

UBC REPORTS

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Drumming Up Support

May was Childcare Month and the occasion was celebrated by the children of UBC day cares, educators and parents with a parade to the Commons Green at the centre of UBC student family housing. These children were among those who made banners and costumes, played games and ate a picnic lunch. The event was organized to promote the need for more high-quality, accessible and affordable childcare in B.C.

Gavin Wilson photo

UBC asks province for more language exams

by Gavin Wilson

Staff writer

The Ministry of Education is considering provincial examinations in Mandarin 12 and Japanese 12, said Daniel Birch, UBC vice-president, Academic and Provost.

UBC is among those who have asked Education Minister Art Charbonneau to introduce government exams for the two language courses, which would allow the courses to be included in grade point average calculations for UBC admission.

"We have been assured by senior staff that the Ministry of Education is about to begin working with teachers to establish common requirements and to develop provincial examinations in Mandarin 12 and Japanese 12," Birch said.

Under a new UBC admission policy that goes into effect in the 1995-96 academic year, grade point averages will be calculated on English 12 and three other academic subjects at the grade 12 level, all of which must have provincial exams.

The only language courses that are examined provincially in B.C. are European languages such as French, German and Spanish.

"It would be particularly unfortunate if people were to conclude that the Ministry of Education favoured European languages over Asian," Birch said in an earlier letter to the minister.

Although soon to be ineligible for grade point calculation at UBC unless exams are introduced, Asian language courses still fulfil the university's language requirements and are accepted as appropriate credits for high school graduation and university entrance, Birch pointed out.

The new grade point average calculation was introduced to make grades used in determining admission more comparable across school districts and bring university admissions practices more in line with those at Simon Fraser University and the University of Victoria.

Faculty Club in receivership, closure postponed till August

by Gavin Wilson

Staff writer

The Faculty Club at UBC, placed in receivership earlier this month, will continue to operate until August 9, says receiver-manager Coopers and Lybrand.

Functions booked at the club until that time will be honoured and deposits for any booked functions cancelled as a result of the club's closure will be fully refunded, Coopers and Lybrand said in a written statement.

The club was placed in receivership after suffering from increasing financial difficulties, despite operating subsidies from UBC and efforts to make it profitable.

A registered society under the Socie-

ties Act, the club has outstanding debts of \$1.7 million, including \$1,185,000 owed to UBC. The debts were increasing every month.

"The Faculty Club has been an important part of the fabric of this campus for 35 years. It is with great regret that this action has become necessary," said UBC President David Strangway.

"Every effort has been made to avoid having to stop the line of credit, but it is not feasible to continue to extend credit to the club with its rapidly increasing deficit."

Strangway added that the university has also rescinded its appointments to the Faculty Club's board of directors.

High operating costs and declining

membership are the major reasons for the club's increasing financial difficulties.

About 200 to 300 club members and staff attended an emotional meeting on June 8 to discuss the future of the club, which is now being operated by receiver-manager Coopers and Lybrand.

"People are very upset. The club is a real institution and architectural landmark on campus. We all have happy memories of the club and want to preserve it if we can," said Tony Sheppard, president of the Faculty Association.

Sheppard said the consensus at the meeting was the university had not given the club enough time to turn its finances

See **CLUB** Page 2

Report reviews UBC planning process

by Gavin Wilson

Staff writer

UBC is seeking feedback both on and off campus to a report by consultant Ray Spaxman on the university's planning and development processes.

The report, which was presented to UBC's administration and Board of Governors last month, is being made available to stakeholders and members of the public with an invitation to submit written comments by August 31.

As well, Spaxman will present the report and answer questions at two public meetings. The meetings will be held in Woodward Instructional Resource Centre at 7 p.m. on Tuesday, June 28 in lecture theatre 6 and Thursday, July 7 in lecture theatre 4.

Further stakeholder meetings will be organized in coming weeks. The aim is to establish a public process based on the report and the feedback it receives.

UBC commissioned the report in December when, responding to growing concerns about development issues and the university's planning process, the university asked Spaxman to advise on a new public planning process and a set of planning principles.

The administration received the report

and has accepted five of its seven recommendations. The five recommendations all involve distributing the report and soliciting feedback.

Acting on the recommendations, the following steps are being taken: copies of the report are being given to interested parties and the provincial and local governments; a summary of the report will be published in an upcoming issue of UBC Reports; campus planning will prepare a response; discussions will be held with provincial, regional and city governments; and feedback will be compiled for the public record.

The university will consider action on the other recommendations in the Spaxman report, pending input from interested parties.

One of those recommendations is to build an information centre on campus. Spaxman said many people both on and off campus feel the need for greater access to information on the university.

The other deferred recommendation calls on the university to adopt a set of principles to guide planning and the planning process, leading to the creation of a new campus plan in cooperation with the Greater Vancouver Regional District. After appropriate consultation, a set of planning principles will be considered by the

Board of Governors for adoption.

Developing the plan during the next few months would be the job of a new advisory committee. This committee would include representatives of UBC's administration, faculty, staff, students and residents, the GVRD, community groups, the city of Vancouver and the Musqueam Indian band.

The new plan would not only guide future development of the campus, it would also serve as an official community plan to be adopted by the GVRD and UBC.

Inside

Cutting Costs

3

UBC's Senate decides to cut costs by merging smaller departments

Singing Servers

3

Offbeat: UBC music students sing for your supper at a local restaurant

Saving Energy

4

The C.K. Choi Building's architects push the limits of sustainable design

On Discrimination

5

Forum: Anti-discrimination rules show a lack of . . . discrimination

Letters

Equity AVP has "impossible" job

Editor:

The University of B.C. has announced promotion of its director of Employment Equity, Sharon Kahn, to the position of associate vice-president, Equity. The move sees the collapse of three functions on campus - Kahn's own Employment Equity Office, as well as the Multicultural Liaison Office and the Advisor to the President on Women and Gender Relations.

Kahn has an overwhelming job description: "among other duties" she will be responsible for "dealing with complaints of discrimination, harassment and violations of human rights; administering UBC's employment equity program; promoting research in human rights issues, and heightening awareness of issues such as racism, sexual harassment, under-representation of women, visible minorities, persons with disabilities and aboriginal peoples" (*UBC Reports*, April 21).

The record of the UBC

administration over the past five years shows senior men ready to gloss over all inequities, and to busy themselves instead with their "World of (Corporate) Opportunity" campaign. The Employment Equity Office was a showpiece to cover what senior management was not doing around issues of employee rights.

For example, in an important equity fight at UBC two years ago, CUPE support workers went on strike for wage and job parity. The senior administration ignored Sharon Kahn, who crossed the

CUPE picket line because she felt she "could do more from the inside" to help the workers. Instead, management made its own decisions, set its own time frames and wrote its own press releases during the work action.

Despite the flowing enthusiasm of UBC Reports, Kahn's prospects as associate vice-president, Equity, are much the same as they have always been, with one exception: Kahn now has an impossible portfolio, too big, too broad, too public. She will be the ideal "fall guy" in the crises that lie ahead, when the practices of a

UBC corporate management, unchecked by law or legislation, catch up with them.

**Nancy C. Horsman
Vancouver**

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Field trips are invaluable

Editor:

I have recently seen the article: "Field trip puts students in natural laboratory" by Gavin Wilson (*UBC Reports*, Feb. 24) which I enjoyed very much. Although my background is in the biological sciences, I have taken several geology courses out of interest and have been lucky enough to go on the trip all three years it has run.

Because the U.S. Southwest is very dry and the rock formations are mostly bare of vegetation, the history of the earth and examples of the principles of geology we had learned in the classroom are easily visible and accessible. In many areas, the rocks are incredibly beautiful with rich colours and wind and water-sculptured forms as can be imagined from the photograph of Utah's Crack Canyon. We also had the opportunity to visit Anasazi ruins and learn a little of the prehistoric human

occupation of the area. I would count these field trips as invaluable to students, especially in the geological sciences, paleontology and archeology.

Michelle Lamberson deserves great credit for the considerable time and energy she has put into the organization and direction of these trips. I would also like to commend Dr. Lee Groat, assistant professor in Geological Sciences at UBC, for all the time and dedication

he has put into each trip as well. He served as tour leader last year.

**Ann Tautz, BSc
Fisheries Centre, UBC**

Hampton Place questions need answers

Editor:

At present, your report (*Housing income to fund research*, *UBC Reports*, March 10) appears to be in conflict with the information cited at a community workshop on February 5, sponsored by the UBC Real Estate Corporation, by its executive director Mark Betteridge. There, participants were told that the entire \$35-million profit generated by Hampton Place sales had been invested in the construction of several high-rises, whose rentals would supply UBC with a projected income of three million dollars annually.

The *UBC Reports* article stated that \$5 million was generated by Hampton Place sales. It also stated "Funds used to generate income will rise to \$10 million in 1995/96 and \$15 million the following year."

1. Is the \$900,000 a one-time fund, due perhaps to a one-year lag before construction actually begins on the high-rise towers; or is it a recurring amount? Research programs cannot be built on one-year grants.

2. What are the original plans for profits derived from Hampton Place? What process was used to approve it? Are the plans public documents? If so, how does the public find out about them before they are implemented?

3. Where will the planned non-rental units be constructed? Are the perimeters of Hampton Place scheduled to expand? Is more construction being planned in the forested area directly south of Hampton Place, across 16th Avenue?

Would UBC publish a thorough documentation of the business plan for Hampton Place, which would include past, present and future goals and developments?

**P. Bloom, M. Eyeman, G. Spiegelman
Citizens for Open University Planning**

Editor's Note: A response from UBC President David Strangway will appear in the next issue of UBC Reports.

Club

Continued from Page 1

around. The club was in the midst of three-year plan to boost revenues and had succeeded in reducing its monthly losses, he said.

In February 1993, the university formally asked the club to reduce its accumulated deficit within the next year. A plan to do so was submitted to UBC last summer, but the university says the club has been unable to meet its plan, and its debt has contin-

ued to increase.

Club members suggested a number of alternatives at the meeting, including having members guarantee a loan, buy a debenture issued by the club or start a new club at another location. Sheppard said individual members of the Faculty Association had made "very generous" offers of financial support.

"There were many different viewpoints about what should be done. It's hard to see where

we go from here," he said.

As of Jan. 31, 1994, there were 1,395 members, out of more than 4,000 potential members from UBC's faculty and staff. About 1,200 of the university's 2,100 faculty belong to the club.

The number of lunchtime diners at the club has fallen in recent years and use of the club during evening hours has declined because UBC has become a commuter campus for many faculty and staff.

Food Services ass't director had strong ties to UBC

Shirley Louie, assistant director of Food Services, passed away peacefully on April 18th after a courageous fight with cancer.

A native of Ashcroft, B.C., Louie obtained her MBA from UBC in 1976, after graduating from UBC in Home Economics in 1959.

She joined Food Services in 1963, and the department enjoyed many successes and tre-

mendous growth during her years of service.

Louie was instrumental in the expansion of campus snack bars, establishment of the Chinese Food Cafeteria in 1968 (later known as Yum Yums) and assembly of the best-selling book, *Favourite Recipes from the UBC Bakeshop*.

In addition to her Food Service responsibilities, Louie worked tirelessly on behalf of the univer-

sity, serving on a number of committees, including the labour management committee.

In 1994, she resigned as president of the Canadian College and University Food Services Association for health reasons.

Louie's contributions were well recognized by the university. She was awarded the UBC 75th Anniversary Medal and the President's Medal of Excellence.



UBC REPORTS

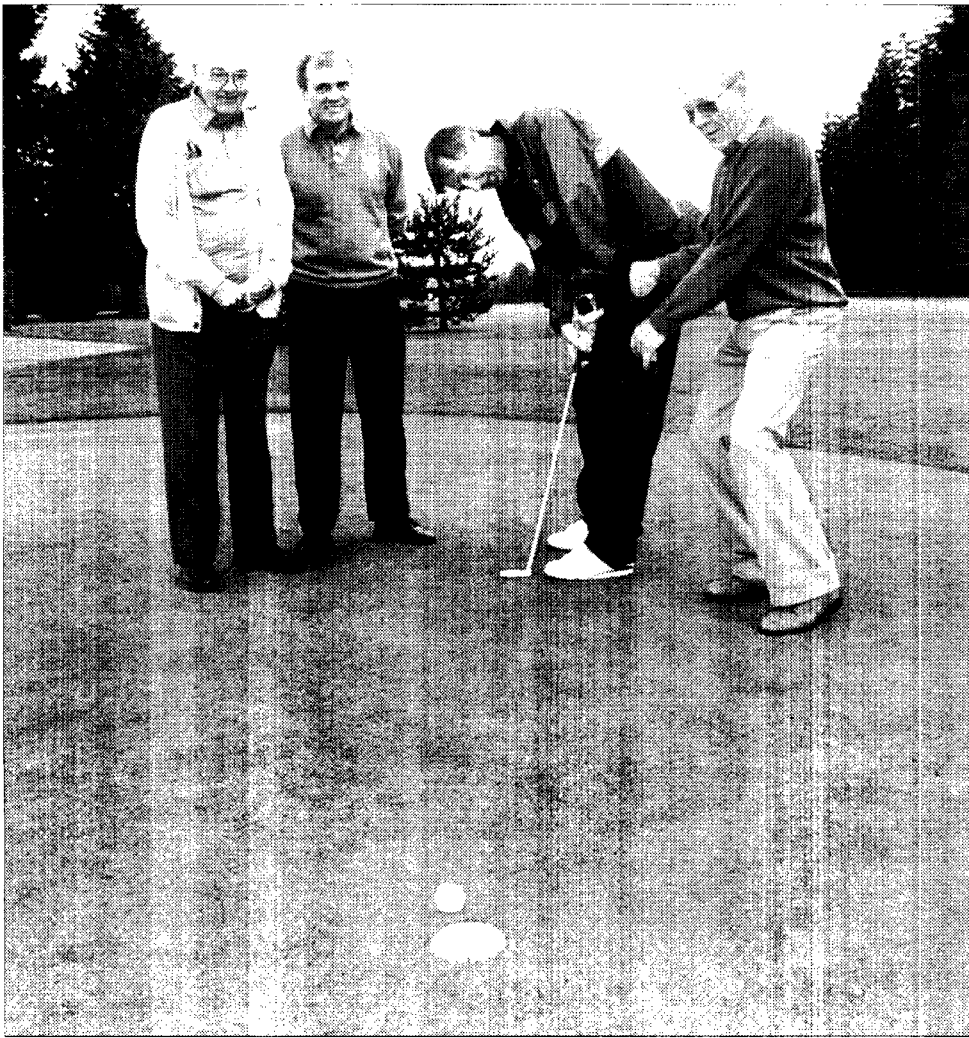
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Stephen Forgacs photo

Putting Under Pressure

David Hill, associate dean of professional programs in the Faculty of Pharmaceutical Sciences, takes a practice putt before teeing off in the Fifth Annual Bernie Riedel Golf Tournament held June 6 at the University Golf Club. About 120 golfers participated in this year's event, named in honour of Bernie Riedel who served as dean of the faculty between 1967 and 1984. The organizers hope the fund-raiser will net about \$35,000 for research in pharmacy practice and pharmacy management. Admiring Hill's putt are, left to right, Finlay Morrison, David Fielding, chair of the faculty's division of Pharmacy Administration, and Norman Zacharias. Zacharias and Morrison are retired members of the faculty.

Offbeat

by staff writers

If music be the food of love, then Italian opera *hasta be pasta*. That's the premise at Romano's Macaroni Grill, a downtown eatery that's hired UBC music students as singing waiters who serenade diners with Verdi and Puccini as they deliver plates of pasta.

Located in the stately Davie St. home originally built for the Rogers sugar family, Romano's is a Texas-based chain that attempts to re-create the atmosphere in the childhood home of owner Phil Romano, who grew up in Italy.

Dinner in his mama's kitchen was a boisterous affair, and the soaring voice of his sister, an up-and-coming opera singer, would fill the house.

To bring that feel to Vancouver, the restaurant hired about 8 or 9 UBC School of Music students, as well as other music students, said general manager Paul Coleman.

The first UBC singer hired was Veera Khare, who enters her fourth year of study this September as an opera major.

When she successfully auditioned for the job in February, Khare quickly passed the word around the School of Music and several more students were hired.

