

UBC REPORTS

Volume 41, Number 14

September 7, 1995

Library offers rare treats for bibliophiles

by Charles Ker

Staff writer

Reference librarian Frances Woodward puts aside her translucent pink ruler and confirms the obvious: *Kilmarnock Burns 1786* is the Library's smallest text.

The collection of 26 poems, epitaphs and epigrams by Robert Burns measures a teeny three centimetres high, two centimetres wide and just over half a centimetre thick. Second place goes to a book of biblical quotations which is a half centimetre wider, followed by a two-centimetre thick copy of *The Bible in Miniature*.

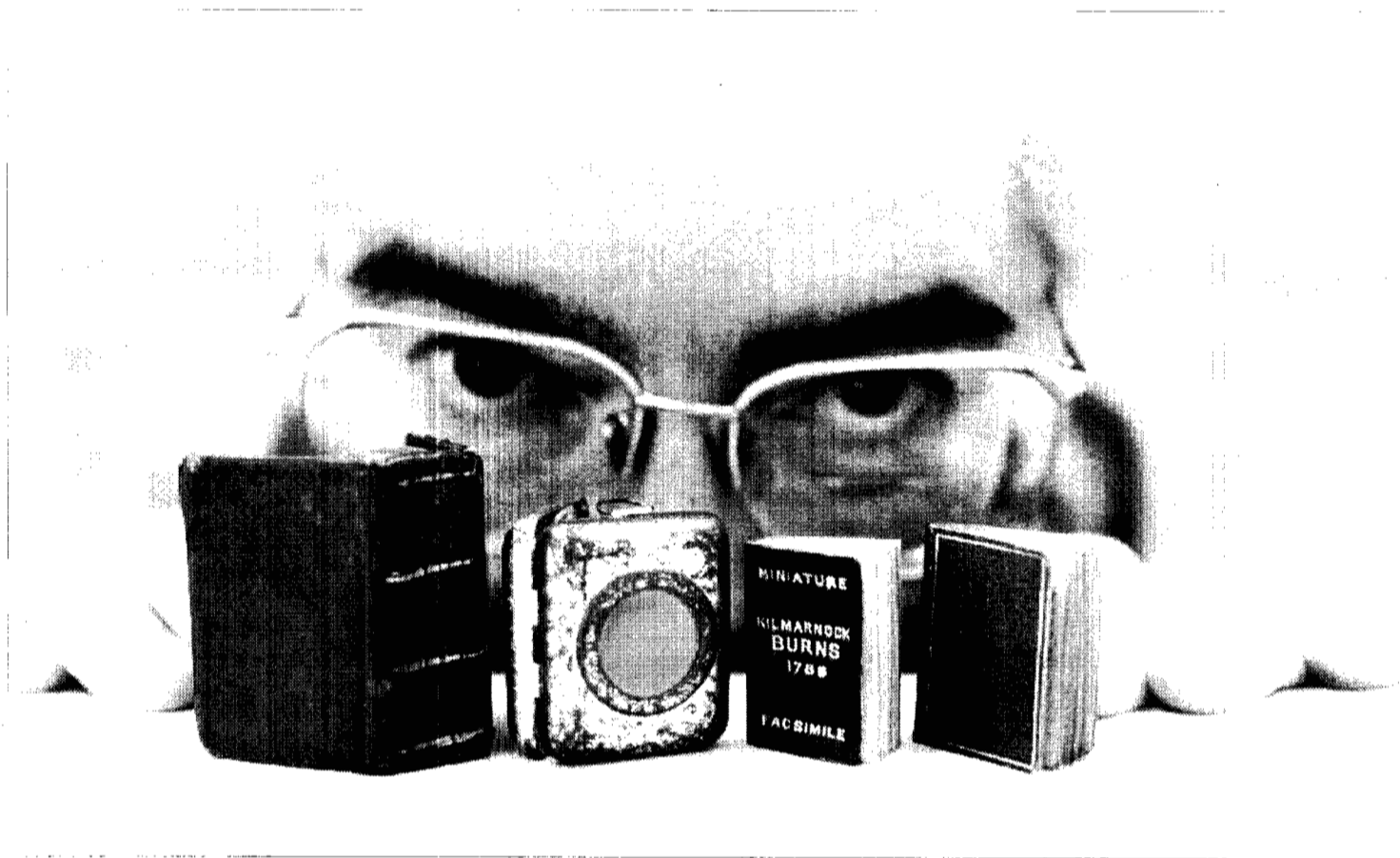
And why do people produce such books?

"Because they can, I guess," quips Woodward. "People are fascinated by little things."

Woodward is counting on this fascination to draw visitors to the Library's numerous Open House exhibits in mid-October. Alongside pint-sized publications, the oldest, biggest and strangest of the library's three million volumes will also be available for public perusal in a display called The Wonderful World of "Books." Items include a Sri Lankan Ola, (said to contain charms against all fears and disease), a few Babylonian clay tablets dating back to 2390 BC, an exact facsimile of Ireland's treasured Book of Kells and an assortment of the latest CD-ROM disks, sound recordings, video disks and workstations to surf the Internet.

"Visitors get the idea pretty quickly that we're far more than just books, which is why we put the word in quotations," said Head archivist Chris Hives.

The Main Library's front hall will be the venue for a presentation titled Alice, Anne, Oz and Pooh, featuring special editions of Alice In Wonderland, The Wizard of Oz, Winnie the Pooh and Anne of Green Gables. UBC's Alice In Wonder-



Charles Ker photo

Frances Woodward peers over three miniature books from the Special Collections Division of the Main Library. The second item from the left is a silver locket and magnifying glass used to hold and read the library's smallest book, *Kilmarnock Burns 1786*. The books will be on display at UBC's Open House in October.

land collection, put together by a dealer in 1966 for the work's 100th anniversary, includes 460 originals, translations, parodies and imitations.

Upstairs in the library's main concourse a handful of enlarged aerial photographs will anchor a display showing how the Point Grey campus has evolved, from a cluster of buildings in 1925 to 475 buildings spread out over 402 hectares today. For those wanting a more provin-

cial outlook, the Special Collections Division is planning a display of archival photos charting the history of MacMillan Bloedel Ltd. and the province's forest industry.

Back by popular demand from UBC's 1990 Open House celebration are the library's front-page reproductions of the Vancouver Sun newspaper for those wanting to know what was in the news on the day they were born.

Board of Governors approves 1995-96 UBC operating budget

UBC's Board of Governors has approved a balanced core operating budget of \$338 million for 1995-96. The total includes a budget reallocation of \$4.677 million to cover a portion of increased wage costs.

Salaries and benefits of \$280 million to faculty and staff represent 83 per cent of university core expenditures. Academic salaries total \$147 million, student assistants are budgeted at \$9 million and staff at \$86 million. Benefits amount to almost \$37.5 million.

Salary increases for faculty were ratified in June and staff negotiations are still underway. Salaries for the president, vice-presidents, associate vice-presidents and deans remain frozen.

UBC continues to spend less on administrative and general expenses than most Canadian universities, said President David Strangway.

"UBC has always been a university with low administrative costs and we are

continuing to seek improvements," he said. "We are placing more emphasis on training and on streamlining the process of administration."

Strangway added that the provincial operating grant of \$272.5 million did not provide for any wage increases other than pay equity nor for inflationary increases for non-salary items such as books, supplies and equipment for operating departments. The grant accounts for 80 per cent of core operating income or roughly a third of UBC's total income from all sources.

UBC's 1995-96 budget shows credit course fees contributing \$53 million to the core general purpose operating budget (GPOF) which supports UBC's general operations including academic and staff salaries and student services.

One per cent of an overall 5.9 per cent tuition fee increase will go towards the Teaching and Learning Enhancement

Fund and a further 1.5 per cent to the Student Aid Fund.

New allocations include \$165,500 to the Equity Opportunity Fund to support appointments of women, visible minorities and First Nations candidates at senior academic ranks. Modest allocations supplement operating budgets for the

See **BUDGET** Page 4



David Strangway

Inside

Ask Me	3
Newcomers to campus get a hand from faculty, staff and students	
Brain Power	3
Dr. Donald Calne receives \$1.4-million grant to study brain disease	
Star Gazing	5
Earthbound and space telescopes take UBC astronomers to the stars	
What's Up?	6
UBC Reports Calendar lists coming events on campus	

UBC

OPEN HOUSE



AN ODYSSEY
OCTOBER 13, 14, 15, 1995

Explore the forest, visit Kids World, be entertained or help entertain when UBC opens its doors in October.

Please turn to Page 13 for more information.

Letters

LETTERS POLICY

UBC Reports welcomes letters to the editor on topics relevant to the university community. Letters must be signed and include an address and phone number for verification. Please limit letters, which may be edited for length, style and clarity, to 300 words. Deadline is 10 days before publication date. Submit letters in person or by mail to the UBC Public Affairs Office, 310 - 6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1, by fax to 822-2684 or by e-mail to paula.martin@ubc.ca.

Misinformation surrounds report

Editor:

There is a great deal of opinion and misinformation circulating about the *Report in Respect of the Political Science Department at the University of British Columbia* and its recommendations, and I would like to address a few of the criticisms being levelled by some faculty within the university, and by several groups from outside the academy, such as the B.C. Civil Liberties Association.

Natural justice: The purpose

of the enquiry was to determine whether there was a "basis" for allegations of racism and sexism, and whether the response of the university was adequate. It was not a juridical inquiry charged with determining whether the allegations were true or false. The terms of reference protected faculty from disciplinary action. Further investigation, with the protection of "due process," is needed to address outstanding allegations.

Complaints were anonymous: Students who raised issues were identified to the faculty members in question, who were then asked to respond. The allegations of

those who requested anonymity were excluded from consideration and from the report.

The structure of the report is biased against faculty: Ms. McEwen listened to the allegations of the students, solicited the responses of faculty, and based her opinion and recommendations on this balanced process. The number of pages devoted to faculty responses is irrelevant to the substance of her findings and to the implementation of her recommendations by the university.

Curriculum issues are not issues of racism and sexism: Students did not simply claim that the department lacked

opportunities in some disciplines, but that some faculty are "intolerant of and... inferiorize non-mainstream, critical, and non-disciplinary approaches" (p87). That is, students are claiming that the exclusion of some theoretical perspectives are motivated by reasons other than scholarship.

All of the faculty of this department have been maligned as racist and sexist by this report: The report states that "approximately one-half of the faculty attracted no substantive criticism" (p19), and Ms. McEwen states that she is "not saying that a basis exists for concluding that any member of the faculty is

prejudiced, or that he/she ever intended to discriminate on the basis of sex and race" (p22). Neither the university nor Ms. McEwen can be held responsible for the sloppy interpretation of the report.

The decision to halt admissions to the department is a step of huge proportions and

See **REPORT** Page 4

Report a threat to academic freedom

Editor:

On Aug. 8, 1995 a group of students, faculty and staff met to organize a local chapter of the Society for Academic Freedom and Scholarship (SAFS). SAFS is dedicated to upholding two principles which are at the core of education in institutions of higher learning: maintaining freedom in teaching, research and scholarship, and maintaining standards of excellence in academic decisions about students and faculty.

Among recent threats to academic freedom in British Columbia, the one that most powerfully motivated the formation of the chapter was a decision of the administration of UBC. This decision, to suspend admission of graduate students to the Dept. of Political Science, was made on the basis of a deeply flawed assessment, the so-called McEwen report. The report's procedural, evidentiary, and logical faults have been criticized by various groups as

well as individual faculty members, students and administrators at UBC and elsewhere, as well as by the B.C. Civil Liberties Association.

On Aug. 4, an open letter from President David Strangway was circulated to UBC faculty members and students. That letter admits that the McEwen report has "undoubted flaws." In spite of that admission, the president goes on to reiterate the administration's decision. The B.C. Chapter of the SAFS finds President Strangway's justification of that decision to be unconvincing for the following reasons:

The president's letter asserts that the learning environment of the Dept. of Political Science "has been found (not only by the McEwen report) to constitute a serious impediment to learning and discourse." As a scientist, he presumably uses the term "has been found" to indicate the existence of solid and objective evidence. No such evidence has ever been made public. The McEwen report does not present such evidence, as it restricts itself to the issue of

whether the complaints "raise a genuine issue for determination." Ms. McEwen explicitly declines to present an actual determination of the issue. What, then, are the other sources on which the president's claim is based?

There is an implication in the president's letter that the department's acknowledgment of issues to be confronted and resolved is tantamount to an admission of guilt. This is surely an unwarranted inference: given the multitude of allegations, the prolonged investigation, the 175-page report, the administration's drastic actions, and the consequent publicity, it is hardly possible not to acknowledge the existence of "issues" or not to desire their resolution. None of this means that there is adequate evidence, much less a confession, that the charge of "systemic" racism and sexism is valid.

The president next suggests that the actions of the administration will not interfere with academic freedom: i.e. the faculty's right to set curricula and course content, to take unpopular decisions, and to

evaluate student work on its merits. It is difficult to see how he can maintain this, given that the overwhelming majority of the charges — at least, of the non-trivial charges — centre around the content of

See **FREEDOM** Page 4

Berkowitz & Associates

Statistics and Mathematics Consulting

- research design
- data analysis
- sampling
- forecasting

Jonathan Berkowitz, Ph.D
4160 Staulo Crescent, Vancouver, B.C., V6N 3S2
 Office: (604) 263-1508 Home: (604) 263-5394

Wax - it

Histology Services

Providing Plastic and Wax sections for the research community

George Spurr	RT, RLAT(R)	Kevin Gibbon	ART FIBMS
Daytime	(604) 266-7359	Daytime	(604) 856-7370
Evening	(604) 266-2597	Evening	(604) 856-7370
E-Mail	spurrwax@infomatch.com		

Koerner's gifts extend beyond museum

Editor:

I read with interest the In Memoriam in *UBC Reports* (Aug. 17, 1995) on Walter Koerner. It refers only to his gifts to the Museum of Anthropology. I hope that in a future issue there will be another article on him, taking into account his gifts to the Library over many years, culminating in the new Koerner Library which is now being built; not to mention the Koerner connections with the Faculty Club.

Anne Yandle
 Former head of Special Collections, UBC Library

VETTA CHAMBER MUSIC AND RECITAL SERIES

Victor Costanzi & Eugene Osadchy
 Artistic Directors

Guest Artists
 Rita Costanzi, Harpist
 Jay Brazeau, Narrator

Friday, September 22, 1995
8:00 p.m.

MENDELSSOHN	String Quartet Opus 44 #3
PUCCHINI	Chysanthemums
SHARMAN	Companion Piece 1993
CAPLET	Conte fantastique with Narrator

West Point Grey United Church
4598 W. 8th Ave (at Tolmie)

Tickets available at the door:
 Adults \$16, S/S \$13

We gratefully acknowledge the support of the City of Vancouver

UBC Reports is published twice monthly (monthly in December, June, July and August) for the entire university community by the UBC Public Affairs Office, 310 - 6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1.

Associate Director, University Relations: Steve Crombie (stephen.crombie@ubc.ca)
Managing Editor: Paula Martin (paula.martin@ubc.ca)
Editor/Production: Janet Ansell (janet.ansell@ubc.ca)
Contributors: Connie Filletti (connie.filletti@ubc.ca), Stephen Forgacs (stephen.forgacs@ubc.ca), Charles Ker (charles.ker@ubc.ca), Gavin Wilson (gavin.wilson@ubc.ca).

Editorial and advertising enquiries: (604) 822-3131 (phone), (604) 822-2684 (fax).

UBC Reports welcomes the submission of letters and opinion pieces. Opinions and advertising published in *UBC Reports* do not necessarily reflect official university policy.

Material may be reprinted in whole or in part with appropriate credit to *UBC Reports*.



Gavin Wilson photo

Ready, willing and able to help answer new students' questions during those trying first two weeks of the term are Alma Mater Society President Janice Boyle (right) and Kari Sivam, liaison officer with School and College Liaison, Student Resources Centre.

Button wearers hold answers for students

by Gavin Wilson

Staff writer

Where do I park my car? Where's the Bookstore? How do I get a library card?

These are some of the questions frequently asked by new students as they begin the sometimes bewildering process of gearing up for their first year of studies at UBC.

A new program is underway to help give them some answers and make the campus a friendlier place. UBC faculty, staff and student leaders are being invited to wear buttons that say "Ask Me!" during the first two weeks of classes.

