse will be the Great Hall. Designed for ceremonial use, it will be large enough to accommodate 300 to 400 people. The hall's four massive cedar columns will be decorated by Native carvers. At its highest point, the



Governor General Ramon Hnatyshyn and Squamish elder Dr. Simon Baker meet at naming ceremony.

ceiling will be 10 metres high.

Another unique feature of the plan is the Spirit Renewal Hall, a small structure open to the outdoors and surrounded by tall trees. It is intended for quiet contemplation.

The Longhouse will also contain a library, Elders Hall, seminar rooms, offices, student services and a ceremonial plaza.

Future users of the building and Native elders were extensively surveyed for their opinions and input before architects drew up the plans.

For example, the Longhouse will be oriented on the site according to the points of the compass. This is contrary to the campus planning grid, but in direct response to the spiritual and cultural symbols of the First Nations people.

Construction of the Longhouse is being funded through donations to the Campaign with matching funds from the B.C. government. To date, the Campaign has raised half of the projected \$4.4 million cost.



A sod-turning ceremony marked the beginning of the construction phase for the First Nations Longhouse.

Donations drive UBC building boom

UBC marked the start of a building boom with the pouring of concrete for the David Lam Management Research Centre, April 11.

A lead gift from Dr. David Lam for a Management Research Library spearheaded development of the \$8 million Centre, which was the first building project in the World of Opportunity Campaign to receive the university's Board of Governor's approval for construction.

The April ceremony paid tribute to Their Honours, The Honourable David Lam, Lieutenant-Governor of British Columbia, and Mrs. Dorothy Lam and other donors to the project, including Robert and Lily Lee, Geoffrey and Sandra Lau, L.O.M. Western Securities and Peter Brown, Royal Trustco Ltd., MacMillan Bloedel Limited, Edgar Kaiser Jr. and Chevron Canada Ltd. Representatives of the Government of British Columbia, the largest single donor to the Campaign, included Bruce Strachan, the former Minister of Advanced Education, Training and Technology, Stan Hagen, Minister of Education, and Attorney General Russell Fraser.

Peter Lusztig, who as dean of Commerce and Business Administration, has

overseen development of the new building, said the Centre will help make UBC one of the top 10 research-oriented business schools in the world.

"This building will contribute to B.C.'s economic growth and diversity and will help increase Canada's competitive advantage," he said during the ceremony.

UBC President David Strangway announced that a glass galleria in the David Lam Management Research Centre will be named the Lusztig Tower in honor of the dean, who is stepping down June 30.

The galleria tower will provide a link to the Henry Angus building and to an area for conferences and meetings. Hosting conferences is one of the ways in which the Centre will build links with the business community. A program of lectures, seminars, displays and receptions will ensure that research findings in business management are

widely communicated.

In addition, the Centre will incorporate two floors of library space, providing an important resource for the university and corporate community.

Located in the heart of campus, the site has been a meeting spot for students since its days as a bus stop and cafe. The new building will include a coffee shop and full-service restaurant.



The Honourable David Lam presides over concrete-pouring ceremony at the site of the new Management Research Centre.

\$250,000 to \$499,999
including matching funds

- BC Gas Inc.
- Chevron Canada Limited
- Chris Spencer Foundation
- Vicwood K.T. Cheng
- Mr. & Mrs. Ronald Laird Cliff
- Dofasco Inc.
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- The B.I. Ghert Family Foundation
- The Heart and Stroke Foundation of British Columbia and the Yukon
- Yoshihisa Imajo
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- Rogers Communications Inc.
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- K.D. Srivastava
- William T. Stanbury
- Peter & Teresa Ufford & Family
- UMA Group
- Western Forest Products Limited
- W. Robert Wyman
- Anonymous
- Anonymous

Other Gifts

Generous support has also been received from the community and alumni, including the UBC Campaign Leadership Committee and Advisory Council, Campus Leadership, and The Westbrook Society

Deans and donors talk

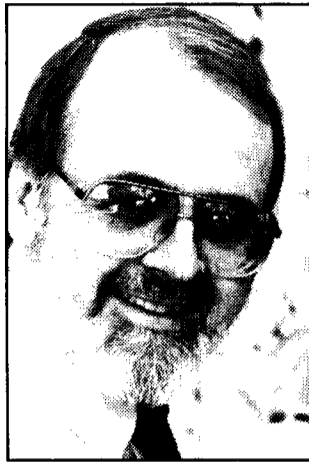
The rewards of giving to UBC



Yoshihisa Imajo, President, Sanki Corporation/Panabode International
Imajo Cedar Management Program

"Now that we have helped to establish the value of western red cedar to society, we want to ensure that our cedar resource is managed for future generations.