"It's really wonderful. It gives everyone a great opportunity to keep singing through the summer," she said.

The singing servers dish up their own repertoire of material, drawn from the music they've learned at UBC. Mostly, they stick to Italian music, although, as Khare points out, "we're all trained to sing in several languages."

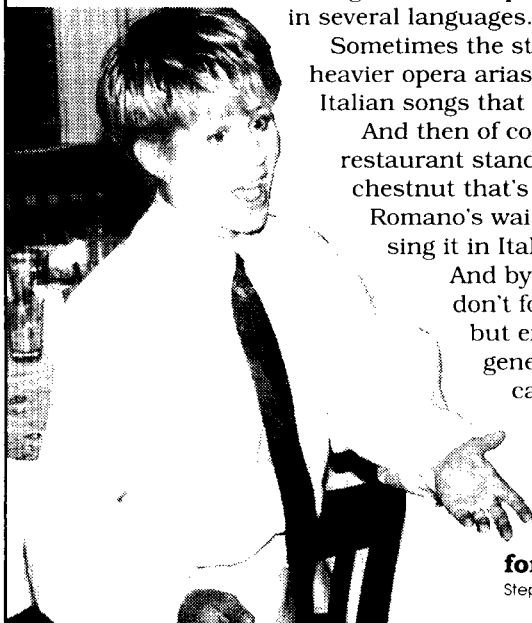
Sometimes the students take a break from the heavier opera arias and go for a less-filling serving of Italian songs that are "more fun," Khare said.

And then of course, there's that perennial restaurant standard, Happy Birthday. An old chestnut that's notoriously difficult to sing well, Romano's waiters harmonize quartet style, and sing it in Italian.

And by the way, if you go to Romano's, don't forget your meal may go for a song, but expensive academic studies don't. A generous tip may help launch the career of a future Judith Forst or Ben Heppner.

Barb Towell, a second-year performance, voice, student at UBC's School of Music, sings for your supper at Romano's.

Stephen Forgacs photo



Dep'ts face change as Senate approves cost-cutting mergers

by Gavin Wilson

Staff writer

As many as half of UBC's academic departments could be affected by a Senate decision to cut costs by merging departments with fewer than 15 full-time faculty members.

Senate also agreed to create a task force to look at how university programs in natural resources and the environment can be better administered. This could involve the amalgamation of existing faculties such as Forestry and Agricultural Sciences.

"We have too many departments and faculties at UBC," said Economics Prof. Ronald Shearer, head of the ad hoc Senate committee on university organization whose report prompted the Senate action.

Charged with looking at the cost and academic effectiveness of administrative structures, the committee recommended that all departments, schools and divisions should have at least 15 full-time faculty members.

Faculty deans will decide which departments should be folded into other departments. Exceptions to the 15-member rule should be allowed only if there are compelling academic reasons, the report said.

Senate wants a report on the results of these changes by December, 1995.

Forty-six departments are potentially affected, about half of all departments at UBC. If 46 departments were consolidated into 29 departments, the annual savings to the university would range from \$389,000 to \$900,000 in direct costs alone, the committee report said.

Several deans spoke in favour of the report, but questioned the 15-member limit. They also asked if enough attention has been given to other cost-cutting measures and warned that safeguarding academic standards is of utmost importance.

"I'm not opposed to the intentions of this report — we must find improved ways of administering ourselves — but don't give us such a specific minimum size for departments," said Arts Dean Patricia Marchak.

Senate also asked Daniel Birch, vice-president, Academic and Provost, to set up a task force to investigate how natural

resource issues are taught at the university.

"This is a field of study that is of vital importance to B.C. and Canada, but at UBC it is not well served by being separated in different faculties," Shearer said. "There are barriers to interdisciplinary teaching programs, particularly at the undergraduate level."

The committee called on the task force to develop plans for a new faculty that would merge the existing faculties of Forestry and Agriculture with other academic units devoted to natural resources and the environment. This would consolidate UBC's substantial strengths in this area, the report said.

Alternatively, they recommended that Forestry and Agriculture be reconfigured with engineering programs.

However, Senate approved an amendment by Science Dean Barry McBride to broaden the scope of the task force to consider other alternatives.

McBride argued that with current funding levels the university must step back and refocus on what it can afford to continue to do.

"For example, do we need a Faculty of Agriculture? All I see here with a proposal to create a new faculty of natural resources is a reshuffling of the deck," he said.

Birch is to submit a progress report to Senate by January 1995.

Other recommendations approved by Senate included measures to streamline curriculum revision procedures.

Senate also asked that UBC President David Strangway consider removing deans from the Senior Appointments Committee, freeing up their time for other duties.

The committee on university organization continues to meet and will have further recommendations in the fall. Among other proposals, they are looking at how academic units with a common interest in health care could be brought together into one faculty.



Barry McBride

Faculty reorganization to meet needs of province

by Gavin Wilson

Staff writer

The Faculty of Education is being reorganized to improve its programs and operate more efficiently.

"The educational needs of this province are changing and this reorganization will allow us to provide better programs for this new context," said Education Dean Nancy Sheehan.

"I believe that the reduction in the number of departments and the merger of those in overlapping areas of research and teaching will make our faculty more efficient and, in time, will improve our programs," she said.

After three months of intense discussion and debate within the faculty about the reorganization, there is considerable enthusiasm about the new opportunities for collaboration in both teaching and research, she added.

A Dept. of Educational Studies will be created by combining the present Dept.

of Administrative, Adult and Higher Education with the Educational Studies component of the Dept. of Social and Educational Studies.

A Dept. of Curriculum Studies will be created by merging the present Dept. of Mathematics and Science Education, the Dept. of Visual and Performing Arts in Education and the Social Studies group from the Dept. of Social and Educational Studies.

The Physical Education Teacher Education members of the School of Human Kinetics will join this department as well, some as full members and others as associate members.

Reorganization of the faculty is particularly timely as renovations to the Scarfe building complex are now underway. Possibilities for physical proximity will assist the new departments in evolving into collegial communities, Sheehan said.

The changes, which were approved by Senate last month, are effective July 1.

New building pushes design boundaries

by Gavin Wilson

Staff writer

Taking the credo "reduce, reuse and recycle" to heart, architects are designing a research centre at UBC that will be B.C.'s most environmentally friendly building.

The C.K. Choi Building for the Institute of Asian Research will be constructed using recycled and recycleable materials, will require little energy to operate and will not be hooked up to sewers or storm drains.

The building will have 2,780 square metres (30,000 square feet) of resource and office space for five research centres on China, Japan, Korea, Southeast Asia and South Asia studies.

Initial construction costs will account for about \$4 million of a total \$6 million project cost.

"The Institute of Asian Research aims to be one of the top centres for contemporary and 21st century, issue-oriented research on Asia and Asia Pacific affairs," said institute director Mark Fruin.

The building is being designed by Matsuzaki Wright Architects Inc. of Vancouver, who are striving for the highest possible standards of sustainable design, construction and operation.

"There are very few projects in North America that address the range of environmental issues we have addressed here," said Eva Matsuzaki, principal architect in charge of the project. "As architects facing the future challenge of global

sustainability, we must be committed to environmentally responsible design."

Tenders will close June 21, with construction slated to begin in mid-August. Completion is expected by the fall of 1995.

The Choi building, which replaces a parking lot, will exceed the most stringent operational energy use standards by 40 per cent.

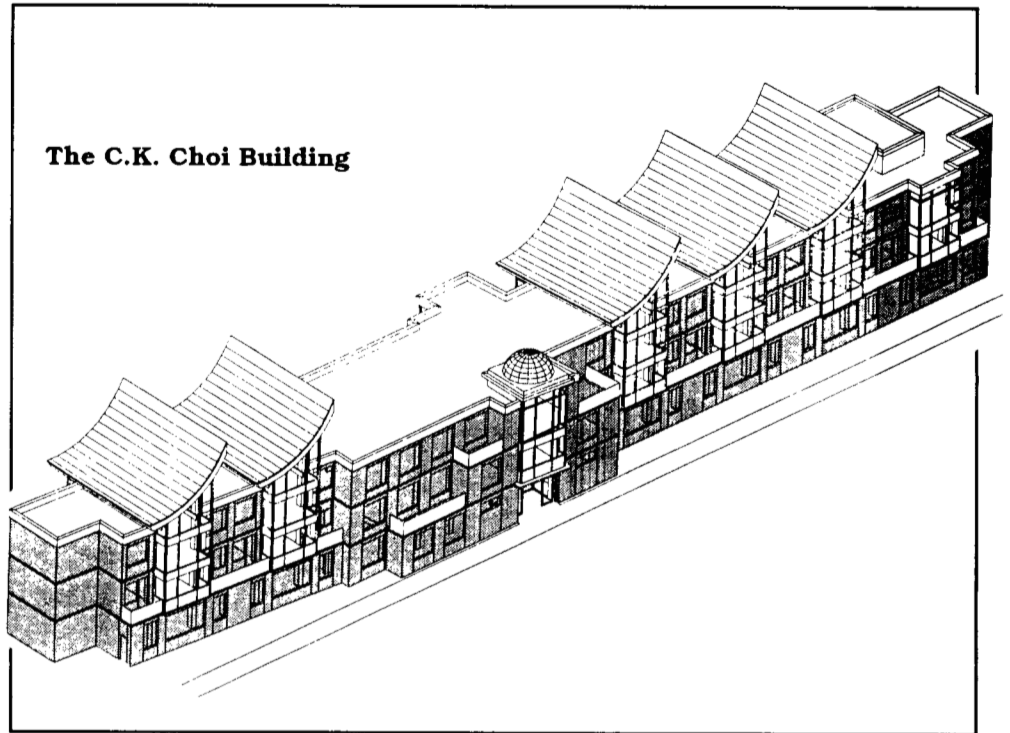
Water will be heated using waste heat from a nearby steam line. By using atriums and placing offices to optimize natural light, the building will require less than one-third of the artificial lighting typically used in an office building. Design features that include high ceilings and windows that open will take advantage of natural ventilation.

As well as reducing the energy used to operate the building, architects have also carefully monitored the amount of energy used in the production of building materials.

Called embodied energy, this is the total amount of energy used to extract raw materials, transport them, and manufacture the building material. The more energy is used, the more fossil fuels are burned, which contributes to global warming.

For example, materials such as concrete and aluminum require large amounts of energy to create, and so their use has been carefully reviewed in the Choi building.

"We've also tried to minimize the amount of embodied energy in the build-



The C.K. Choi Building

ing by utilizing reused materials and materials with a high recycled content. We think we've done very well," said Joanne Perdue, senior architect.

Most notably, the heavy timber beams from the recently demolished UBC Armoury will be used to construct the Choi building's post and beam structure.

The Choi building will also reuse red brick facing, wood and metal doors and frames and washroom accessories from demolished or renovated office buildings. Where possible, the use of doors, walls and other finishes has been reduced.

"We want to use resources we have right now by keeping materials out of landfills rather than extracting more natural resources," Perdue said.

Even the health of future occupants is considered when choosing construction

materials. For example, only solvent-free paint and formaldehyde-free carpets will be used in the building.

Composting toilets will produce nitrogen rich humus and compost tea for use as fertilizer. Other waste water will flow into a subsurface wetland topped with plants whose root systems digest and neutralize bacteria.

Diluted with rainwater collected from the roof of the building, the waste water will be used to irrigate the building's grounds.

The C.K. Choi Building for the Institute of Asian Research is being supported by contributions from a number of major donors from Canada and Asia, including a generous donation from C.K. Choi and family and matching funds from the Government of British Columbia.

Heads of class among award recipients

Twenty-four students finished at the top of their graduating classes at UBC this year. Listed below are the names of the students and their awards.

American Institute of Certified Planners Prize (Most outstanding graduating student in Community and Regional Planning): **Craig Manfred Roessler**.

Association of Professional Engineers Proficiency Prize (Most outstanding record in the graduating class of Applied Science, BAsC degree): **Bradley Edwin Block Heinrichs**.

Helen L. Balfour Prize (Head of the graduating class in Nursing, BSN degree): **Helen Boyd**.

Dr. Maxwell A. Cameron Memorial Medal and Prize (Head of the graduating class in Education, Elementary Teaching field, BEd degree): **Heather Hughes**.

Dr. Maxwell A. Cameron Memorial Medal and Prize (Head of the graduating class in Education, Secondary Teaching field, BEd degree): **Douglas Graham Ratzlaff**.

Ruth Cameron Medal for Librarianship (Head of the graduating class in Librarianship, MLS degree): **Gail Elizabeth Edwards**.

College of Dental Surgeons of British Columbia Gold Medal (Head of the graduating class in Dentistry, DMD degree): **Derek Fraser Cleese**.

Professor C.F.A. Culling — Bachelor of Medical Laboratory Science Prize (greatest overall academic excellence in the graduating class of the Bachelor of Medical Laboratory Science degree): **Janice Sheila Bittante**.

Dr. Brock Fahrni Prize in Occupational Therapy (Head of the graduating class in Rehabilitation Sciences, Occupational Therapy, BSc (OT) degree): **Marcia Elaine Wilson**.

Dr. Brock Fahrni Prize in Physiotherapy (Head of the graduating class in Rehabilitation Sciences, Physiotherapy, BSc (PT) degree): **Michelle Elaine de Moor**.

Hamber Medal (Head of the graduating class in Medicine, MD degree, best

cumulative record in all years of course): **Robert Jason Everett**.

Horner Prize and Medal for Pharmaceutical Sciences (Head of the graduating class in Pharmaceutical Sciences, BSc Pharm degree): **Monica Carol Beaulieu**.

Human Kinetics Faculty Prize (Head of the graduating class in Human Kinetics, BHK degree): **Erin Elizabeth C. Woodward**.

Kiwanis Club Medal (Head of the graduating class in Commerce and Business Administration, BComm degree): **Peng Tu**.

Law Society Gold Medal and Prize (call and admission fee) (Head of the graduating class in Law, LLB degree): **Timothy James Howard**.

H.R. MacMillan Prize in Forestry (Head of the graduating class in Forestry, BSF or BSc Forestry degree): **Dustin James Douillard**.

Merck Frosst Pharmacy Doctoral Prize (Head of the graduating class in Pharmacy, PharmD degree): **Margaret Louise Ackman**.

Dr. John Wesley Neill Medal and Prize (Head of graduating class in Landscape Architecture, BLA degree): **Jason K. Yee**.

Royal Architecture Institute of Canada Medal (graduating student with the highest standing in the School of Architecture): **Andrew Robert Butler**.

Wilfrid Sadler Memorial Gold Medal (Head of the graduating class in Agricultural Sciences, BScAgr degree): **Leslie Anne Richardson**.

Marjorie Ellis Topping Memorial Medal (Head of the graduating class in Social Work, BSW degree): **Otto Lim**.

University of B.C. Medal (Head of the graduating class in Family and Nutritional Sciences): **Susan Blali**.

University of B.C. Medal (Head of the graduating class in Fine Arts, BFA degree): **Janette Eleanor Lush**.

University of B.C. Medal (Head of the graduating class in Music, BMus degree): **Amanda Man-Chu Chan**.

Outstanding undergraduates named Wesbrook Scholars

Sixteen students have been named Wesbrook Scholars, an honorary designation for outstanding achievement among undergraduates.

An annual designation, Wesbrook Scholar is awarded to a maximum of 20 students who are nominated by their faculty or school and selected by a committee. The students receive a certificate, a memento and the designation appears on their permanent record.

Candidates must have completed at least one winter session at UBC, be in their penultimate or final year of undergraduate studies or in the MD or DDS programs, stand in the top 10 per cent of their faculty or school, and demonstrate the ability to serve, work with and lead others.

The awards are sponsored by the Wesbrook Society, an organization of the university's major benefactors.

This year's Wesbrook Scholars are: **Wendy Bach**, Law; **Laurel Baig**, Political Science; **Andrea Bull**, Psychology; **Eileen Cochien**, Biochemistry; **Linda Cuddeford**, Chemistry and Biochemistry; **Christopher Elsner**, History; **Diane Fredrikson**, Psychology; **Nikos Harris**, Law; **Bradley Heinrichs**, Engineering Physics; **Navraj Heran**, Physiology; **Timothy Howard**, Law; **Anson Koo**, Political Science; **Sasha Lupichuk**, Pharmacology and Therapeutics; **Trevor Morrison**, History; **Mati Szeskowski**, Economics; and **Marcia Wilson**, Rehabilitation Sciences.