"The idea is to welcome new students to campus and make them feel more comfortable about asking for help, all in an effort to help ease their transition to UBC," said Cheryl Dumaresq, manager of the School and College Liaison Office, Student Resources Centre.

"UBC is such a big campus, new students often say their major concerns are

isolation and loneliness."

The project is co-ordinated by School and College Liaison with the support of Maria Klawe, vice-president, Student and Academic Services, the Campus Advisory Board on Student Development and the Alma Mater Society.

By the end of August, about 6,200 faculty, staff and students in the AMS and Graduate Student Society will have received a button, campus map and list of the 10 most common questions that new students have, along with information to help provide answers.

"We hope faculty and staff seize this opportunity to give new students a helping hand," Dumaresq said.

She added that faculty, staff and student volunteers should hold onto the buttons and wear them during UBC's Open House, Oct. 13-15.

If a volunteer is stumped by any of the questions students ask, they can refer them to the School and College Liaison Office in Brock Hall, Room 206.

Calne awarded \$1.4 million grant for brain research

by Connie Filletti

Staff writer

Dr. Donald Calne, director of UBC's Neurodegenerative Disorders Centre, has been awarded \$1.4 million over three years by the Medical Research Council (MRC) to continue his study of brain diseases.

Calne, and an interdisciplinary consortium of clinical and basic scientists from UBC, Vancouver Hospital and Health Sciences Centre and TRIUMF, will explore how and why nerve cells of the brain die in neurodegenerative disorders, primarily in Parkinsonism.

They will also study how their function becomes disturbed in related conditions such as dystonia.

Parkinsonism and dystonia, which together afflict more than 100,000 Canadians, cause the loss of muscle control and power due to nerve cell death.

"Neurodegenerative diseases are a scourge of modern society," Calne said.

"It is estimated that by the year 2040, they may overtake cancer as the second commonest killer. Our exploration of the mechanism of nerve cell death is the first step towards developing a rational approach to prevention and cure."

The scientists will study brain function during life with the help of positron

emission tomography (PET), and relate abnormalities to changes in brain structure found after death.

In collaboration with Dr. Tom Ruth, director of UBC's PET program, the researchers will use the technique to detect a variety of chemicals in the brain, generate images to show their location and measure their concentration.

The data collected from PET imaging can provide information on the rate of loss of nerve cells, Calne explained.

In 1990, Calne received a \$6.1-million MRC grant — the largest MRC operating grant in UBC's history — to establish the Neurodegenerative Disorders Centre and to research Parkinsonism, Lou Gehrig's disease and Huntington's disease.

Initial observations from those studies indicate that a transient event, such as a viral infection, may kill some nerve cells and damage others, reducing their life expectancy.

Environmental factors, such as toxins or infections, as well as genetic traits, appear to play an essential role in nerve cell death in Parkinsonism, Calne discovered.

The MRC cited the originality and importance of the study, as well as the world-class calibre of the researchers, among its reasons for awarding the grant.

Student newspaper back after lengthy absence

by Connie Filletti

Staff writer

The student presses are rolling again at UBC after a 15-month shutdown.

The Ubyyssey, which ceased publication in April, 1994 after a dispute with its publisher, the Alma Mater Society, will publish twice weekly beginning Sept. 6.

"The Ubyyssey's mandate is to be a product by, for and from the students to

serve the needs and interests of the university community," said co-ordinating editor Siobhan Roantree, an undergraduate student in Fine Arts.

Roantree and the other editors and staff are seeking volunteers to help with production of the paper.

They hope to recruit what she describes as a cross-section of writers to reflect various campus interests.

"Since the paper was founded in 1918, *The Ubyyssey* has been criticized as being inaccessible and unaccountable," Roantree said.

"Although the claims are no different than those facing other campus newspapers, we recognize the importance of producing a product that this campus wants."

Roantree said *The Ubyyssey* will publish its special edition on sexuality, an issue responsible for much of the controversy surrounding the paper.

"You can deal with human sexuality in a way that doesn't offend or resort to pornography to be informative," she said.

"The sexuality issue will focus on information important to all aspects of human sexuality."

The newspaper's new publisher is The Ubyyssey Publications Society, established after students voted in a referendum last January to give the paper autonomy from student council.

Advertising revenue will pay for the production and distribution costs. A \$5 membership fee paid to The Ubyyssey Publications Society will cover other overhead costs.

"A professional business manager has been hired and we want advertisers to know that this is a new company that has nothing to do with the old regime," Roantree stressed.

Twelve thousand copies of *The Ubyyssey* will be circulated every Tuesday and Friday through 75 drop-off points on campus.

New kiosks give students easy access to registration information

by Connie Filletti

Staff writer

Students can expect fewer lineups at the Registrar's Office this term with the introduction of the Student Access System (SAS).

Four computerized kiosks located on the second-floor concourse of Brock Hall are now available allowing students to request transcripts, course registration information, grades and address changes.

The information is the most often requested by students, said Gaylea Wong, UBC's associate registrar for Records and Registration.

"Our intent for the kiosks is to have them target the routine requests that can be handled easily by technology and activities not requiring personal attention from the service provider."

Wong, who helped develop the system, believes that it will allow front-line personnel in the Registrar's Office to concentrate on what she calls more value-added activities for their clients.

"Future plans include increasing the

kinds of activities that are available to students at the kiosks as well as the locations from where students can access their student information," she said.

"In the near future students will be able to order transcripts or consult their academic records from remote locations across the country. We are also looking at Internet access."

Wong added that the long-term goal for SAS is to provide information about other student services such as financial aid, housing and career opportunities.

Regular fees for the services apply and are payable by credit card. Students are charged \$1 per copy if a print-out is required. They also have the option of reading the information at no charge.

The system requires students to sign on using their student identification number and their UBC personal identification number, which is currently used to access the university's TELEREG, or touch-tone telephone course



Stephen Forgacs photo

Keith Kan, a second year Arts student, avoids lineups at the Registrar's Office by checking his transcript information on UBC's new Student Access System. Four of the information kiosks, located in Brock Hall, went into operation this month.

registration system, Wong explained.

It is currently available to students daily from 8 a.m. to 7 p.m.

Freedom

Continued from Page 2

curricula and courses, the expression of positions that students claim to be hurtful and the assessment of student work.

For example, Ms. McEwen concludes that student complaints of inadequate attention to "critical theory, feminist theory, post-colonialism etc." support allegations of "pervasive racism and sexism in the area of intellectual climate and curriculum."

The president also demonstrates an unusual interpretation of academic freedom, which is generally considered to be the right of faculty members and students to teach, learn, write, speak, and to do research in their field of expertise, without interference or punishment by administrations. He refers to "the academic freedom of students to express ideas or points of view

without fear of racist or sexist responses." There is no such right: academic freedom does not exempt students or professors from having their ideas criticized on any grounds. This is particularly important because it is obvious that any criticism of the ideas of women or of ethnic minority members can be, and is increasingly being, interpreted as evidence of sexism or racism.

In short, the B.C. Chapter of the SAFS finds the president's letter to exacerbate, rather than ameliorate, an already deplorable situation with regard to academic freedom and due process at UBC, and we join all of the individuals and groups that have already called upon him to remedy the situation by reversing the decision to suspend admissions to the department's graduate program.

On the other hand, we support any move toward instituting due process and a serious consideration of the issues raised by this entire regrettable incident. To that end, we hope that the committee considering the new framework for future investigations, and the 1996 conference on academic freedom and learning environments, both of which are mentioned toward the end of President Strangway's letter, will include a wider diversity of views and values than have been considered in UBC's handling of academic freedom issues until now.

On behalf of the British Columbia Chapter of the Society for Academic Freedom and Scholarship.

Peter Suedfeld
Professor of Psychology, UBC

Leslie Ballantine
Professor of Physics, SFU

Report

Continued from Page 2

without precedent: The current dean of Graduate Studies has temporarily suspended admissions in three other departments during his tenure. Although uncommon, suspending admissions is a measure that is used when there is some doubt about the quality of a graduate program. The measure is intended to protect incoming students and does not, in any appreciable way, punish faculty. Faculty

who put the well-being of their graduate students ahead of their own CVs should support the closure until they are satisfied that the department provides a supportive environment for their future students.

The report has created a "chill" on academic freedom: Academic freedom ensures that faculty have the right to express their scholarly ideas without fear of persecution. It also ensures the freedom of

students with competing ideas to be heard and to have their ideas judged on the basis of their scholarship. Those faculty who dismiss or criticize the ideas of students for reasons other than scholarship are violating, rather than upholding, the principles of academic freedom.

Steven F. Wilson
Director of Student Affairs
UBC Graduate Student Society

UBC DEVELOPMENT APPLICATIONS

The following development projects are currently being considered:

PERMIT REVIEWS IN PROCESS

- new** — Service Info Centre—Main Mall at Agronomy Road
- revised** — Service Info Centre—David Lam Building
- revised** — UBC Tennis Centre—Four Covered Courts
- revised** — New Chapel Building—St. Mark's College
- Bicycle Storage Facility—War Memorial Gym
- Biotechnology Laboratory—Bookstore/NCE Addition
- Earth Sciences Building—Phase I
- Forest Sciences Advanced Wood Processing Lab

& FOR YOUR INFORMATION...

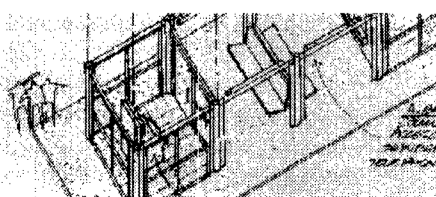
- new** — Notice Board Kiosks—Various Locations

FOR MORE INFORMATION ON ANY OF THESE PROJECTS please contact KATHLEEN LAIRD-BURNS AT 822-8228, laird@unixg.ubc.ca or visit our Campus Planning & Development Home Page on the Internet at <http://www.cpd.ubc.ca/cpdhome/cpdhmpg.htm>

Information supplied by:

Regulatory Services, a division of Campus Planning & Development, 2210 West Mall, Vancouver, BC, V6T 1Z4, 822-8228 (ph) 822-6119 (fax).

campus
planning &
development



Budget

Continued from Page 1

Morris and Helen Belkin Art Gallery, the Chan Shun Centre for the Performing Arts, the First Nations House of Learning library, and the Life Skills Motivation Centre directed by Rick Hansen.

On the expense side, rate increases for electricity, water and gas, coupled with the operating costs of new space (C. K. Choi Building, Scarfe Building expansion, Jack Bell Research Laboratory and the Advanced Materials and Process Engineering Laboratory), represent a cost of \$836,000. The university expects to spend \$8.2 million of the GPOF core budget on utilities in 1995-96, \$8.7 million on library acquisitions and \$8 million for student aid. Other non-salary items across campus – travel, operating supplies, telephone, computing charges, legal and other professional fees – total \$35 million.

This is the first year the uni-

versity operating budget has been divided into three distinct categories: core GPOF, non-core GPOF and continuing studies. Non-core GPOF items include those with either their own source of income – such as admission income at the Museum of Anthropology – or activities such as clinical reimbursements from the Medical Services Plan, sales of agricultural products and timber, and charges to pensions plans and affiliated units of the university.

The move to have all continuing studies initiatives operating on a self-sustaining basis is now complete. Income from all continuing studies credit and non-credit activities are budgeted at \$26 million for 1995-96.

Strangway said the presentation of core and non-core budgets will provide the community with an understanding of the total activity of each faculty or department.

October is United Way Month . . .

Get Involved In Having Fun While Raising Money For Vital Community Needs

Ask Your Department What Events Are Planned For This Year's UBC United Way Campaign, October 2 to November 3, 1995.

Get Involved In The Planning

Jean's/Casual Day • Early Bird Draws
Coffee Parties • Prizes, Prizes, Prizes
Bake Sales • Breakfasts • Barbecues • Book Sales
Rummage Sales • Mini Golf Tournaments
. . . and more!

For further information call Louise Shaw at 822-1995

VOLUNTEERS NEEDED



Volunteers to be Care-Y!
The United Way mascot, Care-Y, needs you to give it life for Thunderbird football home games and other VIP appearances. If you are interested in being Care-Y for an hour here and there at campus special events, please call Louise at 822-1995.

KODAK CANADA INC.

&
UBC Biomedical Communications

presents

TED GRANT

Canada's Premier Photojournalist

lecturing on

BLACK WHITE



"FROM THE EDGE"

Tuesday September 26, 1995

7:00 - 9:00 p.m.

U.B.C. Woodward IRC Building - Lecture Hall #6

Tickets: \$15.00

(Fee waived for Kodak Pro Passport Members)

Call 684-8535 to Reserve your seat today!

Book signing & refreshments to follow.

Mercury mirror key to massive telescope

by Gavin Wilson

Staff writer

A 2.7-metre telescope, Canada's largest, has been installed in the newly completed UBC Liquid Mirror Observatory in the Malcolm Knapp Research Forest.

A unique feature of the telescope is its use of a thin layer of mercury as a reflecting surface, instead of conventional glass lenses. UBC researchers have emerged as world leaders in the design and construction of the first generation of practical liquid mirror telescopes.

"The result," said observatory Director Paul Hickson, "is a large telescope with superior optics that costs just a fraction of a typical telescope."

Compared to the \$30-million price tag for the 3.6-metre Canada-France-Hawaii telescope—the largest currently available to Canadian scientists—the new UBC observatory's total cost of \$563,000 is a bargain.

The liquid mirror telescope is an idea that is centuries old, but radically new.

"The idea dates back to Newton," said Hickson, a professor in the Dept. of Geophysics and Astronomy, "but until recent years no one had made it work."

There are four liquid mirror telescopes in the world today, including those at NASA's Johnson Space Center and the universities of California and Western Ontario.

All use mirrors built by Hickson and his colleagues at UBC.

NASA has the largest one, a three-metre telescope used to track space debris that could damage space shuttles and satellites.

"Medium-sized objects, the size of baseballs, cause the most problems," Hickson said. "They travel fast, about seven kilometres a second, and they're small, which makes them hard to detect."

"The big telescopes are too expensive to use for detection of this kind."

At the UBC observatory

Hickson will conduct his research in collaboration with UBC Prof. Gordon Walker, Ermanno Borra of Laval University and Valerie de Lappaque in Paris.

It was Borra who pioneered the new technologies that made liquid mirror telescopes feasible. Hickson developed the technology for large liquid mirrors. He has now formed the Mercury Mirror Co. with Physics Prof. Lorne Whitehead to design and build telescopes.

The observatory's present 2.7-metre telescope was tested on leased land in Surrey in 1994. It is bigger than Canada's current largest, the Dominion observatory near Victoria, and, at an elevation of 400 metres, is twice as high. The sharpness and clarity of images will be better, Hickson said.

During its test run, researchers collected enough data on just 12 nights of observation to keep graduate students busy for

months analysing data on more than 100,000 celestial objects.

Further testing and alignment of the telescope will continue at its new location, with observation beginning this winter when the night sky is darker.

Hickson plans

to begin construction next year on a 5.1-metre telescope that will replace the 2.7-metre one. It will, briefly at least, be the third largest optical telescope in the world.

"There are a number of logistical and technical problems with a liquid mirror telescope that size, but we are confident they will be overcome," said Hickson.

He envisions building telescopes 10 to 12 metres in diameter, larger than the world's current record-holder, the 10-metre Keck telescope in Hawaii.

Major funding for the UBC Liquid Mirror Observatory comes from a \$526,000 grant from the Natural Sciences and Engineering Research Council, with assistance from the Dept. of Geophysics and Astronomy, the Faculty of Science and the Office of the Vice-president, Research.



Paul Hickson photo

Researcher Suzanne Watson stands reflected in the thin layer of mercury used in a liquid mirror telescope developed by UBC Prof. Paul Hickson. Shown here in an earlier, temporary location, the telescope is now being installed in a new observatory in the Malcolm Knapp Research Forest. The 2.7-metre telescope is Canada's largest.

"The idea dates back to Newton, but until recent years no one had made it work."

- Paul Hickson

Hubble Telescope yields clues to age of universe

A team of astronomers led by UBC's Harvey Richer were looking for dying stars so faint that the brightest among them were as dim as a 100-watt light bulb seen at the distance of the moon.