"The objective of the management program is to research and demonstrate sustainable management practices. By doing so, we feel that we can dramatically increase the growth of western red cedar, thereby doing our part to help solve environmental concerns."



Dr. John McNeill, Dean, Faculty of Pharmaceutical Sciences
Shoppers Drug Mart Professorship in Clinical Pharmacy

"This professorship is important to us because it provides an opportunity to expand our clinical research base in the treatment and prevention of childhood diseases.

"The person named to the professorship will interact between the Faculty of Pharmaceutical Sciences and the Department of Pediatrics in the Faculty of Medicine."

Dr. Clark Binkley, Dean, Faculty of Forestry
Imajo Cedar Management Program

"This program is important for British Columbia because cedar is an important species of wood and cannot be duplicated elsewhere.

"Mr. Imajo's donation will provide support to the Faculty of Forestry in several ways. Interest from the endowment can be used to fund students, to support research or to purchase much-needed equipment."



Dr. Nancy Sheehan, Dean, Faculty of Education
Dorothy Lam Chair in Special Education

"Children with special needs have the right to be educated to the best of their abilities as do all children.

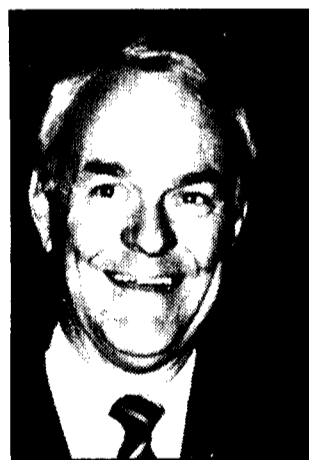
"The Dorothy Lam Chair in Special Education will enable the Faculty of Education to pursue studies to identify individuals with special needs, analyze how they can best be educated, and address the effects of mainstreaming on their intellectual and social development."



Dr. Barry McBride, Dean, Faculty of Science
Cominco Chair in Minerals and the Environment

"This chair is an excellent example of the marriage of basic and applied research in which new knowledge can be applied directly to the solution of environmental problems. The added spin-off is that new exploration techniques will be developed.

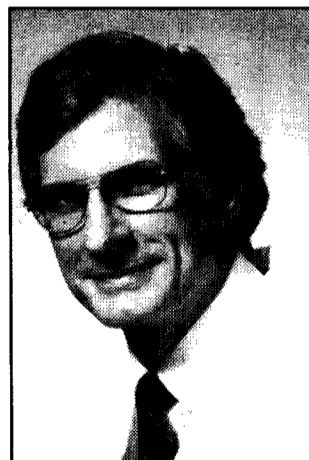
"The chair is established between the Faculties of Science and Applied Science, drawing on UBC's strengths in the geosciences, and in environmental and mining engineering."



David MacDonald, President, Shoppers Drug Mart
Shoppers Drug Mart Professorship in Clinical Pharmacy

"As a member of the Imasco family of companies, Shoppers Drug Mart is committed to delivering the highest level of community pharmacy service. We believe that this professorship in clinical pharmacy will enhance the education and training of B.C.'s community pharmacists.

"We are particularly proud to be able to provide this contribution to the Faculty of Pharmaceutical Sciences at UBC, which has always been most supportive of community pharmacy."



Sarkissian heading Ritsumeikan exchange programme

Margaret Sarkissian has been appointed Director of the UBC-Ritsumeikan Joint Academic Exchange Programme, effective April 1, 1991.

Before accepting the appointment, Sarkissian was Director of the Undergraduate Programme in the Faculty of Commerce and Business Administration.

The academic exchange programme with Ritsumeikan University (Kyoto, Japan) will bring 100 Japanese students to UBC each year for eight months of English language training, cross-cultural studies and Pacific Rim studies.

On May 23, 1990 the UBC Senate approved an extension of UBC's Education Abroad Pro-

gramme with Ritsumeikan University to include the Ritsumeikan-UBC House joint venture.

