UBC alumni dominate NDP cabinet

Almost half of B.C.'s new provincial cabinet are graduates of UBC. Starting with Premier Mike Harcourt, eight of 19 cabinet ministers in the newly elected NDP government are UBC graduates. A further 14 members of the NDP caucus either attended, graduated from or taught at UBC. The alumni now in cabinet include: Tom Finnerty, Advanced Education, Training and Technology; Glen Clark, Finance and Government House Leader; Elizabeth Call, Health and Services for Seniors; John Cashore, Environment; Moe Silva, Labor and Consumer Affairs and Minister Responsible for Constitutional Affairs; Darlene Marzetti, Tourism and Culture; and Dave Zirnhelt, Minister of Economic Development, Small Business and Trade.

Liberal Opposition Leader Gordon Wilson heads a list of eight Liberal caucus members who graduated from, taught at or attended UBC. Harcourt received both his undergraduate and law degrees at UBC, while Wilson obtained an MA specializing in Economic Geography and Resource Management.

Erickson part of design team for library building

By GAVIN WILSON

Vancouver architects Arthur Erickson and Aitken Wreglesworth Associates have been chosen to design the first phase of the new Library Centre on campus.

The $24-million building, part of a long-term plan for the university library system, will be situated on the west side of Sedgewick Library, in what is now a sunken garden separating the Old Administration and Mathematics buildings.

It will be the second Erickson-designed building on campus, the first since the much-heralded Museum of Anthropology opened in 1975.

Funding for the building will be through the university's A World of Opportunity major capital campaign and the provincial government's matching funds program.

The new building, which will be about 18,900 square metres in area, will be linked to existing library facilities at Sedgewick.

A significant proportion of the stack areas will be constructed underground, so that the building will not dominate the heart of campus. The portion of the building that will be above ground will be modelled to enhance the historic quality of the area, as well as to allow students to enjoy the garden area that surrounds it.

Placing the new Library Centre's main entrance on Main Mall will fulfill the campus plan's principle of transforming the mall into "the real and symbolic heart of the campus."

The new Library Centre is intended to house the Humanities and Social Sciences collections, Government Publications and Microforms and the Data Library.

Erickson and senior members of his staff recently joined the firm of Aitken Wreglesworth Associates on a project specific basis that will focus on projects at Vancouver's two universities.

The merger formalizes a 10-month-old relationship between the two firms that began with the Simon Fraser University west mall expansion. They have also submitted proposals for the City of Vancouver's Library Square project.

Native students form science group

By GAVIN WILSON

First Nations students on campus have founded the first Canadian chapter of the U.S.-based American Indian Science and Engineering Society (AISES).

The group will provide support for students enrolled at UBC, and will also reach out to First Nations schools and communities throughout B.C. to promote the study of science and engineering.

"We're trying to get across to Native people that they have as much ability as anyone else, but they must get out here to the university," said AISES chapter president Iain Dickey, who recently completed a B.Sc. in biology and plans to enter medical school.

"It can be done. That's what we're trying to say. We've done it, and you can do it, too!"
Society supports Natives entering university

Continued from Page 1

AISES is a private, non-profit organization formed in 1977 to increase the number of Native American students who graduate from college and enter their chosen fields of interest. The society provides scholarships, mentoring, and support for Native American students to prepare them for successful careers in business, science, engineering, and health care.

There are 21 students in the UBC chapter, representing agriculture, biology, chemistry, civil engineering, computer science, forestry, science education, medicine, nursing, and social work. What is unusual is that First Nations students have traditionally shunned the sciences, said Dickey.

Although not represented at university in numbers anywhere near their proportion in the general population, there are significant enrolments of Native Indian students in UBC programs such as law, education, and anthropology.

Dickey believes they have avoided science because it has a mystique of being an extremely difficult and competitive program of study.

"It's very intimidating, for everyone, not just Native people," he said.

The growing interest in science can be traced to the efforts of the First Nations Health Care Program, headed by Angie Todd-Donato, which aims to increase Native Indian enrolment in the health sciences.

"What's happening here is a very active removal of barriers and boundaries," said David Holm, associate dean of Science for Student Services and the AISES chapter's faculty advisor.

"I'm always impressed with the tremendous amount of work being done at First Nations House of Learning, and their energy and enthusiasm.

The AISES chapter will provide a support group and tutoring for Native Indian students. Its members will offer a ready ear for those who need someone to talk to, especially students from reserves who may be intimidated by city life and non-Native culture.

But outreach is seen as one of the group's most important roles, Dickey said.

"Basically, that's what our mission is," he said.

The AISES chapter will be involved in the next Summer Science program for Native Indian high school students on behalf of the First Nations House of Learning. They will also speak to local boards and councils on the importance of science education.

In the meantime, four members of UBC's chapter were selected to attend the annual AISES conference in Albuquerque, New Mexico this month.

Chapter members are also planning a directed study course, the joint AISES/UBC course "enhancing a First Nations background" for others wanting to serve as mentors - can call John Dickey at 822-6484 or David Holm at 822-3659.

