



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 here.

UBC alumni now in cabinet include: Tom Perry, Advanced Education, Training and Technology; Glen Clark, Finance and Government House Leader; Elizabeth Cull, Health and Services for Seniors; John Cashore, Environment;

Moe Sihota, Labor and Consumer Affairs and Minister Responsible for Constitutional Affairs; Darlene Marzari, Tourism and Culture; and Dave Zirnheld, 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 fulfil 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.



Hallowe'en Mascot

Photo by Abe Hefter

The UBC Thunderbird was recently seen raising funds for the United Way campaign. When asked how he managed to maintain such a superlative physique, he replied, "Why by pumpkin iron, of course!" (See story and picture, page 2)

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."

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Photo by Gavin Wilson

AISES chapter president Iain Dickey stands beside MOA totem.

Inside

GRAND TOUR: Summer campus tours of UBC introduce the university to visitors from near and far. *Around & About, page 3*

ETHICS IN FORESTRY: In a forum article, Michael McDonald discusses professional ethics. *Page 6*

LEAVINGS: A UBC study is looking into recycling fall leaves by composting and distributing to farms. *Page 8*

Emphasis on family life may affect salary

By ABE HEFTER

Managers in the workforce who have a high priority for family life can end up paying the price financially.

A study conducted by Commerce and Business Administration Professor Nancy Langton indicates that business managers are willing to sacrifice salary for time spent with the family.

Langton surveyed 980 Stanford University graduates who obtained their Masters of Business Administration degrees between 1973 and 1987. The purpose of the survey was to determine why men get paid more than women who occupy similar managerial positions.

"We found that managers who put family ahead of work make less money," said Langton. "That holds true for both men and women. It just so happens that, according to our survey, women are more likely than men to place a higher value on time spent with family."

Early next year, Langton plans to survey approximately 1,000 MBA grads from UBC who hold down managerial positions.

"We plan to compare the findings between UBC and Stanford to see if we can get a sense of possible differences between Canadian and American managers," she said.

Preliminary UBC results are expected in July.

The Stanford graduates were asked to rate the importance of such things

See IMPORTANCE on Page 2

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 Indian scientists and engineers and develop technologically-informed leaders within the First Nations community.

The society provides scholarships, mentoring, support and leadership training to prepare Native students 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 Profession Program, headed by Angie Todd-Dennis, 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 science 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.

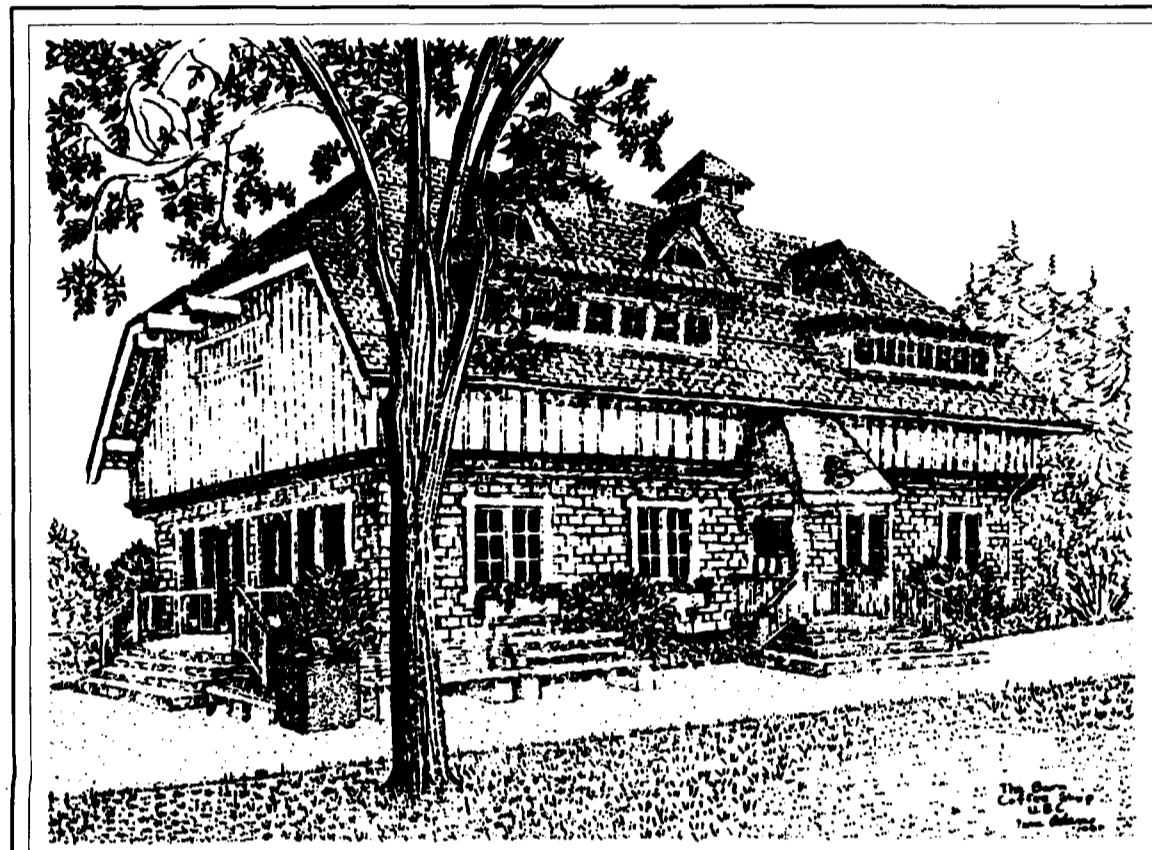
The AISES chapter will be involved in the

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 bands and councils on the importance of science education.

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

Chapter members are also planning a directed studies course beginning in January that will examine Native health and science issues.

Anyone interested in becoming an associate member of AISES at UBC — those having a First Nations background or others wanting to serve as mentors — can call Iain Dickey at 822-6484 or David Holm at 822-3659.



Painting exhibition

The Barn Coffee Shop is one of the university buildings featured in Tuum Est: A Nostalgic Look at the UBC Campus, a showing of paintings by Anne Adams. The exhibition runs from Nov. 4 to 29 in the Lower Concourse of the Faculty Club.

Faculty of Forestry submits proposal for model forest

By ABE 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."

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 forests are three-fold:

- 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 environment and the Greater Vancouver Regional District.

The faculty is looking at two possible sites for a model forest. One would stretch from the Pitt River to the top of Pitt Lake to Hatzic. 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; a secure and pleasant work environment and opportunities for promotion.

"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 and family was more important to women is consistent with the stereotypes that men have a greater desire for advancement, while women have a greater commitment to family.

However, not all of the findings supported stereotypical preferences, said Langton.

"For instance, men more often pre-



Photo by Abe Hefter

Nancy Langton, author of study on managers' salaries.

ferred convenient travel and hours," she said.

Despite the indication that family was more important to women than men, both men and women appeared to allow the importance of family life to influence their choices of managerial specialization.

Within some areas of the managerial workforce, such as finance and administration, men and women had fairly similar preferences for family over work.

"It would appear men and women chose some of these jobs because the

positions enabled them to put family ahead of employment during the course of the work day," 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 study also showed that although things like job security, fringe benefits and pleasant surroundings were important to men, they didn't sacrifice earnings to obtain these job characteristics.

