

UBC REPORTS

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Gavin Wilson photo

Soaking Up The Folk

Indonesian student Bobi Schawan examines a display of Indonesian folk art during Festiva, a celebration of cultures that takes place each year at International House. This year's event included a food fair featuring dishes from more than a dozen countries, cultural displays and performances of music, poetry, dancing and martial arts. Festiva is held with the aid of volunteers by UBC International Student Services, which provides support services, co-ordinates the student exchange program and manages the social and cultural centre at International House for the nearly 2,400 international and exchange students at UBC.

Research engineer garners Killam Prize

by Stephen Forgacs

Staff writer

UBC Engineering Prof. Martha Salcudean is one of three Canadians to receive a prestigious 1998 Killam Prize.

The \$50,000 Killam Prizes are awarded annually by the Canada Council for the Arts in recognition of outstanding achievements by Canadians in any one of the disciplines in the natural sciences, health sciences and engineering.

"In her fields of engineering research and academe, Martha Salcudean's achievements stand as a



Salcudean

brilliant model of university/industry collaboration and of practical engineering and research excellence," the Canada Council said in a prepared statement.

Salcudean, who will receive the Killam Prize for Engineering, holds UBC's Weyerhaeuser Industrial Research Chair in Computational Fluid Dynamics in the Dept. of Mechanical Engineering.

"Martha Salcudean has an impressive ability to add consistently to the body of scientific knowledge in her field while tackling complex industrial problems," said Bernie

See **KILLAM** Page 4

Community input sought for UBC vision

by Gavin Wilson

Staff writer

A draft "green paper" that outlines the basis of UBC's vision for the 21st century is being circulated for discussion both on campus and in the greater community.

The green paper, the first draft of the university's new vision statement, was developed following extensive consultation with members of the university community, UBC alumni and the general public.

"We've spent the last several months listening to what people have to say about their university, the role UBC plays in their lives and in their communities. The green paper reflects to a great extent what we've heard," said UBC President Martha Piper.

UBC is redefining its vision in light of societal changes such as increasing globalization, the rapid expansion of information technology and the growing integration of academic fields of study. The ultimate goal is to become Canada's finest public university.

"Our predecessors had a vision for UBC, and more importantly, they had the courage — through the Great Trek of 1922 — to enact that vision," Piper said. "I believe that today, to some degree, we have the same opportunity to create and enact a vision for UBC that will have as much impact on our second 100 years as the Great Trek had on our first."

The green paper identifies five major goals:

- ◆ to attract and retain outstanding faculty, students and staff;
 - ◆ to offer students an intellectually challenging education that takes advantage of our unique research environment and provides programs that are international in scope, interactive in process and interdisciplinary in content and approach. Graduates of these programs will have strong critical thinking, communication and teamwork skills;
 - ◆ to enhance UBC's research capacity, strengthen its research performance and advance its reputation as the leading research university in Canada and one of
- See **VISION** Page 2

Pharmacy students get research work

by Hilary Thomson

Staff writer

Waiting tables, grinding coffee or pulling weeds won't be part of this year's summer employment scene for a group of aspiring researchers in the Faculty of Pharmaceutical Sciences.

Thanks to the Summer Student Research Program (SSRP), 11 undergraduate students will be spending the summer working in pharmacy research labs.

"We want to give undergrads a taste of what it's like to be a research scientist," says assistant professor and program director Kishor Wasan. "We want them to see what they can do with a pharmacy degree."

Targeted to students in first, second and third years, the projects are designed to give a variety of research experience, ranging from basic science to community pharmacy education.

"We have high profile research being conducted by our faculty," says Pharma-

ceutical Sciences Dean Frank Abbott. "By getting students involved early, we're hoping to help fulfill President Piper's vision of using research to enrich the undergraduate education at UBC."

Competition for the summer research positions is intense. This year, 70 students applied for the 11 openings.