Top students honoured with Governor General's medal

Four UBC students were presented with the Governor General's Academic Medal at annual spring Congregation ceremonies held last month.

At UBC and other Canadian universities, gold medals are presented to the students who have achieved the highest standing in graduate studies at both the master's and doctoral levels.

Silver medals are awarded to the students who, in the opinion of the Faculty of Arts and the Faculty of Science, are the best in the graduating classes for the BA and the BSc degrees.

This year's recipients are: **Joseph Robert Monteyne**, Governor General's Gold Medal, Faculty of Graduate Studies, Master's Programs; **John Alexander Berges**, Governor General's Gold Medal, Faculty of Graduate Studies,

Doctoral Programs; **Caroline Frances Pond**, Governor General's Silver Medal in Arts, BA degree; and **Stephen James Gustafson**, Governor General's Silver Medal in Science, BSc degree.

The medal is named in honour of its founder, the Earl of Dufferin, who served as the Governor General of Canada from 1872 to 1878. First presented in 1873, the award recognizes academic excellence at the secondary school level, the post-secondary diploma level, the undergraduate level and at the graduate level.

The number of gold and silver medals awarded by each university is determined by its full-time enrolment. However, part-time students are also eligible.

Forum

The UBC Policy on Human Rights, Draft #3: A Study in Tautology

by Dennis Danielson

Dennis Danielson is an associate professor of English at UBC.

I recently overheard my eight-year-old son earnestly explaining to his sister: "I like all types of cookies — except for the horrible kind." It took me a minute to figure out why I found his remark so funny. Of course it was because his statement was circular, for "the horrible kind" of cookies were by definition those he didn't like. In saying he didn't like them he was uttering a tautology: I like all cookies, except for those I don't like.

But wonky logic that may be amusing coming from an eight-year-old is pitiable when it comes from the people a cash-strapped UBC is paying good money to write policy on human rights. Yet there it is in the recently published Policy on Human Rights, Draft #3 (UBC Reports, April 7). Where one might expect to find a statement of principles which, because they are principles, will be applied universally, one finds instead this message: All types of discrimination are horrible — except for the kind we like.

This "except" or "unless" appears repeatedly in the document and vitiates its pretended status as a statement of principle. To cite only the paragraph headed "Policy" (in the first column), before we even get to the main substance of the paragraph we meet with a rather guilty-sounding parenthesis: the policy against "discrimination on the basis of age" is "not meant to affect the university's policy on mandatory retirement." Well, if the retirement policy were found to be a form of "discrimination on the basis of age," please explain why it should not be affected—unless the statement of principle in this document is confused or disingenuous to start with. Age discrimination is bad, except for the kind we like.

In the same paragraph, other forms of discrimination — on the basis of "race", colour, ancestry, place of origin, religion, marital status, physical disability, mental disability, sex, or sexual orientation" — are similarly implied to be bad, unless of course they are good: "unless there is a bona fide and reasonable justification" for them. And what determines whether discrimination is reasonable? Quite explicitly, it is the end that justifies the means: "Policies or programs that have as their object the amelioration of conditions of disadvantage do not violate this policy." If this sort of logic were used by some totalitarian regime we would immediately recognize the words' emptiness and hypocrisy: Citizens, we guarantee your rights, unless of course for reasons that we deem worthy they need to be violated. Rights are rights, except when we think they aren't.

The confusion revealed by this draft policy runs very deep. It is hard to be precise about imprecision, but can the policy's authors explain why "race" is placed in quotation marks? Do the quotes imply irony? Do they mean, "By race we don't mean what most people mean by the word, but we're going to keep you

guessing about what we do mean by it until we catch you discriminating on the basis of it"? Or does it just mean they are squeamish about the word and so put it in quotation marks the way one wears oven mitts when handling something too hot to touch? If so, why not also put "religion" and "marital status" in quotes as well? Indeed, why not put the whole document in quotes? Or is it not, in effect, already?

Still more confusion: consider the central statement that "every student and member of faculty and staff . . . has the right to study and work in an environment free from harassment and free from discrimination." What here is the purpose of the phrase "in an environment"? Is it one's environment that does the harassing and discriminating? I thought it was people. Or does it mean that our university environment should not be harassed or discriminated against — just as "environment free from pollution" means that the air and water ought not to be polluted? Or is the whole statement just symptomatic of an uncertain mix of political posturing and woolly thinking?

On a slightly more charitable note, I would guess that the framers of this policy began with the assumption that all discrimination is a bad thing and then discovered, on reflection — but without thinking through the implications of their discovery — that some discrimination is necessary and good, as indeed it is. We do ourselves and our language a disservice if we utterly banish the word to the domain of moral censure. To discriminate is surely part of a student's or faculty member's proper role in the university: to discriminate the true from the false, the genuine from the phony, the fair from the unfair, the excellent from the mediocre. In this last category a teacher's judgment is sometimes, in fact is routinely, exercised in discriminating among people or their work as well as among ideas and pieces of evidence. Yet occasionally, when I give one essay a C-minus and another an A, I have students who find it hard to believe that they are not being discriminated against. The policy draft, which declares a student's right to freedom from discrimination on the basis of "mental disability," will only deepen this confusion.

To conclude, let me suggest that the UBC administration produce a 25 or 50 word document clearly forbidding harassment — a practice we can agree there is no justification for anywhere in a university. Indeed, we already have a clear policy against sexual harassment (see 1994 *Policy Handbook*, p. 15). But let it give up trying to write anti-discrimination into a statement of principle — because, as this policy draft itself implicitly acknowledges, to eschew all kinds of discrimination simply can't or shouldn't be done. To try to do so reveals a lack of discrimination! Instead, let it deal with cases of racial, sexual, religious, and other unjustifiable forms of discrimination on the basis of federal and provincial laws (and university policies) that already exist.



UBC Archeological Field School photo

Digging For Clues

Members of the UBC Archeological Field School investigate the Hatzic Rock site near Mission. The site is a spiritually significant cultural landmark to the Sto:lo First Nations people of the Fraser Valley and the location of an ancient settlement occupied by their ancestors and other First Nations peoples beginning approximately 5,000 years ago. Since the initial discovery of the Hatzic Rock site in 1990, archeologists from the Sto:lo Tribal Council and UBC have uncovered the remains of the earliest dwelling structure known in B.C. The field school has returned to this site for four weeks, through June 24, to carry out exploratory excavations in an area thought to contain another structure.

Baird appointed as University Professor

by Connie Filletti

Staff writer

Dr. Patricia Baird, a professor of Medical Genetics, has been appointed University Professor in recognition of her outstanding and original contributions to research, teaching and public service in the field of human genetics.

University professorships were established at UBC in 1965 to focus on and illustrate the university's aspirations to academic excellence.

Baird is the sixth faculty member and the first woman to be appointed a University Professor in the 29-year history of the professorships. Her appointment was unanimously approved by UBC's Board of Governors at its May 19 meeting.

As a University Professor, Baird will devote her time to her scholarly interests and to matters of science and research policy. She will be free to choose a teaching assignment in any faculty, department, school or institute subject to invitation by the dean, head or director.

Baird received her BSc and MD from Montreal's McGill University before training in pediatrics and joining UBC as a research fellow in the Dept. of Pediatrics in 1965.

She became a faculty member of the Dept. of Medical Genetics in 1968 and served as head of the department from



Patricia Baird

1979 until her appointment as chair of the Royal Commission on New Reproductive Technologies a decade later.

The commission's report, released last November, included 293 recommendations for regulating and licensing the provision of services employing new technologies used to create or alter human life.

Baird's research interests include the delineation of specific birth defects and the use of medical and vital record linkage in the study of disease in human populations.

Her study on Down's Syndrome in 1988 refuted suggestions that environmental factors may be causing an increase in the incidence of the disease.

Another major study on live births in B.C. the same year indicated that eight per cent of the population, or about two million Canadians, develop genetic diseases by the time they reach the age of 25. Her work has also focussed on bioethical questions, including the issues of allocation of resources and delivery of health services.

Baird has received honorary degrees from McMaster University and the University of Ottawa. She became a Member of the Order of British Columbia in 1992 and was honoured with the YWCA's Women of Distinction Award in Health and Medicine in 1988.

She has served as a member of the Prime Minister's National Advisory Board on Science and Technology, the Medical Research Council of Canada and was elected by faculty to two three-year terms as a member of UBC's Board of Governors.

Currently, Baird is a vice-president of the Canadian Institute for Advanced Research and sits on the International Pediatric Association Ethics Panel.

Shad Valley targets top students

Approximately 50 high school students in grades 11 and 12 will converge on UBC for Shad Valley '94, an award-winning program focusing on excellence in science, technology and entrepreneurship.

Founded in 1981 by the Canadian Centre for Creative Technology in Waterloo, Ont., the program is targeted at top calibre senior high school students with demonstrated intellect, creativity, inter-

personal skills, initiative and drive.

Every summer, 400 students gather at eight university campuses across Canada for four stimulating weeks of university-level learning and interaction with industry. Shad Valley UBC will take place from July 3 - 28 and will include lectures in science, engineering and entrepreneurship, hands-on workshops, and discovery trips.

Calendar

June 19 through July 16

Monday, June 20

Institute of Health Promotion Research

Now through June 24. First Annual UBC Institute On Health Promotion Planning And Evaluation. UBC location TBA. Fees vary; enrolment is limited. Call 688-5749.

Three-Day Seminar

Cinema Of The Mind: The Design of Interactive Software. Theodor Holm Nelson. Emily Carr College of Art & Design. June 20-22. 8:30am-4:30pm. \$495, students \$225, includes lunches, seminar materials. Call 222-5251.

Tuesday, June 21

Museum of Anthropology Exhibition Opening

High Slack. An Installation by Judith Williams. MOA at 8pm. Call 822-5087.

Monday, June 27

B.C. Cancer Research Centre Seminar

Long-Term Multilineage Development And Circulation Of Human Haematopoietic Cells In Scid-Hu Mice. Dr. Chris Fraser, SyStemix, Inc., Palo Alto, CA. BCCRC Lecture Theatre at 12pm. Call 877-6010.

Tuesday, June 28

Museum of Anthropology Exhibition Opening

Masterworks. Bill Reid. MOA from 7-9pm. Call 822-5087.

Vancouver School of Theology Lecture Series

Putting Descartes Before The Horses. Madeleine L'Engle, author. VST Chapel of the Epiphany at 7:30pm. Admission \$10. Call 228-9031.

Tuesday, July 5

Vancouver School of Theology Lecture Series

Canada In Crisis: The Global Responsibility Of A Nation On The Edge Of Empire. Dr. Douglas John Hall, McGill U. VST Chapel of the Epiphany at 7:30pm. Call 228-9031.

Thursday, July 7

Vancouver School of Theology Lecture Series

The Mystery Of The Biblical Text In a Post-Modern Era. Dr. Lynn Bauman, Dallas U. VST Chapel of the Epiphany at 7:30pm. Call 228-9031.

Tuesday, July 12

Vancouver School of Theology Lecture Series

God: He, She, It or Me? Dr. Gail Ramshaw, La Salle U. VST Chapel of the Epiphany at 7:30pm. Call 228-9031.

Wednesday, July 13

Mole Patrol

Free Skin Cancer Screening/U.V. Testing Of Sunglasses. UBC Hospital Student Health Services from 9-11:30am. UBC students, staff/faculty only. Call 822-7011.

Thursday, July 14

UBC Employee Orientation Sessions

Speakers from the President's Office, Sports/Athletic Services and others. Cecil Green Yorke Room from 8:45am-12pm. Refreshments. Call 822-9644.

Vancouver School of Theology Lecture Series

Does The Bible Call Us To Accept The World Or To Change It? Dr. Norman Gottwald, New York Theological Seminary. VST Chapel of the Epiphany at 7:30pm. Call 228-9031.

Notices

Student Housing

The off-campus housing listing service offered by the UBC Housing Office has been discontinued. A new service offered by the AMS has been established to provide a housing listing service for students and landlords. This new service uses a computer voice messaging system. Students call 822-9844, landlords call 822-8725.

Campus Tours

School and College Liaison tours provide prospective UBC students with an overview of campus activities/faculties/services. Fridays at 9:30am. Reservations required one week in advance. Call 822-4319.

Disability Resource Centre

The centre provides consultation and information for faculty members with students with disabilities. Guidebooks/services for students and faculty available. Call 822-5844.

Botanical Garden

Open daily from 10am-6pm. Shop In The Garden, call 822-4529; garden information, 822-9666.

Sexual Harassment Office

Advisors are available to discuss questions or concerns and are prepared to help any member of the UBC community who is being sexually harassed find a satisfactory resolution. Call 822-6353.

Audiology/Speech Sciences

Volunteers needed with normal hearing, who are native-English speakers; 18-35 years old, with no previous instruction in linguistics to participate in a study of speech perception in noise. Honorarium paid. Call Anita at 822-5054.

Statistical Consulting/Research Laboratory

SCARL is operated by the Dept. of Statistics to provide statistical advice to faculty/graduate students working on research prob-

lems. Call 822-4037.

Clinical Trial Dermatology

Actinic Keratoses Study. Raised Lesions with a flaky appearance caused by sun damage. Must be 18 yrs./older. Possibility of 6 visits over 8-month period. Call 875-5296.

Basal Cell Carcinoma Study

Superficial Tumours. 18 yrs./older. 6 visits over 16 weeks. Honorarium upon completion. Call 875-5296.

Psychology Study

Music/Mood Study. Comprised of 2 1-hour sessions, booked 2 days apart. Participants will be paid \$20 on completion of both

sessions. Kenny Bldg. 1708. Call 822-2022.

Surplus Equipment Recycling Facility (SERF)

Disposal of all surplus items. Every Wednesday, 12-5pm. Task Force Bldg., 2352 Health Sciences Mall. Call Vince at 822-2582/Rich at 822-2813.

Nitobe Garden

Open daily from 10am-6pm. Call 822-6038.

S.O.S. Rwanda

Information evening & fund-raising event in aid of Rwandese refugee camps. June 25, 6-10pm. International House. Call Edson Mpyisi, 822-5021, for information.

UBC REPORTS

CALENDAR DEADLINES

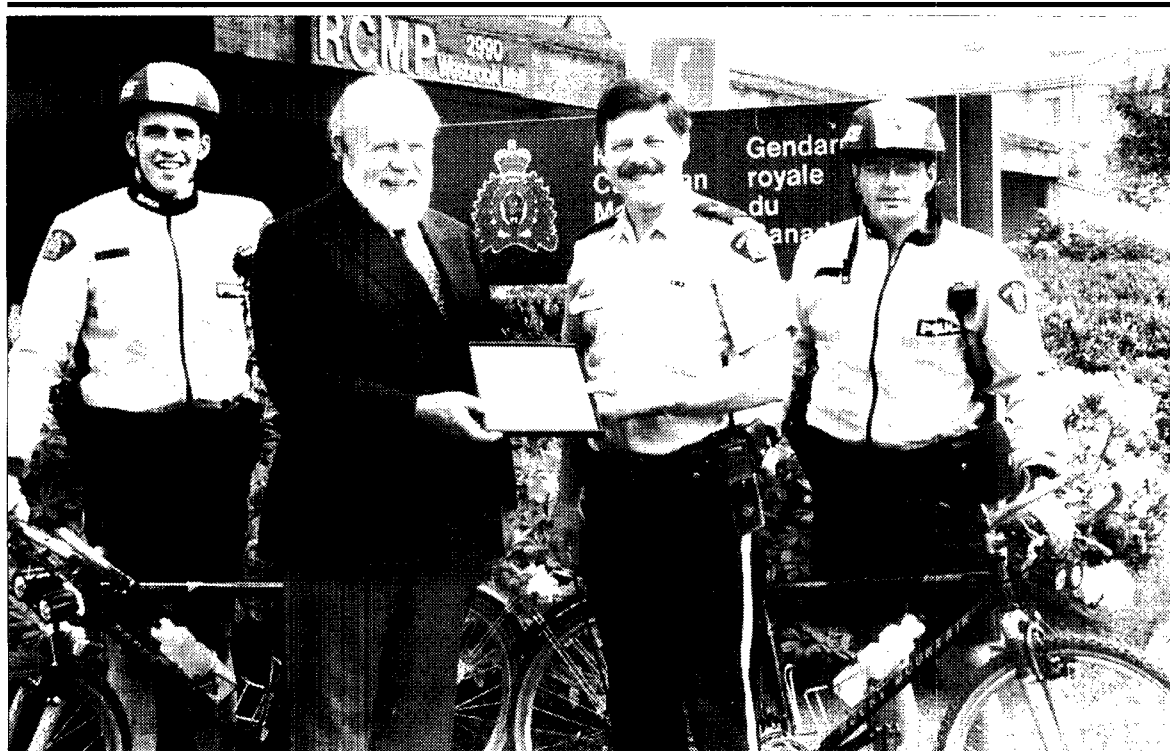
Calendar items must be submitted on forms available from the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C. V6T 1Z2. Phone: 822-3131. Fax: 822-2684. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space. Deadline for the July 14 issue of UBC Reports — which covers the period July 17 to August 13 — is noon, July 5.