"They would appear to want the entire package," she said.

The study also confirmed an earlier finding that women reported exerting more effort on the job, on the average, than men.

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**Deadline for paid advertisements for the
November 28 issue is noon, November 19.**

For information, phone 822-3131

To place an ad, phone 822-6163



Photo by Abe Hefler

The election is over, but Mike Harcourt and Rita Johnston continue to face off in effigy at pumpkin event.

Funding in place for design of addition to Scarfe 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 departments 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.

Campus carvings help bring United Way to 75% mark

By CONNIE FILETTI

Where would you find everything from punks to premiers 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.

Among this year's winners were:

- Community Sports, the Bill Webber Award, for the pumpkin that needed the most medical attention

- The UBC Bookstore, the Bob Hindmarch 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 Rita 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 'Janitor 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.

Around & About

Touring UBC

By RON BURKE

UBC is a major point of interest in the community — people want to know about developments on campus, judging by interest in campus tours.

"We get everyone from pre-schoolers to company presidents," says 1991 summer tours co-ordinator Renee Hislop, a fourth-year International Relations major and one of three student guides.

"Visitors always want to know about the latest developments at UBC, but they want to know about the people here, too. They always ask about President Strangway — what he's like, did he really analyse the moon rocks — and also what his priorities and plans for the university are."

The campus tour program did a roaring business again in 1991. From May through August, more than 3,700 people took a

tour — students, conference delegates, VIPs and others. Many of the participants were university staff. With so many new facilities and programs developing at UBC, a guided tour on a sunny summer day is an enjoyable way to keep up.

The guides have a lot of ground to cover, both literally and figuratively. The walking tours normally last about 90 minutes. Guides field questions about everything from the Great Trek, as they pass Main Mall's cairn built of rocks carried by students in the 1922 protest, to plans for the new Chan Centre for the Performing Arts, slated for construction near Buchanan Building starting next spring.

All tours begin at the tours and information desk, run co-operatively with the Alma Mater Society in the Student Union Building. Last stop is the UBC Bookstore, a favorite spot to shop for books and UBC clothing and souvenirs.

The campus tour program started in the summer of 1985. One student was hired by the Community Relations Office to handle the growing interest from the public to tour the university. There were 254 participants that first summer and the program has grown steadily ever since.

Along the way, specialized tours have been developed for various groups, such as seniors, children, persons with disabilities and English

as a Second Language groups. Campus units, such as the Development Office and the International Liaison Office, are also able to arrange individualized tours for their guests, many of whom are international visitors. This past summer, Hislop ended up with invitations to make reciprocal visits to the families of a Japanese university president and an Italian ambassador.

"All I need now is the airfare," she jokes.

Interest in tours is such that the program has been continued this year, for the first time, through the September to April period (on a request basis). VIP tours, which have grown quickly in popularity over the past two summers, are also now available year-round for guests of campus units.

Leading a tour requires more than just knowledge of where the major buildings and facilities are on campus. Guides receive special training from staff at the Museum of Anthropology and

Nitobe Garden; mini-tours of those attractions are added to many campus tours. Guides are also required to be knowledgeable about A World of Opportunity, UBC's fundraising campaign, and the many new construction projects, as well as academic endowments, funded by the campaign.

"People are amazed by the range of facilities and programs at UBC," says Hislop.

She tells the story of one group of children waving to Rick Hansen, the driving force behind the creation of the Disability Resource Centre, through his office window. Hansen ended up coming outside to meet the group and talk about the centre's work.

"When you get to know the stories and people behind the campus," says Hislop, "it becomes sort of like the family next door — it's part of your community."



"Worrying About Your Weight" support groups for women students are offered on a weekly basis by the Women Students Office. Drop-in sessions begin at 6:30 p.m. on alternate Mondays (next meeting: Nov. 18,) and 12:30 p.m. on alternate Thursdays (next meeting: Nov. 28). There is no charge for participating in the sessions.



Ritsumeikan in the makin'

Artist's rendering shows Ritsumeikan House, a \$7-million student residence adjacent to Totem Park that will house 200 students — 100 each from UBC and Ritsumeikan University in Kyoto, Japan — in a unique cultural exchange. The building is scheduled for completion late this year or early in 1992.

November 17 –
November 30

SUNDAY, NOV. 17

Museum of Anthropology
Performance

Excerpts From Raisins And Almonds. Jewish Heritage Theatre. Free with museum admission. MOA Theatre Gallery at 2:30pm. Call 822-5087.

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 822-6506.

Economics Seminar

Early Development. Marvin Goodfriend, Federal Reserve Bank of Richmond. Buchanan D-225 from 4-5:30pm. Call 822-2876.

Classics Lecture



From the Committee on Lectures: Gibbon's Byzantium. Prof. Glen Bowersock, Historical Studies, Institute for Advanced Study, Princeton

U. Lasserre 102 at 12:30pm. Call 822-2889.

Classics Seminar

From the Committee on Lectures: New Evidence For Syria Under Philip The Arab. Prof. Glen Bowersock, as above. Buchanan Penthouse at 3:30pm. Call 822-2889.

Psychology Colloquium

Development Of Inter-Sensory Perceptions. Dr. David Lewkowicz, Institute for Basic Research, Staten Island, NY. Kenny 2510 at 12:30pm. Social hour follows. Call 822-3005.

Mechanical Engineering
Seminar

Roll Tensioning Of Bandsaw Blades. John Taylor, PhD candidate. Civil/Mech. Engineering 1202 from 3:30-4:40pm. Call 822-6200/822-4350.

Astronomy Seminar



The Nature Of Type I Supernovae. Dr. A. Filippenko, U. of California, Berkeley. Geophysics/Astronomy 260 at 4pm. Coffee from 3:45pm. Call

822-6706/2267.

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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 noon on Tuesday, November 19 to the Community Relations Office, Room 207, 6328 Memorial 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.

Biochemistry Seminar



UBC Plasma Protein Discussion Group: The Genetic Human Protein C Deficiency-A Window On Thrombosis. Dr. George Long, Biochemistry, U. of Vermont. IRC #1 at 3:30pm. Call Ross MacGillivray at 822-3027.

Paediatrics Academic
Research Rounds

Effective Visual Communications. Paul Livingston and Vicki Earle, Biomedical Communications. Children's Hospital 3D16 at 12pm. Refreshments at 11:45am. Call 875-2492.

Health Promotion Seminar

Planned Approach To Community Health: Centre For Disease Control's PATCH Program in the U.S. Dr. Marshall Kreuter, founder/director HEALTH 2000, Atlanta, GA. Sponsors: Task Force on Planning Healthy/Sustainable Communities and the Institute of Health Promotion Research. IRC #3 from 4-5:30pm. Call 822-2258.

TUESDAY, NOV. 19

Oceanography Seminar

Mesozooplankton Grazing On Phytoplankton Blooms In Continental Shelf Waters. Michael Dagg, Louisiana Universities Marine Consortium. BioSciences 1465 at 3:30pm. Call Susan Allen at 822-2828.