But Richer and his team, using the Hubble Space Telescope, were able to discover a remarkable number of the so-called white dwarf stars, a finding that may eventually help improve estimates of the age of the universe and of our home galaxy, the Milky Way.

As detailed this month in *Astrophysical Journal Letters*, the astronomers found the white dwarfs in the star cluster Messier 4 (M4).

A globular star cluster like M4, which at 7,000 light years distant is the nearest cluster to Earth, contains hundreds of thousands of stars visible with ground-based telescopes.

"We expected that the typical globular cluster should also contain about 40,000 white dwarfs," said Richer, a professor in the Dept. of Geophysics and Astronomy. "However, white dwarfs are extremely faint and, to date, no ground or space based telescope has been able to reveal more than a handful of them in any star cluster."

A five-hour exposure with a camera on the Hubble Space Telescope enabled Richer's team to detect more than 75 white dwarfs in one small area within M4. The images were analysed with computer software developed by Peter Stetson at the National Research Council in Victoria.

"Still longer exposures with Hubble could conceivably reveal the ages of the faintest and oldest white dwarfs in M4," said team member Howard Bond of the Space Telescope Science Institute in Baltimore, Maryland.

"This would be a crucial way to distinguish between recent divergent values for the age of the universe, since its age cannot be less than the age of the oldest white dwarfs in M4."

Temperatures of white dwarfs can be used as cosmic clocks for estimating the age of the universe, currently considered to be between eight and 20 billion years.

White dwarfs are the burned-out cores of collapsed stars that, like dying embers, slowly cool

and fade away. They contain most of the original mass of the star but have contracted to extremely dense and faint objects about the size of the Earth.

A golf ball-sized piece of a white dwarf would weigh more than a ton. Because of its small size, high density and initially hot temperature, it takes billions of years for a white dwarf to radiate all of its residual heat into space.

However, the universe is not yet old enough for any white dwarfs to have cooled off completely to become invisible black dwarfs.

Our own sun will not become a white dwarf until about five billion years from now. At M4's age, estimated to be 14 billion years, all of its larger stars have already become white dwarfs.

Richer's results will allow astronomers to refine theoretical predictions

of the rate at which white dwarfs cool — an important prerequisite for making reliable estimates for the age of the universe.

Other team members were Prof. Gregory Fahlman, Rodrigo Ibaeta and Georgi Mandushev of UBC, Don VanderBerg of the University of Victoria and James Hesser of the National Research Council of Canada, as well as astronomers from the University of Maryland, Rutgers University and the University of California, Santa Cruz.

"White dwarfs are extremely faint and, to date, no ground or space based telescope has been able to reveal more than a handful of them in any star cluster."

- Harvey Richer

VICE-PRESIDENT, RESEARCH

The University of British Columbia invites applications for the position of Vice-President, Research.

The successful candidate will understand and show commitment to the research mission of the university; administer research policies, regulations, grants and contracts, and industry and government liaison efficiently and with a minimum of bureaucracy.

He or she will formulate and implement strategic plans; be effective in forming teams and working in collaboration with others to achieve university goals; and establish clear goals and indicators of performance for him/herself and for colleagues and subordinates and thereby ensure accountability for the office.

Applications and/or nominations should be submitted to President David Strangway by September 15, 1995.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

Advisory Committee for the Selection of the Vice-President, Research

Clark Binkley, Dean, Forestry
 Dan Birch, VP, Academic and Provost
 Robert Evans, Head, Dept. of Mechanical Engineering
 David Hardwick, Assoc. Dean, Medicine
 Harold Kalke, Member, Board of Governors
 Maria Klawe, VP, Student and Academic Services
 Gerald McGavin, Member, Discover Parks Board
 David Measday, Assoc. Dean, Faculty of Science
 William Palm, Dir., University-Industry Liaison Office
 Heidi Peterson, President, Graduate Student Society
 Valerie Raoul, Head, French Dept.
 Nancy Sheehan, Dean, Education
 Terry Sumner, VP Elect, Administration and Finance
 Steve Wilson, VP, Graduate Student Society

Dr. David Strangway, President
 University of British Columbia
 6328 Memorial Road
 Vancouver, B.C. V6T 1Z2

THE UNIVERSITY OF BRITISH COLUMBIA



Calendar

September 10 through September 23

Tuesday, Sept. 12

Seminar
True Confessions Of A Sinlet: A Numerical Study Of Knight Inlet's Circulation. Peter Baker, Oceanography, Biological Sciences 1465 at 3:30pm. Call 822-2821.

Lectures in Modern Chemistry
Resolving Open Questions In Bioinorganic Chemistry of Hemoproteins By Studies Of Model Complexes. Zeev Gross, Israel Institute of Technology, Chemistry 250, south wing at 1:00pm. Refreshments. Call 822-3266.

Seminar
Medicinal Plants And Their Increasing Significance Today. G.H.N. Towers, Botany, Biological Sciences 2000, 12:30pm-1:30pm. Call 822-2133.

Faculty Women's Club Meeting
Coffee On The Terrace. Sign up for FWC membership (\$25) and interest groups. Cecil Green Park House at 10am. Call 228-1116.

Medieval and Renaissance Seminar
Shakespeare And The Question Source. Mary Ann McGrail. Buch A205 at 12:30pm. Call 822-6067.

Medieval and Renaissance Seminar
Rereading Hamlet. Mary Ann McGrail. Green College recreation lounge, 4:30-6:30pm. Call 822-6067.

Wednesday, Sept. 13
Orthopaedics Grand Rounds
Report from the annual COA Meeting. Dr. G. Hawk, Dr. L. Mrkonjic, Dr. M. Spanghel. Eye Care Centre Auditorium at 7am. Call 875-4272.

Seminar
Cutting Against The Grain: The Import Of British Columbia Timber Into Japanese Markets, 1975-95. David Edgington, Geography, Asian Centre 604, 12:30pm-2:00pm. Call 822-2629.

Green College Seminar
The Development Of Canada's Financial Institutions. Dr. Douglas Peters, Secretary of State for International Financial Institutions, Green College recreation lounge, 5:30-6:30pm. Reception Graham House 4:45-5:30pm. Call 822-6067.

Green College Seminar
Critical Issues In Global Development. Ecofeminism: A Feminist Journey To Clayoquot Sound. Tseporah Berman, blockade coordinator, spokesperson for Friends of Clayoquot Sound, summer 1993; Forests campaigner, native liaison. Green College recreation lounge at 8pm. Call 822-6067.

Thursday, Sept. 14

CICSR Distinguished Lecture Series
Standards For Real-Time Systems: Ada vs POSIX. Ted Baker, Florida State University, CICSR 208, 4:00-5:30pm. Refreshments. Call 822-6894.

CISAR Meeting
Centre for India and South Asia Research general meeting and lunch for all South Asianists and

friends of South Asia. Asian Centre 604 at 12:30pm-2:00pm. Call 822-2629.

Indoor Plant Sale
To Sept. 16 UBC 18th Annual Indoor Plant Sale. UBC Botanical Garden recreation centre, 12 noon-5pm. Call 822-9666.

Friday, Sept. 15
Graduate Scholarship Day
Various representatives from Graduate Studies and external funding agencies. Graduate Student Centre Ballroom at 9am-1pm. Refreshments. Call 822-0976.

Rounds
Framework For Evaluation Of Council Of University Teaching Hospitals Joint Agreement. (Service Sharing Between VH and St. Paul's): A Policy Audit. Camille Rozon, Council of University Teaching Hospitals. Mather Building 253, 9am-10am. Free. Call 822-2772.

Paediatrics Grand Rounds
Medical Quackery. Dr. David Smith, Emergency Dept. and General Paediatric Clinic, B.C.'s Children's Hospital. G.F. Strong Auditorium at 9:00am. Call 875-2307.

VHSC/BCSEPS Fall Clinical Day
Phacoemulsification. Dr. I Howard Fine, Oregon Health Sciences University; Dr. L.D. Solomon, McGill University; Dr. R.P. Lehmann, Baylor University. VHSC/UBC Eye Care Centre Auditorium, 8am-4pm. Refreshments in 2nd floor lounge, 7:30am-8:00am. Call 875-5266.

Seminar
Management And Assessment Of Sockeye And Chinook Salmon In B.C. In 1995. Michael Henderson, Ralf Yorque Room, Fisheries Centre (Hut B8), 11:30am-12:30pm. Call 822-0618.

Seminar
Clathrate Concentration Of Aqueous Solutions. Yee-Tak Ngan, Grad Student, Dept. of Chem. Engineering, ChemEng, 206 at 3:30pm. Call 822-3238.

Centre for Southeast Asian Research Seminar
New Development In Canada-Vietnam Relations. William A. Young, Counsellor (Dev.) and Consul, Canadian Embassy, Hanoi, Vietnam. Asian Centre 604, 12:30-2pm. Call 822-2629.

Mathematics Colloquium
Coupled Nonlinear Schrodinger Equations Of Fibre Optics. D. Parker, Dept. of Mathematics, U of Edinburgh. Math 104 at 3:30pm, refreshments at 3:15pm in Math Annex 1115. Call 822-2666.

Theoretical Chemistry Seminar
Forces Between Mesoscopic Bodies. W.P. Reinhardt, Chemistry, U Washington. Chemistry D402 at 4pm. Call 822-3997.

Monday, Sept. 18

Green College Science and Society Seminar
Technology Drives Science. Richard Chase, Geological Sciences and Oceanography; Harvey Richer, Geophysics and Astronomy; Moderator David Measday, assoc. dean of Science, Green College recreation lounge at 8pm. Call 822-6067.

Tuesday, Sept. 19

Seminar
Vanadium As A Global Paleooceanographic Tracer For Sediment Redox Conditions: Implications For Productivity Changes In The Past. Dr. David Hastings, Oceanography, Biological Sciences 1465 at 3:30pm. Call 822-2821.

Lectures in Modern Chemistry
The Impossible Takes A Little Longer. P. E. Eaton, University of Chicago. Chemistry 250, south wing at 1:00pm. Refreshments. Call 822-3266.

Green College Seminar
Political Pluralism And Ethnic Prejudice. Dr. Avigail Eisenberg, Political Science, Green College recreation lounge. Reception Graham House 4:45-5:30pm. Call 822-6067.

Centre for Chinese Research Seminar
Peng Zhen: Architect Of China's Socialist Legal System. Pitman Potter, Law, Asian Centre 604 at 12:30pm-2:00pm. Call 822-2629.

Scholarly Colloquia
Women, Families, Chronic Illness And Nursing Interventions. Carole Robinson, School of Nursing, ACU Rm. T187, 2211 Westbrook Mall, 4:30-5:30pm. Call 822-7453.

Wednesday, Sept. 20

UBC Senate Meeting
The First Regular Meeting Of The Senate, UBC'S Academic Parliament. Curtis 102 at 8:00pm. Call 822-2951.

Noon Hour Concert
Wesley Foster, clarinet; Andrew Pearce, violincello; Terence Dawson, piano. Music Recital Hall at 12:30pm. Admission \$2.50. Call 822-5574.

Orthopaedics Grand Rounds
Reconstructive Orthopaedics: The New York Experience. Dr. B. Masri, Eye Care Centre Auditorium at 7am. Call 875-4272.

Centre for Japanese Research Seminar
Immigration and Trade Creation: Econometric Evidence From Canada. John Ries, Commerce, Asian Centre 604, 12:30pm-2:00pm. Call 822-2629.

Lecture
Birding In Vancouver - Autumn Session. Alice Cassidy, Professional Biologist. Begins Sept. 20. Two Wed. night lectures plus field trips to Lost Lagoon, Roberts Bank, Reifel Bird Sanctuary. BioSciences 4361, 7:30pm - 9:30pm. Call 822-1450.

Lecture
A Chilly Climate In Cyberspace? A Feminist Analysis Of The Public Discussion Area Of The Ottawa Freenet. Ann Travers, Sociology, U of Oregon. Centre for Research in Women's Studies, 1896 East Mall from 3:30 - 5pm. Call 822-9171.

Green College Cultural Studies Seminar
TBA. Green College recreation lounge, 5:30-6:30pm. Call 822-6067.

MOST Workshop
Understanding Your Pension Plan. Presented by Pension Administration Office Staff. For staff and faculty only. Pre-registration required. Free. Ponderosa Cedars Rm. 11am-

1pm. Call 822-9644.

Thursday, Sept. 21

CICSR Faculty Forum
Design For Testability And Built-In Self-Test Of Integrated Circuits And Systems: How These Can Really Add Value To Your ICs And Systems. Andre Ivanov, Electrical Engineering, CICSR 208, 4:00-5:00pm. Refreshments. Call 822-6894.

Green College Science and Society Seminar
Idealism And The Social Character Of Meaning. David Bloor, U of Edinburgh. Green College recreation lounge, 5-6:30pm. Call 822-6067.

Friday, Sept. 22

Rounds
Smoking Cessation Therapy With Bromocriptine. Dr. Helene Bertrand. Mather Building 253, 9am-10am. Free. Call 822-2772.

Paediatrics Grand Rounds
Lysosomal Enzymes; Pseudodeficiencies And Genuine Dilemmas. Marion Coulter-Mackie, Paediatrics. G.F. Strong Auditorium at 9:00am. Call 875-2307.

Seminar
Biological Fluidized Bed Reactors: Hydrodynamics And Performance Characteristics. Mark Milner, Grad Student, Chem. Engineering. ChemEng 206 at

3:30pm. Call 822-3238.

Mathematics Colloquium
TBA. N.G. Makarov, Mathematics, Caltech, Pasadena, CA. Math 104 at 3:30pm. Refreshments at 3:15pm Math Annex 1115. Call 822-2666.

Theoretical Chemistry Seminar
Metal-Water Interactions: Exploring The Collective Physisorption Of Water. J. Shelley, Chemistry, Chemistry D402 at 4pm. Call 822-3997.

Faculty Development Seminar
Active Learning For Large Groups. Richard Tiberius, Psychiatry, U of T. Buch. Tower 1206/07 from 9am-12noon. Registration. Call 822-9149.

Saturday, Sept. 23

Continuing Studies Lecture
New Work. Frithjof Bergmann, University of Michigan. Curtis 101/102, 9:30am-4:30pm. Continues Sept. 24. \$95. Call 822-1450.

Lecture
The Compleat Naturalist - Learn About Nature And Basic Astronomy. K. Needham, M. Taylor, A. Cassidy, W. Nicholls, J. Karakatsoulis. Begins Sept. 23. First class meets at entrance to UBC Bookstore. 10am-4pm. \$200 includes field trips. Bring lunch. Call 822-1450.

Notices

Conversation Classes
All levels in French, Spanish, Japanese, Mandarin and Cantonese are offered on the UBC campus, Tuesday or Thursday evenings or Saturday mornings, beginning Sept. 23, 26 and 28. Three-day immersion weekend in Spanish, German, Japanese and Mandarin at Whistler, Nov. 11-13. Call Language Programs and Services, Continuing Studies at 822-0800.

Museum of Anthropology Course
MOA is offering a new course for prospective volunteers and the general public. Introduction to the Museum of Anthropology, explores the museum's collections, exhibits, and resources, as well as contemporary First Nations issues, art, and anthropology. Mondays, 10:00am-12:00pm, Sept. 18 to Dec. 11. Seniors and MOA members \$50. Non-members \$60. Call Jennifer Webb at 822-5052.

UBC Psoriasis Study
The Division of Dermatology is studying the effect of a new photosensitive drug plus red light on stable plaque psoriasis. Volunteers are required: Age 18+, healthy, not receiving anti-psoriasis treatment. Call 875-5254.

Alumni Achievement Dinner
The UBC Alumni Association is holding an Alumni Achievement Dinner on Monday, October 23, 1995 in the BC Ballroom, Hotel Vancouver. The dinner will honour the 1995 Alumni Award recipients and recognize the Honorary Patrons of the dinner. Special guest speaker will be Dr. Garth Drabinsky. MC for the evening is John Gray. There will be door prizes and entertainment. Tables (of 8) may be reserved by calling Mary at 822-9565. Tickets are \$80.

UBC REPORTS

CALENDAR POLICY AND DEADLINES

The UBC Reports Calendar lists university-related or university-sponsored events on campus and off campus within the Lower Mainland.


Calendar items must be submitted on forms available from the UBC Public Affairs Office, 310 - 6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1. 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 September 21 issue of UBC Reports — which covers the period September 24 to October 7 — is noon, September 12.