UBC TRAINING/DEVELOPMENT

MOST (Managerial/Other Skills Training Program) is offering a series of courses to UBC employees in June/July. For locations and fee information, call 822-9644.

June 20/21/23
June 22
June 23
June 24
June 28
June 29
July 5
July 6
July 7
July 7
July 8
July 12 or 28
July 13
July 14

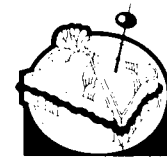
Train The Trainer
Selection Interviewing: Ensuring Equity
Assertiveness
Bringing Creativity To The Workplace
The Student As Client
Understanding Ourselves: Understanding Others
Strategies to Break Down Racism In The Workplace
Central Agencies II: Financial Services, A Look At Key Areas
Employee Communications: Communicating For Results
The Fundamentals Of Communicating
Supervisory Skills: The Basics
The Challenge Of Customer Service
Decision Making



Abe Heffer photo

Mounted Police

Earl Dodson, second from left, received a certificate of appreciation for his contribution to the Campus Safety Fund from university detachment RCMP Cpl. Fred Leibel, centre, last month. Dodson's donation helped the President's Advisory Committee on Women's Safety establish the fund, created in February to support personal safety initiatives at UBC. The money was used to purchase bicycle equipment for the RCMP university detachment to enable them to provide regular bicycle patrols of the campus. Constables David Barnhart, left, and Peter Kennedy, right, display the new equipment. Anyone wishing to contribute to the Campus Safety Fund may call Pam Wilson at 822-8926.



Make your day at UBC complete by visiting SUB CAFETERIA, the largest university cafeteria in Canada. We have fresh pastries from our very own bakeshop, a brand new salad bar, vegetarian entrees, pasta, daily menu specials, fish & chips, burgers and much much more. Great prices and relaxed, friendly atmosphere.



SUB CAFETERIA

6138 Student Union Mall 822-3461

Conveniently located near the Aquatic Centre, Main Library and UBC Bookstore. Parking close by at the North Parkade.



Open Daily

June Mon - Fri 7 am to 7 pm
Sat - Sun 7 am to 3 pm
July & August 7 days a week - 7 am to 7 pm



THE UNIVERSITY OF BRITISH COLUMBIA

PRESIDENT'S SPEECH TO FACULTY MEMBERS

April 5, 11 and 13, 1994

I am pleased to be able to address the faculty of The University of British Columbia. This is the third time I have done this in the past few years. In the past year, I have also had breakfast meetings to listen to views of faculty and staff members and to engage in discussion about the issues facing us as well as the opportunities ahead. I have so far held about forty six such breakfasts involving roughly 1,000 faculty and staff members. The question I have been asked to consider is, "Is the campus in decline?" You will not be surprised that my simple response to the question is "Yes" and "No." I have chosen to present my remarks in the form of good news and bad news.

First, let me give some items of good news. We are in British Columbia! Relative to the situation in the other provinces of Canada, the situation in this province is good.

There is a perception that we have had very little faculty renewal. That is simply not true. More than one-third of our faculty members have been recruited in the past seven years. Normal attrition plus an attractive early retirement program have made this possible. I doubt that there is another university in Canada, or even in North America that has had this level of renewal.

This renewal has had a major impact on our faculty members competing for research grants. In the NSERC (National Science and Engineering Research Council) competition for research grants, we have reached the number one position in Canada, both in total dollars and in dollars per eligible faculty member. Who would have dreamed a few years ago that we would top the country? We have reached the number two position in SSHRC (Social Science and Humanities Research Council) grants in the country and we are third in the country in MRC (Medical Research Council) grants. All in all, our faculty members' capacity to compete is among the best in Canada. But, we know that no overhead (or infrastructure) support is provided by the provincial or federal government to support these activities. This has put pressure on our ability to support these endeavours.

We were the most successful university in Canada in the National Networks Centres of Excellence competition. We surpassed all other universities in Canada by a wide margin. In this case, the provincial government did provide overhead support. Without this help we could not have performed the research. The centres have just been reviewed and ten out of the fourteen renewed. Again, UBC has scored well and our share has risen even further.

Michael Smith's winning of the Nobel Prize has provided a boost for everyone and reminded us all that it is all right, even as Canadians, to aim for excellence. The Clinton/Yeltsin Summit in Vancouver and at UBC was an event that brought us international attention.

Maclean's Magazine ranked us in the top four universities in Canada. And we ranked number one in the "reputation" category. This ranking shows that we in the West need never again fear that the "Eastern establishment" does not recognize excellence where it finds it.

Back in the 1960s, UBC established its target student population as 22,000 undergraduates and 6,000 graduate students. This long standing objective was reaffirmed in the mission statement and strategic plan ("Second to None"), adopted

by the Board of Governors and Senate in 1989. Current enrolment has exceeded this undergraduate number. Indeed, we have exceeded the total funded by the Province. We will, however, continue to work towards ensuring that we receive increased funding to cover fully our planned enrolment. Meeting our objective to enrol students expected to succeed has increased our retention rate. Much of this enrolment growth is at the 2nd, 3rd and 4th year. Only in the past few years have we come even close to the graduate student objective. Today, we are finally near to achieving our thirty-year-old objective. Discussion with government over the past few years indicates that they have accepted our role as one institution in an expanded post-secondary system in British Columbia. The enrolment targets we have adopted are recognized and accepted as reflecting our particular place in the system.

With limited ability to respond to the accessibility demands of the people of the Province, you may ask: "What we are doing to meet the needs of British Columbians?" The concept of the university colleges was originally proposed by UBC in a public document in early 1988. This was followed by a provincial task force that supported the concept and these unique institutions were created. We have been fully supportive of The University of Northern British Columbia. These new or modified institutions are playing an important role in B.C. and we take great pride in our seminal role.

These are all good news stories. But, of course, we have bad news stories, too. For the past two or three years, our grants from the province have been squeezed with adjustments lower than inflation. This has meant shrinkage and compression of our core activities. In this situation, we have been faced with fixed cost increases and imposed regulatory or quasi-regulatory items. We have had to reduce our level of activity in order to incorporate these increased costs. Examples include B.C. Hydro rates, gas costs, mandatory benefits such as Unemployment Insurance, waste disposal, etc., etc. The tuition increase for 1994/95, for example, is scarcely enough to cover these cost increases for next year.

Last year, bargained salary increases had to be taken out of grant and tuition funds. Due to our fixed budget, this necessitated the reallocation of funds for salaries and benefits, thus again reducing our activity level. Eighty-four per cent of our General Purpose Operating Fund (GPOF) expenditures are now in salaries and benefits. With the tuition increase consumed by mandatory increases and with no provincial grant increase for 1994/95, we are faced with a direct linkage between any salary and benefit increase and the number of people employed on the GPOF.

There is no doubt that we have faced an ongoing difficult core budget situation in the past. But, this pressure is even more acute in 1994/95. Some have focused on reducing administrative costs as a source of cuts. A recent study by Dr. S. Dupré showed that McGill and UBC remain among the most efficiently administered universities in Canada. In fact, the academic unit expenditures as a share of GPOF remain unchanged in the past eight years. The expenditures in the non-academic support units have, of course, also remained a constant proportion of expenditures. But, there have been changes within this envelope to accommodate the many new needs and increased costs. The support units have suffered financial squeezes every bit as



THE UNIVERSITY OF BRITISH COLUMBIA

June 16, 1994

Dear Colleagues:

During the past few months, I have held a series of meetings with faculty. So far I have had 46 breakfast meetings with roughly 1,000 faculty. I have also organized three larger public meetings -- health sciences, sciences and engineering, and humanities and social sciences. These have been valuable listening experiences for me. I attach to this a copy of the notes I used for the larger public meetings, and a list of the most common themes that are raised. I also attach comments showing how I have responded to these.

David W. Strangway
President

great as those in the academic units. In some cases these cuts have been even greater. Nevertheless, we are launching a major initiative to improve administrative processes using the concepts of reengineering. We expect to see even further efficiencies and effectiveness in our support services.

A good news story has been the recently completed campaign. This campaign has raised \$262 million, twice as much as any campaign before in Canadian history. About \$100 million of this is being spent on new buildings. Almost all of the rest is going into endowments. These endowments bring about sixty new chairs to UBC and several new programs, as well as many professorships. Many scholarship and bursary programs have also been endowed. We expect that our endowment base will have risen from about \$80 million in 1985-86 to well over \$300 million this year. The revenue is spent in direct support of academic activities.

This profound outpouring of support from Vancouver, from B.C., from Canada and, indeed, from around the world is remarkable. It has shown that the community supports UBC and, in particular, supports its mission statement and strategic plan. The campaign case statement and university-wide priorities and related closely to the mission statement. This campaign has done much to open up the bridges between UBC and its many communities.

There have been a number of landmark events in UBC's history.

- The Great Trek of 1922 that restarted construction on the Point Grey campus.
- The signature campaign of the 1930s that caused government to keep the university open.
- The university's crisis response to the returning WW II veterans.
- And, today, an outpouring of financial support from tens of thousands of people and organizations in the community to help us develop the Margin of Excellence at UBC.

The provincial government has continued its program of providing support for new buildings. I know that many people are concerned that these new buildings may be a tough fiscal burden on the

university. But, we have been able to replace many huts that represented unacceptable working conditions. The net cost of operating all of these new buildings on a recurring basis is less than \$3 million or less than one per cent of our core budget. In fact, a recent allocation of \$1 million (1993/94, 1994/95 and 1995/96) from the province to correct an earlier interinstitutional inequity has reduced this projected \$3 million even further to an incremental operating expense of \$2 million per year or less than two-thirds of one per cent of the GPOF.

On another good news front, we are getting better at selecting students expected to be successful at UBC. The "Outstanding Student Initiative" has been very well received by schools around the Province. We offered 800 students unconditional admission, scholarships and places in residence. Five hundred of these students came to UBC last year. Of course this is good news, but the fact that these students succeed and stay with us means that we are teaching many more students at advanced levels and struggling with the cost of doing so. Our focus on teaching and curriculum development is a central theme of the necessary evolution taking place in all faculties. These changes in the teaching environment are fundamental indeed.

We have also been reaching out to ensure that UBC is more receptive than it has been in the past to those less well represented in the university.

The First Nations Longhouse (a campaign project) is the visible symbol of a major thrust to welcome native people to UBC. We plan to increase our numbers from 250 today to 1,000 by the year 2000 across a wide range of programs.

The Disability Resource Centre (also a campaign project) is helping us to be more sensitive to the needs of the disabled.

The substantial endowment raised for scholarships and bursaries is helping to achieve our stated objective that no student, otherwise qualified for acceptance, need stay out for financial reasons alone. We are the only Canadian university to make this pledge.

In conclusion, let me say that the mission statement and strategic plan adopted five years ago remains alive and well. UBC refuses to fall victim to the Canadian tendency to "grind down every peak and fill every valley."

THE UNIVERSITY OF BRITISH COLUMBIA



Current Campus Concerns -- Issues Raised and Comments

During my many meetings with faculty and staff (in small groups over breakfast as well as in three larger meetings) over the past few months, the discussions have been candid and far-ranging. I have found the questions and comments helpful and stimulating. I attach a set of the Issues Raised and my responses which reflect many of the common themes that I have heard in these various sessions. I plan to continue with weekly "breakfast" meetings in the coming year to ensure that I have an opportunity to hear people's concerns and to discuss with them the issues and opportunities that lie ahead.

ISSUE 1**Issues Raised**

Why are we building new buildings when we cannot maintain the old ones?

Comments

The capital campaign has allowed us to build some badly needed new buildings. The provincial government, in addition to the matching funds, has also provided funds for other equally needed buildings. During the development of the 1989 mission statement and strategic plan, many building needs were identified by faculty, staff and students. An updated capital plan is submitted to government each year and published in UBC Reports to inform the campus. New opportunities are reviewed with the units involved. These capital funds cannot be converted to ongoing operating funds and, in any event, provide a substantial number of construction jobs. Other buildings such as residences, parking garages, the planned multi-tenant facility and the new and planned colleges cover their own operating costs. Building plans are reviewed regularly by the President's Committee on Space Allocation which meets jointly with the Senate Academic Building Needs Committee.

ISSUE 2**Issues Raised**

Classrooms have deteriorated. What is being done about them? And doesn't the program of new building contribute to this?

Comments

Classrooms have seriously deteriorated over the past several years. The provincial grant for maintenance, renovations and minor capital used to be very low (under \$2m. until 1988). This has now increased to almost \$15m. with a special allocation of \$6m. from 1993 for deferred maintenance. We have now started a program of refurbishment. The MacMillan Building and the Curtis Building have had major renovations in the past year. The Hebb Theatre will be refurbished in the summer of 1994. Unfortunately, because of health and safety code issues, each time we start to refurbish a facility, the costs escalate. These costs are as high as the building of new facilities. Equipment funds were set aside in 1993/94 and will continue to be set aside for the next few years to help upgrade audio-visual equipment for classrooms. Both the plant operations activities and the funds from the minor capital fund are increasingly being targeted for this purpose. The individual faculties have not brought forward classroom projects as priorities to their deans. At the same time, the new buildings have replaced many huts. These new facilities have improved working conditions for many people on the campus. The net cost of operating the new buildings is \$3m./yr. This will now be offset by a \$1m. new grant from the Province relative to an inequity in interuniversity funding related to space costs. This amounts to less than two-thirds of one per cent of the general purpose operating fund (GPOF)

cost increase for the net new space. Over the next five years athletic facilities will pick up \$1m./yr. of this utility and janitorial cost. This will also help.

ISSUE 3**Issues Raised**

Why is the successful fundraising campaign not helping to deal with the core fiscal issues?

Comments

When the campaign was started, it was planned that it should add to the campus activities and not be simply a substitution for activities supported by the core funding sources i.e. non-earmarked portions of provincial grants and tuition. We therefore sought funds for buildings, equipment and endowments rather than for replacement of operating grants. This was also the basis on which the provincial matching funds were allocated to us. We called this adding "The Margin of Excellence". We could honestly inform potential donors that their gifts were not replacing the withdrawal of provincial support funded already by their tax dollars. This then represented an enrichment of support for faculty, staff and students.

ISSUE 4**Issues Raised**

The campaign seems to have led to new buildings but without any other academic impact?

Comments

A total of \$262m. was raised (some pledges have yet to be completed). About \$100m. is for new buildings. The rest is in the form of endowments that support about sixty new academic chairs, many professorships, a number of interdisciplinary centres, endowments for undergraduate and graduate scholarships and bursaries to support students. By far the greatest portion of the campaign is in direct support of people costs in academic programs. Of course, the campaign buildings are also helping academic activities by providing facilities and a focus on crossing disciplinary boundaries.

ISSUE 5**Issues Raised**

There seems to be no renewal of faculty?

Comments

In the past eight years we have hired more than one third of our current faculty complement. This is a good rate of renewal (assisted by an attractive early retirement program). We are the envy of all other universities in Canada and probably in North America in this respect.

ISSUE 6**Issues Raised**

Many of the campaign projects seem to respond to donor interests and not campus needs?