Faculty of Forestry submits proposal for model forest

By ARE HEFTER

An initiative by Forestry Canada could result in the establishment of up to 15 working model forests across the country, including one proposed by UBC's Faculty of Forestry.

Peter Sanders, the University Research Forest silviculturist, is behind the move to set up a model forest in the Fraser Valley.

"The model forest would be used to predict the goods and services required from local forests to service Fraser Valley residents in the year 2050," said Sanders.

"The Fraser Valley is an area of rapidly increasing population which is adding to the tremendous pressure that the forests are under," he said.

"What's needed is a forest management plan for the area that takes into account issues like water supply, recreational needs, the protection of wildlife reserves, as well as the traditional flow of timber products, like logs," said Sanders.

The faculty has submitted a letter of intent to the National Advisory Committee on Model Forests, of which UBC Forestry Professor Les Reed is a member. The next step would be to put together a formal application.

Part of the federal government's Green Plan, the objectives of the model forest are:

- to accelerate the implementation of sustainable development in the practice of forestry
- to apply new and innovative approaches, procedures, techniques and concepts in the management of forests
- to test and demonstrate best sustainable forestry practices using the most advanced technology and forestry practices available

The model forests could be up to 1,000,000 hectares, or larger. Reed said they will be forged from partnerships among provinces, industry, private forest owners, federal researchers, academic institutions, Native peoples, and others.

Sanders said the partners in the faculty's proposal include the UBC Malcolm Knapp Research Forest at Haney, the Municipality of Maple Ridge, the Municipality of Mission, the provincial ministries of forests and the environment and the Greater Vancouver Regional District.

The faculty is looking at possibly one site for a model forest. One would stretch from the Pitt River to the top of Pitt Lake to Hatic. The other would be the Fraser Valley from Point Grey to Skagit.

"On a larger, provincial scale, I expect that UBC Forestry faculty and graduate students will be called upon to provide research expertise in the area of forest management," said Reed.

"There is a lot of ground-breaking research occurring, for example, at the Malcolm Knapp Research Forest. However, the scope will be much larger than anything we've attempted before."

Reed praised the federal government's initiative to establish model forests and said the response, led by industry, has been tremendous. Ninety letters of intent have been submitted from across the country to the advisory committee.

Thirty have come from B.C. alone.

Reed said the committee will make recommendations to the ministry before the successful applicants are named, with the announcement expected in about eight months.

Importance of family rated higher by women managers than by men

Continued from Page 1

As job security, authority on the job, chances for promotion and flexibility in work schedules. The responses were compared between men and women.

Among the categories of job preference men found more important than women, regardless of income, were: convenience of work hours; resources to do the job; the cost of resources; and personal and pleasant work environment and opportunities for promotion.

Mike Whittnee Counties

"Among managers, the only category rated higher by women than by men was the importance of family," said Langton.

Langton said the indication that promotion opportunities were more important to men was fairly similar. Promotion opportunities were more important to allow the importance of family life things like job security, fringe benefits, personal and pleasant work environment, and opportunities for promotion.

"It may be that a more leisurely pursuits, like boating or travel, can be very expensive," said Langton.

"You couldn't afford a lower-paying job if you wanted to maintain that kind of lifestyle," she added.

Other findings indicated that both men and women chose their jobs on the importance of leisure time available to them. They didn't, however, take lower-paying jobs in return.

"This may be because some of these leisurely pursuits, like boating or travel, can be very expensive," said Langton.

"You couldn't afford a lower-paying job if you wanted to maintain that kind of lifestyle."
The election is over, but Mike Harcourt and Rita Johnston continue to face premiers gathered in one place at UBC?

By CONNIE FILLETTI

United Way to 75% mark

Competition, sponsored by Athletics and Sport Studies, and Theatre Professor Norm Young said they based their selections on artistic ability, integrity, humor and the amount of bribe money entrants were willing to pay them. "We believe in a class system in pumpkin carving, and we’re not afraid to separate the wheat from the chaff," Young added.

Among this year’s winners were:

* Community Sports, the Bill Webster Award, for the pumpkin that needed the most medical attention.

* The UBC bookstore, the Bob Hindmarsh Award, for the pumpkin that was late or didn’t show up.

* The Alumni Association, the Most Photogenic Pumpkin Award, for its two pumpkins, one carved in the likeness of Premier Mike Harcourt, the other resembling former Premier Ria Johnston. 

* The Community Relations Office. The Worst Entry Award, for not running Norm Watt’s picture on the front page of UBC Reports.

A two-way win for overall best entry was split between the custodial division of Plant Operations for its 'Jester From Hell' entry, and the Housing and Conferences Department for its pumpkin which was carved into a fully furnished residence. Proceeds totalling over $200 from a raffle held at the Great Pumpkin Carving Competition were donated to the annual campus United Way fundraising drive.

More than $205,000, or 75 per cent of this year’s $280,000 goal, has been raised to date. Pledges are still being accepted.

Campus carvings help bring United Way to 75% mark

By CONNIE FILLETTI

Where would you find everything from punks to pretties gathered in one place at UBC? At the second annual Great Pumpkin Carving Competition, sponsored by Athletics and Sport Services, in support of the campus United Way appeal.