Ritsumeikan-UBC House, which will allow Japanese and Canadian students to live and work together, is partially funded through the World of Opportunity Campaign. Funding is required for a \$650,000 language lab.



The UBC Campaign News

UBC Development Office

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SUMMARY OF THE EMPLOYEE ASSISTANCE PROGRAM DEVELOPED TO DATE

(IN DRAFT AND NOT COMPLETE - NOT APPROVED BY THE COMMITTEE)

Program Philosophy

Occasionally people have problems which can benefit from professional assistance, such as relationship and family issues, emotional and psychological concerns, problems associated with the use of alcohol and other drugs, legal matters and financial concerns. Such problems are often progressive in nature and, if not addressed, can have an adverse impact on personal and family life and job performance. They are, by and large, amenable to treatment and can be either alleviated or eliminated with timely and appropriate action. In fact, the prognosis improves dramatically with earlier treatment. The purpose of the EAP then is to assist employees (and/or members of their immediate families) with these personal problems.

Program Principles

Personal Responsibility

The EAP supports the principle that individuals must be responsible for their own behavior and for the consequences which accrue as a result of their actions. This is not to suggest that individuals are responsible for everything that happens to them (the so called "victim-blaming" approach). However, it is to suggest that when something has happened, the individual is responsible for the personal or social action which is required to address and resolve the problem.

Confidentiality

The EAP supports the principle that individuals must receive treatment and professional support in complete confidence. What transpires between a counsellor and a client is protected by ethical standards of practice which require that no information of a personal nature is disclosed to a third party without the client's informed and written consent. Two exceptions are cases of sexual abuse of children or family violence involving children. These must by law be reported to provincial social services authorities.

The rules of disclosure also imply that the EAP works on a "need to know" basis. "Need to know" is different from "would like to know". If the employer or union need to know something of an employee's involvement with the EAP, they will be so informed by the employee or by the counselling staff given the employee's informed and written consent. In most cases, this is a non-issue. However, at times when an employee might be required by illness to be away from the workplace temporarily, the "need to know" provision would then apply. In this case, only the employee's status would be communicated to the employer.

Voluntary Utilization

The EAP supports the principle that utilization of the program's assessment and referral services is completely vol-

TO THE UNIVERSITY COMMUNITY:

Over 18 months ago, the University informally called representatives from staff and faculty groups to work together in developing an Employee Assistance Program which would meet the special needs of people at UBC.

Employee assistance programs provide personal support to employees and their immediate families experiencing problems affecting their well-being by providing professional assistance on a confidential basis. Many other organizations, including universities, have successfully instituted such programs to help people carry out their own responsibilities as fully effective members of the community by providing a resource from which employees can draw help at times when their capacity to function is impaired by stress, personal difficulties or by the strain put on them by work, by relationships or by other elements in their lives.

Last fall, I officially established the President's Advisory Committee on an Employee Assistance Plan with the mandate to develop and recommend detailed plans for the operation of the EAP. Members of the Committee are: Caroline Bruce (non-union technicians), Greg Fisher (CUPE 2950), Colleen Garbe (CUPE 116), Wayne Greene (Occupational Health and Safety), Rosanne Hood (Faculty Association), Ann Hutchison (CUPE 2950), Peter Lane (CUPE 2278), Andy McKee (IUOE 882), George McLaughlin (CUPE 116), Libby Nason (President's Office, Chair), Margaret Sarkissian (Faculty Association), and Marsha Trew (M & P Staff).

A great deal of progress was made through thoughtful and pragmatic contributions of everyone on the committee. A summary of the plan, developed so far, follows. This is an incomplete draft and endorsement will not be sought until the committee has completed and reached agreement on all sections.

The Chair of the Committee reports impasse over the issue of whether supervisors could inform staff of the existence of the plan in a non-disciplinary and private context. To be perfectly clear, there is no disagreement amongst committee members that when a supervisor interviews a unionized staff member about deteriorating work performance which may be related to personal difficulties, a steward should be present; all agree that this is a disciplinary situation and a matter for living up to collective agreement provisions in place.