Comments

The campaign was preceded by extensive consultation with the twelve faculties. The case statement was a combination of individual faculty priorities and of university-wide priorities. The case statement was modified as the campaign progressed and it was clear that we would exceed our original goal by a very large margin. These revisions were widely circulated on campus for information and comment. The bulk of the campaign was in direct support of faculty and university priorities as originally laid out in 1988. Where a few opportunities arose that were not in our case statement, there was full consultation with the appropriate affected faculty to be sure that it was an academic priority and need. What is remarkable about the campaign is that

donors were willing to contribute to a clearly articulated view of the university's needs. We understand that the clear articulation of a university's vision and needs is a necessary ingredient for success. A clear vision from the President was essential.

ISSUE 7**Issues Raised**

Administrative costs at UBC appear to be rising rapidly while academic support is being rolled back?

Comments

The academic share of the general purpose operating expenditures has not decreased for many years. In fact, it has risen slightly. The share allocated to support unit costs has also remained unchanged as a portion of general purpose operating expenditures. There have been shifts within the support budget, e.g. lower expenditures in utilities and plant operations, higher expenditures in support of community relations, fundraising and externally imposed regulatory needs. Administrative costs have risen slightly (as seen in the recent Dupré report) but remain among the most efficient in CanadComments. This has been at the expense of other efficiencies in support unit costs, but not of academic unit expenditures. This was documented in the most recent Budget and Planning Narrative and circulated on campus in September 1993.

ISSUE 8**Issues Raised**

Is the university losing a sense of collegiality? (Faculty feel more remote, even alienated from decision making).

Comments

The campus has become larger and more complex over the years. Today, faculty and staff are working continually in an increasingly competitive environment. We have endeavoured to distribute a very large amount of information to the campus to keep it fully informed. This has been done systematically in the past few years so that the campus as a whole can be fully aware of the decisions taken on many issues and can have an opportunity to comment on these outcomes. We welcome the feedback we receive as a result of the complete openness of information and policies that guide the administrative process. Many steps are being taken to work more with faculties and departments. Senate, of course, has a very key role.

ISSUE 9**Issues Raised**

Student aid seems inadequate. What is being done about this? Why was the campaign not used for this purpose?

Comments

At the present time, very large amounts of money are spent on student aid through federal/provincial and university sources. This is documented in the Budget and Planning Narrative and we have a large number of scholarships and bursaries funded from non-budget sources. The campaign has added many millions of dollars in endowments for student aid of many kinds. This includes education abroad scholarships, graduate fellowships and others.

ISSUE 10**Issues Raised**

Have we lost our focus on undergraduate liberal arts and science education? And are we responding to an increasing pressure on career specific training?

Comments

I believe there is some truth to this, but today we have a unique opportunity to refocus. It has been recently reported in

a federal report that more than half of the new jobs that will be created in the 90's will require at least seventeen years of school (i.e. at least one post-baccalaureate year). The demand for post-baccalaureate, masters and diploma programs is rising rapidly and is becoming the new career entry level. If post-baccalaureate work is key to career entry, we can refocus ourselves on the need for a broadly based undergraduate education. One department in engineering is starting a new five year program that will be completed with the awarding of both a bachelors and a masters degree. Half of the Grade 12 and first year students recently polled indicated that they plan to come to university to achieve a broad education. The other half were interested directly in career education. The new Science One program is a step in the direction of reaffirming our commitment to a liberal arts and science undergraduate education. Students are welcoming this approach since they know that in a rapidly changing world, the broader the education base they experience, then the better they will be equipped to respond to changing demands. I have been assured by the Canadian Federation of Independent Business that small business, in particular, welcomes liberal arts and/or science graduates because they are the most adaptable to change. These people will provide our future leadership and they will create the necessary changes to help us all adapt to a global society. I attach to this a draft document that will soon go to Senate which describes the nature of the UBC graduate. This draft will be debated in Senate and, if approved, in this or a modified version, will become the basis for curriculum development and reform over time.

ISSUE 11**Issues Raised**

Is the demand for graduate education rising as fast as the demand for undergraduate education?

Comments

Yes, increasingly students are taking a broadly based undergraduate education and then focusing on specific programs at the post-baccalaureate, masters or diploma level. This is the new paradigm for universities in the 90's. Many graduate students will be seeking professional opportunities while others will be seeking research opportunities to add to the knowledge of the world in their selected discipline.

ISSUE 12**Issues Raised**

What has been the reaction to the proposal to take in full cost international students in undergraduate and professional graduate programs?

Comments

The proposal has met with mixed reaction and should not be confused with our successful education abroad program. In the Education Abroad Program, students are simply exchanged for a semester or a year with comparable universities, each student paying tuition at their home institution. With respect to the full cost international student proposal, some in the community see it as displacing B.C. students. (This is not the case since we already take in more students than the public policy of the province funds us for). Others do not like the idea of having two categories of students. The provincial government, on the other hand, has been supportive of the concept as long as B.C. students are not displaced. Some see this proposal as a way to further internationalize UBC and our community at a time of increasing global interdependence. Several faculties are developing proposals for consideration as they contemplate this as a way to internation-



THE UNIVERSITY OF BRITISH COLUMBIA

Current Campus Concerns -- Issues Raised and Comments

alize their programs without cost to B.C. or Canadian students. It could also provide a significant enrichment for all students. In order to attract such students, our programs will have to be at acceptable standards of internationally recognized excellence. The federal government is very supportive of such programs and has organized conferences to encourage us to explore this opportunity to further international ties.

ISSUE 13**Issues Raised**

What steps are being taken to increase income?

Comments

We do not have many vehicles open to us. The campaign has successfully enriched the offerings on our campus. We will continue with a significant annual fundraising effort using the lessons learned from the campaign. A university-wide case statement, based on faculty and academic/student service unit plans and priorities and in support of UBC's global mission and strategic plan, is now being developed. Continuing Education now functions on its own bottom. On this basis it can purchase services from the cognate faculty or, if it generates surpluses, these can be added to the endowment base. UBC REC has developed Hampton Place. This will also add substantially to our endowment base. Endowments at UBC have risen from \$80m. in 1985/86 and will reach over \$300m. in 1994/95.

ISSUE 14**Issues Raised**

What is being done to ensure support and administrative services function more efficiently and effectively?

Comments

Many steps have already been taken towards cost containment during the annual budget development process. Several units have a program of continuous improvement underway. The lessons learned in these programs will be more widely implemented. We have also embarked on "process improvement and development" sometimes known as reengineering. These initiatives have now been started. Helpful guidance was given by the recent Dupré report. We expect that this will lead to an increase in efficiency and effectiveness. The new distributed computing environment will be a key to realizing these improvements. The service units have continually been pressed to do more with less. They have achieved remarkable results already in responding to the needs of students and others.

ISSUE 15**Issues Raised**

Is there a vision of where the university is going in these changing times?

Comments

In 1989, the Board and Senate approved a mission statement and strategic plan (Second to None). This document remains alive and well with updates (e.g. see the annual Budget and Planning Narrative now published every year). The faculties are developing their own strategic plans which will conform to the university-wide principles of the mission statement. These plans are an essential base for the fundraising case statements now being prepared by the faculties. Within three years there will be a new president. That will be the time to start on a full-fledged renewal of the mission statement and strategic plan and to reconsider long term planning.

ISSUE 16**Issues Raised**

What steps are being taken to ensure

that the people of British Columbia are informed about UBC? Aren't we spending too much on public relations?

Comments

There are many activities now underway to inform the public. There are regular press releases; UBC Reports is widely distributed. We have a regular plan to meet each alumni group in B.C., Canada and overseas at least once a year. UBC experts are used frequently by the mediComments Editorial boards are organized from time to time. Much is being done, but in this area there is always more to do. A communications policy and plan are now being developed to help focus what is already one of the best programs in Canada. The spending of GPOF on external affairs activities overall remains very low and is comparable to that at other universities. It is no coincidence that the Maclean's survey found that UBC was the most highly rated university in Canada in terms of reputation. Our communications across the country have been remarkably effective in positioning us as the university of the future.

ISSUE 17**Issues Raised**

What is UBC doing to ensure that young British Columbians in increasing numbers can attend post-secondary institutions?

Comments

UBC realized, when developing its strategic plan, that it would be impossible for us to deal with the rapidly increasing demand for access to universities. Accordingly, in 1980, we first publicly proposed the concept of the university colleges (as four year degree institutions). The concept was subsequently adopted by government. We have played a key role in helping them get started, just as McGill did for us in 1915. We are doing the best we can with the resources available to us and we have continued to encourage the development of a differentiated system that serves the needs of all British Columbians.

ISSUE 18**Issues Raised**

The south campus draft discussion plan has created a crisis in confidence on planning processes. What is happening now?

Comments

The draft discussion paper was released one year ago to the campus community to begin a process of consultation and feedback. The reaction to the concepts laid out was vigorous and has stopped the process then envisioned, while we develop a new process of campus and community consultation. The development of this process is now under way with extensive consultation. In the next few months, we expect the Board to adopt a formal process for developing the plan, perhaps in consultation with the GVRD (Greater Vancouver Regional District).

ISSUE 19**Issues Raised**

Why does UBC have five Vice-Presidents? Seven Associate Vice-Presidents?

Comments

The university today has an expenditure level of about \$700m./yr. We are a large and complex institution, operating in an increasingly complex environment. The number of vice-presidents and associate vice-presidents may seem large by earlier standards. But the positions designated as VP or AVP are almost all positions which previously existed at UBC with other titles (e.g. AVP Human Resources as Director of Personnel, etc.).

The functions being carried out have always been necessary. This distribution of VPs and AVPs is typical of other similar universities and is much less than that in comparably sized private corporations. However, it is the perception of many that we dedicate inadequate resources (dollars) to managing a large and complex institution.

ISSUE 20**Issues Raised**

What steps are we taking to ensure that UBC retains its integrity and autonomy while still responding to society's needs?

Comments

Many steps are being taken in this regard. This is, of course, a key role of the Board of Governors. Perhaps even more, however, it is the key role of the Senate. The Senate debates and approves all new academic programs. Being responsive to society takes many forms. The awareness of individual members of the campus to current issues is absolutely essential in this context. A number of advisory committees to various campus units have been very helpful in this regard. More of these will be created in the coming months (e.g. Forestry, Commerce and Business Administration, Law, Music, Green College, Civil Engineering, Mining and Metallurgy, Sustainable Development Research Institute, Institute for Asian Research, Food Research Centre etc.). But, in the end, the integrity and autonomy of the university depends upon the faculty members' dedication to the task of achieving the highest standards of excellence and openness on behalf of the community.

ISSUE 21**Issues Raised**

Why is so much being spent on fundraising when this could be better done by faculties?

Comments

The spending on fundraising has been very well contained and has been as effective as in any campaign. The approach to the campaign and the results speak for themselves. Obviously, we have been effective. We have learned many lessons in this process and these lessons are now being transferred to a more widely faculty-based campaign. Universities that do not have central policies and central coordination have not been able to achieve the success of those that use the approach we have taken. The mixture of a central budget allocation to External Affairs, together with a component of cost recovery from campaign results, has worked extremely well to UBC's benefit.

ISSUE 22**Issues Raised**

Why is the Library being allowed to deteriorate?

Comments

Acquisition of library books and journals is increasingly difficult as the costs rise much faster than inflation. We have protected the acquisitions budget against inflation and international exchange rates but this is only one step. Since 1972, on the other hand, though we have had to cancel some journals, we have subscribed to considerably more new journals than we have discontinued. We are introducing new technologies to help increase efficiency and to make the materials even more accessible. We have been able to add several hundred thousand dollars to permit acquisition of electronic materials. We expect to go to tender on the new library this fall. We fully expect within two to three years to be back in the top twenty of the ARL (American Research Libraries) libraries.

ISSUE 23**Issues Raised**

Are there cheaper ways to "deliver" education using new technologies?

Comments

This is a question that is often asked and does not have a simple answer. There are new technologies that can significantly enrich teaching and learning functions. Some steps in this area are being taken by faculties and by the Computing and Communications Department. Several experimental efforts are under way. It is my own view that we can enhance teaching and learning with new techniques, but I do not believe that this will reduce the need for the personal involvement of faculty members and hence lead to an increase in the present student/faculty ratio. If this happens we will have lost quality in our teaching programs and we must resist this "efficiency". And new technologies have both one-time and continuing additional costs.

ISSUE 24**Issues Raised**

What perception do the schools have of UBC?

Comments

I have recently visited high schools in Kelowna, Kamloops, Campbell River and other places around B.C. The students I have met are very interested in attending university. In particular, they are interested in UBC. These schools have been delighted with our Outstanding Student Initiative. Some faculties have followed up this initiative by contacting these students to inform them of the opportunities. Several programs are run at UBC for prospective students, but more needs to be done as this is an excellent way to recruit outstanding students. On the other hand, they would like to know a lot more about us and to have us consult with them more often. We need to strengthen our liaison activities to be sure that our approach to selecting students who are expected to be successful is well understood, and to reinforce the fact that there are now many post-secondary options for British Columbian students.

ISSUE 25**Issues Raised**

What is being done to enhance the sense of a scholarly community?

Comments

It is difficult in a large multiversity to develop the full sense of collegiality that is the hallmark of smaller liberal arts and science colleges and universities. The creation of Green College has provided a venue and focal point for colleagues to meet. St. John's College, when it is in place, will do more of this. The Senate is a place where academics come together to discuss common issues and mutual opportunities. I have been pleased by the response to my breakfast meetings, which bring together colleagues from across the campus. These "breakfasts" include a random mix of faculty from across the campus as well as librarians, administrative and professional staff, who come together for one and a half hours of completely open and unstructured discussion. But much more needs to be done. I welcome comments and suggestions.

ISSUE 26**Issues Raised**

What is being done to ensure that government and others understand our seminal role in job creation?

Comments

We have prepared an economic impact statement. This will be widely distributed.

Continued Next Page



THE UNIVERSITY OF BRITISH COLUMBIA

Current Campus Concerns -- Issues Raised and Comments

uted both on and off campus. It incorporates many ideas that are being increasingly understood by policy makers. In today's global society, value added and knowledge intensive activities (as well as B.C.'s focus on Asia Pacific) require a healthy research and development environment. Many of the new jobs in B.C. require the presence of an institution such as UBC as one of the most essential elements.

ISSUE 27

Issues Raised

Why is it that department heads find that the workload is increasing? Is this

due to offloading of work by the central administration?

Comments

We are functioning in a society that is increasingly requiring us to be ever more accountable. This applies in a very wide range of items ranging from occupational health and safety to human rights, from environment to promotions and in many other ways. These requirements must be carried out at the department level within the framework of policies established by the Board. We must be vigilant to be sure we are not doing unnecessary work,

but we must also function within the framework that society expects. That is a responsibility that has to be carried at all levels. I believe that both the central administration and the faculties and support staff, as well as every member of UBC's community, are sensitive to this need and act accordingly. We are all working harder with fewer resources.

ISSUE 28

Issues Raised

What steps have been taken to reinforce research in the humanities and social sciences?

Comments

Funding to support research projects in these fields has been very difficult to get. The recent inventory of research in the social sciences and humanities brought out the remarkable richness and diversity of activities. The first \$15m. from Hampton Place has been assigned as an income source to support UBC initiatives. This year \$300,000 will be available and by 1996/97, expenditures at 6% of the endowment means there will be a recurring research fund of \$900,000/yr. (protected against inflation on a recurring basis).

THE UNIVERSITY OF BRITISH COLUMBIA

Leadership of Academic Units and Participation of the Administrative Staff as Assistant and Associate Deans - Initial Draft Policy

RESPONSIBLE: Vice President Academic & Provost

PURPOSE:

UBC seeks qualities in its leadership which will enable it to be a world renowned institution of higher education and learning. In academic units, quality leadership means the ability to inspire students to achieve, to recruit faculty members of high calibre, to motivate faculty members to strive for excellence, to nurture study and learning in the discipline and to administer the affairs of the unit in an orderly, responsible manner, consistent with University policies and guidelines.

Deans of Faculties are recruited for their academic leadership, and as such are themselves highly qualified as academic professionals. While UBC has traditionally appointed faculty members as Associate and Assistant Deans to perform administrative tasks for their units, some units, in these times of the changing environment (with greater responsibility for dialogue with UBC's internal and external communities, student relations, fiscal administration, continuous improvement, internationalization, business and community liaison), have identified a need for individuals with professional managerial expertise to fill senior administrative functions. This policy is to recognize that need and to describe the relevant terms and conditions of appointment.