THE UNIVERSITY OF BRITISH COLUMBIA
EMPLOYMENT EQUITY PLAN UPDATE

JULY 1995



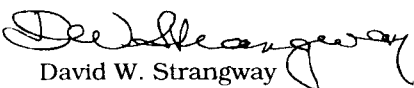
THE UNIVERSITY OF BRITISH COLUMBIA

September 7, 1995

Dear Colleague,

The following report, prepared by the Equity Office, is an update of UBC's 1991 Employment Equity Plan. This update provides information on the University's efforts over the past several years to achieve employment equity through qualitative and quantitative measures.

Last month, I requested that deans and vice-presidents approve unit equity plans of those units reporting to them prior to submitting these plans to the Associate Vice-president, Equity, in October 1995. These plans should be consistent with UBC's overall employment-equity objectives that are described in the attached Plan Update. Thus, I recommend that you read the Plan Update and discuss it with your colleagues in order to facilitate preparation of individual unit plans.


 David W. Strangway
 President

OBJECTIVE A:

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

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

Responsibility: Associate Vice President, Equity

Progress: In 1990, with assistance from the Department of Human Resources and the President's Advisory Committee on Employment Equity, the University Administration undertook a review of central employment policies. This review of central administration employment policies and an analysis of the employment equity census formed the basis of UBC's 1991 Employment Equity Plan.

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

Responsibility: Vice Presidents

Progress: The 1990 employment systems review included a review of academic departments' written procedures. Following that review, the Vice President, Academic and Provost, has required academic departments to complete a Recruiting Summary form when making all recommendations for tenure-track positions.

In 1992, all deans submitted to the Vice President, Academic and Provost, employment equity plans for hiring women into tenure-track positions.

In 1994, the School of Library and Information Studies produced a hiring document. Since 1995, faculty reviews have included questions on employment and educational equity.

Following the appointment in 1994 of the Associate Vice President, Equity, a President's Advisory Committee on Equity was established with a mandate covering both employment and educational equity. With the assistance of this committee, the Equity Office developed a strategic plan to assist individual departments in reviewing their employment policies and practices to ensure consistency with UBC's equity objectives.

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

Responsibility: Vice President, Academic and Provost; Vice President, Administration and Finance

Progress: In 1990, the University Administration and the Faculty Association agreed that faculty who take maternity leave during the pre-tenure period may extend this time by one year for each maternity leave.

In 1992, the University Administration embarked on a three-year equity funding process to implement pay equity adjustments for five employee groups. In addition, joint labour-management job evaluation committees are creating new gender-neutral job evaluation systems for these groups.

In 1994, improvements were instituted for lecturers, instructors, and senior instructors in their career progress increment scheme. As well, additional anomaly and inequity funds were directed to these faculty members. In addition, a plan was implemented to bring the rates for extra-session credit teaching into line with minimum rates for sessional teaching.

During 1995 union bargaining sessions, the University Administration tabled employment-equity language.

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

Responsibility: Associate Vice President, Equity

Progress: The 1990 employment systems review included suggestions for redrafting collective agreements, Department of Human Resources documents, and academic departments' written employment procedures. Sexist terminology, dominant-culture bias, as well as language relating to disability were monitored.

In 1994, changes to the faculty curriculum-vitae form included deletion of demographic data such as marital and family status.

Responsibility: Vice Presidents

Progress: In 1991, the Faculty Framework Agreement and Agreement on Conditions of Appointment were redrafted in non-sexist language. Revisions to these documents, which were approved in 1993, similarly were written in non-sexist language.

In 1990, the Faculty of Education approved a policy on inclusive language. In 1992, the Faculty of Commerce and Business Administration reviewed its publications for gender and ethnic bias. The President routinely distributes copies of a handbook on non-sexist writing to new deans and heads/directors of administrative units.

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

Responsibility: Vice Presidents

Progress: The Job Evaluation Project began in 1990. Since 1992, joint labour-management committees have been reviewing job descriptions for CUPE 116 and 2950 positions, as well as descriptions for management and professional staff positions to define minimum qualifications, duties, and responsibilities. Members of CUPE 116 and 2950 have completed and returned their questionnaires. The computer model of the questionnaire for management and professional staff has been approved. In addition, the Job Evaluation Project has begun the planning process for other employee groups.

For tenure-track faculty positions, the Vice President, Academic and Provost, reviews every Recruiting Summary form. In 1995, the University Administration circulated draft guidelines on recruiting academic administrators.

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

Responsibility: Associate Vice President, Human Resources; Director, Disability Resource Centre

Progress: In 1991, the Department of Human Resources' Assessment Task Force reviewed tests used to select clerical and secretarial staff. As a result, applicants with disabilities who require accommodation to complete an employment test may request special arrangements. In addition, the Department of Human Resources reviews the test results of designated-group candidates who have been short-listed to ensure that cultural and other differences are considered in test interpretation.

The Department of Human Resources and the Registrar provide service via Telecommunication Device for the Deaf (TDD) so that applicants, employees, and students who are hard-of-hearing may access employment and admission information.

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

Responsibility: Vice Presidents

Progress: In 1992, Senate approved a policy revision on graduate studies that enables faculty and staff, especially members of designated groups who are not geographically mobile, to more easily pursue studies while employed at UBC. At that time, the Dean of Graduate Studies prepared written information for inclusion in employee newsletters on the wise use of tuition benefit vouchers for graduate studies.

In 1995, the University Administration drafted terms of employment for Postdoctoral Fellows. The Department of Human Resources completed a handbook for non-union research assistants and technicians. As well, Human Resources has initiated a Benefits Communication Project to provide all faculty and staff with individual summary descriptions of their benefits coverage. A 1995 information summary of benefits available to all UBC employees is part of the Faculty and Staff Handbook.

Responsibility: Head, Crane Library and Resource Centre; Director, Disability Resource Centre

Progress: Crane Library supplies UBC faculty and staff with audio-transcription on-demand of employment-related materials. For example, the Management and Professional Handbook is available on audio tape and the CUPE 2950 Collective Agreement is available in an alternative format for vision-impaired employees.

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

Responsibility: Vice President, Academic and Provost

Progress: In 1990, the University Administration and the Faculty Association agreed to allow women faculty on maternity leave the option of extending their pre-tenure period. Furthermore, in 1993, the Administration and the Faculty Association agreed to extend to a limit of seven years the pre-tenure period, during which all assistant professors must establish a record of successful teaching and scholarly activity. In 1995, the University Administration and the Faculty Association agreed to give maternity leave benefits to those adopting children, including to same-sex partners.

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

Responsibility: Vice President, Administration and Finance

Progress: In 1991, the University Administration enhanced the benefits it provides to eligible short-term employees. In addition, in 1993, the Board of Governors approved a voluntary reduced workload program with the University providing top-up to benefits.

Responsibility: Vice President, Academic and Provost

Progress: In 1991, the University Administration enhanced the benefits it provides to eligible part-time and clinical faculty. In 1993, the University Administration and the Faculty Association agreed to extend the faculty bargaining unit to include part-time faculty, lecturers, and librarians with appointments

THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE JULY 1995



of four or more months with a 50% or more workload. Thus, the Faculty Association now bargains not only salary and economic benefits, but also conditions of appointment for sessional and part-time faculty.

OBJECTIVE B:

Development of special measures and reasonable accommodations to achieve and maintain a UBC work force representative of qualified applicant pools.

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

Responsibility: Vice President, Academic and Provost

Progress: Since the 1990/91 academic year, the University has achieved its hiring goal for faculty women: Academic departments have hired women to fill 38% of new tenure-track faculty positions.

Two additional efforts to increase the number of women in tenure-track faculty positions are: a) the creation of the Senior Faculty Fund and b) the conversion of qualified lecturers from term positions to tenure-track. Since 1990/91, the Senior Faculty Fund has been used to hire fifteen women and minority men at the senior rank of full professor. In 1993, several lecturers, the majority of whom were women, achieved tenure.

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

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

Responsibility: Vice Presidents

Progress: From May 1992 to May 1994, the difference in UBC's work force included a net gain of 43 women, 5 aboriginal people, 42 visible minorities, and 6 persons with disabilities. From May 1992-1995, the difference in UBC's work force included a net gain of 1 aboriginal person and 1 disabled person, and a net loss of 21 women and 11 visible minorities. (See accompanying Tables 1 - 4.) This recent loss in designated-group members is related to a decrease in the UBC work force between 1994 and 1995.

As of May 1995, the University has achieved some of its 1991 hiring goals for staff:

Upper Level Managers	3 women
Professionals (non-faculty)	33 women 1 aboriginal person
Supervisors	2 persons with disability
Semi-Skilled Manual Workers	2 women 1 aboriginal person
Other Manual Workers	1 aboriginal people

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

Responsibility: Vice Presidents

Progress: A statement of the University's commitment to employment equity was approved in 1989 and revised in 1990 and 1992. The current statement—"UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities"—appears in external advertisements as well as in internal job postings for all faculty and staff positions.

Since 1989, the University continues to include a statement of its concern for the under-representation of women in academic administration in external advertisements for deans, heads, and directors.

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

Responsibility: Vice President, Academic and Provost; Associate Vice President, Human Resources

Progress: The Equity Office provides information and training on equity and human rights issues to both academic and service units. Staff from the Equity Office offer a course entitled "Selection Interviewing: Ensuring Equity" through the Managerial and Other Skills Training (MOST) Program. The Associate Vice President, Human Resources, has encouraged both staff from the Department of Human Resources and all other individuals who are involved in personnel

TABLE 1

Abella	UBC Workforce May 1995									
	Total	All Employees		Aboriginal People		Persons w/Disabilities		Visible Minorities		Total %
		Men	Women	Total	Total %	Total	Total %	Total	Total %	Total %
Upper Level Managers	30	22	8	0	0.00	2	6.67	2	6.67	
Middle Managers	665	297	368	12	1.98	27	4.43	48	7.91	
Professionals	2977	2007	970	22	0.92	87	3.63	341	14.29	
Semi-Professionals & Technicians	1089	538	551	6	0.76	38	4.77	230	29.11	
Supervisors	183	27	156	2	1.20	10	5.95	42	25.30	
Foremen/Women	34	32	2	0	0.00	2	7.14	3	10.71	
Clerical Workers	1519	180	1339	22	1.74	76	5.97	337	26.62	
Sales Workers	91	42	49	0	0.00	0	0.00	25	38.46	
Service Workers	604	344	360	10	3.23	17	5.47	105	33.87	
Skilled Crafts & Trades	166	162	4	0	0.00	7	7.45	12	12.90	
Semi-Skilled Manual Workers	65	58	7	1	3.85	3	11.54	4	15.38	
Other Manual Workers	346	176	170	4	1.82	32	13.97	67	30.45	
Total	7769	3785	3984	79	1.32	301	5.00	1216	20.31	

TABLE 2

Abella	Representation of Designated Groups in UBC's Workforce May 1992 through May 1995							
	Women				Aboriginal People			
	May 92	May 93	May 94	May 95	May 92	May 93	May 94	May 95
Upper Level Managers	18.52	21.43	27.59	26.67	0.00	0.00	0.00	0.00
Middle Managers	51.09	51.43	52.98	55.34	1.60	1.57	1.90	1.98
Faculty (Tenure Track)	19.65	20.60	21.33	21.99	0.91	1.12	0.96	0.87
Professionals	49.04	47.81	48.08	49.43	0.94	1.04	1.04	1.00
Semi-Professionals & Technicians	47.90	49.22	50.96	50.60	0.67	0.70	0.60	0.76
Supervisors	81.54	81.72	84.90	85.25	3.64	3.14	2.40	1.20
Foremen/Women	3.92	4.76	5.41	5.88	0.00	0.00	0.00	0.00
Clerical Workers	88.62	88.23	88.00	88.15	1.72	1.77	1.77	1.74
Sales Workers	55.56	50.00	55.21	53.85	0.00	0.00	0.00	0.00
Service Workers	59.32	59.53	58.94	59.60	3.09	2.66	2.79	3.23
Skilled Crafts & Trades	2.52	2.60	2.56	2.41	0.00	0.00	0.00	0.00
Semi-Skilled Manual Workers	7.58	6.45	6.35	10.77	0.00	0.00	0.00	3.85
Other Manual Workers	46.81	47.24	47.97	49.13	1.40	2.69	2.63	1.82
Total	50.12	50.46	51.00	51.28	1.29	1.38	1.35	1.32

Abella	Representation of Designated Groups in UBC's Workforce May 1992 through May 1995							
	Visible Minorities				Persons With Disabilities			
	May 92	May 93	May 94	May 95	May 92	May 93	May 94	May 95
Upper Level Managers	7.41	7.41	6.90	6.67	3.70	3.70	6.90	6.67
Middle Managers	7.04	7.86	7.42	7.91	4.79	5.17	4.72	4.43
Faculty (Tenure Track)	9.40	9.75	10.10	10.60	4.19	3.78	3.90	3.75
Professionals	22.64	22.68	22.73	20.40	2.94	2.50	2.91	3.44
Semi-Professionals & Technicians	28.19	28.22	29.53	29.11	3.79	3.96	4.30	4.77
Supervisors	23.64	21.38	22.16	25.30	4.82	6.21	6.51	5.95
Foremen/Women	15.79	17.65	10.00	10.71	7.89	5.88	10.00	7.14
Clerical Workers	27.15	27.54	26.75	26.62	5.20	4.82	5.38	5.97
Sales Workers	30.67	30.26	30.77	38.46	1.33	0.00	0.00	0.00
Service Workers	33.64	35.21	34.98	33.87	6.71	5.85	6.17	5.47
Skilled Crafts & Trades	10.99	12.22	11.36	12.90	10.99	11.96	11.11	7.45
Semi-Skilled Manual Workers	14.29	16.67	21.88	15.38	10.71	12.90	9.38	11.54
Other Manual Workers	30.37	29.15	29.82	30.45	16.14	15.45	15.06	13.97
Total	20.34	20.65	20.63	20.31	4.94	4.72	4.94	5.00

selection to attend. As curriculum materials for this course, the Equity Office distributes to all participants its guide *Promoting Equity in Employment*. As well, the Equity Office has arranged for Human Resources staff training in human rights and equity issues.

Equity Office staff participate in the delivery of the MOST workshops related to disability issues. The Equity Office also has arranged for training of Human Resources personnel in disability awareness.

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

Responsibility: Vice President, Academic and Provost

Progress: Since 1990, the Vice President, Academic and Provost, has required that the Recruiting Summary form accompany all tenure-track recommendations and has supported the appointment of fifteen senior academic women and minority men with exceptional qualifications.

In addition, the Vice President ensures that all search committees for deans, heads, and directors include women as members and seeks external nominations from women academic administrators across Canada. As well, the Vice President on several occasions has distributed to deans, heads, and directors articles on hiring and retaining women faculty and achieving faculty diversity. Moreover, the University Administration offers networking assistance across faculties to encourage job placements for faculty spouses.

Since 1992, the Associate Vice President, Equity has made numerous presentations to meetings of administrative heads of unit and various campus departments using the video "The Chilly Climate." In addition, the Associate Vice President, Equity, presented sessions in selection interviewing to administrative heads during the 1994 Leadership in Transition workshop. The guide, *Promoting Equity in Employment*, which was distributed to administrators of all units in 1993, offers additional suggestions for active measures to attract and retain qualified members of designated groups.

Since 1994, an Equity Advisor has initiated and maintained contact with several community agencies representing persons with disabilities and aboriginal people to encourage appropriate referrals of qualified candidates for UBC positions. The



THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE JULY 1995

Human Resources Department faxes current job postings to these agencies on a weekly basis.

In 1991, the Faculty of Applied Science in conjunction with the Women Students Office developed a mentoring program for women engineering students. In 1994, the Faculty of Arts appointed a First Nations Student Advisor, and the Faculty of Forestry appointed a First Nations Coordinator.

Responsibility: Associate Vice President, Human Resources; Director, Disability Resource Centre

Progress: In 1991, the Equity Office and the Disability Resource Centre participated in the Department of Human Resources' Task Force on Employment Equity Recruitment. As part of the work of this task force, Human Resources compiled a manual of agencies assisting members of designated groups to obtain employment. A synopsis of the manual is distributed at the Managerial and Other Skills Training (MOST) course "Selection Interviewing: Ensuring Equity." The Disabled Employee Assistance Fund has been used to provide adaptive supplies and equipment that facilitate the recruitment of well-qualified persons with disabilities since 1992.