"This experience will be an asset if I decide to apply for grad studies," says third-year student Frank Strobel, who is entering his second summer with the program. "Also, employers look for people who can work in teams — now I have that experience."

"Research is creating new knowledge," says second-year student Jenny Chou, who will be taking a break from a summer retail job to participate in the SSRP. "It's not just textbooks and lectures."

After graduation, pharmacy students usually go directly to high-paying jobs as pharmacists without any knowledge

See **WORK** Page 4

Inside

Suitcase Satellite

3

It may be small but once in orbit, it will hear stars tell their age

Trading Theories

20

Profile: Prof. Jim Brander has a knack for predicting our trading future

"monitoring protected strips of forest"

PETER MURTHA
Forestry

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About It.

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Vision

Continued from Page 1

the leading research universities in the world:

- to collaborate with local and regional communities to foster intellectual, social, cultural and economic development in the Vancouver region and the province of B.C.;

- to participate as an active member of the society of the 21st century by educating future citizens to think globally and by advancing international scholarship and research.

Each goal is integrated with certain defining principles. There are 34 strategies associated with the goals.

The green paper was the focus of a campus forum held April 3 in the Chan Centre for the Performing Arts.

About 200 members of the university community gathered to hear presentations from Piper and a panel made up of Vivian Hoffmann, president of the Alma Mater Society, Robert Blake, president of the Faculty Association, Sarah Dench, president of the Association of Administrative and Professional Staff, and community consultant Judy Kirk.

A meeting downtown was held later that day for members of the Community Advisory Council. These representatives of government, business, labor and cultural groups are also providing input as the university develops a new vision. This was their second of three meetings.

As well, Piper recently traveled to Victoria, Prince George, Kamloops and Kelowna seeking input from representatives of the provincial and municipal governments, the presidents of post-secondary institutions, business leaders, high school students and UBC alumni.

Comments on the green paper should be received by mid-May. The campus and community consultations will culminate in the creation of a vision statement which will be drafted by mid-June. It will go to the university Senate and Board of Governors for approval in September and October.

Copies of the green paper are available at the President's Office and on the World Wide Web at www.vision.ubc.ca.

Comments about the contents of the green paper can be made by e-mail to vision@exchange.ubc.ca, fax (604) 822-5055 or by writing to: The President's Office, University of British Columbia, 6328 Memorial Road, Vancouver, B.C. V6T 1Z2.



SABBATICAL RETREAT

See Classifieds
Mayne Island
Gulf Islands

thousands of starfish embryos
blasted into space

Bruce Crawford, Anatomy



Thousands of starfish embryos blasted into space aboard the shuttle Endeavour in 1996. They participated in a study by UBC anatomist Bruce Crawford to see how zero gravity affects muscles in the first stages of life. Results from Crawford's experiment apply to human conditions like muscle atrophy, a serious problem for astronauts as well as people on Earth. Crawford is currently designing a chamber to house insects to be used for research on a planned space station.

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THE UNIVERSITY OF BRITISH COLUMBIA

Public Information Meeting

on the East Campus Project

(Residential Rental Facility for Student/Families, Faculty, Staff, Sororities and Fraternities)

Thursday, April 23, 1998

• 12:30-3:00pm, Asian Centre Auditorium, 1871 West Mall

To present and review the site plan for the East Campus Project to be constructed on the east side of Wesbrook Mall from Fairview Avenue to the Public Safety Building.

A stage I Development Permit Application has been submitted. This is the first of two public information meetings on this project. The second public meeting will take place in September 1998.

For further information call Jim Carruthers at 822-0469.



THE UNIVERSITY OF BRITISH COLUMBIA

Public Forum for UBC's neighbours on the Pacific Games 2001

Tuesday, April 28, 1998

- 7:00-8:00pm, Rm. 216, Student Union Building, 6138 Student Union Blvd., located north of the UBC bus loop
- Parking is in North Parkade off Wesbrook Mall

Organizers will present an overview of this international sporting event, including a proposal that UBC serve as one of the Lower Mainland's major venues.