POLICY:

At UBC, decisions requiring academic judgement are reserved for members of the academic staff. Deans have a leadership role in establishing, maintaining and improving academic standards and therefore their appointments are in the

first instance as academics, then as administrators. However, additional professional managerial skills and abilities may be needed to perform complex administrative tasks, including the administration of academic policy, within the Faculties.

Appointments as Associate Dean or Assistant Dean of a Faculty are made upon the recommendation of the Dean to the Vice President Academic & Provost, on the basis of the function to be performed and the level of responsibility conferred. Consistent with concepts of fairness and equity, the title Associate Dean or Assistant Dean is used whether such work is assigned to a member of the academic or administrative staff.

PROCEDURE SUMMARY:

Before any appointments are discussed, the Dean of a Faculty recommends to the Vice President Academic & Provost the composition and complement of the Dean's Office staff. Frequently, the duties of Associate Deans and Assistant Deans are assigned on a part-time basis to members of the academic staff, with individuals retaining some responsibility for academic duties. The resources devoted to administration of the Dean's Office (including release time of academic secondees) are approved by the Vice President.

Upon receipt of this preliminary approval, the Dean makes recommendations to the Vice President Academic & Provost on the specific appointments of individuals to fill positions agreed. In all cases, the appointments are recommended on the basis of "best qualified available candidate". For positions requiring decision making on academic matters such as teaching, research, or



THE UNIVERSITY OF BRITISH COLUMBIA

June 16, 1994

Dear Colleagues:

The initial draft policy on leadership of academic units and participation of the administrative staff as assistant and associate deans has been written at the request of the Board of Governors. The revisions of the policy on re-appointment of retired or retiring members of faculty arose from suggestions of professors emeriti. Your suggestions for improvements will be appreciated and should be directed to Vice Provost Libby Nason.

Yours sincerely,

David W. Strangway
President

promotion and tenure of faculty members, candidates must be professors.

Associate Deans and Assistant Deans seconded from the academic staff are appointed for a term not to exceed the term of the Dean, renewable at the pleasure of the Dean. Appointees retain their normal salary and are paid a stipend in addition, in partial recognition of administrative duties. As of 1994/95, the range for stipends is \$3-8K, and is adjusted each year by the general increase for faculty. Appointees are entitled to administrative leave of one year after a minimum of five years of accumulated service as an Assistant or Associate Dean or eighteen months after a minimum of ten. Performance assessment and merit-driven salary adjustments are based on the total range of tasks assigned.

Associate Deans and Assistant Deans who are not seconded from the academic staff are considered members of the Management and Professional staff of the University, and their terms and conditions are set accordingly. Individuals may be appointed on a continuing or a term basis. The salary is set in accordance with the job evaluation program, taking into account equity amongst all such positions across the University and the external comparisons in the professional field as appropriate.

DETAILED PROCEDURES:

Please contact the Associate Vice President Academic or the Associate Vice President Human Resources.

DEFINITIONS:

None

THE UNIVERSITY OF BRITISH COLUMBIA

Reappointment of Retired or Retiring Members of Faculty Policy #27 - Draft Revision

RESPONSIBLE VICE PRESIDENT:
Vice President Academic & Provost

Vice President Student & Academic Services

PURPOSE:

To delineate circumstances under which a faculty member/librarian may be appointed after the age of 65, while maintaining the policy of mandatory retirement at age 65.

POLICY:

It is recognized that many retired faculty members/librarians make important voluntary contributions to their disciplines, their departments and to UBC. These activities are

done without a UBC appointment.

Under certain circumstances, members of the academic staff beyond retirement may be appointed to one-year term positions.

PROCEDURE SUMMARY:

Consideration of reappointments of retired faculty members/librarians may be given on the basis of the following principles:

- that there be no requirement to grant any appointment beyond age 65;
- that there be a specific benefit derived by the unit concerned;
- that such appointments not be in

place of renewing the department through the appointment of junior faculty members;

- that such appointments be made primarily for teaching/collection development duties, and occasionally for service on committees;
- that remuneration be commensurate with the services performed (eg. depending on the circumstances, teaching could be on a pro bono basis, or involve a salary ranging from very modest to the scale amount for lecturers);
- that no such appointment be for an academic administrator position;
- that the title used in these appointments reflect the current status of the individual (eg. Professor Emeri-

- tus, Associate Professor - Retired);
- that no payment be made for occasional honorific or voluntary duties (eg. chairing doctoral oral examinations, supervising graduate students).

DETAILED PROCEDURES:

All such appointments are recommended by the Head of Unit to the Dean/Librarian, to the Vice President for approval. Agreement in principle should be sought by the Head before any assurances are given to possible appointees.

DEFINITIONS:

None

THE UNIVERSITY OF BRITISH COLUMBIA



Policy and Procedure Handbook additions

These policies were approved at the May 19 meeting of the Board of Governors and can be clipped and saved on page 77 of the newsprint edition of the 1994 Policy Handbook.

Policy on Disruption of Classes / Services by Snow

RESPONSIBLE VICE PRESIDENT:

Vice President Administration & Finance

PURPOSE:

To delineate responsibility for decisions concerning cancelling classes and curtailing services in the event of snow and to outline guidelines for communication and staffing over heavy snowfall days.

POLICY:

The University will remain open during snow storms but may cancel or reschedule classes on a university-wide basis and/or curtail non-essential services in response to the conditions.

PROCEDURE SUMMARY:

The University remains open during extreme snow conditions, since there is continuing activity to service which re-

quires some employees to work. Examples of this activity are the food service needed for students in residence, the functioning of the central heating plant and maintenance of security.

Certain extreme weather conditions may dictate the cancellation of classes (both credit and non-credit) on a university-wide basis and the curtailment of non-essential services. In this situation, the decision will be made by the President or his/her delegate. The decision will be communicated within the university community by telephone/facsimile by the Vice Presidents, Deans, Heads and Directors. The decision will be communicated to local radio and television stations by Community Relations. All communication with the media will be from the Office of the President or Community Relations.

DETAILED PROCEDURES:

In the event of deteriorating conditions overnight, every effort will be made to communicate the decision to the radio and television stations by 6:00 a.m.

Heads of administrative units are to formulate their own guidelines about which individual members of faculty and staff must report for work because of the essential nature of their responsibilities when classes are cancelled and/or services curtailed because of snow. Members of faculty and staff who have not been designated by their administrative head of unit as essential for snow services may choose to stay at home under this circumstance, and may arrange with their administrative head of unit to make up the time (if scheduling permits), take a vacation day or to take the day off without pay.

In the event of deteriorating conditions during a person's normal workday, the administrative head of unit has the authority to permit members of faculty and staff who are not designated as essential for snow services to leave early without loss of pay, upon receiving the communication originating in the President's Office.

A member of staff who is expected at work but unable to come because of snow is expected to advise the administrative head of unit as soon as possible. Also, a member of staff may be delayed in getting to work because of snow. In both cases, with the agreement of the administrative head of unit, the member of staff may receive compensation for the day by using vacation time or accumulated time owing, or may make arrangements to make up the time.

Policy on Communications

RESPONSIBLE VICE PRESIDENT:

Vice President External Affairs

PREAMBLE:

The University is a forum for critical discussion, debate and unbiased inquiry. UBC is responsible for advancing and disseminating knowledge. Effective relations with the community, particularly through dialogue, are an important element in this process.

PURPOSE:

- to acknowledge formally UBC's responsibility to inform its internal community (students and members of faculty and staff) as well as the external community (local, provincial, national and international);

- to ensure UBC's openness to information and opinions from students, members of faculty and staff and the external community and to foster meaningful exchanges of ideas and knowledge in order to enhance effectiveness.

POLICY:

The goal is to promote the exchange of information to support and enhance UBC's mission of being a world-renowned institution of teaching and research. To this end, UBC disseminates information about its teaching and research activities, as well as other matters of interest to its communities, in the most effective, cost-efficient and timely manner possible.

UBC welcomes ideas and input, striving for openness in its exchanges with individuals and groups, both internally and externally, while respecting legislated bounds of privacy, proprietary rights on intellectual property, safety and security, and encouraging a diversity of views.

PROCEDURE SUMMARY:

A formal communications strategy is under development in order to enhance the quality of communication between UBC and its various constituencies. Elements for consideration in such a system will include:

- definition of the communities UBC relates to;
- analysis of the information needs (both issues and format) of each community;
- consideration of the opportunities for community consultation;
- a strategy for disseminating information and for receiving feedback, both internally and externally;
- a plan for promoting an understanding of teaching activities, research accomplishments and other matters such as administrative policies so that UBC can accomplish its mission and be seen as accomplishing its mission;
- a network and procedures for identifying and dealing with issues before they become crises;
- a plan for receiving input and disseminating information during crises or over difficult issues;
- coordination of institutional messages, thereby enhancing understanding and support

amongst the many publics of UBC;

- analysis of the various methods of communication within UBC's existing structures and to and from the external community, and their effectiveness in particular situations;
- a schedule of activities planned to support the strategy over one and three year periods;
- a means of consulting to gain support amongst the communities about the strategy itself;
- a means of updating the strategy, in consultation with the appropriate communities.

DETAILED PROCEDURES:

The communications strategy will be prepared over Spring/Summer 1994 and readied for the information of the Board of Governors at its September meeting.

DEFINITIONS:

None

Policy on Religious Holidays

RESPONSIBLE VICE PRESIDENT:

Vice President Student & Academic Services

PURPOSE:

To enable students and members of faculty and staff to observe the holy days of their religions.

POLICY:

In constructing the academic calendar, UBC takes into account legal statutory holidays, days "in lieu" where appropriate, and days which it has agreed through collective bargaining to grant statutory holidays to members of faculty and staff, in determining days on which the Univer-

sity is closed or classes cancelled.

Recognizing the religious diversity of the UBC community, UBC permits students who are scheduled to attend classes or write examinations on holy days of their religions to notify their instructors in advance of the holy day of their wish to observe it by absenting themselves from class or examination. Instructors provide opportunity for such students to make up work or examinations missed without penalty.

UBC permits members of faculty and staff who are scheduled to work on holy days of their religions to notify their administrative heads of unit in advance of

the holy days of their religion of their wish to observe it by absenting themselves from work. Administrative heads of unit make efforts to accommodate such requests.

PROCEDURE SUMMARY:

Students are required to give two weeks' notice of their intention to absent themselves under the terms of this policy.

Administrative heads of unit, in trying to accommodate a request take into consideration financial costs, disruption of any collective agreement, work interruption, employee morale and, where safety is an issue, the magnitude of the risk and the identity of those who bear it. For

administrative staff, normally such requests are met by granting a day off without pay, or a vacation day, or the opportunity to make up the time.

Because the difficulties in re-scheduling work vary by unit, each unit will establish a reasonable requirement for advance notice by members of faculty and staff.

DETAILED PROCEDURES:

The Registrar's Office will distribute a multi-faith calendar to each administrative head of unit annually.

DEFINITIONS:

None



THE UNIVERSITY OF BRITISH COLUMBIA

UBC GAZETTE

The Board of Governors has taken the following action. These items were approved at meetings held on March 17 and May 19, 1994.

PROPERTY

The Board of Governors approved the Liu Centre for International Studies project for further planning and design.

The following projects were approved to proceed with working drawings and tenders:

1. Forest Sciences Centre
2. Scarfe Phase II Renovations and New Office Addition

A contract was awarded to Key Engineering Ltd. to complete the Jack Bell Research Centre at the Vancouver Hospital.

The Board gave authorization to award Scott Construction Ltd. the contract for the Student Recreation Centre project.

The consortium of Moriyma Teshima/Nicholson Tamaki was approved for appointment as Prime Consultants for the Chemical/Bio-Resources Engineering project.

A draft Lease and Distribution Agreement for the multi-tenant facility between UBC, Discovery Parks Incorporated and Discovery Foundation was approved. In addition, the area leased for the proposed facility was increased to approximately 1/3 acre.

The 1994/95 Minor Capital (\$8,150,000) and Cyclical Maintenance (\$6,163,000) budgets were approved.

The Minor Capital Budget recurs yearly and is apportioned on the basis of requests from departments or interest areas, as endorsed by Deans and confirmed by Vice-Presidents.

This is the second year that the Province has provided cyclical maintenance funds. The Capital Facilities Branch of our Ministry regards the need to protect the in-

vestment in the existing plant as its highest priority. Therefore, the amount provided in this envelope for 1994/95 has remained at the same level as last year in spite of significant cuts in capital fund support.

The Facilities Program for St. John's College was approved as the basis for detailed design of the project, and the site at Lower Mall and University Boulevard was affirmed.

FINANCE

The Board approved 1994/95 ancillary, or special purpose, budgets for the following:

1. Athletics and Sports Services
2. Athletics and Sports Facilities
3. Educational Measurement Research Group
4. Telecommunications
5. University Computing Services
6. UBC Press
7. Media Services
8. Bookstore
9. Disability Resource Centre
10. Rick Hansen National Fellow Program

The following 1994/95 budgets, including rate changes (where applicable), were approved:

1. Child Care Services
2. Green College
3. Student Health Service (the cost-recovered medical clinic portion)
4. Teacher Education Expansion (non-recurring portion)
5. Housing and Conferences
6. University Apartments
7. Food Services - Residences
8. Parking
9. Student Aid Fund

The Board ratified tuition increases for 1994-95. In addition, the Board approved increases in student activity fees for 1994/95, and in subsequent years, by the same inflationary increase applicable to credit tuition fees.

The Board approved a joint undertaking to senior government outlining UBC's

intention to manage its endowments and other moneys in accordance with the Pension Benefits Standards Act of B.C., using the definition of securities as defined in the Securities Act of B.C., and within the guidelines set out in the Statement of Investment Policies. Government will simultaneously seek the necessary Lieutenant Governor in Council approval on behalf of the four universities.

SENATE

On the recommendation of Senate the Board approved the following:

- 1) Discontinuance of the Clinical Engineering Program, Faculty of Graduate Studies.
- 2) Establishment of the Institute for Child and Family Health Research
- 3) The creation of a new Department of Education Studies through merger of the present Department of Administrative, Adult and Higher Education and the Educational Studies component of Social and Education Studies.

Creation of a new Department of Curriculum Studies by merger of the present Departments of Mathematics and Science Education and Visual and Performing Arts in Education, the Social Studies group from the Department of Social and Education Studies, and the Physical Education Teacher Education members of the School of Human Kinetics as either full or associate members.

- 4) A change in the name of the Department of Pathology to the Department of Pathology and Laboratory Medicine.
- 5) The Board approved establishment of the following:
Centre for Biodiversity Research in the Faculty of Science
The Peter Wall Endowed Chairs

- 6) The Board approved admission quotas for the various faculties and schools for 1994-95 as recommended by Senate.

POLICIES

The Board of Governors approved the following policies and noted the President's procedures for implementation and administration. In addition, two policies have been deleted and two revised.

New Policies:

- 1) Religious Holidays
- 2) Disruption of Classes/Services by Snow
- 3) Draft policy on Communications

Deletions:

Policy #112, Bookstore Collection Procedures.
Policy #8, The Reporting of Accidents and Hazardous Conditions.

Revisions:

Policy #7, University Safety Policy.
Policy #111, Internal Audit

APPOINTMENTS

The Board approved the appointment of Dr. Patricia Baird as University Professor.

Dr. Roslyn Kunin was appointed to the Staff Pension Plan Investment Committee and the UBC Endowment Investment Advisory Committee.

OTHER BUSINESS

Pursuant to sec. 76.1 of the Freedom of Information and Protection of Privacy Act, SBC, c.61. as amended, SBC 1993, c.46 ("the Act"), the Board of Governors designated the President as the "head" of the University for the purposes of the Act, and authorized any Vice-President, Associate Vice-President, or Vice-Provost to perform any duty or any function of the head under the Act.

Amendments to The University of British Columbia Staff Pension Plan were approved.

APPOINTMENTS

The Board of Governors at its meeting of March 17, 1994 approved the following recommendations and received notice about the following items:

David Hill, Associate Dean, Faculty of Pharmaceutical Sciences, January 1, 1994 to June 30, 1996.

James Orr, Associate Dean, Faculty of Pharmaceutical Sciences, July 1, 1994 to June 30, 1996.