"I came into the room and thought it was a dean’s meeting," said Dr. Bill Webber, associate vice-president, academic, and chair of the 1991 UBC United Way campaign.

This year’s competition attracted 87 entries from across campus.

Judges Norm Watt, director of Extra-Sessional Studies, and Theatre Professor Norm Young said they based their selections on artistic ability, integrity, humor and the amount of bribe money entrants were willing to pay them. "We believe in a class system in pumpkin carving, and we’re not afraid to separate the wheat from the chaff," Young added.

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Funding in place for design of addition to Scarf Building

Design plans for a $12-million addition to the Faculty of Education’s Neville Scarfe Building are set to begin.

UBC has received a provincial grant of $900,000 which will go towards design funding for an addition which will consolidate office and teaching space currently scattered across campus.

Among the faculty departments which will share space in the new facility are: Administrative, Adult and Higher Education, Counselling Psychology, Educational Psychology and Special Education; Mathematics and Science Education and Visual and Performing Arts in Education.

The new addition, to be located directly west of the Scarfe building, is scheduled for completion by the 1994-95 academic year.

The department of Language Education and Social and Educational Studies, as well as the centres for Policy Studies in Education, the Study of Curriculum and Instruction and the Study of Teacher Education, will be consolidated at a later date.

The election is over, but Mike Harcourt and Rita Johnston continue to face premiers gathered in one place at UBC?"
CALENDAR DEADLINES
For events in the period December 1 to December 14, notices must be submitted by UBC faculty or staff on proper Calendar forms no later than Wednesday. For notices in December 19 to the Community Relations Office, Room 207, ADM 4.01, trails Rd., Old Administration Building. For more information call 822-3131. The next edition of UBC Reports will be published November 28. Notices exceeding 35 words may be edited.

SUNDAY, NOV. 17
Museum of Anthropology Performance
Excerpts From Raisins And Almonds. Jewett Theatre on Tuesday. Free with museum admission. MOA Theatre Gallery at 2:30pm. Call 822-5097.

MONDAY, NOV. 18
Faculty Seminar
Legal Theory Workshop. Constitutional Reform In South Africa: From Individuality To Community. Leon Trakman, Dalhousie Law School. Curtis Faculty Conference Room from 12:30-1:30pm. Light lunch served. Call 822-5600.

Economics Seminar
Early Development. Marvin Goodfriend, Federal Reserve Bank of Richmond. Buchanan 5225 from 4:30-5:30pm. Call 822-2876.

Classics Lecture
From the Committee on Lectures in Greek Literature. Prof. Glen Bowersock. Historical Studies, Institute for Advanced Study, Princeton, U. Lasserre 102 at 12:30pm. Call 822-2869.

Classics Seminar
From the Committee on Lectures. New Evidence For Syria Under Phili: The Arab. Prof. Glen Bowersock, as above. Buchanan Penthouse at 3:30pm. Call 822-2689.

Psychology Colloquium

Botany Seminar

Geophysics Seminar

Microbiology Seminar Series
Bacterial Expression Of Genes For Natural Peptide Antibiotics. Kevin Piers, Microbiology. Botany Seminar at 12pm. Call 822-6648.

Neuroscience Discussion Group Seminar
Multiple Sclerosis. Dr. Robert Jack, University Of Saskatchewan, Anxiety, U. of Calgary. Host. Dr. Jeanne Menzies, IRC #6 at 3:30pm. Call 875-4830.

Applied Mathematics Colloquium
Wave Propagation In Underwater Acoustics. Dr. Piers Fletcher, St. Lawrence Establishment Pacific, Victoria, BC. Math 104 at 3:45pm. Call 822-4584.

Wednesday Noon Hour Series

TUESDAY, NOV. 19
Oceanography Seminar

Botany Seminar

Lectures In Modern Chemistry
Murat Lecture in Organic Chemistry. Recent Developments In The Total Synthesis Of Natural Products. Dr. Leo Paquette, Chemistry, Ohio State U., Columbus, OH. Chemistry Seminar 250, South Block at 1pm. Call 822-3266.

Statistics Seminar

Economics Seminar
A general information session on approved international exchange programs with Martin Keesee, exchange program coordinator, registrar's office. IRC #6 from 12:30-2:30pm. Call 822-2864.

Psychiatry Academic Lecture Program
Why Patients Deliberately Harm Themselves, Prof. Armand A. Fava, associate, psychiatry, U. of Massachusetts Medical School. 2NAB from 8:30-9:30am. Call 822-7235.

Medical Experiment Seminar
Anti Viral Resistance: Clinical Perspectives And Molecular Mechanisms. Dr. Steve Saiki, Genetics Diseases Div., Medicine, University Hospital, UBC Site GC-29 from 4:30-5:30pm. Call 822-7215.

Psychology Colloquium

Wednesday, NOV. 20
Forestry Seminar
Challenges Of Finding Alternatives To Prescribed Burning. Marion de Jong. FERIC, Macdonald 166 from 12:30-1:30pm. Call 822-3533.