In 1994, the Equity Office arranged for several departmental administrators on campus to offer informational interviews to persons with disabilities for the purposes of improving interviewee's interview skills as well as improving the administrator's experience of interviewing people with disabilities.

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

Responsibility: Associate Vice President, Human Resources; Director, Disability Resource Centre

Progress: Since 1992, the Department of Human Resources offers a telephone information line. By dialing UBC-WORK, the caller hears a recorded message of the current week's job postings, as well as general information on applying for positions at UBC. In addition, the Department of Human Resources offers a Telecommunication Device for the Deaf (TDD) line that can be used by both employees and prospective employees who are hard-of-hearing. The TDD number appears on the weekly job postings, in the UBC directory, and in the Vancouver Telephone Directory.

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

Responsibility: Vice President, Academic and Provost

Progress: The Vice President, Academic and Provost, has required academic deans and department heads to complete Recruiting Summary forms for tenure-track positions since 1990.

Responsibility: Associate Vice President, Human Resources

Progress: In 1993, the Associate Vice President, Equity, and the Department of Human Resources Manager of Employment and Job Evaluation completed a pilot project to track applicants for staff positions. As a result, the Department of Human Resources seconded an Equity Advisor in 1994 to maintain liaison with community agencies representing designated groups and to monitor applications received from designated-group members.

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

Responsibility: Associate Vice President, Academic

Progress: The 1993 revised Faculty Agreement on Conditions of Appointment provides for an equal number of external referees from faculty members and departments in all personnel cases. As well, the revised Agreement allows for candidates to respond to department and faculty decisions early in the process.

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

Responsibility: Vice Presidents

Progress: Job sharing is available on an ad-hoc basis for management and professional staff. Since 1993, reimbursable travel expenses include telephone calls allowing employees to stay in reasonable contact with their immediate family and overnight dependent-care expenses. Also in 1993, the Board of Governors approved changes in the reduced workload policy to apply to employees at age 50 with 10 years of service. As well, in 1993, the Board approved an employee-paid benefit top-up incentive program for staff ineligible for the reduced workload program.

In 1995, the University Administration drafted a policy on part-time tenured and tenure-track faculty appointments.

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

Responsibility: Vice President, Administration and Finance; Associate Vice President, Academic

Progress: When feasible, the Student Counselling and Resources Centre, the Women Students' Office, and the Women's Resources Centre provide career counselling to faculty and staff. The Managerial and Other Skills Training (MOST) program, which began in 1993, offers courses in career planning. Since 1993, the Employee and Family Assistance Program has been available to all faculty and staff. This confidential counselling, advisory, and information service provides job and career counselling for employees and their families.

A faculty mentoring program has existed in Dentistry since 1990. In 1994, the Centre for Faculty Development and Instructional Services developed a mentoring program for all new faculty. Since 1991, the Associate Vice President, Academic, has compiled data on faculty tenure and promotion by gender.

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

Responsibility: Vice Presidents

Progress: Since 1989, the University has sponsored the attendance of eight faculty and staff at the Kingswood Management Training Program, a five-day residential program that demonstrates the principles of effective human resource management within a multicultural work force.

Since 1993, the Managerial and Other Skills Training (MOST) program has offered courses in UBC culture and values, as well as job-related and personal skills. Courses on valuing diversity and on understanding disability issues in the workplace are valued to each of five certificate programs. Equity Office staff

TABLE 3

Abella	Representation of Designated Groups in the UBC Workforce May 1992 and May 1994											
	Women			Aboriginal People			Visible Minorities			Persons with Disabilities		
	1992	1994	Net	1992	1994	Net	1992	1994	Net	1992	1994	Net
Upper Level Managers	5	8	3	0	0	0	2	2	0	1	2	1
Middle Managers	351	365	14	10	12	2	44	47	3	30	30	0
Faculty (Tenure Track)	355	364	29	13	14	1	134	147	13	60	57	-3
Professionals	535	584	29	8	10	2	192	218	26	25	28	3
Semi-Professionals & Technicians	583	581	-2	6	5	-1	252	246	-6	34	36	2
Supervisors	159	163	4	6	4	-2	39	37	-2	8	11	3
Foremen/Women	2	2	0	0	0	0	6	3	-3	3	3	0
Clerical Workers	1386	1364	-22	22	23	1	347	347	0	67	70	3
Sales Workers	50	53	3	0	0	0	23	24	1	1	0	-1
Service Workers	401	379	-22	10	9	-1	109	113	4	22	20	-2
Skilled Crafts & Trades	4	4	0	0	0	0	10	10	0	10	10	0
Semi-Skilled Manual Workers	5	4	-1	0	0	0	4	7	3	3	3	0
Other Manual Workers	169	177	8	3	6	3	65	68	3	36	36	0
Total	4005	4048	43	78	83	5	1227	1269	42	300	306	6

TABLE 4

Abella	Representation of Designated Groups in the UBC Workforce May 1992 and May 1995											
	Women			Aboriginal People			Visible Minorities			Persons with Disabilities		
	1992	1995	Net	1992	1995	Net	1992	1995	Net	1992	1995	Net
Upper Level Managers	5	8	3	0	0	0	2	2	0	1	2	1
Middle Managers	351	368	17	10	12	2	44	48	4	30	27	-3
Faculty (Tenure Track)	355	402	47	13	13	0	134	158	24	60	56	-4
Professionals	535	568	33	8	9	1	192	183	-9	25	31	6
Semi-Professionals & Technicians	583	551	-32	6	6	0	252	230	-22	34	38	4
Supervisors	159	156	-3	6	2	-4	39	42	3	8	10	2
Foremen/Women	2	2	0	0	0	0	6	3	-3	3	2	-1
Clerical Workers	1386	1339	-47	22	22	0	347	337	-10	67	76	9
Sales Workers	50	49	-1	0	0	0	23	25	2	1	0	-1
Service Workers	401	360	-41	10	10	0	109	105	-4	22	17	-5
Skilled Crafts & Trades	4	4	0	0	0	0	10	12	2	10	7	-3
Semi-Skilled Manual Workers	5	7	2	0	1	1	4	4	0	3	3	0
Other Manual Workers	169	170	1	3	4	1	65	67	2	36	32	-4
Total	4005	3984	-21	73	79	1	1227	1216	-11	300	301	1



THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE JULY 1995

have participated in the delivery of the MOST workshops related to disability issues and selection interviewing. Beginning in 1995, Equity Office staff also participate in the delivery of MOST workshops on the Policy on Discrimination and Harassment.

In 1992, the English Language Institute began offering specialized courses for UBC employees, including international teaching assistants, limited-term-only clerical staff, receptionists, and food service workers. Since its inception in 1993, the workplace language training program—Better English Skills Training (BEST)—has been offered through the Hastings Institute to 120 employees.

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

Responsibility: Vice Presidents

Progress: Several faculty and staff—in Nursing and the First Nations House of Learning—have received partial support to upgrade their educational credentials.

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

Responsibility: Vice Presidents

Progress: In 1993, a staff repositioning project was proposed in anticipation of significant budget reductions. This proposal provides employees and departments opportunities for job exchange, where mutual agreement and benefit may occur.

OBJECTIVE C:

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

- Draft policy on employment equity.

Responsibility: Associate Vice President, Equity

Progress: UBC's Policy on Employment Equity was approved in 1989 and revised in 1990. Since 1993, University policies are available in print and audio-transcription, as well as by on-line computer and voice synthesizer.

The Board of Governors approved the Policy on Discrimination and Harassment in 1995. This Policy covers all types of discrimination and harassment, including sexual harassment, as defined by the B. C. Human Rights Act.

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

Responsibility: Associate Vice President, Equity

Progress: Since 1989, *UBC Reports* has carried a dozen articles describing UBC's employment equity program and many inserts monitoring progress toward its 1991 employment equity plan. In addition, numerous articles have appeared in various campus newsletters including those of employee groups, such as the Association of Administrative and Professional Staff, the Faculty Association, CUPE 2950, and CUPE 116; and those of campus units, such as the Disability Resource Centre and Human Resources. As well, descriptions of UBC's employment equity program appear regularly in campus handbooks and reports, such as the Handbook of Support Services and the Faculty and Staff Handbook. Since 1995, the Policy on Discrimination and Harassment and its accompanying guide are distributed widely.

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

Responsibility: Associate Vice President, Equity

Progress: The Associate Vice President, Equity, meets with representatives from every employee group and campus unit. With the initiation in 1993 of regular orientation sessions for faculty and staff, an Equity Advisor provides information on the employment equity census to newly-hired employees. Since 1994, the Equity Office has worked with Human Resources to include information on the employment equity census during benefits orientations as well.

In 1994, an Equity Advisor co-lead with the Director of the First Nations House of Learning a focus group on the employment experiences of First Nations employees on campus. The purpose of the focus group was to determine initiatives that could make the University a welcoming workplace for other aboriginal people.

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

Responsibility: Vice Presidents; Vice Provost

Progress: The Associate Vice President, Equity, attends regular meetings of deans and administrative heads of unit, and presents information on UBC's progress toward the achievement of equity goals. In addition, the Associate Vice President participates in professional development seminars for University Administrators by providing information on human rights and equity issues, and submits regular updates on employment equity activities to the President and Vice Presidents.

An Equity Advisor attends each of the orientation sessions for new employees and describes University's employment equity program and the services offered by the Equity Office.

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

Responsibility: Associate Vice President, Academic; Associate Vice President, Human Resources

Progress: In 1994 collective bargaining sessions, the Equity Office submitted recommendations concerning employment equity to the Human Resources Employment Relations negotiating team for inclusion in new bargaining unit contracts. CUPE 116 and IUOE have accepted, subject to ratification, employment-equity contract language and a workplace respect program.

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

Responsibility: Vice President, Academic and Provost

Abella	Number of Employees	Number of Responses	Response Rate
Upper Level Managers	30	30	100.00%
Middle Managers	665	607	91.28%
Faculty (Tenure Track)	1828	1490	81.51%
Professionals	1149	897	78.07%
Semi-Professionals & Technicians	1089	790	72.54%
Supervisors	183	166	90.71%
Foremen/Women	34	28	82.35%
Clerical Workers	1519	1266	83.34%
Sales Workers	91	65	71.43%
Service Workers	604	310	51.32%
Skilled Crafts & Trades	166	93	56.02%
Semi-Skilled Manual Workers	65	26	40.00%
Other Manual Workers	346	220	63.58%
Total	7769	5988	77.08%

Progress: In 1990, the Deans of Science and Agricultural Sciences appointed an associate dean for women's issues. In 1992, the Dean of the Faculty of Commerce and Business Administration issued a statement on human rights and provided training programs for faculty and staff. Likewise, the Dean of the Faculty of Education established a committee on gender and race relations, and in a similar move, the Dean of Medicine established an ad-hoc committee on gender issues. In addition, the Dean of Education assigned two senior faculty to handle discrimination and harassment inquiries. In 1994, the Dean of Medicine appointed a part-time associate dean for gender issues, and at the same time, several deans assigned associate deans the responsibility for equity issues.

In 1994, the Centre for Faculty Development and Instructional Services offered a seminar on human rights issues to academic administrative heads. During 1995, the Faculty of Commerce developed videotapes for training faculty, staff, and students in human rights issues.

Responsibility: Vice President, Administration and Finance; Vice President, Student and Academic Services; Associate Vice President, Equity

Progress: Since 1993, the Department of Human Resources has offered several courses that provide training in human rights practice for faculty and staff. Advisors from the Equity Office have made presentations on equity issues in hiring and selection for both the Managerial and Other Skills Training (MOST) courses and sessions offered by the Centre for Faculty Development and Instructional Services. Like its staff counterpart, the Centre for Faculty Development and Instructional Services includes gender and culture issues in each of its seminar series offered to faculty. Also, both the staff and faculty development projects include the staff from the Equity Office and the Disability Resource Centre in their orientation sessions for new staff and administrators. Similarly, staff from the Equity Office participate as guest speakers in diversity and disability workshops offered by other campus units, such as the Disability Resource Centre.

During 1994, the Department of Human Resources increased the number and scope of MOST courses on human rights issues, as well as began tracking the representation of employee groups and departments taking advantage of this training.

The Equity Office in cooperation with the Department of Human Resources offers the workshop "Selection Interviewing: Ensuring Equity" on a campus-wide basis to all administrators who have responsibility for interviewing and hiring. In addition, Equity Office staff regularly make presentations to campus units and groups. During 1995, the Equity Office provided training sessions in Discrimination and Harassment Awareness for 200 campus administrators.

In December 1994, the Equity Office in cooperation with the Centre for Faculty Development received funding from the Teaching and Learning Enhancement Fund to create equity training modules for faculty.

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

Responsibility: Associate Vice President, Human Resources; Associate Vice President, Equity; Director, Disability Resource Centre

Progress: In 1992, The Department of Human Resources revised both the employment application form and the job posting form to encourage qualified members of designated groups, including persons with disabilities.

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

Responsibility: Director, Disability Resource Centre; Director, Campus Planning and Development

Progress: The Department of Human Resources has improved bulletin boards and signage to ensure easier access for persons who have physical or sensory disabilities. In addition, the front counter in Human Resources was lowered to accommodate applicants in wheelchairs.

In 1990, the University established a fund for physical access retrofitting to develop a barrier-free campus. Subsequently, in 1992, the Disability Resource Centre, and Campus Planning and Development created an Advisory Committee on Physical Access with a mandate to develop a draft campus-wide plan for universal access and guidelines to assist in renovations. New on-campus housing for students, faculty, and staff includes accessible units.

In related initiatives, the Disability Resource Centre completed an environmental scan of student service offices and academic departments, undertook a review of physical accessibility at UBC, developed a guide to assist users with on-campus access, and sponsored a hearing access project. Moreover, the Disability Resource Centre appointed a half-time access officer to consult with campus groups concerned with physical access to campus buildings and facilities. Since 1992, the Disabled Employee Assistance Fund has been used to provide adaptive supplies and equipment that facilitate the recruitment of well-qualified persons



THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE JULY 1995

with disabilities and the accommodation of employees with disabilities.

In 1994, renovations that include an outside ramp and an accessible washroom were undertaken in the General Services Administration Building (GSAB), which houses the Human Resources Department.

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

Responsibility: Associate Vice President, Human Resources

Progress: The Department of Human Resources provides assistance to those employees on long-term disability whose skills require upgrading. In some circumstances, employees on long-term disability may be offered retraining or progressive reentry.

Responsibility: Director, Disability Resource Centre

Progress: Since its establishment in 1990, the Disability Resource Centre has offered numerous workshops on disability awareness. Working in conjunction with the Equity Office and the Department of Human Resources, the Centre also has provided numerous consultations on the employment of persons with disabilities at UBC.

Responsibility: Head, Crane Library and Resource Centre

Progress: Crane Library provides a collection of technologies and devices, including materials in alternate formats, to assist students, faculty, and staff. In addition, Crane adjusted its mandate and mission in 1991 to supply UBC faculty and staff with audio-transcription on-demand of employment-related materials. In 1995, Crane Library amalgamated with the Disability Resource Centre to better assist individual's access to books on tape or in Braille.

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

Responsibility: Vice Presidents

Progress: In 1993, the Vice President, Academic and Provost, invited representatives from campus units involved in the area of human rights to attend a retreat. Discussion ensued on the revision of university policies and the reorganization of university practices to better promote human rights and equity.

11. Draft policy on discrimination.

Responsibility: Vice President, Academic and Provost; Vice Provost

Progress: In 1990, the University became the first employer in British Columbia to provide benefit coverage for same-sex spouses. In 1993, the President established a lecture series on lesbian and gay studies.

In 1991, Senate approved a Statement of Freedom from Harassment and Discrimination. Drafts of a policy on human rights were published in UBC Reports in March 1992, July 1993, September 1993, October 1994, and December 1994. In January 1995, the Board of Governors approved a Policy on Discrimination and Harassment.

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

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

Responsibility: Vice President, Academic and Provost

Progress: In 1994, the President announced the appointment of an Associate Vice President, Equity, and the reorganization of several equity-related offices—women and gender relations, sexual harassment, multicultural liaison, and employment equity—into an Equity Office. The Equity Office maintains liaison with the Faculty of Commerce and Business Administration on Lesbian and Gay Issues, the First Nations House of Learning, the Disability Resource Centre, and other campus advocacy groups.