However, there are situations between supervisors and employees not involving discipline. For example, during the course of a general discussion with the department head, the staff/faculty member could raise a matter of deep personal concern. There is disagreement amongst committee members as to whether a steward (or a colleague at the option of employees not in unions) must be present for the department head to offer information about the existence of the EAP.

The Chair reports that the Committee has spent a great deal of time in discussion of this issue. On the one hand, there appears to be considerable concern that persons charged with supervisory responsibility could abuse their authority by making referral/treatment appear to be mandatory, a clear violation of one of the basic principles of this plan that participation in it is voluntary, and not a condition of employment. On the other hand, some members feel that requiring a shop steward's presence could mean that confidentiality may be less easily preserved, that information might not be offered in a positive and timely manner, and that there could be confusion of the EAP with the disciplinary process.

The University remains convinced of the benefit to our community of an effective Employee Assistance Plan. I would appreciate any comments or suggestions from faculty or staff members.

David W. Strangway

untary. The election of referral remains the private and sole choice of the individual. It follows, therefore, that one of the options of a truly voluntary program is "non-participation."

As a result, no appointments or referrals will be arranged on behalf of third parties. Further, the obligation which falls upon principal parties to this agreement and through them upon su-

perisors, union stewards, and Department Heads is an obligation to inform the employee of the availability of the EAP.

Separate and Apart from Discipline

The EAP supports the principle that the services of the program must always

remain "separate and apart" from discipline. EAPs have a reputation for successfully resolving long standing personal problems which might be affecting an individual's job performance. Despite this, every effort must be made by the program owners to resist the temptation to use the program, either through cajoling or coercion as an adjunct to corrective action.

The EAP carries no benefit and no liability when it comes to job security and performance. The EAP cannot be used to escape or offset a disciplinary matter, nor can it be used to penalize an individual seeking promotion or transfer.

Non-alignment with University

The EAP supports the principle that the confidential assessment services component of the program remain non-aligned with the University. This means that access to assessment resources will be provided separate and apart from the University. These resources will not be in any line relationship with any UBC Department or agency.

The assessment services will offer the widest range of choice when it comes to referral resources. An extensive network of university-based as well as community-based resources will be available to the program's clients. The management of assessment and referral resources in this manner will result in the greatest attractiveness for the EAP.

Ownership by Principal Parties

The EAP supports the principle of program ownership. In order to develop a program in an effective manner, it is imperative that the principal parties assume an active role in the design, decision-making, and implementation of an EAP. Following implementation, these parties must continue their active participation in the administration of the program on an ongoing basis.

Financial Hardship

The program does not wish financial constraints to be an obstacle to an employee seeking assistance. The EAP will therefore, wherever possible, let the employee know of those individuals or agencies that provide free or subsidized services and/or which are covered by their benefits package.

If financial hardship remains an obstacle the EAP will look at the provision of reasonable, interest-free loans to cover the cost of treatment either wholly or in part.

NB: These principles are not in any way to be interpreted as paramount to the recognized professional Ethical Guidelines of the EAP Counsellors (i.e. registered psychologists and social workers).

SUMMARY OF THE EMPLOYEE ASSISTANCE PROGRAM DEVELOPED TO DATE



Program Parameters

Eligibility

All faculty and employees who are eligible to participate in the university's group medical plan and members of their immediate families are eligible to use the EAP. Individuals retiring from the university may also use the services.

Services

The program will assist employee with the following concerns or problems:

a) Relationship problems including marital and parental issues.

The program does not act as the employee's advocate in issues regarding working relationships which are rightly the domain of management and labour.

b) Emotional and psychological problems including stress, depression, grief, etc.

c) Chemical dependence problems which include the misuse of alcohol and other drugs.

d) Legal concerns primarily related to relationship and chemical dependency problems. The program's services in this area are to provide an appropriate referral and/or 1/2 hr. of a lawyer's time to provide information as to the legal procedures, time and costs involved. Employees are under no obligation to continue with that lawyer.

e) Financial concerns. While the program does not lend money, it can assist the employee with a cash flow analysis (provided by an accountant) which enables the employee to then look at budgeting, debt consolidation, personal bankruptcy, etc. Also the program provides referral to lending institutions, accounting and bookkeeping professionals, or the B.C. Ministry of Consumer and Corporate Affairs, Debtors' Assistance Branch.

f) Community resource information. Employees may contact the program for information regarding community resources, for example courses in parenting, stress management, etc.

g) Critical Incident Stress Debriefing. The program also provides a response mechanism to traumatic events that may affect the University community. This response will take the form of a critical incident stress debriefing which may occur within 24-72 hours following any traumatic event involving employees of the University. These traumatic events could involve employee suicide, homicide, or other accidental death or serious injury or hostage taking, etc.