Counselling Psychology Lecture
Elements Of A Model Of Women's Career Development. Dr. Wendy Rodin, Toronto, from 12:30-1:30pm. Call 822-5259.

November 17 - November 30

Thursday, NOV. 21
Sustainable Development Research Institute
Implications Of Urbanization For Sustainable Development And Planning. Social Director, Community/Regional Planning. Biodiversity Grand Rounds. Sustainable Development Research Institute. IRC #6 from 12:30-1:30pm. Call 822-8199.

Education Abroad Program Information
A general information session about UBC senate approved international exchange programs with Martin Keesee, exchange program coordinator, registrar's office. IRC #6 from 12:30-2:30pm. Call 822-2864.

Chemical Engineering Seminar

Biological Engineering Seminar
Mechanical Engineering Seminar
Two topics. Real Time Path Planning/ Simulation/ Automating/ Operating/ Analysis/ Design. IRC #2 at 11:30am-12:30pm. Call 875-9436.

UBC Bookstore Autograph Session

Museum Of Anthropology Discussion
Tales Told By Dogrib Trappers. Trappers from the Dogrib Deene Nation talk about their lives on the trapline. Free with museum admission. Gallery Nine at 1:30pm. Call 822-5067.

TUESDAY, NOV. 26
Vancouver Institute Saturday Night Lecture

Graduate/Faculty Christmas Forum
Join us in festive spirit for a Forum on Natural Theology: Kepler's Natural Theology, Dr. Louise Arntzen, University of Victoria. IRC #4 at 4pm. Call 822-3112.

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, 623 Memorial Rd., Vancouver, B.C., Y7Z 1Z2. Telephone 822-3133. Advertising inquiries: 822-4163. Managing Editor: Steve Crumbley Assistant Editor: Brenda MacMachan. Contributors: Ron Burns, Connie Fillett, Abe holder, Charles Kerr, and Gwila Wilson.

Please recycle
Dear Colleague,

This Employment Equity Plan completes UBC's compliance review under the Federal Contractors Program. The plan was prepared by Dr. Sharon E. Kahn, Director of Employment Equity, and was approved by the President's Advisory Committee on Employment Equity. I am committed to employment equity, and I believe the implementation of this plan will improve working conditions for all UBC faculty and staff. Please address any comments about UBC's employment equity program to Dr. Kahn, c/o President's Office.

I would like to take this opportunity to thank those employees who have responded to the employment equity census and to encourage any faculty or staff who have not yet completed a census form to do so. At your request, the Office of Employment Equity (2-5339) will send you a census form.

Yours sincerely,

David W. Strangway

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**Objective A:**
Review of UBC's employment policies and practices for their potential discriminatory effect on members of designated groups; design of policies and practices to support employment opportunities for designated-group members

1. Prepare an analysis of central administration policies affecting recruitment, selection, promotion, and terms and conditions of employment, including training, development, compensation and termination

*Responsibility*
Director, Employment Equity

*Progress*
Report published, November 1990

2. Require each department to review its own employment policies and procedures to ensure consistency with UBC's objectives

*Responsibility*
Vice-presidents

*Progress*
Review of academic departments' written procedures completed, May 1990
Interviewing guidelines for management and professional staff developed by Department of Information Systems Management, September 1990
Recruitment summary form for tenure-track positions required, November 1990
Review of practice in service units initiated, October 1991

3. Discuss or negotiate any proposed employment policy revisions with employee associations and unions as appropriate

*Responsibility*
Vice-president, Academic & Provost
Vice-president, Administration & Finance

*Progress*
Consultations among Director, Employment Equity and Associate Vice-presidents, Human Resources and Academic, on-going

4. Revise written materials on employment to remove sexist terminology and dominant-culture bias and to examine language relating to employees who become disabled and applicants with disabilities

*Responsibility*
Vice-presidents

*Progress*
Guidelines for non-sexist language sent to deans, academic and non-academic heads and directors, June 1990
Faculty Framework Agreement and Agreement on Conditions of Appointment reprinted and submitted for approval, July 1991
Faculty curriculum vitae form revised to remove unnecessary demographic information, October 1991

5. Review qualifications for every position at the time of recruitment to ensure that they reflect bona fide job requirements

*Responsibility*
Vice-presidents

*Progress*
Job Evaluation Project initiated, January 1990

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As the final step in the University of British Columbia's compliance review, Sharon E. Kahn, Director of Employment Equity, has prepared UBC's Employment Equity Plan, which I am pleased to send to you. UBC's plan is designed to facilitate the achievement of four objectives:

A. Review of UBC's employment policies and practices for their potential discriminatory effect on members of designated groups; design of policies and practices to support employment opportunities for designated-group members,

B. Development of special measures and reasonable accommodations to achieve and maintain a UBC workforce representative of qualified applicant pools,

C. Establishment of a UBC work environment that supports the successful integration of designated-group members, and

D. Adoption of monitoring and accountability mechanisms to evaluate and adjust UBC's employment equity program.

For each of these objectives, the Plan identifies several actions to be taken and the officer(s) responsible for the action. The deadline for all 44 actions in the Plan is the current academic year, and to this end, initiatives are well underway. Indeed, the Plan documents that some actions now have been completed. Other actions will be on-going beyond one academic year and Dr. Kahn will continue to review, monitor, and evaluate these activities. Accordingly, she will report to me regularly on the success of the Plan as well as recommend necessary adjustments to the Plan.