In 1990, the Dean of Graduate Studies reviewed graduate scholarship policies and practices and revised nomination procedures, as well as the conditions and terms of the awards. Similarly in 1992, the Vice President, Research, initiated changes to the nomination procedures for the Killam Research. In 1994, the Faculty of Graduate Studies, in conjunction with the Graduate Student Society and the Women Students Office, conducted a survey on graduate education and hosted a conference to examine the results.

The President meets regularly with the Academic Women's Association. As well, the University sponsors the YWCA Women of Distinction Awards and the West Coast Women's Legal and Education Fund.

14. Continue to improve campus safety.

Responsibility: Vice Presidents

Progress: In 1991, with the assistance of the President's Advisory Committee on Women's Safety on Campus, the University Administration reviewed existing safety programs; gathered data on issues affecting personal, physical, and psychological safety; and made recommendations for the development of safety improvements. As a result, the University has increased publicity about current programs, including the security bus, the Walk-Home program, the "Trouble Line," as well as counselling for acquaintance sexual assault. In addition, the University has improved safety measures, such as building patrols by campus Parking and Security, and parking spaces close to buildings for those individuals who work after regular hours. Also, lighting across campus has been improved.

In 1994, a Personal Security Coordinator position was created within the Department of Occupational Health and Safety. The role of this coordinator is to develop, promote, and implement personal security plans in accordance with the University's Personal Security Plan and its Advisory Committee. Following the establishment of the Personal Security Coordinator position, the University developed a campus-wide Personal Security in the Workplace program. Over twenty UBC staff members have been trained to deliver this workshop to the campus community.

15. Examine feasibility of expanding childcare facilities for UBC employees.

Responsibility: Vice President, Student and Academic Services

Progress: As of 1994, the University provides licensed spaces for 272 children in eleven daycare facilities. As well, plans for new student, faculty, and staff housing, as well as plans for the First Nations Longhouse that opened in 1994, including childcare facilities.

OBJECTIVE D:

Adoption of monitoring and accountability mechanisms to evaluate and adjust UBC's Employment Equity Program.

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

Responsibility: Associate Vice President, Academic

Progress: Since 1989, President Strangway biannually has invited members-at-large on his Advisory Committee on Employment Equity. This Committee is chaired by the Associate Vice President, Academic. With the establishment of the Equity Office and its expanded mandate for educational equity and the elimination of discrimination of all types, the President's Advisory Committee on Employment Equity has been replaced with the President's Advisory Committee on Equity.

2. Ensure that employment equity practices continue to conform to British Columbia's human rights legislation and UBC's Policy on Employment Equity.

Responsibility: Associate Vice President, Academic; Associate Vice President, Human Resources

Progress: The UBC Board of Governors reviewed the employment equity program in 1989 and again in 1991. In 1993, the Vice President, Academic and Provost, reported to the Board on a human rights policy and a revised sexual harassment policy along with an accompanying organizational plan for offices related to human rights and equity, including employment equity, sexual harassment, multicultural liaison, and women and gender relations. UBC's Policy on Discrimination and Harassment was approved in 1995.

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

Responsibility: Vice Presidents

Progress: In 1989, the University appointed a Director of Employment Equity for a five-year term. In 1993, the Vice President, Academic and Provost, reported to the Board of Governors on a revised organizational structure for equity-related offices that will ensure the continuation of adequate resources for employment equity activities beyond the term of the first director. In 1994, the position of Associate Vice-president, Equity, was established.

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

Responsibility: Vice Presidents

Progress: The Faculty of Commerce and Business Administration included human rights issues in its 1994 Strategic Plan. As of 1995, the President requested that all departments review their employment policies and practices to ensure consistency with UBC's equity objectives, and develop unit equity plans.

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

Responsibility: Associate Vice President, Equity

Progress: Since 1990, employment equity questionnaires regularly have been sent to all faculty and staff, to newly-hired employees, and to those employees who move into the census pool. These distributions occur monthly. Beginning in March 1990 and continuing every three months thereafter, a follow-up census questionnaire has been sent to those employees who have not yet completed one. As well, two-year follow-up distributions have been conducted since 1992. The 1995 overall response rate to the census (8,000 full-time and part-time, continuing and temporary staff) is 77%. (See accompanying Table 5.)

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

Responsibility: Vice Presidents

Progress: Some departments conduct exit interviews. For example, the Department of Human Resources has conducted exit interviews since 1991. Also in 1991, the Vice Presidents, Administration and Finance, and Student and Academic Services, distributed guidelines for exit interviews to their service unit directors.

Since 1994, the Associate Vice President, Faculty Relations, has maintained prospective data on newly-hired faculty and has provided statistical summary reports on the actions of the Senior Appointments Committee and on faculty resignations.

7. Prepare reports to the President on employment equity activities including:
 - update on internal work force data in comparison with external availability pool data;
 - data on the recruitment, selection, training, promotion and termination of designated-group members;
 - results of employment equity initiatives;
 - proposals for adjustments and refinements to UBC's employment equity program.

Responsibility: Associate Vice President, Equity

Progress: Numerous reports on UBC's progress toward its 1991 employment equity plan and hiring goals have been published as inserts in UBC Reports. In addition to regular update reports to the President, the Associate Vice President, Equity, also has produced reports on the Recruiting Summary forms for tenure-track positions, the deans' hiring plans for faculty women, the applicant tracking project, promoting equity in employment, and UBC's practices in the employment of persons with disabilities. In 1995, the Equity Office published a *Guide to UBC's Policy on Discrimination and Harassment*.

UBC Alumni Association

Homecoming events add to Open House

by Gavin Wilson

Staff writer

A murder mystery, antique car display and viewing of Cecil Green Park House are among the events to be held during the UBC Alumni Association's Homecoming celebration, held

this year in conjunction with Open House.

One of Homecoming's public events is a display of vintage automobiles at the Flagpole Plaza at the north end of Main Mall. A car from each of the century's decades, with drivers in period costumes, will be displayed Sun-

day, Oct. 15 from noon to 2 p.m.

The plaza will also be the site of a cake-cutting ceremony to mark UBC's 80th birthday.

Another Homecoming event is Death by Dessert, a murder mystery held at Cecil Green Park House.

As guests assemble for the

dessert buffet a scream will ring out in the halls of the old mansion and a grisly murder will be discovered. Guests are invited to play sleuth, quizzing "suspects" to discover who the true murderer is.

Death by Dessert starts at 7:30 p.m., Oct. 13 — Friday the 13th — and tickets are \$15.

On Oct. 14 and 15, the doors to Cecil Green Park House, home to the Alumni Association since 1967, will be opened to the public.

Visitors can tour the stately home, built in 1912 for E.P. Davis, founder of the law firm Davis and Company. Highlights include the conservatory, the historic Paderewski piano, the garden with its sweeping views and the library where Davis worked on legal problems. Also on display will be art works by students enrolled in UBC's Fine Arts Dept.

In the conservatory is a bust of Ida Green, late wife of philanthropist Cecil Green. The Greens bought the house in 1966 and donated it to the university. When Ida Green died in 1986

she made a bequest to UBC for renovations to the house, which were completed three years later.

The house will be open to the public from 10 a.m. to 4 p.m. on Saturday, and 11 a.m. to 3 p.m. Sunday.

As well as these public events, there will be a number of events just for alumni during Homecoming.

Foremost among these is the Annual Alumni Achievement Dinner Oct. 23 at the Hotel Vancouver where awards will be presented to seven outstanding individuals.

The dinner's guest speaker is impresario Garth Drabinsky, who received an honorary doctorate from UBC earlier this year. Emcee for the evening is playwright John Gray. Tickets are \$80, or \$640 for a table of eight.

Several class reunions will also be held during Homecoming, including the Class of '40, Law '55, Pharmacy '85, Home Economics '60 and Mechanical Engineering '55. For more information, contact the Alumni Association at 822-0616.

Study: Balance of social skills, academics needed in schools

by Charles Ker

Staff writer

Canadian secondary schools need to strike a balance between their pursuit of academic excellence and the need to foster social skills in the students they educate, concludes a national study released last month.

The national report of the Exemplary Schools Project looks at 21 secondary schools selected from more than 260 nominations. Schools were nominated by a variety of local groups drawn from business, school boards, parents or art councils. The final list ranged from a tiny outpost school in Newfoundland, to an Inuit community school in the Northwest Territories, to a minority francophone school in Ontario. It included schools in every province except Prince Edward Island and emphasized those where students were at risk of leaving before completing a high school diploma.

UBC Prof. Jane Gaskell, from the Dept. of Educational Studies, said the idea behind the report was to examine schools in very different Canadian communities to find out how they

worked, what others might learn from them and what the lessons are for policy makers.

"We're looking to see how good schools define success, how they recognize it, and how they try to bring it about," said Gaskell, co-ordinator of the 2.5-year study. "What makes these schools successful is their sense of being special, their alertness and discernment in reading the landscape, their imagination and energy in responding to pressure points, and their dedication in engaging students in the pursuit of important ideas, valuable skills and humane values."

The study involved teams of researchers spending up to four weeks in and around each school interviewing students, parents, teachers, principals and community members.

Among the report's conclusions: school leadership should not rely too much on one person but should foster collaboration; networks should be established to link schools across Canada, encouraging similar schools to share information and work on joint projects; schools should look closely at more interdisciplinary and problem-based ap-

proaches to learning, and closer links between curriculum and the real-life context of secondary school students; policy makers and researchers should give more attention to the study, cultivation and assessment of the social goals of education - instilling leadership, maturity, social skills - and to their links with success in the academic sphere, careers and personal life.

The report states that economic, political and social pressures are moving secondary schools in the direction of a clearer hierarchy of programs, sharper competition in programs and the marginalization of many students and programs in the process. It concludes: "If high schools are to be more than 'prep schools' for post-secondary institutions, if they are to avoid reproducing social hierarchies from one generation to another, they must strengthen their commitment to equality of opportunity to all students - and be honoured for their achievement in this social mission."

The federally funded, \$2.5-million study was conducted under the auspices of the Canadian Education Association.

Abdominal aortic aneurysm

Study finds patients' siblings at risk of developing aneurysm

by Connie Filletti

Staff writer

Siblings of patients with abdominal aortic aneurysm (AAA) are at greater risk for developing the disorder, a UBC study says.

"AAA is a ballooning of the walls of the abdominal aorta which may rupture with catastrophic results," explained Dr. Patricia Baird, university professor and a member of the research team responsible for the study.

The disorder, more common in men than in women, usually occurs after age 55. About five per cent of the population in this age group have AAA.

About 50 per cent of people with a burst AAA die and 75 per cent of survivors face major complications such as renal failure or limb amputation, Baird said.

Risk of rupture depends primarily on size, but AAAs measuring five centimetres or more are considered dangerous, she

added.

The research team, which included Dr. Dessa Sadovnick and Irene Yee of the Medical Genetics Dept. and scientists from the University of Ottawa, studied data collected from 126 unrelated AAA patients, a control group of 100 people unaffected by the disorder and members of each group's immediate family.

Of the 427 siblings of people with AAA, 4.4 per cent had probable or definite AAA compared with 1.1 per cent of the 451 siblings of the control group. They also developed the disorder at an earlier age.

The research team recom-

mends ultrasound for brothers and sisters of affected individuals as an inexpensive and non-invasive way of accurately detecting and measuring AAAs, followed by elective surgery to repair the enlarged wall of the abdominal aorta.

"By contrast with the high mortality and morbidity associated with spontaneous rupture of an AAA, elective repair of a symptomless AAA has a mortality rate under five per cent and major complications are rare," the researchers reported.

The study appeared in the Sept. 2 issue of the British medical journal *Lancet*.

GERARD EMANUEL - HAUTE COIFFURE



Grand Opening Special 20% off cuts

Gerard does not cut your hair right away. First he looks at the shape of your face. He wants to know what you want, the time you want to spend on your hair, your lifestyle. Once your desires are communicated, Gerard's design creativity flourishes into action to leave you feeling great by looking your very best. Gerard uses natural products to leave your hair soft and free of chemicals. He also specializes in men and women's hair loss using Thymu-Skin and is the only one in North America using this technique. Gerard was trained in Paris and worked for Nexus as a platform artist. Gerard invites you to his recently opened salon in Kitsilano.

3432 W. Broadway 732-4240

Technical Support for Social Science Projects

- * Course & Instructor Evaluations
- * Scannable Forms (multiple-choice)
- * Data Collection
- * Statistical Analysis
- * Custom Reports/Graphics
- * Questionnaire/Survey/Test Design



Applied Research and Evaluation Services

(formerly Educational Measurement Research Group)

University of British Columbia
Room 2 Scarfe Building
2125 Main Mall



Dr. Michael Marshall
Executive Director
Tel: 822-4145 Fax: 822-9144

Queen Sheba Ethiopian Restaurant



10% OFF
(with this coupon)

Authentic
Ethiopian food

382 W. Broadway
(corner of Yukon)

5:00 p.m. - 1:00 a.m.
7 days a week.

Reservations: 877-0189



Gavin Wilson photo

Botanists Pat Harrison and Lilian Alessa will help campus visitors identify plant species such as this spiney wood fern as they give guided tours through the trails of Pacific Spirit Park during Open House '95.

Botanists offer more than just a walk in the park

by Gavin Wilson

Staff writer

The Botany Dept. will take campus visitors for a walk on the wild side during Open House '95, which runs Oct. 13-15.

Each day, Botany Dept. administrative manager Pat Harrison and PhD student Lilian Alessa will lead guided tours through the trails of Pacific Spirit Park, where visitors will learn how to identify plant species and discover how First Nations peoples used the plants for their day-to-day needs.

Harrison said the tour will be interactive, encouraging visitors to pay attention to the natural world in ways they perhaps never have before.

Tour members will be asked to identify plants using "keys" — step-by-step identification guides commonly used to teach undergraduates — that describe the major characteristics of various plants.

"This will encourage people to slow down, observe closely and really focus on the key elements of each plant," Harrison said.

The tour is a crash course in the plant organisms and environmental interactions that

botany undergraduates learn about in first and second year teaching labs, he said.

The other aspect of the tour is an appreciation of how native peoples used plants found in the local forests, Alessa said.

For example, cedar trees were as important to the cultures of the Pacific Northwest as salmon, she said. Among other uses, its fibres made clothing and baskets, its wood, boxes, canoes and longhouses. Many other plants were used for food and medicine.

"Our society today, with its reliance on manufactured goods, has lost touch with the kinds of things that our natural surroundings can provide," Alessa said.

The tours will also increase awareness of Pacific Spirit Park and its many kilometres of trails. A surprising number of Lower Mainland residents know little of the park, she said.

Harrison added that the tours will also aim to educate the public to appreciate the park's beauty and respect the fragility of its ecosystems.

The tours will be limited to small groups and will be provided on a first-come, first-serve basis.

Each tour will take at least two hours, so participants should be in good physical condition. Bring walking shoes, rain gear and a camera.

Those unable to take the walking tour can visit a display called Plants and Plant Wannabees that will illustrate the diversity of botany organisms studied in the Botany department.

In this exhibit, Carol Borden, Shona Ellis and Pat Harrison will demonstrate fascinating and secret aspects of microscopic aquatic organisms, carnivorous plants, flowering plants and their pollinators and green-challenged plants like fungi.

Volunteering a great way to take part in Open House '95

by Gavin Wilson

Staff writer

Wanted: A few good men and women to volunteer for UBC's Open House '95, to be held Oct. 13-15.

Four hundred and twenty student volunteers are needed to help the huge three-day event run smoothly, said Ryan Davies, chair of the Open House Volunteer Management Committee and director of AMS Volunteer Services.

Open House is held every few years to let the public visit campus and get a first-hand look at the teaching, research, sports and other activities that make up campus life. The most recent Open House, in 1990, attracted about 200,000 visitors.

Volunteers are needed to staff information tents, park cars, act as guides on shuttle buses, greet visiting high school students, lead activities in Kids World and many other duties.

"We hope students see this as a way of getting involved in Open House if they are not already," Davies said. "It's an exciting event, and definitely not to be missed."

Each volunteer will be asked to do one or two four-hour shifts during Open House. As well, volunteers will take part in a one-hour orientation session and an hour-long training session.