Requests for vocational counselling, that is, psychological testing, resume writing, etc. will be referred directly to other resources, both within and outside of the University community. Requests for stress management training will also be referred to other resources, either within or outside the University.

Service Delivery

Pursuant to the program principle of availability, the Assessment/Referral/Aftercare (A/R/A) will be provided as follows:

A call to the A/R/A service will be answered on a 24 hour basis.

During normal working hours, a receptionist will respond to any call, which will be returned within 24 hours by a counsellor (or sooner as warranted). An appointment will be made within 1 to 3 days - at the mutual convenience of the employee and counsellor.

If a phone call is received by the live answering service outside of normal working hours, the message will be relayed (depending on urgency) to the counsellor "on call" as soon as possible or during the next working day.

To facilitate availability and to assist in maintaining confidentiality, counsellors will be available for appointments in the evenings and on weekends.

To ensure both the perception and the reality of the confidentiality of the EAP's services, direct services will be provided in an off-campus office by counsellors who are not aligned with the university. The telephone number of the EAP will be that of the A/R/A service and will be located in this office.

When desirable, counsellors will meet with employees at locations other than the EAP office (including the employee's home and on campus).

Program Access Procedures

Procedural Principles

There are various avenues by which an employee or member of an employee's family can access the services of the Employee Assistance Program. These access procedures are consistent with the principles which form the basis of the overall program. These principles are as follows:

a) Availability: to provide as direct a response as possible with as few people as necessary involved in the employee's choice to use the program.

b) Timeliness: to provide services of a timely nature with as immediate a response as is required depending upon the urgency and nature of the presenting concern.

c) Confidentiality: to guarantee services which respect, within legal and ethical guidelines, the anonymity of employees using the EAP's services.

d) Voluntary Participation: to provide services to employees in such a manner that the services are always freely chosen without duress or coercion.

Program Access

An employee seeking assistance may contact the EAP counsellors directly. A family member of an employee may

also contact the program either for themselves or for the family as a whole. A colleague, family member or friend may suggest a distressed employee consider using the EAP's services. Information will be available from the program on how best to approach the distressed employee. Regardless of the approach, the decision of whether or not to make use of the program rests solely with the employee.

Employees are encouraged to contact the EAP Representatives for information about the program.

Program Participation and Relationship to Work Performance

The EAP espouses the principles of non-alignment and remaining "separate and apart" from discipline. There are occasions wherein these principles may require clear enunciation in application to labour relations issues and specific performance scenarios.

Previous Performance Record

The EAP will provide services to an employee regardless of their present or previous work performance record.

Future Employability

The decision regarding the ongoing or future employability of a particular employee making use of the EAP's services will be made independently of and by parties other than those persons providing the EAP services.

Safety

In those instances where the safety of the employee or others is threatened by an employee's mental or physical incapacity to perform their job, with the employee's consent, the EAP counsellor will work with labour and the University to ensure that the employee's (or others) life and safety are protected. The "professional duty to care" of the EAP Counsellor also requires disclosure even without the employee's consent in specific instances where demon-

strable harm resulting from failure to disclose can be inferred.

Discipline

Not agreed.

Critical Situation

Not agreed.

Neutrality

To be developed.

Relationship to Present Agreements

Provisions of the EAP are not in any way to be interpreted as constituting a waiver of the University's right to take disciplinary measures, nor the Unions' right to grieve, all within the framework of existing Collective Agreements and/or applicable Labour Codes.

Program Model

Provides administrative structural details of the Joint Committee which is responsible for directing the program and addresses issues of coordination, EAP representatives, direct services, referral resources and accountability.

Program Administration - Joint Committee Terms of Reference

Includes details on composition of the committee, voting procedures, selection of the chair, meetings, and responsibilities.

Training

Yet to be developed.

Publicity/Education

Yet to be developed.

Budget

Not agreed.

President wins United Way Award of Distinction

By CONNIE FILLETTI

UBC President David Strangway has been honored by the United Way of the Lower Mainland with the organization's most prestigious award.