Please direct any questions about UBC's employment-equity program to Dr. Kahn.

Yours sincerely,

David W. Strangway
6. Review tests used in selection of applicants to ensure applicants with disabilities can compete fairly

Responsibility
Associate Vice-president, Human Resources, Director, Disability Resource Centre

7. Ensure that all employee groups have access to written information concerning policies and procedures related to their employment, and that disabled employees have access to audiotaped information

Responsibility
Director, Disability Resource Centre

8. Ensure that the length of leaves for maternity is consistent across employment groups, and that the tenure clock is stopped for one year for faculty who take maternity leave

Responsibility
Vice-president, Administration & Finance

Progress
Survey to assess impact of benefits equalization completed, May 1990

Responsibility
Vice-president, Academic & Provost

Progress
Negotiated June 1990

9. Investigate offering benefits to part-time and short-term employees

Responsibility
Vice-president, Administration & Finance

Progress
Staff Pension Plan Project report submitted to the President, June 1990

Responsibility
Vice-president, Academic & Provost

Progress
Benefits offered to some part-time faculty, February 1991

Objective B: Development of special measures and reasonable accommodations to achieve and maintain a UBC workforce representative of qualified applicant pools

1. Hire women to fill at least 35% of vacant tenure-track faculty positions. Also, ensure that academic departments and faculties set appropriate individual goals for hiring women, aboriginal people, members of visible minorities and persons with disabilities

Responsibility
Vice-president, Academic & Provost

Progress
Women hired to fill 47% of new tenure-track faculty positions, July 1991

2. Hire the following qualified individuals to non-academic staff positions:

- Upper Level Managers — 1 woman Professional - 39 women, 2 aboriginal people
- Supervisors — 2 persons with disabilities
- Foremen/women — 3 women, 3 members of visible minorities, 1 person with disability
- Sales Workers — 1 aboriginal person, 3 persons with disabilities
- Service Workers - 8 persons with disabilities
- Skilled Crafts & Trades — 3 women, 2 aboriginal people
- Semi-skilled Manual Workers — 1 woman, 1 aboriginal person, 2 members of visible minorities, 1 person with disability
- Other Manual Workers — 5 aboriginal people

Responsibility
Vice-presidents

Progress
From January 1990 to May 1991, 518 women, 5 aboriginal people, 190 visible minorities, and 5 persons with disabilities added to Employment Equity Database.

3. Include a statement of the University's commitment to employment equity in external advertisements and internal postings

Responsibility
Vice-presidents

Progress
Approved July 1989; revised November 1990

7. Monitor recruitment of applicants from the designated groups by tracking the number of individuals from the groups who apply for faculty and staff positions

Responsibility
Vice-president, Academic & Provost

Progress
Recruitment summary form for tenure-track positions required, November 1990

8. Ensure that personnel committees are supplemented where there is a lack of department or faculty expertise in a new developing, collaborative, and inter-disciplinary fields

Responsibility
Associate Vice-president, Academic

9. Investigate steps toward providing faculty and staff with creative responsibilities employment options such as part-time work, reduced workload, job sharing, day care and maternity leave

Responsibility
Vice-presidents

Progress
Job sharing between two management and professional staff on ad-hoc basis

Reduced workload or partial leave available to tenured faculty

10. Provide information on career paths at UBC to assist employees in their career choices. In addition, provide job and career counselling for employees to assist them in identifying career opportunities and preparing for promotions

Responsibility
Vice-president, Administration & Finance

Progress
Staff Development Project initiated, December 1990; report to deans, October 1991

11. Disseminate information across campus on training and development opportunities to inform employees of courses available, and develop training opportunities in gender, cross-cultural and disability awareness for faculty and staff. In addition, investigate offering courses in English as a second language and cross-cultural communication for UBC employees

Responsibility
Vice-presidents
UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN

Progress
Women well-represented among individuals supported for management training courses since 1989
Invitational presentation on managing diversity offered to faculty and staff, September 1991
Staff Development Project initiated, December 1990; report to deans, October 1991
Tuition fee benefit program for management and professional staff extended to graduate-level courses, May 1991

12. Investigate establishing reduced-time appointments for employees who are taking time out to upgrade their education or work skills. Also, investigate establishing an employee's self-funded leave plan for studying, upgrading, or retraining for a career change

Responsibility
Director, Employment Equity

Progress
Initiated January 1990 and continuing

4. Ensure department heads and directors understand and communicate to new and continuing employees UBC's Employment Equity Policy

Responsibility
Vice-presidents

Progress
Consultations among vice-presidents, deans, heads and directors on-going

5. When revising documents on conditions of employment and collective agreements include reference to UBC's Employment Equity Policy in a conspicuous place