John Sinclair, Associate Dean, Faculty of Pharmaceutical Sciences, January 1, 1994 to June 30, 1996.

Robert L. Evans, Head, Dept. of Mechanical Engineering, August 1, 1994 to June 30, 1999.

Ian Gartshore, Acting Head, Dept. of Mechanical Engineering, January 1, 1994 to July 31, 1994.

Earl Winkler, Head, Dept. of Philosophy, January 1, 1994 to December 31, 1999.

Steven R. Vincent, Chair, Neuroscience Graduate Program, March 1, 1994 to June 30, 1997.

Stephen Pond, Acting Head, Dept. of Oceanography, February 1, 1994 to June 30, 1994.

Lesley Elties, Assistant Professor, Dept. of Clinical Dental Sciences, July 1, 1994 to June 30, 1997.

Karen Meyer, Assistant Professor, Dept. of Math & Science Education, August 1, 1994 to June 30, 1997.

Frank Lam, Assistant Professor, Dept. of Wood Science, January 1, 1994 to June 30, 1997.

Paul A. Demers, Assistant Professor, Occupational Hygiene Program/Dept. of Health Care & Epidemiology, March 1, 1994 to June 30, 1997.

Robin Hanvelt, Assistant Professor, Dept. of Health Care & Epidemiology, January 1, 1994 to June 30, 1995.

Martin P.R. Walker, Assistant Professor, Dept. of Obstetrics & Gynaecology, January 1, 1994 to June 30, 1995.

Naseem Amarshi, Assistant Professor, Faculty of Pharmaceutical Sciences, January 1, 1994 to June 30, 1997.

Robert A. Miller, Assistant Professor, Faculty of Pharmaceutical Sciences, March 1, 1994 to June 30, 1997.

Joel Friedman, Associate Professor, Dept. of Mathematics, January 1, 1994 to June 30, 1997.

RESIGNATIONS

The Board received notice of the following resignations:

Jo-shui Chen, Professor, Dept. of Asian Studies, December 31, 1993.

Karin Preisendanz, Professor, Dept. of Asian Studies, December 31, 1993.

Anne Clyde, Associate Professor, Dept. of Language Education, December 31, 1993.

Hans C. Fibiger, Chair, Neuroscience Graduate Program, February 28, 1994 (Resigned as Chair only).

Nelly Auersperg, Professor, Dept. of Anatomy, December 30, 1993.

Christy Scott, Assistant Professor, Faculty of Pharmaceutical Sciences, May 6, 1994.

Gordon McBean, Head, Dept. of Oceanography, January 31, 1994 (February 28, 1994 resigned as Professor).

APPOINTMENTS

The Board of Governors at its meeting

of May 19, 1994 approved the following recommendations and received notice about the following items:

Frieda Granot, Associate Dean, Faculty of Graduate Studies, July 1, 1994 to June 30, 1996.

James E. J. Carter, Associate Dean, Faculty of Medicine, July 1, 1994 to June 30, 1997.

Bryan Wade, Acting Head, Dept. of Creative Writing, July 1, 1994 to June 30, 1995.

John Wright, Head, Dept. of Theatre & Film, July 1, 1994 to June 30, 1999.

Judith Johnston, Director, School of Audiology & Speech Sciences, July 1, 1994 to June 30, 1999.

Richard Finley, Head, Dept. of Surgery, July 1, 1994 to June 30, 1999.

Gloria N. Onyeoziri, Assistant Professor, Dept. of French, July 1, 1994 to June 30, 1997.

Henry Davis, Assistant Professor, Dept. of Linguistics, July 1, 1994 to June 30, 1997.

Rose-Marie Dechaine, Assistant Professor, Dept. of Linguistics, July 1, 1994 to June 30, 1997.

Richard B. Kurth, Assistant Professor, Dept. of Music, July 1, 1994 to June 30, 1997.

Kohno Masaru, Assistant Professor, Dept. of Political Science, July 1, 1994 to June 30, 1997.

Ronald Fedoruk, Assistant Professor, Dept. of Theatre & Film, July 1, 1994 to June 30, 1997.

Alison Green, Assistant Professor, Dept. of Theatre & Film, July 1, 1994 to June 30, 1997.

Lesley A. Bellamy, Assistant Professor, Dept. of Administrative, Adult, &

Higher Education, July 1, 1994 to June 30, 1997.

Carolyn Shields, Assistant Professor, Dept. of Administrative, Adult, & Higher Education, July 1, 1994 to June 30, 1997.

Erminia Pedretti, Assistant Professor, Dept. of Math & Science Education, July 1, 1994 to June 30, 1997.

Thomas Zwimpfer, Assistant Professor, Dept. of Surgery, July 1, 1993 to June 30, 1996.

RESIGNATIONS
The Board received notice of the following resignations:

Hart Hanson, Professor, Dept. of Creative Writing, May 31, 1994

Penelope Van Toorn, Assistant Professor, Dept. of English, June 30, 1994

Colin Gordon, Assistant Professor, Dept. of History, June 30, 1994.

Theodore Baerg, Assistant Professor, Dept. of Music, June 30, 1994.

Glenn Drover, Professor, Dept. of Social Work, June 30, 1994.

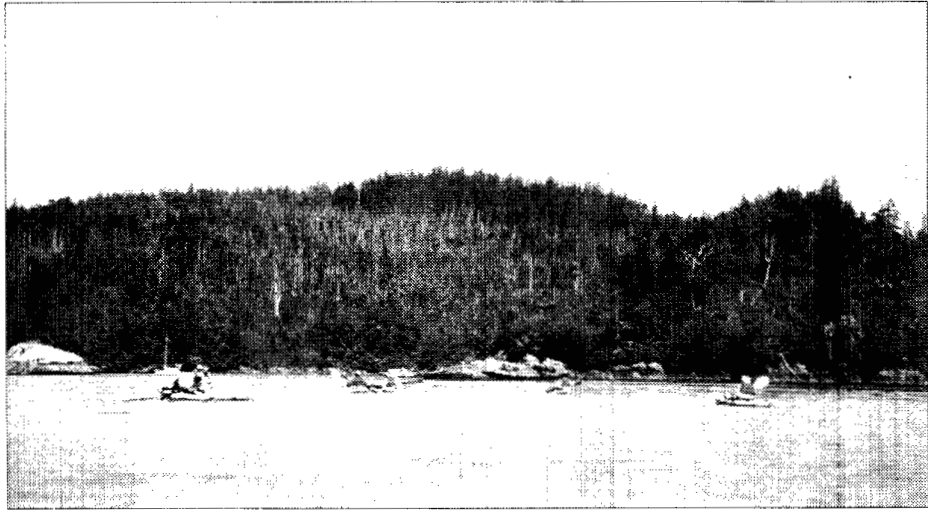
John Brockington, Associate Professor, Dept. of Theatre, June 29, 1994.

Paul E. Fischer, Assistant Professor, Faculty of Commerce, June 30, 1994.

Vojislav Maksimovic, Associate Professor, Faculty of Commerce, June 30, 1994.

Margaret Csapo, Professor, Dept. of Educational Psychology & Special Education, June 29, 1994.

DEATHS
The Board learned, with regret, the death of:
Fritz Lehmann, Associate Professor, Dept. of History, Apr 26, 1994.



UBC Community and Sport Services photo

Kayaking in the Gulf Islands is one of the activities undertaken by Discovery Project youth program participants.

Outdoor program offers fun, learning experience

by Abe Heffer

Staff writer

A natural world of education and adventure awaits those who embark on the Discovery Project, a Summer '94 youth program presented by UBC Community Sport Services.

The Discovery Project is a co-ed program open to anyone between 12 and 17 years of age and is offered in a series of eight, one-week sessions from July 3 to August 27.

Each session includes a day of ocean kayaking in the Gulf Islands and a four-day wilderness experience in the Coast Mountains. Throughout the week, participants receive age-appropriate instruction in earth education and outdoor recreation covering marine and terrestrial ecology, oceanography, geomorphology, hydrology and meteorology.

"The Discovery Project has two goals," said organizer Andrew Humphries. "We

strive to provide opportunities for positive personal growth, and encourage a greater understanding of the natural world. No previous camping experience is required."

The Discovery Project is operated by a small staff team, dedicated to providing safe, meaningful and fun experiences, said Humphries. Staff members have extensive training and experience in outdoor recreation, earth education and wilderness first aid, CPR and incident response procedures.

The maximum participant to instructor ratio is 6:1 and all participants are supervised on a 24-hour basis.

In addition, a leadership course is offered to participants 18 years of age and older who wish to develop the knowledge skills and attitudes necessary to safely lead educational programs in the natural world.

For more information phone UBC Community Sport Services at 822-3688.

WHO group to bolster oral health education

by Connie Filletti

Staff writer

They love their teeth in China.

Every year for the past six years, the nation of 1.2 billion designates September 20 as Love Your Teeth Day, a celebration of China's first rural community care program for oral health, launched in 1984 with assistance from the World Health Organization (WHO).



Marcia Boyd

Dr. Marcia Boyd, dean pro tem of the Faculty of Dentistry and a WHO consultant for more than a decade, believes that China's program, and similar WHO projects around the world, are successful largely because of their sensitivity to the culture of the community they serve.

"You don't use a toothbrush when a chewing stick is an acceptable means of oral care," says Boyd, citing an example of health promotion that is sensitive to culture and environment.

Her conviction is supported by WHO statistics that indicate that, in China, oral health care is being provided to 790 million people, or 66 per cent of the country's population, in their own communities using methods adapted to fit their lifestyles.

Boyd also cites self-care and community involvement as important elements to consider when developing oral health education programs.

These elements will serve as guiding principles to Boyd and nine other world leaders in oral health science education invited by WHO to establish a global system for encouraging the development of an oral health science curriculum.

The consortium was formed earlier this year when WHO designated 1994 as the "Year of Oral Health" to ensure that prevention programs become universal and that life-threatening oral diseases are controlled.

It is the first time in the 44-year history of the organization that it has focussed on oral health issues.

"Dental disease is endemic in the world," Boyd said. "Less than one per cent of the world population of five billion enjoys the Canadian standard of oral health care."

The curriculum being developed by Boyd and her colleagues will be used by health care and oral health care workers in developing countries.

"It will be developed to enable them to facilitate the delivery of care, identify public health problems, educate people in their own community in health care and, ultimately, to educate the population in the ways of self-help and personal responsibility," Boyd said.

She added that the committee will use a "ladder" system of sequential educational programs to make the curriculum student-centred. It will also be based on learning units permitting students to enter and exit the curriculum at each level.

Garden, Tea House opening steeped in Japanese tradition

by Gavin Wilson

Staff writer

The newly restored Nitobe Memorial Garden and Tea House were officially re-opened on Saturday, May 28.

The Tea House restoration, carried out by Japanese artisans and funded by donors to UBC's World of Opportunity fund-raising campaign.

In 1992, the university retained Toshiaki Masuno, president of Japan Landscape Consultants of Yokohama, to design and oversee renovation of the garden, which through the years had departed from its original appearance.

Much of the reconstruction was the responsibility of Shinichi Sano, an 18th generation garden designer, and a small team of skilled gardeners from Kyoto.

The gardeners replaced and pruned plants, renovated the Tea House garden, upgraded the pond's shoreline and rockwork, added a pebble beach, and constructed a traditional garden wall, called a tsujibei.

The renovation project was funded by the Konwakai (the Japanese Businessmen's Association of Vancouver), corporations in Japan and the Commemorative Association of the Japan World Exposition (1970), with additional support from the Japan Foundation.

The Tea House, constructed in the 1960s, was also beginning to show its age. The Urasenke Foundation, whose Vancouver chapter has been the most active user of the Tea House, donated funds for its renovation. Urasenke Grand Master Soshitsu Sen XV of Kyoto, a renowned expert on the Japanese tea ceremony, oversaw the work.

Speakers at the opening ceremony included Lt.-Gov. David Lam, Japanese Consul General Yasuo Nozaka, B.C. Municipal Affairs Minister Darlene Marzari, Urasenke Grand Master Soshitsu Sen, Shinichiro Asao, president of the Japan Foundation, UBC Chancellor Robert Lee, UBC President David Strangway and UBC Landscape Architectural Assoc. Prof. Patrick Mooney.

An international symposium held in



Martin Dee photo

Urasenke Grand Master Soshitsu Sen offered the first bowl of tea, assisted by Tomiko Sen, left, in the newly renovated Tea House. Sen also received an honorary degree from UBC during the spring Congregation ceremonies last month. The Nitobe Garden is open from 10 a.m. to 6 p.m. daily.

conjunction with the garden re-opening and organized by UBC's Landscape Architecture program explored the spirit and philosophy of Japanese landscape architecture. Also that weekend, Moku-yokai, a Vancouver-based group of people interested in Japan, hosted a celebration of tea in the garden for the general public.

Nitobe Memorial Garden first opened in May 1960, and is dedicated to the memory of Inazo Nitobe, a Japanese educator, scholar and diplomat known for his efforts to foster understanding between Japan and other countries.

Conference to explore new field of counselling

by Abe Heffer

Staff writer

A new approach to dealing with everyday personal problems and dilemmas will be explored at the First International Conference on Philosophical Counselling July 8-12 at UBC.

Developed in Western Europe in the past decade, philosophical counselling helps people develop philosophical insights and self-understanding that help them deal with experiences such as mid-life crises, problems in relationships and in the family, and occupational dissatisfaction.

"The conference is aimed at exploring the theoretical background of this new field and its practical implications," said organizer Louis Marinoff, the executive moderator of the Canadian Applied Ethics Research Networks at the Centre for Applied Ethics.

"Those working in philosophy, psychology and other helping professions are especially welcome."

The idea was introduced first in Germany in 1981 and is now gaining accept-

ance in other countries. The field is supported by two European professional organizations and two journals.

The conference, to be held at Green College, includes symposia July 8-10 and workshops the following two days. Some of the themes to be discussed include consulting on business and professional ethics, and the emergence of ethical counselling; guidelines and considerations.

Scheduled speakers and workshop leaders include Michael McDonald, the Maurice Young Professor of Applied Ethics and director of the Centre for Applied Ethics; Ida Jongma, a member of the founding group of the philosophical counselling movement in Holland; and Ran Lahav, who teaches philosophical counselling at Haifa University in Israel.

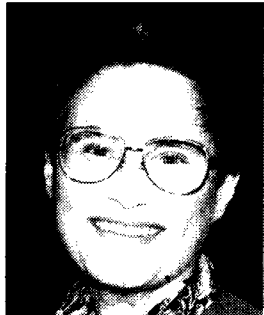
The conference is sponsored by the Social Sciences and Humanities Research Council of Canada and is co-sponsored by the Centre for Applied Ethics, Faculty of Graduate Studies and Dept. of Philosophy.

For more information phone the Centre for Applied Ethics at 822-5139.

YWCA applauds women for service, dedication



Judith Hall



Roslyn Kunin



Diane Loomer

by **Connie Filletti**

Staff writer

Three members of the UBC community are among the recipients of this year's 11th annual YWCA Women of Distinction Awards, presented in Vancouver last month.

Dr. Judith Hall, head of UBC's Pediatrics Dept., received the Health, Sciences and Technology Award for her outstanding leadership, academic and administrative contributions and innovations in research, education and patient care.

The YWCA applauded Hall as a world leader in clinical genetics and as one of the province's foremost advocates of excellence in child health care.

Roslyn Kunin, recipient of the Management and the Professions Award, is executive director of the Laurier Institution and a member of UBC's Board of Governors.

An economist with Employment and Immigration Canada for the past 20 years, Kunin was honoured by the YWCA for her brilliant analysis of economic and labour market trends and was described as a powerful role model who has worked to encourage women to

expand their career options, especially in science, technology and entrepreneurial ventures.

Diane Loomer, winner of the Arts and Culture Award, is the director of the Choral Union at UBC's School of Music. She was cited for being instrumental in establishing Vancouver as an important choral centre and for her unique ability to motivate and inspire people of all ages to perform and appreciate good choral music.

Loomer is co-founder of the internationally acclaimed Elektra Women's Choir. The choir won first prize in the 1994 CBC Radio Amateur Choir Competition and was nominated for a JUNO award earlier this year.