The President's Award of Distinction, presented to Strangway on May 8, recognizes special initiatives and actions benefiting the United Way beyond usual voluntary activity.

"Dr. Strangway has initiated an exciting new partnership between UBC and the United Way which supports the concept of non-profit organizations giving in ways other than by corporate donation," said Robert Wiens, president of the United Way of the Lower Mainland.

"With Dr. Strangway's support, UBC did everything from supplying staff for the loaned representative program to printing training ma-

terials and providing reception facilities," he added.

The 1990 campus drive saw a 27 per cent increase in employee donations, making the UBC campaign the largest in the non-profit sector, and the third largest in any sector in the Lower Mainland.

As of Feb. 1, a total of 1,622 UBC employees had donated almost \$10,000 more than the campaign's goal of \$240,000.

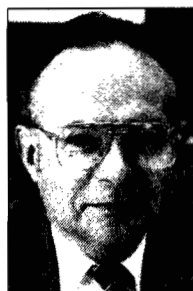
"It was a privilege to be the recipient of such a thoughtful award," Strangway said. "It is an honor earned by everyone whose hard work, dedication and support made the campus campaign such a tremendous success in 1990."

The launch of this year's UBC United Way campaign begins Sept. 17 under the direction of chair Dr. Bill Webber and vice-chair Nestor Korchinsky.

People

Will appointed to Education Commission

UBC Economics Professor **Robert Will** has been appointed to the newly established Private Post-Secondary Education Commission.



Will

Created by the Ministry of Advanced Education, Training and Technology, the 15-member commission will regulate all private-sector, post-secondary educational and training institutions except those governed by professional associations.

Will, UBC's former dean of Arts, said the commission's first task will be to establish criteria for accreditation and registration of these institutions. The commission will also focus on issues of consumer protection.

Elizabeth Davies and **Margaret Fulton** are among the recipients of the 1991 YWCA Women of Distinction awards.

Davies, a professor in the School of Nursing, was honored in the category of Management and the Professions.

The award is presented for outstanding achievement or significant contribution to administration or management in public, private

or non-profit organizations, and for the advancement of her profession.

Fulton, an adjunct professor of Women's Studies, was the recipient of the Health and Education category award, which recognizes involvement with the health or well-being of individuals physically, emotionally or spiritually.

The Vancouver YWCA Women of Distinction Awards began in 1984 and were created to encourage and recognize women whose activities and achievements are contributing to the health and future of the Greater Vancouver Regional District.

Michael Seelig and **Alan Artibise** of UBC's School of Community and Regional Planning have been recognized by their peers for a series of articles they wrote last year for Vancouver Sun.

The professors' work was chosen first among 15 entries for the 1991 Awards of Excellence in Planning given by the Planning Institute of B.C.

The series, called Future Growth - Future Shock, consisted of seven articles dealing with future planning issues in the region from the Sunshine Coast to Hope. The school has subsequently published a book based on the Novem-

ber series, From Desolation to Hope: The Pacific-Fraser Region in 2010.

The Canadian Advanced Technology Association Award of Distinction has been awarded to B.C. Education Minister **Stan Hagen**.



Hagen

The CATA award is presented annually to a leading individual from the public sector in recognition of their significant contribution to the development and application of advanced technology in Canada. This is the first time the award has gone to a Western Canadian.

Hagen was honored for his many accomplishments in science and technology, including: his advocacy for construction of the TRIUMF-KAON project; his leadership in establishing Science World; his support for B.C.'s Science and Technology Fund; his idea to create the Scientists in the Schools program; and his advocacy for changes in the education system, encouraging more girls to pursue careers in science.

"Stan Hagen has been a real champion of

science and technology, not only for B.C., but for the entire nation," said B.C. Premier Rita Johnston. "He has shown a personal commitment to these issues which transcends politics."

Hagen is the former Minister of Advanced Education, Training and Technology.

Bernard Bressler, associate vice-president of research, has been appointed to the National Advisory Council on Pharmaceutical Research.

The federal government's new council will provide advice to Health and Welfare Minister Benoit Bouchard on new policies and initiatives concerning drug research in Canada.