Responsibility
Associate Vice-president, Academic Services

6. Provide faculty and staff involved in personnel decisions with training in human rights practice and gender, cultural and disability issues

Responsibility
Vice-president, Academic & Provost

Progress
First Nations House of Learning activities on-going
Associate Dean to Promote Women in Science appointed by Faculties of Science and Agricultural Sciences, July 1989
Human rights information and sourcebook on achieving racial and ethnic diversity sent to deans, September 1990; January 1991
President's Advisor on Women and Gender Relations appointed, September 1991

Responsibility
Vice-president, Administration & Finance

Progress
Training sessions on managing diversity initiated, September 1991
Staff Development Project initiated, December 1990; report to deans, October 1991
Human rights issues included in sessions on labour relations, November 1991

Responsibility
Vice-president, Student & Academic Services

Progress
Opening of Disability Resource Centre, June 1990
Human Rights information sent to directors, September 1990

Objective C: Establishment of a UBC work environment that supports the successful integration of designated-group members

1. Draft policy on employment equity

Responsibility
Director, Employment Equity

Progress
Approved by Board of Governors, July 1989; revised November 1990

2. Disseminate information about UBC's employment equity program in newspaper and newsletter articles; include information on UBC's employment equity program in publicity materials, guides, manuals and handbooks

Responsibility
Director, Employment Equity

Progress
Initiated January 1989 and continuing

3. Develop and provide employment equity sessions for employees at all levels; speak about employment equity to campus groups, interest groups and employee associations and unions

Responsibility
Director, Employment Equity

Progress
Initiated January 1990 and continuing

4. Ensure department heads and directors understand and communicate to new and continuing employees UBC's Employment Equity Policy

Responsibility
Vice-presidents

Progress
Consultations among vice-presidents, deans, heads and directors on-going

5. When revising documents on conditions of employment and collective agreements include reference to UBC's Employment Equity Policy in a conspicuous place

Responsibility
Associate Vice-president, Academic Services

6. Provide faculty and staff involved in personnel decisions with training in human rights practice and gender, cultural and disability issues

Responsibility
Vice-president, Academic & Provost

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Responsibility
Vice-president, Administration & Finance

Progress
Training sessions on managing diversity initiated, September 1991
Staff Development Project initiated, December 1990; report to deans, October 1991
Human rights issues included in sessions on labour relations, November 1991

Responsibility
Vice-president, Student & Academic Services

Progress
Opening of Disability Resource Centre, June 1990
Human Rights information sent to directors, September 1990

7. Revise the employment application form to ensure that it does not discourage qualified persons with disabilities

Responsibility
Vice-president, Human Resources

Progress
Associate Registrar, Disability Resource Centre

8. Continue to improve access for persons with disabilities to UBC campus and to Department of Human Resources. In addition, ensure that bulletin boards with job postings are accessible to persons using wheelchairs

Responsibility
Director, Disability Resource Centre

Progress
President's Committee on the Disabled and Barrier-free Access Committee established, June 1987; Committee to the Disability Resource Centre established, 1991; Access plan developed and access fund established, July 1990

9. Promote awareness across campus of technical aids and potential funding sources for workplace modifications, equipment and other supports for employees with disabilities

Responsibility
Director, Disability Resource Centre

Progress
President's Committee on the Disabled and Barrier-free Access Committee established, June 1987; Committee to the Disability Resource Centre established, 1991; Access plan developed and access fund established, July 1990

10. Review procedures currently in place for dealing with individual complaints of discrimination

Responsibility
Vice-presidents

Progress
Draft policy on discrimination

11. Draft policy on discrimination

Responsibility
Vice-president, Academic & Provost

Progress
Director, Multicultural Liaison

12. Promote the President's Advisor on Women and Gender Relations as a support for women at UBC

Responsibility
Vice-president, Academic & Provost

Progress
Director, Multicultural Liaison

13. Promote the Multicultural Liaison Office, the First Nations House of Learning, and UBC Policy on Sexual Harassment and availability of advisors

Responsibility
Vice-president, Academic & Provost

Progress
Director, Multicultural Liaison

14. Continue to improve campus safety

Responsibility
Vice-presidents

Progress
Actions regarding campus safety including after-hours van service, improved lighting and availability of emergency phones, October 1990
Establishment of President's Advisory Committee on Safety, October 1991

15. Examine feasibility of expanding child-care facilities for UBC employees

Responsibility
Vice-president, Student & Academic Services

Objective D: Adoption of monitoring and accountability mechanisms to evaluate and adjust UBC's Employment Equity Program

1. Establish a President's Advisory Committee on Employment Equity to advise the President on the implementation and maintenance of employment equity at UBC

Responsibility
Associate Vice-president, Academic & Provost

Progress
Committee established, July 1989; revised annually

2. Ensure that employment equity practices continue to conform to British Columbia's human rights leg-
Forestry program helps deliver educational goods

By ABE HEFTER

A provincial network has been established to help organizations develop and deliver forestry education.