Botany Seminar



Poplar: On The Virtues Of A Weed Tree. Dr. Reinhard R. Stettler, Forest Resources Management, U. of Washington, Seattle. BioSciences 2000 from 12:30-1:30pm. Call 822-2133.

Lectures In Modern Chemistry

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

Statistics Seminar

Co-sponsor: Commerce and Business Administration. Test On Association Of Random Variables In The Domain Of Attraction Of Multivariate Stable Law. Prof. S.T. Rachev, U. of Santa Barbara. Angus 223 at 4pm. Call 822-4997/2234.

Medical Genetics Seminar



The Obstetrical Implications Of Confined Placental Mosaicism. Kim Colwell, MD, Senior Fellow, Med. Genetics. IRC #1 from 4:30-5:30pm. Refreshments at 4:15pm. Call 822-5312.

WEDNESDAY, NOV. 20

Forestry Seminar

Challenges Of Finding Alternatives To Prescribed Burning. Marc von der Gonna, FERIC. MacMillan 166 from 12:30-1:30pm. Call 822-3553.

Geography Colloquium

A Journey Into Canada's Past: Lower Canada In The First Half Of The Nineteenth Century. Prof. Serge Courville, Geography, U. Laval. Geography 201 at 3:30pm. Refreshments at 3:25pm. Call 822-2985/2663

Microbiology Seminar Series

Bacterial Expression Of Genes For Natural Peptide Antibiotics. Kevin Piers, Microbiology. Wesbrook 201 from 12:30-1:30pm. Call 822-6648.

Neuroscience Discussion
Group Seminar

The Modular Cerebellum. Dr. Richard Hawkes, Anatomy, U. of Calgary. Host: Dr. Joanne Matsubara. IRC #6 at 4:30pm. Call 875-4383.

Applied Mathematics
Colloquium

Wave Propagation In Underwater Acoustics. Dr. Gary Brooke, Defense Research Establishment Pacific, Victoria, BC. Math 104 at 3:45pm. Call 822-4584.

Wednesday Noon Hour Series

Bryan Townsend, guitar. School of Music Recital Hall at 12:30pm. Admission \$2 at the door. Call 822-5574.

THURSDAY, NOV. 21

Sustainable Development
Research Institute

Implications Of Urbanization For Sustainable Development. Chair: Dr. Alan Artibise, director, Community/Regional Planning. Woodward IRC #3 from 12:30-1:30pm. Call 822-8198.

Education Abroad Program
Information

A general information session about UBC senate approved international exchange programs with Martha Kertesz, student exchange program coordinator, registrar's office. IRC #6 from 12:30-2pm. Call 822-2844.

Psychiatry Academic Lecture
Program

Why Patients Deliberately Harm Themselves. Prof. Armando R. Favazza, assoc. chair, Psychiatry, U. of Missouri-Columbia, Columbia, MO. Detwiller Pavilion 2NA/B from 8:30-9:30am. Call 822-7325.

Experimental Medicine
Seminar

Anti Viral Resistance: Clinical Perspectives And Molecular Mechanisms. Dr. Steve Sacks, Infectious Diseases Div., Medicine. University Hospital, UBC Site GF-279 from 4:30-5:30pm. Call 822-7215.

Psychology Colloquium

Investigation Of Facial Displays As Social-Communicative Behaviours. Dr. Nicole Chovil, post-doctoral fellow. Kenny 2510 at 4pm. Social hour follows. Call 822-3005.

Counselling Psychology
Lecture

Elements Of A Model Of Women's Career Development. Dr. Wendy Frisby, Physical Education/Recreation. Counselling Psych., 102, 5780 Toronto Road, from 12:30-1:30pm. Call 822-5259.

Pharmacology Seminar

Neurotensin: An Endogenous Neuroleptic In The Nucleus Accumbens. Dr. Charles D. Blaha, Psychology (Arts)/Psychiatry (Medicine). IRC #2 from 11:30am-12:30pm. Call 822-2575.

Physics Colloquium

Solar Neutrino Oscillations. Wick Haxton, U. of Washington. Hennings 201 at 4pm. Call 822-3853.

Patscan Seminar

Biotech Patenting Made Easy: Canadian and US perspectives. Chris Robinson and David McMasters. IRC #3 at 7pm. Call 822-5404.

FRIDAY, NOV. 22

Obstetrics/Gynecology Grand
Rounds

Maternal/Fetal Rights Or Wrongs-The Ethical Dilemma. Dr. Fred Bryans, Dr. John Tomc, Dr. Christo Zouves. University Hospital, Shaughnessy Site D308 at 8am. Call 875-2171.

St. Paul's Fall Clinical Day

Inflammatory Syndrome Of The Scleral Anterior Segment And Cornea. Peter Watson, MD, FRCS, prof. and head, Ophthalmology, Addenbrooks Hospital, Cambridge, England. Comox Building Auditorium from 8am-3:30pm. Call 875-4555, loc. 6127.

Chemical Engineering
Seminar

Some Aspects Of The Washing Of Wood Pulp Fibre Suspensions. Rick Smith, postdoctoral fellow, Pulp/Paper Centre. ChemEngineering 206 at 3:30pm. Call 822-3238.

UBC Bookstore Autograph
Session

Paving Paradise with Michael Kluckner. Slides presentation followed by an autographing session. UBC Bookstore from 12:30-1:30pm. Call 822-2665.

Museum Of Anthropology
Discussion

Tales Told By Dogrib Trappers. Trappers from the Dogrib Dene Nation talk about their lives on the trapline. Free with museum admission. Gallery Nine at 1:30pm. Call 822-5087.

SATURDAY, NOV. 23

Vancouver Institute Saturday
Night Lecture

Law And Public Policy: Who Decides? Judge Rosalie Abella, chair, Ontario Law Reform Commission. IRC #2 at 8:15pm. Call 822-2577/5404.

Museum of Anthropology
Events

Children's Story Hour: Inuit Tales And Sto:lo Legends with Ethel Gardner, Sto:lo writer/educator. For children from age 6. Free with museum admission. MOA Rotunda from 11:15am-12:15pm.

Discussion: Tales Told By Dogrib Trappers. Trappers from the Dogrib Dene Nation talk about their lives on the trapline. Free with museum admission. Gallery Nine at 1:30pm.

Both events, call 822-5087.

MONDAY, NOV. 25

Biotechnology Industry Day

Representatives of seven major pharmaceutical firms discuss research collaboration and technology transfer, in the morning as a seminar and in the afternoon, on a one-to-one basis. Graduate Centre Banquet Room from 8:30am-12pm. Call 822-2577.

Women's Studies/Gender
Relations Series

Reflections On Feminist Scholarship. Dr. Dorothy Smith, OISE, U. of Toronto, Family/Nutritional Sciences 320 from 12:30-1:30pm. Call 822-9173.

Paediatrics Academic
Research Rounds

Meta-analysis: Methods Of Madness. Dr. A. Oxman, Clinical Epidemiologist, McMaster U., Hamilton. BC Children's Hospital 2D22 at 12pm. Call 875-2492.

Biological Sciences Seminar

Time To Burn: Aboriginal Landscape Burning In B.C. BioSciences 2000 from 12:30-1:30pm. Call 822-2133.