Specifically, council members will focus on research funding and development as a result of changes made to Bill C-22 in 1987 to patent protection for pharmaceuticals, which gave pharmaceutical companies extra patent protection in exchange for a pledge to more than double research funding in Canada.

The council is expected to provide a preliminary report to Bouchard by the winter of 1991.

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Genetics conference to be held at UBC

Genetic scientists and physicians will exchange the latest news on disorders of the brain and spinal cord at the 23rd Annual March of Dimes Clinical Genetics Conference at UBC July 7 to 10.

A faculty of 24 distinguished experts on inherited disorders will review the most recent research findings and clinical applications in the area of

developmental and genetic disorders of the central nervous system.

Among the areas of study to be examined are the possible genetic factors affecting the development of Parkinson's disease, Alzheimer's disease, multiple sclerosis and other neurological disorders.

The genetic predisposition to schizophrenia and to manic depres-

sive illness will also be explored.

The Clinical Genetics Conference is held annually by the March of Dimes Birth Defects Foundation to promote the science and practice of clinical genetics.

This year's conference is being co-sponsored by the Division of Continuing Medical Education of UBC's Faculty of Medicine.

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Classified advertising can be purchased from Community Relations. Phone 822-6149. Ads placed by faculty, staff and students cost \$12.84 for 7 lines/issue (\$1.81 for each additional word). Off-campus advertisers are charged \$14.98 for 7 lines/issue (\$2.14 for each additional word). (All prices include G.S.T.) Tuesday, July 9 at noon is the deadline for the next issue of UBC Reports which appears on Thursday, July 18. Deadline for the following edition on August 15 is 4 p.m. Tuesday, August 6. All ads must be paid in advance in cash, by cheque or internal requisition.

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Miscellaneous

REDISCOVER SCOUTING: UBC's Beavers, Cubs and Scouts are getting ready for 91/92 season. Information and preregistration meeting June 24 7.30 - 9.00 p.m., University Hill Elementary School in the back, downstairs. Meet the leaders, Be a Leader.

LAS VEGAS LAST SPRING BREAK?: If you or if you know of anybody at the Flamingo-Hilton by the pool March 30, 1991 (Saturday, day before Easter), good news! Please call (213)869-1648.

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Largest project of its kind**Study will look at education on global scale**

By CHARLES KER

UBC has been chosen to co-ordinate a global study of education involving up to one million students in 40 countries.

The Third International Mathematics and Science Study (TIMSS) will compare curricula and teaching methods of school systems, as well as achievement scores and attitudes of school-age students around the world. Organizers estimate that up to 25,000 teachers will also be questioned during the decade-long research study.

"It's an enormous undertaking — by far the most extensive educational research project to date," said David Robitaille, head of the UBC coordinating team.

By viewing the world as an "educational laboratory," Robitaille said the study will allow countries to see where they stand internationally in terms of education.

Robitaille pointed out that differences in educational performance are often viewed as indicators of a country's economic position in the global marketplace. He said results from the

TIMSS will help educators and politicians make changes in their respective systems to improve student achievement.

The study will also include a national sample of Canadian students. Several provinces have indicated a willingness to gather additional data which can be used for inter-provincial and international comparisons.

"The way education works in Canada, we often end up knowing more about schools in California than in Alberta," said Robitaille. "We hope TIMSS will open the lines of communication within our own borders."

Robitaille will oversee a \$4-million budget for the International Coordinating Centre (ICC) located in UBC's Department of Mathematics and Science Education. Funding for the first five years of the project has come mainly through grants from the Canadian and U.S. federal governments.

Graduate students will also be funded for related research which, in turn, will provide B.C. teachers with new techniques for evaluating student achievement.

Robitaille and his coordinating team will be responsible for developing timelines, instruments, methods of analysis, translation systems and reports from data supplied by participants.

Much of the data, scheduled for collection in 1993-94 and 1997-98, will come from questionnaires filled out by teachers, government officials and nine- and 13-year-old students. In some countries, students in their last year of secondary school will also participate.

Issues to be examined include methods for measuring student achievement, effects of technology on teaching, how children are selected for mathematics and science courses

and the participation of women in senior secondary sciences.

Robitaille said the rationale for repeating this type of study is to establish trends which give policy makers an idea of where they are heading.

"Curricula are often developed in a vacuum," said Robitaille. "Without comparisons, we tend not to question our own traditional teaching practices and may not even be aware of the choices we have made in constructing them."