"The Forestry Continuing Education Studies Network will provide activities for professional foresters and biologists, technical forestry staff, loggers, private forest land owners, Native bands and the public — anyone interested in knowing more about forest management," said network director Cindy Pearce. At the hub of the network is an office in UBC's Faculty of Forestry, Regional centres are located at Selkirk College in Castlegar and the University of Northern British Columbia in Prince George.

A centre at the University College of the Cariboo in Kamloops is in the planning stages.

Regional steering committees will identify local initiatives with organizations, including professional technical and forest industry associations, provincial ministries, federal agencies and environmental advocacy groups.

UBC and the regional centres will work with local groups to organize the recommended activities, such as field trips, workshops and seminars. The network centres will handle logistical matters, including finding appropriate speakers, advertising and arranging facilities.

The network is the first initiative of the recently announced B.C. Forestry Continuing Studies Program, jointly funded by the B.C. Ministry of Forests and Forestry Canada.

"The Continuing Studies Program will fill a critical gap in the educational system for professional foresters and other forest practitioners," said UBC Faculty of Forestry Dean Clark Binkley. "Ensuring that practitioners work with the latest scientific information and technology will help improve forest management in British Columbia," Binkley added.

A workshop designed to help the program take shape on a larger scale was held Nov. 6-8 in Vancouver. More than 150 agencies and organizations involved in forestry education were invited to share their ideas and develop strategic objectives for the future.

Speakers included George Ewons, director of the College Board for Canada, who gave the keynote address: Education and Communication in the 90s. Other speakers included Sandy Peet, chair of the Forest Resources Commission, and John Broadhead of the Endangered Spaces Project.

Cindy Pearce directs the new provincial forestry network.
Independence key ethical concern for foresters

Michael McDonald holds the Maurice Young Chair in Applied Ethics. Here's what he had to say:

Foresters are not unique among professionals who today are increasingly turning their attention to ethical concerns.

This new interest in ethics has four main sources: a number of professions have been joined by major scandals — significant and publicized departures from basic moral standards among leading members of their professions; second, their clients and the general public have become increasingly aware of demanding their rights; third, new technologies haveographers in the various professions have been jolted by major departures from basic moral standards; and lastly, a concern with the quality of life and the well-being of the community. Being for the common good.

A good starting point in rethinking first principles for foresters is to reflect on the major components of professionalism and the ethical duty to which they ensure.

To start, professionals lay claim to a specialized domain of knowledge that usually requires years of study followed by arduous examinations. In many cases, the professional knows more than his or her client or employer which may tempt the professional to act paternalistically.

Another distinguishing feature of a profession is that it provides a valuable good or service, such as healing, the care of medicine, or justice, in the case of law.

Forestry is no exception. Recently, the Foresters Resources Commission talked about B.C. forests as essential to “the economic, environmental, and spiritual well-being of all British Columbians through successive generations.”

Finally, a profession also has a legally enforceable monopoly over contract between a profession and society as a whole.

As members of a society, we must ask ourselves what the goods and services professionals provide. But because we lack the professional knowledge, we can easily be taken in by charlatans and incompetents. So we give licensing and monopoly powers to a profession to provide us with a good that we regard as vital to our welfare. We expect that professionals will use their monopoly for the public’s interest and not simply for their own advancement.

Society then takes a calculable risk, a gamble that it will be better off with professionals than without them. The profession, and each professional, therefore has responsibility for acting altruistically — with the welfare of others as the first goal — and competent, at or above minimum standards of professional competence.

These obligations of altruism and competence involve both individual and collective responsibilities. In a profession, you should be your brother and sister professional’s keeper. Since professions exist, in part, to deal with the failure of individual professionals to act responsibly, professionals collectively have an important role in ensuring professional responsibility.

A major area of concern involves professional independence. More needs to be said and done by the Association of B.C. Professional Foresters in defining the moral limits of loyalty to clients and employers, especially to advise and assist members who are under pressure to exceed those limits.

But the social contract is a two-way street. There is an evident lack of public concern about the values we expect foresters to serve. In the past, the emphasis was on economic values. But if one accepts environmental and spiritual values as well, then the forester may find that many of the traditional methodologies taught are insufficient to non-quantifiable values. Responsible professionals must therefore have skills in ethical reasoning.

In current debates about B.C. forestry, foresters have a professional responsibility to enter a genuine dialogue with all elements of the public.

Foresters have a professional responsibility to enter a genuine dialogue with all elements of the public.
Grace appointed associate dean of Arts

Sherrill Grace, a professor in the Department of English, has been appointed associate dean of the Faculty of Arts. Professor Grace is an authority on Canadian theatre, painting and literature, particularly the writings of Margaret Atwood and Malcolm Lowry.

Currently editing the two-volume, Collected Letters of Malcolm Lowry, Grace has also published four books, including the acclaimed, American Literary Expressionism (1989).

Atwood and Malcolm Resnick's Mandate is to continue to build place- aids to Scholarly Publications Programme. Resnick is the second recipient of the annual Harold Adams Innis Book Prize introduced last year during the federation's 50th anniversary. The aid program will subsidize 140 publications in 1990-91 with grants totalling $1.1 million.