Lectures In Modern Chemistry

Dynamics Of Sticky Collisions With A Surface: Splats, Hammers And Sinkholes. Dr. Sylvia T. Ceyer, Mass. Institute of Technology, Cambridge. Chem 250 south block at 1pm. Call 822-3266.

Botany Seminar

Blocking Antibodies In Gram Negative Infections. Dr. Jeffrey Weiser, Rockefeller U., NY. IRC #1 at 3:30pm. Call Dr. Speert at 875-2438.

Mechanical Engineering
Seminar

Two topics: Real Time Path Planning/Optimization Of Turning Operations, Ramin Ardokani; Development Of A CNG Intensifier For High Pressures, Christoff Aichinger. Both, MASC candidates. Civil/Mechanical Eng. 1202 from 3:30-4:30pm. Refreshments. Call 822-6200/4350.

TUESDAY, NOV. 26

Economics Seminar

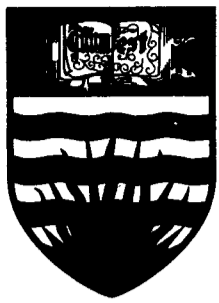
Choosing Among Alternative Dispute Resolution Procedures: Union Preferences In The Canadian Federal Public Service. Denise Doiron/Craig Riddell. Buchanan D-225 from 4-5:30pm. Call 822-2876.

Statistics Seminar

Errors In Measurement In Survival Times And The Effect On The Logrank Statistic. Dr. Janet Raboud, Canadian HIV Trials Network, St. Paul's Hospital. Angus 223 at 4pm. Call 822-4997 or messages 822-2234.

Graduate/Faculty Christian
Forum

Reflections On Natural Theology: Kepler's Anguish And Hawking's Query. Professor Owen Gingerich, Astronomy/History of Science, Harvard U. and senior astronomer, Smithsonian Astrophysical Observatory. IRC #2 at 4pm. Call 822-3112.



EMPLOYMENT EQUITY PLAN

THE UNIVERSITY OF BRITISH COLUMBIA



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

October 31, 1991
 Ms. Brenda Lester
 Federal Contractors Program
 Employment and Immigration Canada

Dear Ms. Lester:

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

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, Em-

ployment 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 redrafted and submitted for approval, July 1991

Faculty curriculum-vitae form revised to remove unnecessary demographic information, October 1991

Responsibility

Director, Employment Equity

Progress

Suggestions for redrafting collective agreements, Department of Human Resources documents, and departments' written procedures included in Employment Systems Review, November 1990

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

UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN



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

Vice-presidents

Progress

Benefits Communication Project initiated, January 1989
 Management and Professional Handbook rewritten, September 1990; audiotaped September 1991
 Draft of handbook for non-union technicians initiated, September 1991

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
- Professionals — 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
 Hiring goals achieved:
 Professionals — 137 women
 Supervisors — 2 persons with disabilities
 Foremen/women — 2 members of visible minorities
 Service Workers — 1 person with disability
 Semi-skilled Manual Workers — 2 women, 1 member of visible minority

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

Concern for under-representation of women in academic administration stated in advertisements for deans, heads and directors, July 1989

4. Ensure front-line personnel who pre-screen applicants are aware of and committed to employment-equity policies

Responsibility

Vice-president, Academic & Provost
 Associate Vice-president, Human Resources

Progress

Presentations by Director, Employment Equity, to academic and non-academic departments and Human Resources, on-going

5. For recruiting all positions, establish active measures directed toward the four designated groups. In addition, use employment agencies that specialize in employment services for designated-group members and advertise in publications targeted towards designated groups

Responsibility

Vice-president, Academic & Provost

Progress

Search committees for deans, heads and directors include women as members and contact women academic administrators for nominations; Assistance with spousal placement for new deans, heads and directors, July 1989
 Recruitment summary form for tenure-track positions required, November 1990
 Creation of funds to appoint senior academic women and minorities, December 1990

Responsibility

Associate Vice-president, Human Resources

Progress

Presentation by Association for the Mentally Handicapped to Human Resources generalists, August 1991
 Exhibitor at job fair targeted for aboriginal people and persons with disabilities, September 1991
 Task force established to promote active recruitment, October 1991

Responsibility

Director, Disability Resource Centre

Progress

Employment Coordinator appointed, July 1991

6. Investigate establishing a telephone recording system of job postings for visually impaired applicants and a telecommunication device for the deaf

Responsibility

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

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

Responsibility

Associate Vice-president, Human Resources

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

Responsibility

Associate Vice-president, Academic

9. Investigate steps toward providing faculty and staff with caregiving responsibilities employment options such as part-time work, reduced workload, job sharing, day care and paternity 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 study, upgrading, or retraining for a career change

Responsibility

Vice-presidents

13. Investigate instituting a policy of job exchange to provide opportunities for employees to develop new skills and acquire work experience

Responsibility

Vice-presidents

Progress

Job exchange between two management and professional staff, July 1991

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
Associate Vice-president, Human Resources

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

Responsibility

Director, Employment Equity

Progress

Pilot course offered to Personnel Services, Information Systems Management, and University Computing Services, September 1990

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

Responsibility

Associate Vice-president, Human Resources
Director, 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
Director, Campus Planning & Development

Progress

President's Committee on the Disabled and Barrier-free Access Committee established, June 1987; Advisory 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

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

Responsibility

Vice-presidents

11. Draft policy on discrimination

Responsibility

Vice-president, Academic & Provost
Director, Multicultural Liaison

Progress

Statement on Freedom from Harassment and Discrimination passed by Senate, February 1991

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

Responsibility

Vice-president, Academic & Provost

Progress

Search procedures initiated February 1991, appointment confirmed September 1991

Continued sponsorship of YWCA Women of Distinction Awards

Meetings between President and Academic Women's Association on-going

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
Director, Multicultural Liaison
Director, First Nations House
Sexual Harassment Advisors

Progress

Activities on-going

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

Progress

Committee established, July 1989; revised annually

2. Ensure that employment equity practices continue to conform to British Columbia's human rights leg-

UNIVERSITY OF BRITISH COLUMBIA EMPLOYMENT EQUITY PLAN



Isolation and UBC's Policy on Employment Equity

Responsibility

Associate Vice-president, Academic
Associate Vice-president, Human Resources

Progress

Evaluation by Board of Governors, July 1989, July 1991

3. Ensure continuation of resources adequate to sustain educational and monitoring work of Employment Equity Office on an on-going basis

Responsibility

Vice-presidents

Progress

Director, Employment Equity, appointed, January 1989

4. Include in annual department plans the identification of opportunities to increase the number of designated-group members, and investigate establishing budget processes to reward departments and faculties that have consistently demonstrated equitable personnel practices and outcomes

Responsibility

Vice-presidents

5. Distribute the employment equity census to newly hired employees and those who are moving into the census pool. In addition, contact employment equity census non-respondents to encourage their participation and develop presentations and materials targeted to non-respondent groups to encourage participation

Responsibility

Director, Employment Equity

Progress

Initial census conducted February 1990, data collection on-going
Initial follow-up census conducted March 1990, data collection on-going

6. Investigate initiating formal exit interviews to examine reasons why employees voluntarily choose to leave UBC

Responsibility

Vice-presidents

Progress

Exit interviews initiated in Department of Human Resources, May 1991

Guidelines for exit interviews distributed to service unit directors, October 1991