To become a volunteer, the first step is to pick up an application package available at a number of locations around cam-

pus, including the Volunteer Services office in the Student Union Building (SUB) and Open House information booths outside SUB, the Bookstore and Sedgewick Library.

Volunteering is not limited to students. Faculty and staff members are welcome, Davies said.

Davies, a fourth-year Chemical Engineering student, is chairing the Open House Volunteer Management Committee, which draws representatives from a broad range of student life, such as clubs, faculties, fraternities and sororities.

The committee has been meeting weekly in preparation for Open House, recruiting, writing job descriptions, planning training sessions and doing dozens of other jobs.

Kids World aims to entertain, educate in arts, science, sports

by Connie Filletti

Staff writer

You've come a long way, baby, but you won't be disappointed with all the things to see and do at Kids World during UBC's Open House Oct. 13, 14 and 15.

The young and young at heart will delight in a variety of indoor and outdoor activities scheduled for the weekend portion of the three-day event, including face painting, puppet making and story telling.

"Kids World was created as an added attraction to UBC's Open House in order to enter-

tain and educate the children in attendance," said Melissa Picher, chair of the Kids World committee.

"Parents can be assured that Kids World will promote positive, educational and enjoyable activities and provide a place to explore arts, sciences and sports under the guidance of trained volunteers."

UBC's Community Sport Services is collaborating with Kids World to offer a variety of activities including wall climbing, kayaking, bike rodeo, gymnastics, roller hockey and fencing. Pre-registration at 822-3688 is required.

In addition, Science World will be sponsoring several displays and children of primary school age and older can go to Safety Bear's Driving School, a chance to drive pedal cars through a mini town and stop for traffic lights, stop signs and other obstacles.

A 4,400-square-foot saddle dome will be erected to create Kids World on the parking lot adjacent to MacInnes Field on Westbrook Mall.

Volunteers are needed and must be willing to undergo a security check. For more information, call 822-0548 or 822-9268.



Charles Ker photo

House Float

Graduate student James Bailey (left) and Assoc. Prof. Bob Gardiner put the finishing touches on UBC's Open House '95 float which made its debut in this year's PNE Parade, Aug. 19. Gardiner, an associate professor of Theatre, co-designed the float with Fine Arts associate professor Richard Prince. An open book measuring about six metres by four metres, the float was constructed by volunteer students and technicians from several campus departments.

Calling all performers: It's showtime!

Let us entertain you, let us make you smile. But we need your help.

Volunteer groups and individuals are needed to entertain on two outdoor stages and as street performers during UBC's Open House '95, October 13, 14 and 15.

"We expect to attract 200,000 people to campus over the three days, which presents a wonderful opportunity for people to showcase their talents," said Cheryl Banfield, chair of the



outdoor entertainment committee.

Entertainment suitable for audiences of all ages, from children to seniors, is welcome.

Send audition tapes and resumes by Sept. 29 to Banfield care of the UBC Ceremonies and Events Office, Room 203 - 6251 Cecil Green Park Rd., Vancouver, B.C. V6T 1Z1 or call 822-9457.



News Digest

The AMS Student Environment Centre (SEC) is presenting Let's Clear the Air Day Wednesday, Sept. 27 to promote awareness of Vancouver's air quality problems and transportation alternatives available to campus commuters. "We will be promoting alternative means of transportation such as bicycle, bus, walking and carpooling," said Mark Brooks, SEC president.

Free coffee will be provided outside the south entrance of the Student Union Building (SUB) for those with a bike helmet or bus transfer. There will also be displays, talks and demonstrations in the SUB from the GVRD, the City of Vancouver, BC Transit and other groups. Call 822-8676 for details.

• • • • •

International Student Services is seeking volunteers for this year's peer program to assist and support new arrivals to campus.

Program co-ordinator Karen Hallett is hoping to connect 110 international students to a core group of 110 Canadian "buddies." Since 1984, program volunteers have helped international students cope with new surroundings by acting as resource persons, cultural interpreters and supportive friends.

Hallett said the program requires a minimum commitment of twice monthly meetings with a matched student and telephone contact once a week.

"It's not an excessive amount of time when you consider the benefits," she said. "It's an opportunity to experience another culture, learn a foreign language, improve communication skills and establish cross-cultural contacts."

Those interested in participating in the program can call 822-5021 for more information or pick up an application form at International House located at 1783 West Mall.

• • • • •

Can you recognize a letter or parcel bomb?

This is the question asked in a memo distributed by UBC Parking and Security Services.

John Smithman, director of Parking and Security Services (PASS), said the campus-wide mailing was in response to Vancouver RCMP's warning about a letter-bombing campaign. A group calling itself the The Militant Direct Action Task Force has sent four bombs in the last four months to addresses in B.C., Alberta and Ontario.

"We don't want to alarm people but rather inform them so they can avoid risk," said Smithman.

The memo lists 14 items which, alone or combined, might denote an explosive device. These include: unusual or unexpected point of origin; excessive weight or thickness; cut and paste lettering; unusual odours; a feeling of springiness, metallic components or stiffeners in letters; oily or greasy stains on packaging; excessive postage; excessive wrapping; an unbalanced or lopsided letter or package; indecipherable or no return address.

Smithman said anyone suspecting a letter or parcel should not touch it, isolate the area around it and call either 911 or PASS at 822-2222.

• • • • •

The Shrum Bowl, the traditional football classic between the UBC Thunderbirds and the SFU Clansmen, takes place on Sept. 9 at Thunderbird Stadium. Joining rookie head coach Casey Smith are assistant coaches - and former CFL greats - James Parker (defensive line) and Laurent DesLauriers (defensive secondary). John Ulmer (defensive coordinator/linebackers), Rob Ellis (running backs) and guest coach Craig T. Smith. The T-Birds also host Cal-State Chico, an NCAA Division II opponent, in the annual Homecoming Game on Oct. 14.

Classified

The classified advertising rate is \$15.75 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 Public Affairs Office, 310-6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the September 21, 1995 issue of UBC Reports is noon, September 12.

Accommodation

POINT GREY GUEST HOUSE A perfect spot to reserve accommodation for guest lecturers or other university members w/ro 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. Phone or fax (604) 222-4104.

GREEN COLLEGE GUEST HOUSE Located near the Museum of Anthropology, this is an ideal spot for visiting scholars to UBC. Guests dine with residents and enjoy college life. Daily rate \$50, plus \$13/day for meals Sun.-Thurs. Call 822-8660 for more information and availability.

TINA'S GUEST HOUSE Elegant accommodation in Pt. Grey area. Minutes to UBC. On main bus routes. Close to shops and restaurants. Incl. TV, tea and coffee making, private phone and fridge. Weekly rates available. Tel: 222-3461. Fax: 222-9279.

CONDOMINIUM SUITE in hotel, downtown, Yaletown area near new library. Fully furn., swimming pool, sauna, etc. \$1,300/mo. inclusive. Perfect for single person, couple on sabbatical, visiting profs, mature students for short/long term. 730-0098.

FULLY FURNISHED and renovated house near UBC, perfect for expatriates/professors, mountain and park views, excellent environments. Access to transport and shopping. Avail. now. NP, NS. Reference required. For details call 224-3423.

OCEAN VIEW COTTAGE Two bedrm ocean view cottage on Sunshine Coast. Nearby beach access with moorage. Lease land. Fireplace. Airtight heater, plus gas access. 20 years left on current lease. \$30,000. Geraldine Hills. 681-3044.

Accommodation

TWO BEDROOM furn. executive apt. in new concrete building. Ideal location, near Skytrain, Downtown, Chinatown, greatest view. 7 appliances, all amenities and facilities of modern living. Approximately Sept. to January. \$2500. 685-8203 or 685-6807.

SPACIOUS FAMILY HOME with large well-treed lot 10 mins. from Queen's University at Kingston available for rent Sept. 1st. Call 228-0015.

KITSILANO 3 bedroom, 1.5 bath, furnished house. Charming, character, bright. Steps to buses, beaches, shops, etc. Close to UBC. Available Dec/Jan to May/June/July 1996. NS, NP. \$1800/mo. includes utilities. Call 732-9060.

DUNBAR 4 bedroom and study, furnished family home available January 1996 to August 1996. Close to schools, parks, shopping, library, community centre and bus to UBC and downtown. NS only. Call 732-4090.

TWO BEDROOM executive townhouse in Kits. Avail. Nov. 1/95 to Mar. 31/96. Furn. great view. Garden. Fireplace. 10 mins. to UBC, 5 mins to downtown. No pets. \$1,400/mo. incl. util. 736-4724 or 327-0414.

SHAUGHNESSY 4 bedroom furnished house. Garage, beautiful garden, large patio. 3 F/P. 2500 sq. ft. Minutes to UBC and downtown. NS, NP. \$3500/mo. includes utilities. Call 738-8753.

COZY CEDAR GUEST COTTAGE UBC endowment lands/Spanish Banks Beach. Offers a peaceful alternative for Vancouver visitors. Furnished with charm, equipped kitchen, linens, laundry, 2 bedrms. On beautiful one-acre natural forest setting. NS. 222-0060.

Housing Wanted

WANTED rental house on West Side or West Vancouver. Prof. family of 4 moving to Canada from Holland in October. Need 1 yr. lease. Excellent references. Call Vivian Stieda at 224-8058 (days) 730-3202 (eves.)

PROFESSIONAL BUSINESS WOMAN wants to house sit 4-12 months. References avail. Call Sophia at 736-7566.

House Exchange

SUMMER IN EGYPT. I am a Canadian teacher, working at Cairo American College in Cairo, Egypt and am interested in doing a house-swap with any interested persons living close to UBC for the summer of 1996. If interested please contact, Mike Sissons, Cairo American College, P.O. Box 39 Ma'adi, Cairo Egypt. Tel: 20-2-517-0728 (Egypt) or contact Scott Sissons at 882-8707 (locally).

Shared Housing

ARE YOU LOOKING for a roommate or a place to live? We'll find you the right roommate or home to share with our automated referral service. One low rate call HOMESHARE at 871-3329.

For Sale

THREE-LEVEL TOWNHOME close to UBC, 2 bedrm plus den, approx. 1600 sq. ft., 1.5 baths, great view, very private, balcony and roof patio, ideal for professional couple, asking \$359,900. Call 730-9369.

Services

DAYCARE OPENING Full-time, Ages: 2.5 to 5 yrs. University Kindercare Daycare. Pleasant, spacious surroundings, small group. Snacks and tender loving care provided by ECE-qualified staff. 1 blk. from UBC gates. 4595 West 8th Ave. Call 228-5885.

ESL SPECIALISTS listening skills, accent reduction and medical terminology, etc. For dwtn. ESL school. Evenings, weekends, Fridays. Reply to Box 48814, Bentall Centre, Vancouver, B.C. V7X 1A6.

PIANO LESSONS by graduate of Juilliard School of Music. Studio in Oakridge area. 321-4809.

PARTYLINE Vancouver's best partyline. Ads, jokes, stories and more. Fully automated 24-hour service. Meet new people and make new friends. Free. Call 257-0234.

FINANCIAL PLANNING Retirement Income, Deposits, Investment Funds, Life Insurance. Local, independent, personalized service with comprehensive knowledge. Integrating your financial needs to your own personal, professional association, group and government benefit plans. Please call Edwin Jackson BSc, BArch, CIF, 224-3540. Representative of Planvest Pacific Financial Corporation.



Biomedical Communications

Computer Imaging Services

Computer Slide Imaging

Reliable next day service on the conversion of your computer files to full colour 35mm slides.

Slide Design / Creation

If you prefer, you can leave the design of your slides to us. Just provide us with your text or data and we'll do the rest.

Scanning Services

Convert your hard copy originals to digital format. We can also scan X-rays, gels and other transparent media.

CD Recordable

Store up to 645 Mb of your data files on a single CD ROM. Great for multimedia, back-ups, archiving files or sharing data with your colleagues.

Photo CD

Convert your 35mm or large format negatives and slides into Kodak Photo CD format.

Photo Manipulation

Have your existing photograph or image enhanced, altered, colorized or otherwise modified to suit your needs.

UBC ROADMAP TO COMPUTING

An Introduction to Networked Computing Facilities

FREE Lectures and Hands-On Tutorials

A FREE lecture and tutorial series has been created to help familiarize faculty, staff and students with the computing facilities at UBC. A companion document to the lecture series, entitled *UBC Roadmap to Computing*, will be for sale at the UBC Bookstore. All lectures will take place in the Instructional Resource Center (in the same building as the Woodward library) in the rooms noted below. For more information about the lecture series, please call 822-5809, or send e-mail to roadmap@cs.ubc.ca.

Electronic Mail: Sept. 6, 12:30 - 1:30 (Rm. 4), Sept. 14, 4:30 - 5:30 (Rm. 6)
Netinfo/Interchange: Sept. 6, 4:30 - 5:30 (Rm. 6), Sept. 14, 12:30 - 1:30 (Rm. 6)
Intro to UBCLIB (UBC Library's on-line catalogue): Sept. 7, 12:30 - 1:30 (Rm. 6)
Intro to UNIX: Sept. 7, 4:30 - 5:30 (Rm. 6), Sept. 11, 12:30 - 1:30 (Rm. 4)
Intro to C: Sept. 8, 12:30 - 1:30 (Rm. 4), Sept. 11, 4:30 - 5:30 (Rm. 6)
The Web and News: Sept. 8, 4:30 - 5:30 (Rm. 6), Sept. 13, 12:30 - 1:30 (Rm. 4)
UNIX Editors: Sept. 12, 12:30 - 1:30 (Rm. 1), Sept. 15, 4:30 - 5:30 (Rm. 6)
LaTeX (UNIX text formatting language): Sept. 15, 12:30 - 1:30 (Rm. 4)
X Windows (graphical user interface for UNIX): Sept. 13, 4:30 - 5:30 (Rm. 6)

NEW this fall, we are offering two FREE hands-on tutorials: Introduction to UNIX, and Introduction to C programming. Each tutorial is 2 hours in length, and you will work on an X Windows (graphical) terminal running UNIX. As space is limited, please phone 822-0557, or send e-mail to roadmap@cs.ubc.ca, in order to reserve a space.

This program was made possible through the support of The Teaching and Learning Enhancement Fund and The Department of Computer Science.

For more information, call Karl Opelka or Russ Morris at:
 Phone: 822-5769 • Fax: 822-2004 • e-mail: slides@unixg.ubc.ca
 Woodward IRC Building, Room B32, 2194 Health Sciences Mall
 Vancouver, B.C. V6T 1Z3

Landscape architects to plan green village

by Gavin Wilson

Staff writer

Much of Surrey is covered with the suburban sprawl that's typical of the Lower Mainland. But what if some of North America's best architects and landscape architects had the chance to design a neighborhood built for people, not cars.

What would Surrey look like then?

An urban design event hosted by UBC's Landscape Architecture Program will attempt to answer that question. The 1995 Sustainable Urban Landscape Design Charrette will be held at UBC's Landscape Architecture studios Sept. 11-15.

Armed with the principles of sustainable development and their creativity, four teams will design a pedestrian-oriented community for 10,000 people on a 400-acre wooded site in Surrey's South Newton area.

Participants include architects and landscape architects from Vancouver and across North America, including those at the forefront of current thinking about the form our cities should take.

After a tour of Surrey, team members will work intensively for a week to illustrate practical applications of emerging government policies for sustainable development.

Their aim is to design a community that reduces the use of automobiles and gives priority to bikes, foot traffic and public transit. Plans must include a range of housing types and income levels.

Designers will also make the natural

landscape the basis of their planning, a process they refer to as "building on the ecological infrastructure." For example, streams and creeks will be preserved instead of paved over.

"It is becoming more and more clear — to politicians, planners, citizens and designers — that we cannot continue to build our urban landscapes the way we have been and still hope to preserve a healthy environment for our grandchildren," said Patrick Condon, director of UBC's Landscape Architecture Program.

"Right now in our province, policy makers are dealing with this problem by proposing far-reaching changes in the way future cities will develop. In this charrette, we want to illustrate the vision of what this new future would be like."

Two participants in the charrette, Catherine Brown and William Morrish, are founders of the Design Centre for the American Urban Landscape, a think-tank based in Minneapolis. They have been hailed by the New York Times as "the most valuable thinkers in American urbanism today."