Resnick is also author of The Land of Cain; Parliament vs. People; Letters to a Quebecois Friend; and Toward a Canada-Quebec Union.

Grace Wong has been appointed assistant dean, Alumni Services, for the Faculty of Commerce and Business Administration. Wong started the office of Commerce Place- ments Services in 1983 to support the job search ef- forts of undergraduate and graduate Commerce stu- dents through a variety of programs that include an active on-campus recruitment program and links to Canadian business and government com- munities.

Wong's mandate is to continue to build place- ment and alumni activities by extending the range and quality of services available to the faculty's students and alumni.

Associate Professor Patrick Verriou, with the Department of Language Education, is part of a four-member team chosen to conduct a review of research on arts literacy in Canada. Funded jointly by the Social Sciences and Humanities Research Council and the Canada Council, the review will assess the strengths and weaknesses of existing research within universi- ties, other post-secondary institutions, govern- ment and the private sector.

The $60,000 study will catalogue current research taking place in the areas of music, visual arts, dance and drama. Verriou is a drama teacher in Language Education.

The review is to be completed by next sum- mer.

Christopher Gallagher, assistant professor in the Department of Theatre and Film, was in Paris last month to open a Canadian film series at the Centre Georges Pompidou.

Gallagher's film Undivided Attention was the first presentation in an eight-part series of experimental films from across Canada.

The show, Films Experimentaux Canadiens Recents, La Part Du Visuel, con- sisted of 32 filmmakers and 30 films screen- ing at eight venues in Paris and travelling to more than 10 European cities.

Gallagher has been teaching film pro- duction at UBC since 1988.

Keith Brimacombe has been elected to serve as the 1992 vice-president of The Minerals, Metals and Materials Society (TMS). The one-year term is automatically followed by a one-year term as president and another year as past-president.

The TMS is an international society with a membership of close to 10,000 which is devoted to the advancement of profession- als in the field of minerals, metals and materials.

Brimacombe is the Selco/NSERC pro- fessor in the Department of Metals and Materials Engineering and the director of the Centre for Metalurgical Process Engi- neering at UBC.

Brimacombe will assume his duties as vice-president at the TMS annual meeting in March, 1992.
Recycling study uses leaves for composting

By GAVIN WILSON

UBC researchers are conducting a recycling study that could help farm-lard in Delta, while easing landfill problems for the City of Vancouver.

Soil scientists Art Bomke and Wayne Temple are using fallen leaves, raked up by homeowners and collected by the city, to study the feasibility of direct application of raw and composted leaves on farmers' fields.

"We'll then monitor the farmland to see what the effect is on the soil and the subsequent crops," said Bomke.

Normally, leaves collected by the city are trucked to the city landfill at Burns Bog. This is not only expensive for Vancouver taxpayers, but also decreases the life expectancy of the landfill.

Bomke and Temple will instead have the leaves trucked to selected farms. The leaves will either be applied composted or partially composted into the soil in the spring, or freshly collected or partially composted in the fall.

In recent years, Delta farmers have moved away from raising livestock and towards the intensive cultivation of vegetables that leave little crop residue, such as peas, beans, sweet corn, and potatoes. Combined with an inadequate supply of manure in Delta, this has depleted the level of organic matter in the soil, said Bomke.

This in turn has led to problems with drainage and compacted soil and excessive tillage requirements to establish seedbeds.

The researchers hope the leaves will boost levels of organic matter, improving soil structure, preventing nutrient leaching and providing a ground-covering mulch to protect topsoil from winter rains.

Preliminary analyses of Vancouver leaf compost show it contains no significant levels of toxins such as heavy metals, steroids, or phosphates. But careful monitoring will continue to ensure farmer and consumer confidence.

Bomke also sees the project as part of the battle to preserve farmland near urban areas.

"It's not a big agricultural area, but I think it's important for a number of reasons," he said.

Not only can farms provide nearby urban areas with food, open space, recreational land and wildlife habitats, they can also be used to recycle organic materials otherwise throw out as garbage by city dwellers, he said.

"This would fit in with the whole concept of the bio-regional treatment of waste, which is an important part of the notion of sustainable growth."

"A city should be responsible for disposing of its own waste — not make it someone else's problem," said Bomke.

The two-year project is funded by a $55,000 grant from the City of Vancouver. The city has conducted a pilot leaf-composting project for the past two years, and is currently selling the compost to gardeners, but this is the first experiment with farmland.

By CONNIE FIIETTI

UBC's newly appointed Adviser to the President on Women and Gender Relations is forming a committee to advise President David Strangway on the status of women on campus.

Florence Ledwitz-Rigby said the committee will be modest in size, but representative of women faculty, staff and students.

"The committee will comprise individuals who are committed to creating a positive climate for all women," she said. "There will be a conscious effort to include both represented and underrepresented groups on campus."

Committee members will be charged with identifying issues affecting women at UBC, as well as reviewing the progress made over the past few years. In addition, they will respond to concerns brought to their attention by individuals or campus groups.

Ledwitz-Rigby said that issues which will receive immediate attention by the committee include daycare, the campus climate and employment opportunities for women.

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