7. Prepare reports to President Strangway on employment equity activities including:

- update on internal workforce data in comparison with external availability pool data
- data on the recruitment, selection, training, promotion and termination of designated-group members
- results of employment equity initiatives
- proposals for adjustments and refinements to UBC's employment equity program

Responsibility

Director, Employment Equity

Progress

Reports published April 1990, November 1990 and May 1991

Resolution to establish annual reporting passed by Board of Governors, July 1991

Report on recruiting summaries for tenure-track positions submitted September 1991

PRESIDENT'S ADVISORY COMMITTEE ON EMPLOYMENT EQUITY

Mr. Lionel Anker
Ms. Caroline Bruce

Mr. Frank Eastham
Mr. Vic Wilson
Professor Samuel P. S. Ho
Dr. George Hoberg
Dr. Sharon E. Kahn
Professor Verna Kirkness
Mr. Peter Lane
Dr. A. J. McClean (Chair)
Mr. George McLaughlin
Ms. Wendy Merlo
Dr. Judith H. Myers

Dr. Mary Russell
Professor Lynn Smith
Ms. Judith C. Thiele

Dr. William Webber

Assistant Business Manager, IUOE
Manager/Supervisory Technician, Pharmacology & Therapeutics
Associate Vice-President, Human Resources
CUPE 2950

Professor Economics
Assistant Professor, Political Science
Director, Employment Equity
Director, First Nations House
Coordinator, CUPE 2278

Associate Vice-President, Academic
President, CUPE 116
Assistant Treasurer, Financial Services
Associate Dean for the Promotion of Women in Science

Faculty Association
Dean, Law
Reference and Collection Librarian, Charles Crane Memorial Library
Associate Vice-President, Faculty Relations



Photo by Abe Hefter
Cindy Pearce directs the new provincial forestry network.

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



November 17-
November 30

Medical Genetics Seminar

 Function Of The Major Surface Glycoprotein Of Leishmania: Disease Pathogenesis Or Host Protection? Linda Button, PhD, RA, Medical Genetics. IRC #1 from 4:30-5:30pm. Refreshments at 4:15pm. Call 822-5312.

Museum of Anthropology Identification Clinic

Identification/conservation advice freely administered by MOA curators/conservators for objects of any kind. MOA Theatre Gallery from 7-8:30pm. Call 822-5087.

WEDNESDAY, NOV. 22

Surgery Grand Rounds

The Surgical Management Of Chronic Pancreatitis. Prof. R.C.N. Williamson, director of Surgery, Royal Postgraduate Medical School, London, Eng. GF Strong Rehab Centre Auditorium, 26th & Laurel at 7am. Call 875-4136.


Slavonic Studies/Creative Writing Lecture

Two Years Of Travel In The Soviet Union (1989-1991). Ryszard Kapuscinski, Polish journalist and author. Buchanan A-104 at 12:30pm. Call 822-2402.

Microbiology Seminar Series

The Saccharomyces Cerevisiae Transcriptional Activator gal-4. Dr. Ivan Sadowski, Biochemistry. Wesbrook 201 from 12:30-1:30pm. Call 822-6648.

Forestry Seminar

 Shade Tolerance Of Coastal Tree Species. Dr. Karel Klínka, Forest Sciences and Reid Carter, Fletcher Challenge Canada, Ltd. MacMillan 166 from 12:30-1:30pm. Call 822-3553.

Adult Education Seminar

Patterns Of Power And Resistance In The New World Order. Dr. Majid Rahnema, former Minister of Higher Educ., Iran; currently consultant on poverty and development. Adult Educ. Research Centre, #1-5760 Toronto Rd. from 2-4pm. Call 822-5881.

Geography Colloquium

Climate, Climatic Change/Slope Movement In The Canadian Cordillera. Michael Bovis, assoc. prof., Geog. Geography 201 at 3:30pm. Refreshments at 3:25pm. Call 822-2985/2663.

Applied Mathematics Colloquium

An Introduction To Image Restoration. Dr. Jean Meloche, Statistics. Math 104 at 3:45pm. Call 822-4584.

Economics Seminar

Regular Flexibility Of Nested CES Functions. Tom Rutherford, U. of Western Ontario. Buchanan D-225 from 4-5:30pm. Call 822-5578.

Graduate/Faculty Christian Forum

The Galileo Affair In Contemporary Perspective. Professor Owen Gingerich, Astronomy/History of Science, Harvard U. and senior astronomer, Smithsonian Astrophysical Observatory. IRC #2 at 4pm. Call 822-3112.

Customer Appreciation Day

Health Sciences Bookshop and UBC Bookstore. Receive a 10% discount on most purchases. Christmas refreshments/Travel Cuts door prize. Heather and Twelfth, open from 9:30-5pm; UBC site, from 8:30am-8:30pm. Call 822-2665.

THURSDAY, NOV. 28

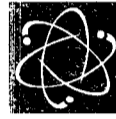
Policy Centre Seminar

Dr. Veronica Strong-Boag, director, Centre For Women's Studies/Gender Relations and prof., Social/Education Studies, Education. Ponderosa Annex H-123 from 12pm-1pm. Call 822-2593.

Distinguished Medical Research Lecture

Male Sex Hormones From A To Z. Professor Nicholas Bruchofsky, Medicine; head, Endocrinology, BC Cancer Control Agency. University Hospital, UBC Site, main lecture hall G279 from 12-1pm. Call 822-4305.

Physics Colloquium

 New Results On The Photodisintegration Of Light Nuclei. Dennis Skopik, U. of Sask. Accelerator Laboratory. Hennings 201 at 4pm. Call 822-3853.

Psychology Colloquium

Character in Psychopathology. Dr. David Shapiro, New School For Social Research. Kenny 2510 at 4pm. Social hour follows. Call 822-3005.

Pharmacology Seminar


Protein Kinase Regulation Of Sarcoplasmic Reticulum Function. Monika Wientzek, Pharmaceutical Sciences. IRC #2 from 11:30am-12:30pm. Call 822-2575.

FRIDAY, NOV. 29

Festival of Persian Culture

Lectures, exhibits, traditional dances/music, marking the 850th anniversary of the 12C Persian poet, Nizami. Sponsors: Religious Studies/Inst. of Asian Research/Roudaki Cultural Foundation/Committee on Lectures. Opening address: Pres. D.W. Strangway, 12:30pm. Program continues to 6pm in the Asian Centre Auditorium. Call 822-6523.

Obstetrics/Gynecology Grand Rounds

 Reproductive Toxicology: An Emerging Speciality. Dr. John Jarrell, U. of Calgary. University Hospital-Shaughnessy Site D308 at 8am. Call 875-2171.

Economics Seminar


Epistemic Conditions For Nash Equilibrium Adam Brandenberger, Harvard U. Buchanan D-225 from 4-5:30pm. Call 822-2876.

Chemical Engineering Seminar

Prediction Of Reverse Osmosis Membrane Salt Rejection In Multi-Ionic Solutions From Single-Salt Data. Professor David Hasson, ChemEngineering, Inst. of Technology, Haifa, Israel. ChemEngineering 206 at 3:30pm. Call 822-3238.