Brown and Morrish will give an illustrated talk called *Civilizing Terrains: Defining and Making the American Urban Landscape*, at 6 p.m., Tuesday, Sept. 12 at the Robson Square Conference Centre. The talk, part of the Alcan lecture series, is free and members of the public are welcome to attend.

Organizers are also inviting the public to see the designs as they are presented by the four charrette teams at 4 p.m. Friday, Sept. 15 in the Surrey Arts Centre.

Public gets chance for input to campus plan

Members of the public will soon have a chance to air their views on an Official Community Plan being drafted for the UBC campus by the Greater Vancouver Regional District.

The plan's goal is to encourage land use decisions that increase academic, social and financial opportunities for the university, while including community interests and balancing current needs with those of the future.

It will also provide a planning framework to guide UBC's land use decisions and planning process.

UBC and the GVRD signed an agreement last December to co-operatively develop an official community plan for the area, which is the only significant part of the GVRD without a civic planning framework.

The first opportunity for public input into the plan will be at an open house on Sept. 20 at the Graduate Student Centre, 6371 Crescent Road, from 4 p.m. to 8 p.m.

The open house will provide an overview and allow for input on land use and planning alternatives.

Additional open houses and workshops will be held throughout the planning process, which will continue into the spring of 1996.

As part of the public consultation process, a 21-member planning advisory committee has been selected from nominations received from a variety of community interest groups and the university.

Chaired by UBC Political Science Prof. Paul Tennant, the committee will advise the GVRD board through its electoral areas committee.

Students invited to apply for Rhodes Scholarships

UBC students are invited to apply for the prestigious Rhodes Scholarships, an opportunity to study at the University of Oxford.

The scholarships, valued at approximately \$12,000 per year and usually awarded for two years, were established by diamond prospector Cecil Rhodes, an Oxford graduate, founder of De Beers Mining Company and prime minister of the Cape Colony (South Africa) from 1890 to 1895.

UBC candidates for the Rhodes Scholarships must be Canadian citizens, single and have been born between Oct. 2, 1971 and Oct. 1, 1977.

Other criteria include attainment of academic distinction, demonstrated

qualities of character and leadership and strong athletic abilities.

Application forms are available in the UBC Awards and Financial Aid Office. Deadline for submission is Oct. 27, 1995. For more information, call 822-5111 or fax 822-6929.

Candidates are also required to submit a letter from UBC President David Strangway with their application forms.

Contact Byron Hender, executive coordinator, Office of the Vice-President, Student and Academic Services, at 822-6799 or fax 822-3134 no later than Sept. 29 to make an appointment for an interview.

UBC alumnus and former Prime Minister John Turner is among notable Canadian Rhodes scholars.

People

by staff writers

Prof. **Harry Joe**, head of the Dept. of Statistics, received the Canadian Journal of Statistics Award for the best paper at the recent Statistical Society of Canada annual meeting. The paper was entitled *Multivariate extreme value distributions and applications to environmental data*.

Also at the society meeting, **Feifang Hu** was named as co-winner of the Pierre Robillard award for the best PhD thesis in Canada in the area of probability and statistics. The thesis, entitled *Relevance weighted smoothing and a new bootstrap method*, was supervised by Statistics Prof. **Jim Zidek**.

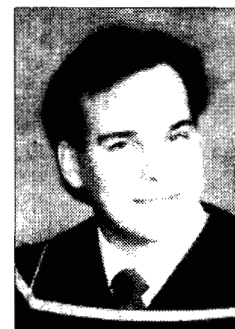
Hu, now a faculty member at the National University of Singapore, was also the winner of the 1994 Marshall Prize, awarded by the department to recognize outstanding work by graduate students.

Also at the conference, Statistics Prof. **John Petkau** was named president-elect of the society's biostatistics section and Statistics Prof. **Nancy Heckman** was named program chair for the society's June 1996 meeting in Waterloo, Ontario.

• • • •

PhD candidate **Bryce Pasqualotto** is the first UBC student to receive the Dr. Lionel E. McLeod Health Research Scholarship.

The \$15,000 cash award enables gifted students to undertake full-time research training at the University of Alberta, UBC or the University of Calgary for a one-year term.



Pasqualotto

Pasqualotto, a graduate student in the Physiology Dept., Faculty of Medicine, is studying how proteins which control chemical signals are regulated in living nerve cells.

The scholarship was established in 1993 in memory of Dr. Lionel E. McLeod, dean emeritus of UBC's Faculty of Medicine. He also served as a clinical professor in the Dept. of Health Care and Epidemiology and as executive director of UBC's Centre for Health Services and Policy Research.

McLeod was the founding president of the Alberta Heritage Foundation for Medical Research which administers the scholarship.

Pasqualotto will be presented with the award at a special ceremony in Vancouver on Sept. 7.

• • • •

A graduating UBC student is the winner of the B.C. government's highest scholastic award, a \$20,000 Queen Elizabeth II scholarship.

Kristian Olson, who graduated from the Faculty of Science this year, is pursuing a master's of science degree in public health at the University of Sydney in Australia. His goal is to become a medical doctor.

The Queen Elizabeth II British Columbia Centennial Scholarship was established in 1971 to commemorate the Queen's visit during the 100th anniversary of B.C.'s admission to Confederation.

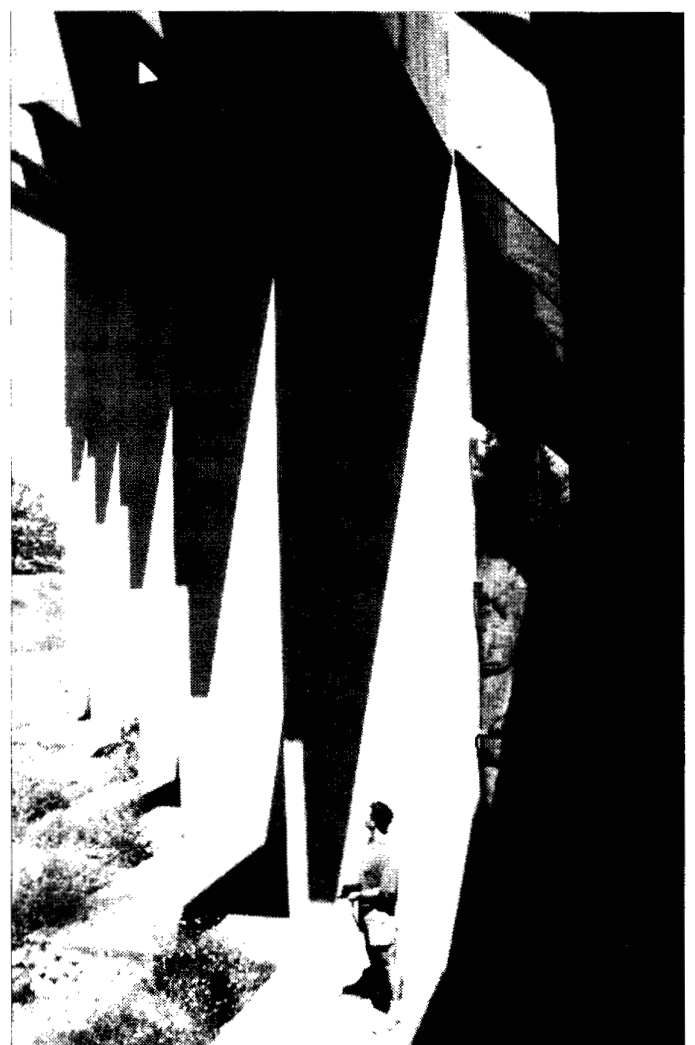
Winners are selected on the basis of academic distinction and the likelihood of making a substantial contribution in their chosen field of study. This year's scholarships support university graduates from B.C. who will be undertaking further study in Commonwealth countries.

Two other students won \$4,000 scholarships. **Joanna Harrington**, who received an arts degree from UBC before completing a law degree at the University of Victoria, will study international law at Cambridge University.

Elizabeth McLeish, a UVic arts graduate, will pursue her doctorate in education at Oxford.

Light And Shadow

Museum of Anthropology visitor **Ken Kirkpatrick**, a McGill University student, stops to admire **Arthur Erickson's** renowned building. **Kirkpatrick** is one of 170,000 visitors the museum attracts annually.



Gavin Wilson photo

THE UNIVERSITY OF BRITISH COLUMBIA

Board of Governors

THOMAS BERGER, a Vancouver lawyer and former B.C. Supreme Court justice, was appointed to the board in 1992. A UBC graduate, he received his BA and LLB from the university in 1956. Active in the New Democratic Party during the 1960s, Berger was an MP in 1962-63, an MLA from 1966 to 1969 and served as provincial leader of the party in 1969. He has headed several royal commissions including the MacKenzie Valley Pipeline Inquiry. In 1991 and 1992, he served as deputy chair of the Sardar Sarovar Review in India, the World Bank's first independent review of any of its projects. Berger holds honorary degrees from 13 universities and was made a freeman of the City of Vancouver in 1992. He received the Order of Canada in 1990.



Berger

SHIRLEY CHAN, external vice-chair of UBC's Board of Governors and manager of Non-Market Housing, City of Vancouver, was appointed to the board in 1992. Educated in Ontario and B.C., she received a master's degree in environmental studies from Toronto's York University in 1978. Chan has served as a private consultant and as an environmental and community planner. She was the chief of staff to the mayor of Vancouver between 1981 and 1986 and executive assistant to the president of BCIT in 1987-88. Chan also served as chair of VanCity Savings Credit Union.



Chan

BARBARA CROMPTON, chair of UBC's Board of Governors, was appointed to the board in 1990. She is founder and president of The Fitness Group, which specializes in exercise, nutrition and stress management programs in the commercial and corporate sectors. A graduate of UBC (BEd '72), Crompton received the Maxwell A. Cameron Award in her graduating year for academic excellence and most outstanding teaching performance in the Faculty of Education. She also has been honoured with a UBC Alumni 75th Anniversary Award of Merit. Crompton is a director of the Vancouver Board of Trade, a board member of IDEA, a 40,000-member organization of fitness professionals, and a director of Canada Place Corporation.



Crompton

WILLIAM CULLEN, a professor of Chemistry, was elected by faculty to the board in 1992. He received his BSc and MSc at the University of Otago, New Zealand and his PhD at Cambridge University. Cullen joined UBC's Chemistry Dept. in 1958. He is a former chair of the Faculty Club board of directors and a past president of the UBC Faculty Association. Cullen has been the recipient of two Killam Senior Fellowships and a Killam Research Prize. He is a fellow of the Chemical Institute of Canada and the Royal Society of Canada.



Cullen

HEATHER HERMANT, an undergraduate student majoring in Ecology, was elected by students to a one-year term as a board member in 1995. While attending Northern Secondary School in 1990/91, Hermant was responsible for organizing the largest secondary school United Way campaign in North America. She is a founding member of the Freedom of Expression Action Coalition which organizes open forums for discussion of issues important to students. Hermant currently serves as a director of the Alma Mater Society, UBC's student council.



Hermant

MICHAEL HUGHES, a PhD candidate in laser and plasma physics, was elected by students to a third one-year term in 1995. A native of Victoria, B.C., Hughes received his undergraduate education at Queen's Uni-

versity in Kingston, Ont., before completing a Master of Applied Science degree in physics at UBC. He is actively involved with the Alma Mater Society's student council and Global Development Centre and with the Graduate Student Society's External Affairs Committee.

HAROLD KALKE, president and owner of Kalico Developments Ltd., a real estate development and investment company, was appointed to the board in 1994. Kalke received a BSc in civil engineering from the University of Alberta and an MBA from the University of Western Ontario.



Kalke

His real estate development projects are widely acclaimed as being critical elements in the re-establishment of "neighbourhood" and have won community and heritage awards, including the Ethics In Action Award. He is a member and director of the Urbanarium Development Society, a non-profit organization devoted to increasing understanding of urban planning and development issues and a member of the Advisory Planning Commission for the District of West Vancouver.

UBC's 15-member Board of Governors comprises the chancellor, the president, eight persons appointed by the lieutenant governor, two faculty members elected by faculty, two full-time students elected by students and one person elected by and from the full-time employees of the university who are not faculty members. Currently, one faculty position is vacant.

By legislation, the board is responsible for the management, administration and control of the property, revenue, business and affairs of the university, including the appointment of senior officials and faculty on the recommendation of the president.

The governors' diverse backgrounds provide valuable input during board deliberations. Although members bring to the board the views of various constituencies, there are no advocates for any one group. Decisions are made in the best overall interest of the university and in support of UBC's mission to be a world renowned institution of higher education and research.

ROSLYN KUNIN, executive director of the Laurier Institution, was appointed to the board in 1993. She was educated in Quebec and Ontario and received a PhD in economics from UBC in 1970. Kunin was a visiting assistant professor in agricultural economics at the university in 1972-73, before joining Employment and Immigration Canada as a regional economist where she has served for the past 20 years. She also sits as a member of the National Statistics Council and on the board of the Vancouver Stock Exchange. Kunin has been honoured by the Association of Professional Economists of B.C. on several occasions with the Crystal Ball Award for forecasting the Canadian economy. In 1994, she received the YWCA Women of Distinction Award for management and the professions. She was recently awarded an honorary degree from the University of Victoria.



Kunin

ROBERT LEE, chancellor of the university, is a UBC graduate (BCom '56) and president of Prospero International Realty Inc. He served two terms as a member of UBC's Board of Governors prior to becoming the university's 14th chancellor in 1993, and was founding director of the UBC Foundation. In 1990 he was made a member of the Order of B.C. and was honoured with the Businessperson of the Year Award sponsored by the Vancouver Board of Trade, the Hong Kong-Canada Business Association, the Canada-Taiwan Trade Association and the Chinese edition of Lifestyle Magazine.



Lee



Hughes

TONG LOUIE, chair and CEO of H.Y. Louie Co. Ltd., was appointed to the board in 1990. A UBC graduate (Agriculture '38), Louie is also chair, president and CEO of London Drugs Ltd., and vice-chair and director of IGA Canada Ltd. He was named Entrepreneur of the Year for B.C. in 1987 and was presented with the Outstanding Community Volunteer Leader Award by the YMCA of Greater Vancouver in 1988. Louie was named a member of the Order of Canada in 1989 and was presented with the Order of B.C. in 1991. He received an honorary LLD from UBC in 1990. Louie was presented with the 1993 Individual Philanthropic Leadership Award by the Association of Fund Raising Professionals of B.C. for helping to improve the lives of British Columbians.



Louie

LOIS MOEN, an administrative clerk in the Faculty of Medicine, Dean's Office, Post-graduate Education, was elected by staff to the board in 1993. She has held her current position since 1989 after joining UBC a year earlier as a clerk in the Telecommunications Dept. Moen has served as a shop steward for CUPE 2950 for the past six years, sitting on the union local's executive as chief shop steward for one term. She currently chairs CUPE's education committee. Moen is a volunteer in numerous community associations and political organizations.



Moen

MICHAEL PARTRIDGE, who served as regional vice-president of employee benefits for London Life Insurance Co. before his retirement, was appointed to the board in 1991. A UBC graduate (BCom '59), he has served as vice-president and president of the UBC Alumni Association and was co-chair of the David Lam Management Research Endowment Fund. Partridge received the Blythe Eagles Volunteer Service Award in 1987 and was a recipient of the 1990 UBC Alumni 75th Anniversary Award of Merit.



Partridge

DAVID STRANGWAY, president and vice-chancellor of UBC, became a member of the board upon his appointment as president in 1985. The son of medical missionaries, he attended school in Angola and Rhodesia before entering the University of Toronto in 1952 where he earned undergraduate and graduate degrees in physics. Strangway was a faculty member at the University of Colorado and at the Massachusetts Institute of Technology before joining the Physics Dept. at U of T in 1968. In 1970, he became chief of NASA's Geophysics Branch, responsible for the geological aspects of the Apollo missions.



Strangway

MARION YORK, a learning assistance teacher, was appointed to the board in 1994. York, who received a BEd, MEd and a diploma in Special Education from UBC, currently provides language support services in French and English to students with special needs at John Peterson Secondary School in Kamloops. She also works with community resource personnel to provide information and workshops concerning children with learning difficulties. York has served on the Council for Exceptional Children as the executive member in charge of educational technology and sits on the board of the Thompson-Nicola Family Resource Society.



York