By participating in the TIMSS, countries can avoid experimenting with various educational systems which may run the risk of penalizing students by using potentially less effective teaching methods.

Sponsored by the International Association for the Evaluation of Educational Achievement (IEA), UBC was chosen to head the massive TIMSS project because of its international reputation for educational research as well as its participation in previous IEA studies.

A non-governmental organization, the IEA was created in 1960 when it began the First International Mathematics Study.

The IEA last collected data on the mathematics and sciences in the early 1980s with the Second International Mathematics Study and the Second International Study of Science which involved 24 countries.

Commerce Faculty goes to France

By ABE HEFTER

This summer, 28 Commerce and Business Administration undergraduates will experience academic life in France thanks to unique program offered by UBC. Just as important, they will bring their experiences back with them to the classrooms of UBC.

"The university is offering a six-week study abroad program at Canada's first European university campus just outside Nice," said Catherine Vertesi, assistant dean, Faculty of Commerce and Business Administration, and director of the Study Abroad and Exchange Program. "And for the first time, UBC commerce students will be joined by UBC faculty."

The faculty has been extensively involved in student exchange and study abroad programs. For the 1991-92 school year, it has undergraduate exchange programs with the Economic University of Budapest, Erasmus University in Rotterdam, University of Louvain in Brussels, Swansea University in Wales, the Economic University of Vienna, Hautes Ecole Commerciales in France and Boconi University in Italy.

In addition to the six-week program in France, the faculty this year will offer a program in international business at Denmark's international study program in Copenhagen.

Vertesi said the French program was enthusiastically greeted by students because it is being offered over the summer months.

"Commerce students can't always go abroad for a full term, which is necessary if they wish to participate in the faculty's student exchange program. In an attempt to create additional international opportunities for our students, we developed this program,

in collaboration with the University of Toronto. We hope to be able to offer more programs like this in the future."

The students will study a variety of courses at the Universite Canadienne en France on the French Riviera from July 13 to August 29. They will be joined by Commerce and Business Administration Professor Michael Tretheway, French Professor Nancy Frelick, and about 200 other students from across the country.

Tretheway, who will teach an international business logistics course, said this experience will give him a chance to work with students in a very different way.

"This program will create an exciting opportunity to

share in the exchange of knowledge in a very unique setting — one that will be more casual and open in many ways," he said. "Although this is just an experiment, we hope to develop a more permanent satellite campus for UBC commerce students."

Vertesi is quick to point out that this summer's learning experience in France won't be over the moment the students touch down at Vancouver International Airport.

"We have a number of initiatives that encourage returning students to share the knowledge they've gained overseas. It's a catalyst for international discussion in the classroom and broadens everyone's horizons."

The faculty has made a commitment to provide greater international exposure for our students, said Vertesi.

"We have been pioneers in this area," she added. "These students have high expectations when they embark on an international experience and we've been able to deliver. This summer program is another way to give students a chance to share in that experience."

Joyce conference comes to UBC

Scholars from around the world converged on campus this week to discuss the life and work of James Joyce, one of Ireland's pre-eminent men of letters.

The theme for the five-day conference, June 11-15, is Joyce and the Law. Workshops and speakers will focus on the author's treatment of law in his writing as well as his personal legal encounters.

"Joyce's own brushes with the law were many and famous," said conference convenor Ira Nadel.

U.S. authorities banned the publication of Joyce's masterpiece, *Ulysses*, because it was thought to be obscene. The book was finally published in 1934 after a lengthy trial.

Conference speakers include:

Thomas Staley, founding editor of the *James Joyce Quarterly*; Judge Conrad Rushing, Superior Court, State of California and professor David Hayman, a noted literary theorist from the University of Wisconsin.

Close to 200 participants are expected to attend the UBC/SFU conference, the first-ever gathering of international Joyce scholars held in Canada. Sponsored by the International James Joyce Foundation, members have met annually since the mid-seventies to discuss different aspects of Joyce's writing.

Edward Brennan, Ireland's ambassador to Canada, opened the conference in UBC's Curtis Building. Conference events move to the Simon Fraser Harbour Centre June 14 and 15.



A daily fee of \$24 is being charged. Those wanting more information can call 822-5122 or 822-4254.

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