SATURDAY, NOV. 30

Vancouver Institute Saturday Night Lecture

 The Birth Of KAON. Dr. Erich W. Vogt, director, Triumph at UBC. IRC #2 at 8:15pm. Call 822-3131.

NOTICES


UBC Speakers Bureau

Would your group like to know more about topics ranging from The Spanish Inquisition to Women's Health? More than 300 topics to choose from. Call 822-6167 (24-hr. ans. machine).

Graduate Student Centre

Live entertainment every Friday in the Fireside Lounge from 8-11pm. Call 822-3203.


Carpool Matching

 A service for faculty, staff and students. Call Karen Pope, Dean's Office, Applied Science at 822-3701 and find your area match.

Call For Former UBC Athletes

Athletics is updating its mailing list of former athletic team players: originators/contributors to programs in place today. If you qualify or are knowledgeable in the location of any other past player, call 822-8921 after 4:30pm.

Frederic Wood Theatre Performance

 Romeo And Juliet by William Shakespeare, directed by Neil Freeman. Holdover performances: Wed. Nov. 20 matinee; Nov. 21-23 at 8pm. Adults \$10, students/seniors \$7. Reservations at Theatre Building 207 or call 822-2678.

Fine Arts Gallery

Open Tues.-Fri. from 10am-5pm. Saturdays 12pm-5pm on. Free admission. Main Library. Call 822-2759.

Annual November Book Sale

Continues in the UBC Bookstore until Nov. 16. New selection of titles daily. Mon.-Fri. 8:30am-5pm, Wed. 8:30am-8:30pm, Sat. 9:30am-5pm. Call 822-2665.

Health Sciences Bookshop Open Saturday

The Bookshop is open Mon.-Sat. from 9:30am-5pm in the Medical Student/Alumni Centre at Heather and 12th Ave. Call 879-8547.


Executive Programmes

Two to three day business seminars. Nov. 15-30 series includes: Cost Benefit Analysis, \$595; Project Management Process, \$950; Financial Statement Analysis, \$595; Marketing Management For Non-Marketing Managers; \$550; Skillfull Negotiator, \$795. Call 822-8400.

Centre for Continuing Education Programmes

Professional Development Series: November Workshops for Practising Language Teachers: Teaching English in Japan, Videotaping in the Language Class, Stimulating Student Talk, Public Speaking, Debating. Tues. evenings from 7-9pm. Call 222-5208.

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.


Stop Smoking Seminar

Eight one-hour sessions of 3 weeks duration, sponsored by Occupational Health/Safety. Registration fee of \$35 is refundable upon completion, and will be paid in April/92 to coincide with the introduction of the University Clean Air Policy. University Hospital-UBC Site 426/427 Nov. 12-26th from 12-1pm. Call 822-2029.

Muscle Soreness Study

Volunteers, ages 20-45 yrs. required for a study of muscle soreness after exercise. If you primarily walk as a form of exercise, or are not exercising at present, call Donna MacIntyre at Rehab Medicine, 822-7571.

High Blood Pressure Clinic

 Volunteers (over 18 years) needed, treated or not, to participate in clinical drug trials. Call Dr. J. Wright or Mrs. Nancy Ruedy in Medicine at 822-7134.

Seniors Hypertension Study

Volunteers aged 60-80 years with mild to moderate hypertension, treated or not, needed to participate in a high blood pressure study. Call Dr. Wright or Nancy Ruedy in Medicine at 822-7134.

Drug Research Study

Volunteers required for Genital Herpes Treatment Study. Sponsoring physician: Dr. Stephen Sacks, Medicine/Infectious Diseases. Call 822-7565.

Heart/Lung Response Study

At rest and during exercise. Volunteers age 45-75 years, all fitness levels, required. No maximal testing. Scheduled at your convenience. Call Fiona Manning, School of Rehab. Medicine, 822-7708.

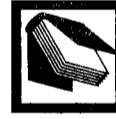
Lung Disease Study

Subjects with emphysema or fibrosis needed to investigate means of improving lung function without drugs. Call Fiona Manning, School of Rehab Medicine, 822-7708.

Bereavement Study

Participants needed for a study investigating the long-term effects of adolescent bereavement. Must have lost either parent at least five years ago, and have been between 13 and 17 years at the time of the loss. Two one-hour interviews required. Please call Ann McKintuck in Nursing at 224-3921/3999.

Memory/Aging Study

 Participants between the ages of 35-45 years or 65 and over needed for study examining qualitative changes in memory. Kenny 1220. Call Paul Schmidt in Psychology at 822-2140.

Retirement Study

Women concerned about retirement planning needed for an 8-week Retirement Preparation seminar. Call Sara Cornish in Counselling Psychology at 931-5052.


Personality Study

Volunteers aged 30 or more needed to complete a personality questionnaire. Required, 2 visits, about 3 hours total. Participants receive a free personality assessment and a \$20 stipend. Call Janice in Dr. Livesley's office, Psychiatry, Detwiller 2N2, 822-7895.

PMS Research Study

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

Hair Loss Research

 Women aged 19-49 years experiencing moderate hair loss, crown area only, are needed for study. Must be able to attend 1-2 times weekly for 9 months. Honorarium paid. Call Sherry in Dermatology at 874-8138.

Dermatology Acne Study

Volunteers between 14-35 years with moderate facial acne needed for 4 visits during a three month period. Honorarium paid. Call Sherry at 874-8138.

Stress/Blood Pressure Study

Learn how your body responds to stress. Call Dr. Wolfgang Linden in Psychology at 822-3800.

Surplus Equipment Recycling Facility

All surplus items. Every Wednesday, 12-3pm. Task Force Bldg., 2352 Health Sciences Mall. Call 822-2813.


Student Volunteers

Find an interesting and challenging volunteer job with Volunteer Connections, UBC Placement Services, Brock 307. Call 822-9268.

Narcotics Anonymous Meetings

Every Tuesday (including holidays) from 12:30-2pm, University Hospital, UBC Site, Room M311 (through Lab Medicine from Main Entrance). Call 873-1018 (24-hour Help Line).

Fitness Appraisal

 Administered by Physical Education and Recreation through the John M. Buchanan Fitness and Research Centre. Students \$25, others \$30. Call 822-4356.

Faculty/Staff Badminton Club

Fridays from 6:30-10pm in Gym A of the Robert Osborne Centre. Cost is \$15 plus library card. Call Bernard at 822-6809 or 731-9966.


Christmas Gift Fair

Student Union Building main concourse from 9am-5pm, Mon.-Fri. Nov. 18-29. Call 822-3465.

Botanical Garden

Open from 10am-5pm daily. Free admission. Call 822-4208.

Nitobe Garden

 Open Mon-Fri from 10am-3pm; closed week-ends. Free admission. Call 822-6038.

— NOTICE —

CALENDAR POLICY

Due to the popularity of the Calendar, the number of submissions is constantly increasing. Because of space limitations, it is not always possible to include every item. In order to be as fair as possible, the number of items for each faculty or department is limited to four per issue.

Forum

Independence key ethical concern for foresters

Michael McDonald holds the Maurice Young Chair in Applied Ethics. These remarks are taken from a paper presented at a recent symposium sponsored by the Students of Forestry Awareness, the Faculty of Forestry and the UBC Centre for Applied Ethics.