The YWCA Women of Distinction Awards were created in 1984 to recognize women who are strengthening their communities through their dedication to leadership and humanitarian service, said Judith Shandro, chair of the awards planning committee.

There were 52 nominees vying for awards in eight categories, including the Community and Humanitarian Service Award which is sponsored by UBC.

Royal Bank honours Rick Hansen

Rick Hansen, known to millions as the Man in Motion, is this year's recipient of the Royal Bank Award which recognizes outstanding accomplishments and contributions to human welfare and the common good.

Hansen, a paraplegic since the age of 15, raised \$26 million during his Man in Motion World Tour, wheeling 40,000 km across 34 countries on four continents between 1985 and 1987.

On winning the award, he was cited for his courage and determination to create greater awareness of the potential of people with disabilities, and for focusing attention on re-

moving barriers to their full participation in life.

Previous recipients include literary scholar Northrop Frye, Paul-Emile Cardinal Leger and geneticist David Suzuki.

Annually, 50 per cent of the interest accumulating from a legacy created from the Man in Motion World Tour is disbursed to support spinal cord injury research. The balance is allocated to rehabilitation, wheelchair sports and broadly based awareness programs.

Hansen is currently the first incumbent of UBC's Rick Hansen National Fellow Program, a position created in 1990 to ensure the continuation of the ideals

and values that inspired and sustained the Man in Motion World Tour.

Recipients of the Royal Bank Award receive \$125,000 and a gold medal.

UNDER THE GREEN ROOF

1994 SUMMER EVENING PUBLIC LECTURES

<p>JUNE</p> <p>Monday the 27th John B. Toews "What Do You Do When? Soviet Believers under Stalinism"</p> <p>Wednesday the 29th James I. Packer "George Whitefield: Reformational Revivalist"</p> <p>JULY</p> <p>Monday the 4th Paul W. Barnett "Bishop Spong, the Apostle Paul and the Resurrection of Jesus"</p> <p>Monday the 11th Eugene H. Peterson "Back to Square One: 'God Said' (The Witness of Holy Scripture)"</p> <p>Wednesday the 13th Jeremy Begbie "Where is Church Music Going? An English View"</p>	<p>SPECIAL EVENTS</p> <p>THE TABLE OF FRIENDSHIP A dialogue with Madeleine L'Engle and Luci Shaw. 1:00-4:00 pm Saturday, June 25 at University Chapel, 5375 University Boulevard. Admission: \$25. For further information, contact the Regent Bookstore at 228-1820.</p> <p>BOOKSIGNING WITH MADELEINE L'ENGLE AND LUCI SHAW 11:00 am-1:00 pm Thursday, June 30 at the Regent Bookstore.</p> <p>LUNCHTIME CONCERTS IN THE PARK & ATRIUM Eat your lunch and listen to live music being performed! Phone for specifics about dates and musicians.</p> <p>THE LOOKOUT GALLERY This summer there will be exhibitions during Summer School. Phone for details about opening hours, receptions, etc.</p>
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The classified advertising rate is \$15 for 35 words or less. Each additional word is 50 cents. Rate includes GST. Ads must be submitted in writing 10 days before publication date to the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C., V6T 1Z2, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the July 14, 1994 issue of UBC Reports is noon, July 5.



Services	Accommodation
<p>STATISTICAL CONSULTING PhD thesis, MSc, MA research project? I cannot do it for you but statistical data analysis, statistical consulting, and data management are my specialties. Several years experience in statistical analysis of research projects. Extensive experience with SPSS/SAS/Fortran on PCs and mainframes. Reasonable rates. Call Henry at 685-2500.</p> <p>SINGLES NETWORK Single science professionals and others interested in science or natural history are meeting through a nationwide network. Contact us for info: Science Connection, P.O. Box 389, Port Dover, Ontario, NOA 1N0; e-mail 71554.2160@compuserve.com; 1-800-667-5179.</p> <p>EDITORIAL SERVICES Substantive editing, copy editing, rewriting, dissertations, reports, books. I would be delighted to look at your manuscript, show you how I could improve it, and tell you what I would charge. Please call me for more information. Timothy King, 263-6058.</p> <p>ESTATE PLANNING, Retirement Income, Life Insurance. To design a good financial and estate plan that lets you enjoy the benefits of your money now and in the future, you need the services of an experienced professional. Please call Edwin Jackson, 224-3540.</p> <p>OPEN HOUSE at Dorset Advanced Learning Institute, City Square (12th & Cambie) 1-4pm, Saturday, June 25. Pre-register for free adult ESL demo lessons. Learn about July & August evening courses. RSVP 879-8686.</p>	<p>FOR RENT East Vancouver, 30 mins. to UBC, 1 bedroom, study, view, fireplace, fully equipped, cleaning lady, gardener, use of car possible. \$1,000 plus utilities. Available Aug. 1 to Dec. 31, 1994. Call (604) 255-7033</p> <p>BOWEN ISLAND Spacious 4 bedrm house, water view, 5 minutes to beach, 1 hour from UBC, furnished, 5 appliances, large deck, available Sept. or late Aug. through June '95. No smokers, no pets. \$950/month. (403) 439-0233.</p> <p>TINA'S GUEST HOUSE Point Grey area. On main bus routes. Minutes to UBC. Elegant accommodation for discerning guests. Close to shops, restaurants and sports facilities. Includes TV, tea/coffee making, snack basket, private phone and fridge. Single \$35, Double \$50. Weekly rate available. Tel: (604) 222-3461. Fax: 222-9279.</p> <p>POINT GREY GUEST HOUSE A perfect spot to reserve accommodation for guest lecturers or other university members who visit throughout the year. Close to UBC and other Vancouver attractions, a tasteful representation of our city and of UBC. 4103 W. 10th Ave. Vancouver, B.C. V6R 2H2. Call (604) 228-8635.</p> <p>GREEN COLLEGE Guest House. A home away from home! This tranquil setting near the Museum of Anthropology is the ideal location for visiting scholars to UBC. 5 suites - Daily rate \$50, Weekly, \$250. Call 822-8660 for more info and availability.</p>

Housing Wanted

VISITING PROFESSOR, wife, non-smokers, seek quiet house or apt. with lots of light, large rooms, walk to buses, shopping (or use of car). Will care for plants and cats. Refs. available, completely responsible. July 15-Sept. 1, flexible. (516) 765-1604.

EXECUTIVE COUPLE Mature visiting executive couple seek 2 or 3bdrm furnished house (with computer(s), if possible) for Oct. 30/94 to Apr. 30/95 (flexible). Non-smokers, no pets, no children. Tel. (613) 232-7632; Fax (613) 232-8162; E-mail: ak916@freenet.carlton.ca

UBC 94 SUMMER TENNIS

CAMPS AND PROGRAMS

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People

by staff writers

Leah Costello, co-ordinator of External Affairs for the Alma Mater Society, was one of three UBC students selected by the Fraser Institute to participate in a program designed to find solutions to Canada's social and economic problems.



Costello

Costello, a second-year Political Science student, **Mary Hsi**, who is in fourth-year economics, and **Craig Yirush**, a Master's student in history, convened with 17 other students from across Canada for the third annual Student Leaders' Colloquium on May 13 and 14 in Vancouver.

The two-day series of discussions and deliberations on issues including health care, deficit reduction, government efficiency and the environment, was the culmination of a year-long program that involved students from nine provinces and representatives from 76 educational institutions.

The students who participated in the program were chosen by the Fraser Institute, a Canadian non-profit, non-partisan economic research organization, for their leadership abilities and communication skills.

...

Peter Reiner, an associate professor in UBC's Kinsmen Laboratory of Neurological Research, Dept. of Psychiatry, has received a Medical Research Council (MRC) Scientist Award, the most prestigious honour bestowed by the council.



Reiner

Reiner, who was an MRC post doctoral fellow in the Kinsmen Laboratory between 1984 and 1987, is a graduate of the University of Pennsylvania where he received a BA, PhD and a VMD from the university's School of Veterinary Medicine.

His area of research focuses on the fundamental brain mechanisms which control sleeping and waking.

Reiner was the recipient of a UBC University Teaching Prize from the Faculty of Graduate Studies in 1991.

...

Ray Doiron, a doctoral student in the Faculty of Education's Centre for Curriculum and Instruction, has received the 1994 Grolier Award for Research in School Librarianship from the Canadian School Library Association.

The award is presented each year to support theoretical and applied research that advances the field of school librarianship.

Doiron, who will be teaching as an extrasessional instructor in the Dept. of Language Education this summer, is currently doing research in a Prince Edward Island school district on the relationship between classroom libraries and school library resource centres.

He will receive the \$1,000 award on June 17 at the Canadian School Library Association's national conference in Vancouver.

...

Political Science Assoc. Prof. **John Wood** has been elected president of the Shastri Indo-Canadian Institute for a two-year term.



Wood

A faculty member at UBC since 1969, Wood has been chair of the Centre for South Asian Research since 1992. His area of expertise is comparative politics with major emphasis on India, Pakistan, Bangladesh and Sri Lanka.

Wood has been a consultant to the Federal Ministry of Employment and Immigration on Indian immigration/refugee policy since 1983. He has also helped establish the Canadian International Development Agency Partnership Program, which fosters research collaboration between Canadian and Indian universities.

UBC is a founding member of the Shastri Indo-Canadian Institute, which was founded in 1968 to deepen the knowledge of Indian and Canadian scholars about each others' societies and cultures.

The Shastri Institute provides scholarships for language, humanities, social sciences and development studies and for performing arts training.

...

Thomas Collins, a physicist who in 1950 became the first person to graduate with a PhD from UBC, has been awarded the Robert Wilson Prize by the American Physical Society.

Now retired, Collins' research and teaching career took him to Cambridge, Harvard, the Fermi National Accelerator Laboratory in Chicago and the University of Minnesota.

The award is presented by the society's division of particle physics and fields to recognize outstanding work in the area of accelerator research.

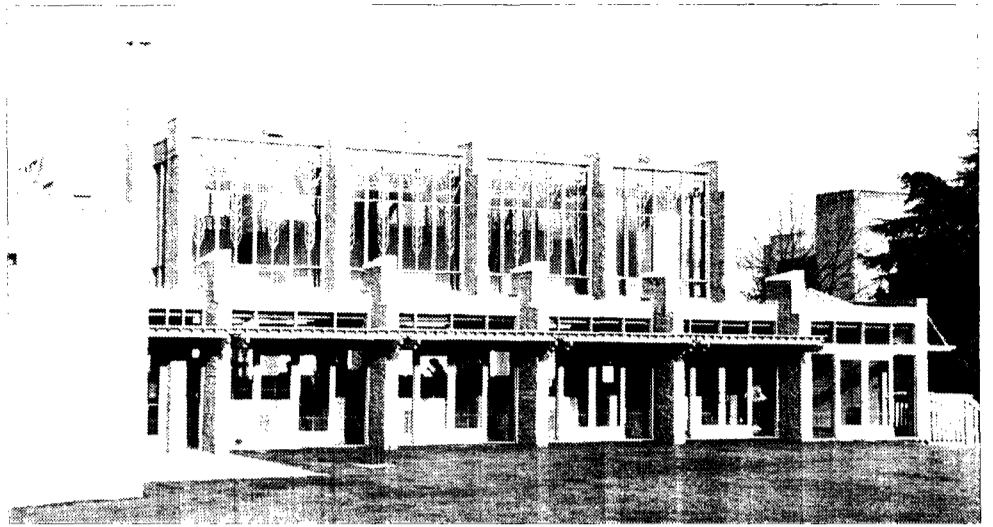
...

Masters creative writing student **Zöe Landale** of Vancouver has won a 1993 National Magazine Award gold medal for her non-fiction piece, *Remembering Karen*.

The story, about the death of Landale's sister 18 years ago, appeared in the May, 1993, issue of *Saturday Night Magazine*.

The award, presented at a ceremony May 5 in Toronto, was shared by Landale's sister, Marjorie Simmins (BA, English Lit., '84), who also wrote about the death of her sister, Karen.

Landale initially submitted her piece for a non-fiction creative writing class at UBC. It appeared in *Event Magazine*, a publication based in New Westminster, before being reprinted in *Saturday Night Magazine*.



Faculty of Medicine photo

The Faculty of Medicine and UBC Medical Alumni Division are launching a campaign to raise funds for the completion of the UBC Medical Student and Alumni Centre located at W. 12th Ave. and Heather St. in Vancouver.

Faculty of Medicine

Alumni, students to benefit from facility

by Connie Filletti

Staff writer

UBC's Faculty of Medicine and the UBC Medical Alumni Division are launching a two-year fund-raising campaign to finance the completion of the UBC Medical Student and Alumni Centre.

They hope to raise \$250,000 of the \$750,000 needed for the project through a mail and telephone appeal to the university's medical faculty, undergraduate students and alumni. The Vancouver Hospital and Health Sciences Centre, in partnership with the provincial government, has committed the balance of the funds.

Plans for phase two of the centre include construction of meeting rooms, an exercise room, showers, lockers and storage space to replace facilities previously available to medical students, residents and interns at the hospital.

The new facilities will help meet the needs of the increasing number of people using the centre, a figure which has

increased three-fold to 450 people since phase one of the 7,000-square-foot centre was completed in 1990. A maximum of 175 people can be accommodated in the centre's current space.

"Keeping up with rapid developments in medical knowledge is a major challenge for today's physicians," said Dr. Chuck Slonecker, a professor of Anatomy and campaign chair.

"The Medical Student and Alumni Centre provides a venue for medical professionals and students to meet, to learn and to stay abreast of issues that concern them."

In 1988, more than \$1 million was pledged for the first phase of the centre by UBC medical faculty, students, alumni, the B.C. Medical Association and other private donors.

Meeting rooms and other facilities at the centre, located at W. 12th Ave. and Heather St. on land donated by the Vancouver Hospital and Health Sciences Centre, can be rented.

For more information, call 879-8496.

Study shows hormone increases bone density

by Connie Filletti

Staff writer

Progesterone, a hormone used to treat menstrual disorders, can prevent spinal bone loss and increase bone density in healthy, pre-menopausal women with abnormal menstrual cycles, says a team of UBC researchers.

A year-long study, led by endocrinologist Dr. Jerilynn Prior, refutes previous scientific assertions that estrogen is the only essential hormone for bone strength and growth.

Prior, an associate professor of Medicine, and colleagues from the Vancouver Hospital and Health Sciences Centre and UBC's departments of Medicine, Family and Nutritional Sciences and Radiology, studied 61 women ages 21 to 45 who were healthy, physically active and experiencing absent, irregular or hormonally disturbed menstrual cycles.

In a previous study published in 1990 in the *New England Journal of Medicine*, Prior found that approximately 30 per cent of all healthy, pre-menopausal women do not have consistently normal menstrual cycles.

Women enrolled in the study who received 10 milligrams of medroxyprogesterone administered for 10 days each month over the 12-month trial period, and one gram of oral calcium daily, showed an increase in bone density that averaged two per cent.

Medroxyprogesterone is a progestational agent available in tablet form under the trade name Provera.

Another group who received two placebos or inactive substances, lost an average of two per cent of their spinal bone over the same time.

"This study indicates that healthy, exercising young women who have hormonally disturbed menstrual cycles are losing spinal bone at a stage of life when bone density would normally be stable or increasing, putting them at greater risk for osteoporosis," Prior said.

"It also shows that progesterone, combined with an increase in calcium to the equivalent of twice the minimum daily amount, provides an effective and natural way of preventing bone loss and increasing bone density."

The study, which appears in this month's issue of the *American Journal of Medicine*, was supported by The Dairy Bureau of Canada.

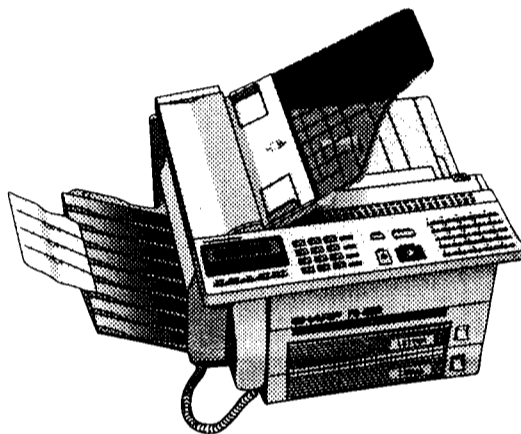


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