By MICHAEL MCDONALD

While conducting a cross-Canada study of applied ethics in 1988, I had a professional forester from B.C. tell me that, "foresters need help from ethicists in rethinking their professional code right from first principles."

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 jolted by major scandals — significant and publicized departures from basic moral standards by leading members of their professions; second, their clients and the general public have become increasingly assertive about demanding their rights; third, new technologies have confronted professionals with unprecedented moral problems, and lastly, a social consensus is lacking on basic values.

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

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.

A further problem is that in most professional faculties, including Forestry, little has been done to explicitly prepare students for the ethical challenges they will face in their professional careers. Similarly, the professions have paid insufficient attention to ongoing ethics education for their members.

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

Forestry is no exception. Recently, the Forests 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

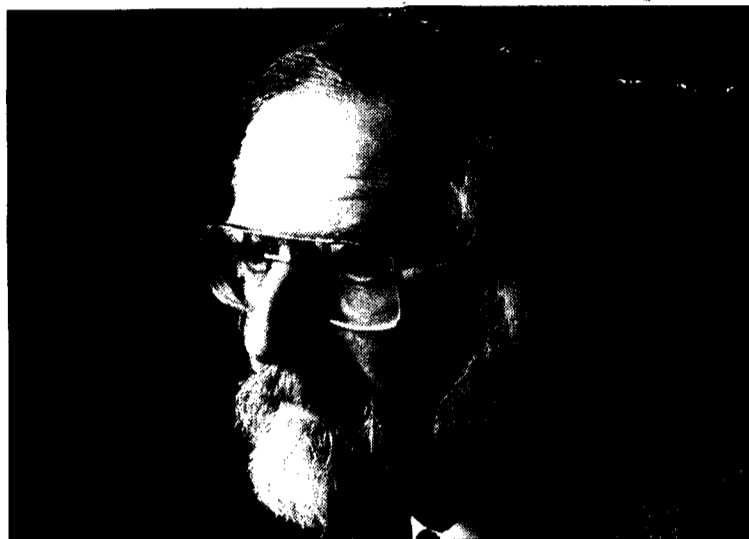


Photo by Media Services

Ethicist Michael McDonald considers the ethical concerns of forestry.

a specific occupation. This represents a serious restriction on the freedom of some to practice that occupation and on the freedom of others to purchase professional services from those who do not have a professional licence. How can this departure from our usual moral norms be justified?

The answer lies in the fourth feature of professions, this being the moral

Foresters have a professional responsibility to enter a genuine dialogue with all elements of the public.

contract between a profession and society as a whole.

As members of a society, we very much want the goods and services professions 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 calculated risk, a gamble that it will be better off with professions than without them. The profession and each professional therefore has responsibility for acting altruistically — with the welfare of others as the first goal — and competently, 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 Asso-

ciation 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 consensus about the values we expect foresters to serve. In the past, the main emphasis was economic values. But if one accepts environmental and spiritual values as well, then the forester may find that many of the main methodologies taught are insensitive to non-quantifiable values. Responsible professionals must therefore have skills in ethical reasoning.

In current debates about B.C. forests, foresters have a professional responsibility to enter a genuine dialogue with all elements of the public. They should not try to turn every policy question into a technical one and must avoid the temptation of being just a hired gun for government or private interests. Foresters are going to have to think about whose interests need to be taken into account in making decisions about forests and to what extent are those diverse interests ethically significant?

B.C. foresters face a number of critical ethical challenges today. Given the pressures upon foresters — from public, employers, clients and regulators — it is important to recognize and deal with these challenges as ethical ones, not just public relations issues.

Ethics should be an integral part of the education of foresters. Crucially, I think foresters in this province need to work on acquiring more professional independence. While the search for greater independence may, in the short run, increase conflicts with employers, clients and even part of the general public, it will in the long run lead to better serving the needs of all who have a stake in the integrity of B.C. forests.

Brain chemical may hold key to SAD

By CONNIE FILLETTI

A brain chemical involved in the regulation of mood, sleep and appetite may offer new insight into the causes of Seasonal Affective Disorder (SAD).

Serotonin, a powerful neurotransmitter, will be the focus of a new study by UBC psychiatrist Dr. Raymond Lam, director of the Seasonal Mood Disorders Clinic.

"We know that there are abnormalities of serotonin production and metabolism in other types of depression, as well as in eating disorders and sleep disorders," said Lam. "Our interest is serotonin's function in SAD."

Commonly known as winter depression, SAD is a mood disorder characterized by recurrent winter depressions and summer remissions.

Patients tend to sleep more, become irritable, are unable to work and crave carbohydrates, Lam said. He added that symptoms usually appear in late fall or early winter and last until spring.

Researchers believe that SAD is triggered by the body's inability to

resynchronize its biological clock after it has been disrupted by changes in the season.

Similarly, brain serotonin also exhibits seasonal patterns. It is at its lowest levels in winter, and at its highest levels in summer.

Lam's research will involve studying the effects on SAD patients of fluoxetine, an antidepressant drug, which increases brain serotonin.

"By using fluoxetine to temporarily change serotonin in the brain, we hope to determine if a serotonin stimulus will ease the symptoms of winter depression," Lam said.

He explained that although light therapy is a popular and effective treatment for SAD, up to one-third of patients do not improve with it. Ongoing studies will also look at whether light therapy affects brain serotonin in patients with winter depression.

The Seasonal Mood Disorders Clinic is looking for SAD patients to participate in these studies. For more information, call 822-7321.

Phone conversion complete

Consolidation of all UBC telephone numbers within one exchange is complete.

The new exchange, 822, uniquely identifies the university by spelling U-B-C. Effective Oct. 31, it replaced the old UBC exchanges 222, 224 and 228. Anyone calling an old number will now get a B.C. Tel recording advising the caller that the number they have reached is not in service. The new exchange must also be used for sending an incoming fax from off-campus.

All existing users of the UBC telephone system have only the first three digits changed to 822. The last four digits currently assigned to them remain the same.

Over 50 UBC offices, which are directly connected to B.C. Tel, are not affected by the change. These include: the Centre for Continuing Education; TRIUMF; Telereg; the university detachment of the RCMP; Hillel House; the University Endowment Lands; C.i.T.R.; the Vancouver School of Theology and pay phones.

For more information, contact Data Networking and Telecommunications at 822-2555.



You are invited to
The 6th Annual AMS
Christmas Gift Fair
November 18-29
Monday through Friday
in the Student Union Building
Gifts from \$2 - \$200

People

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.



Grace

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, *Regression and Apocalypse: Studies in North American Literary Expressionism* (1989).

Grace, recently named to the Royal Society of Canada, is the fourth associate dean appointed within the faculty.

Political Science Professor **Philip Resnick** is the winner of a major book prize from the Social Science Federation of Canada.

Resnick's *The Masks of Proteus: Canadian Reflections on the State*, was recognized as the best English work written this year under the

Aid 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 144 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, Placement and Alumni Services, for the Faculty of Commerce and Business Administration.



Wong

Wong started the office of Commerce Placement Services in 1983 to support the job search efforts of undergraduate and graduate Commerce students through a variety of programs. These include an active on-campus recruitment program and links to Canadian business and government communities.

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 Verriour**, 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 universities, other post-secondary institutions, government and the private sector.

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

The review is to be completed by next summer.

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*, consisted of 25 filmmakers and 30 films screening at eight venues in Paris and travelling to more than 10 European cities.

Gallagher has been teaching film production 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 professionals in the field of minerals, metals and materials.

Brimacombe is the Stelco/NSERC professor in the Department of Metals and Materials Engineering and the director of the Centre for Metallurgical Process Engineering at UBC.

Brimacombe will assume his duties as vice-president at the TMS annual meeting in March, 1992.

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Classified advertising can be purchased from Community Relations. Phone 822-6163. 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 (\$1.86 for each additional word). (All prices include G.S.T.) Tuesday, November 19 at noon is the deadline for the next issue of UBC Reports which appears on Thursday, November 28. Deadline for the following edition on December 12 is noon Tuesday, December 3. All ads must be paid in advance in cash, by cheque or internal requisition.

For Rent

HOUSE FOR RENT: 4 bdrms West Pt Grey house, close to beach and UBC, Jan 1-June 30th. Spectacular view, fully furnished. \$2000.- Non smokers, refs. 224-6795

XMAS/NEW YEARS AT WHISTLER! New luxury condo - 4 bdrms & 3 baths. FP, W/D, linens, jac. bath, etc. Free shuttle to lifts. Avail weeks beg. Dec 20 & 27. \$1960/wk for 8 people. \$175/wk each addn person. Other terms negotiable. 222-2477

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Miscellaneous

SINGLES NETWORK. Science Connection is a North America-wide singles network for science professionals and others interested in science or natural history. For info write: Science Connection Inc., P.O. Box 389, Port Dover, Ontario, NOA 1N0

XMAS PARTY: Need to book a place for your Xmas Party? Some spaces are still open at the UBC Medical Student & Alumni Centre at 12th & Heather.

Come and enjoy the warm ambience the Centre provides and take advantage of its central location and reasonable cost. Full kitchen facilities are included.

If you are curious and would like to arrange to view the facility or to check on availability, call 879-8496

Fall congregation almost here

By CONNIE FILLETTI

A total of 865 academic degrees will be conferred on graduating students at UBC's fall Congregation ceremonies Nov. 28.

Ceremonies begin at 9:30 a.m. and 2:30 p.m. in the War Memorial Gym.

In addition to academic degrees, three distinguished Canadians, who have made outstanding and significant contributions to society, will be presented with honorary degrees.

They are:

— Judith Forst, a UBC music graduate and one of Canada's leading opera singers. She has performed with many opera companies and symphonies in North America and abroad, including the New York Metropolitan Opera.

— Antonine Maillet, a major contemporary Canadian playwright, novelist, folklorist and the leading writer of Acadia, the Francophone Maritimes. She currently teaches at Laval University.

— Dorothy Smith, a professor in the Department of Sociology in Education at the Ontario Institute for Studies in Education in Toronto. She is known nationally and internationally for her groundbreaking work in feminist epistemology and methodology.

UBC alumnus Robert Wyman, former member of the Board of Governors, chancellor emeritus and chair of UBC's A World of Opportunity fundraising campaign, will be presented with the Chancellor's Medal during the morning ceremony.

The Chancellor's Medal is awarded in recognition of extraordinary service and dedication to the university.

During the afternoon ceremony,

the Honorary Alumni Award, awarded by the UBC Alumni Association, will be presented to John Chapman. The award recognizes contributions to the Alumni Association and UBC by non-alumni.

Chapman has been called one of the builders of B.C.'s post-secondary education system. He was first appointed to UBC's Faculty of Arts as a professor of Geography in 1947, served as head of the department between 1968 and 1974, acting head from 1979 to 1981, and retired in 1988.

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CHALKE & COMPANY

Recycling study uses leaves for composting

By GAVIN WILSON

UBC researchers are conducting a recycling study that could help farmland 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 nitrate 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, molybdenum or arsenic. 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 thrown 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.



A tractor distributes composted leaves on field as part of recycling study aimed at reducing landfill usage.

Gender relations committee sought

By CONNIE FILLETTI

UBC's newly appointed Advisor 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 at UBC 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 atten-

tion by the committee include daycare, the campus climate and employment opportunities for women.

"This group will have common interests with offices that already exist at UBC which are concerned with women's issues," she explained. "Our intention is to interact with these offices and to share information and ideas."

Individuals may submit their own applications, or others may nominate them for committee membership.

Ledwitz-Rigby said that applicants should identify who they feel they represent on campus, what their commitment has been to women's issues and what their current interests are. Members



Ledwitz-Rigby

will be asked to serve for a one-year term.

Deadline for submissions is Nov. 29. The committee will convene in the new year. For more information, call 822-8204.



THE UNIVERSITY OF BRITISH COLUMBIA PRIZES FOR EXCELLENCE IN TEACHING, 1992

Call for Nominations
In the
FACULTY OF ARTS

Once again the University will be recognizing excellence in teaching through the awarding of prizes to faculty members. The Faculty of Arts will select five (5) winners of the prizes for excellence in teaching during the 1991-92 academic year.

Faculty are encouraged to bring their suggestions for teaching prize winners to the attention of the Head of the Department, the Director of the School or the Chair of the Programme in which the instructor is teaching.

Eligibility:

Eligibility is open to faculty who have three or more years of teaching at UBC. The three years include 1991-92.

Criteria:

The awards will recognize distinguished teaching at all levels, introductory, advanced, graduate courses, graduate supervision, and any combination of levels.

Nomination Process:

Members of faculty, students, or alumni may suggest candidates to the Head of the Department, the Director of the School, or the Chair of the Programme in which the nominee teaches. These suggestions should be in writing and signed by one or more students, alumni, or faculty, and they should include a very brief statement of the basis for the nomination. You may write a letter of nomination or pick up a form from the office of the Dean of Arts in Buchanan Building, Room B 130.

Deadlines:

The deadline for submission of nominations to Departments, Schools or Programmes, is 30 January 1992.

Winners will be announced in mid-May, and they will be identified as well during Spring Convocation in May.

For further information about these awards contact your department or call Associate Dean of Arts, Dr. Sherrill Grace at 822-9121.

EXTENDED DEADLINE FOR APPLICATIONS FOR ARTS I COORDINATOR 30 November 1991

In accordance with university requirements for directorship positions involving stipends, a formal committee to conduct a search for a coordinator for the Arts I Programme for the two-year period 1992-94 has been set up as follows:

Sherrill Grace, Chair
Paul Burns (Religious Studies)
Julie Cruikshank (Anthropology)
George Egerton (History)
Anthony Podlecki (Classics)
Margerie Sinel (Arts I)

Associate and Full Professors are eligible. Normally an individual would have experience in the programme and would plan to teach in it over this period, but the committee will consider other applicants.

To allow more time for nominations and applications, the original deadline of 1 November has been extended. Nominations and applications should now be sent to the Dean of Arts by 30 November. Applicants should include their cv, and a covering letter stating why they are interested in the position. Nominators should ensure that nominees agree to stand.

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