For further information call UBC Public Affairs at 822-2048.

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Suitcase satellite set to pinpoint stars' age

by Stephen Forgacs

Staff writer

Using a satellite the size of a suitcase, a UBC researcher hopes to provide clues to one of astronomy's most fundamental questions: How old is the universe?

"This project should appeal to the basic Canadian admiration for the underdog," says Jaymie Matthews, an assistant professor in the Dept. of Physics and Astronomy and principal investigator of the Microvariability and Oscillations of STars (MOST) project. MOST will be Canada's first space telescope.

"With a relatively small amount of money and a very small satellite, we're going to address a large and fundamental question about the history of our universe. And we will do this using a telescope no bigger than those used by backyard stargazers," he says.

The \$11-million project is a joint effort involving UBC, Dynacon Enterprises Ltd. and the University of Toronto Institute for Aerospace Studies (UTIAS). MOST is a mission proposed under the Small Payloads Program, sponsored by the Canadian Space Agency's Space Science Branch. Project approval from the CSA is contingent on approval of all funding contributions.

Once launched in 2000 or 2001, Matthews' satellite will be pointed at one stellar target after another for six or seven weeks each to collect information on the "ringing" of stars.

This ringing, or oscillating, is caused by sound waves bouncing around inside the star. The waves paths' are modified by the temperature and composition of gases through which they travel.

The telescope will measure the resulting vibrations, which cause the brightness of the star to vary.

The project involves use of a technique called asteroseismology, which exploits the subtle surface oscillations of stars to probe their internal structures and measure their ages.

Matthews likens detecting the oscillations to trying to listen to a sound that is 30 decibels below what the human ear can detect, while sitting next to a steadily beating bass drum.

The small telescope, with a collecting mirror about 15 centimetres across and housed in a casing the size of a suitcase, will hitchhike into space with another, bigger satellite.

Once free of the launch vehicle and primary payload, the 50-kilogram microsatellite will turn its telescopic eye toward any one of a number of stellar targets before relaying its data on the star's oscillations to Earth.

"While modest in size, the MOST instrument will be able to accomplish what no other telescope on Earth or in space, including the Hubble Space Telescope, can — the detection and characterization

of rapid oscillations in stars like our Sun," Matthews says.

The stars are expected to ring in pitches or periods near five to 10 minutes. Each star will vibrate in a symphony of many such periods. To distinguish the closely spaced tones and then extract the desired information about the interior of the star, each star must be monitored for weeks with almost no interruptions.

Armed with these data, the team of MOST astronomers led by Matthews hopes to measure the ages of some of the oldest stars in our galaxy, setting a meaningful limit on the age of the universe itself.

Efforts to measure the tiny oscillations of other Sun-like stars using a series of land-based telescopes are problematic because of atmospheric noise, which makes stars appear to twinkle from Earth.

The MOST project also represents a major breakthrough in the way microsatellites are used for space science, Matthews says. Because of their small size, microsatellites have traditionally been quite difficult to point accurately, making it useless to put a telescope aboard one.

UBC, with the technical support of CRESTech, an Ontario Centre of Excellence, has designed a simple, inexpensive yet highly precise telescope that can operate effectively from a microsatellite platform. Dynacon, with UTIAS, has in turn designed a microsatellite platform that can be pointed with great precision. Precision control of the microsatellite platform will open up new opportunities for low-cost space astronomy and Earth-observation missions, says Matthews.

Four small, spinning, gyroscope-like wheels are used to position and reposition the microsatellite from Earth. These "reaction wheels" are the only moving parts in the satellite and, when made to spin in varying directions by the Earth-based controller, cause the satellite to change orientation.

The microsatellite, travelling at a speed of 27,000 kilometres per hour, will orbit the Earth once every 100 minutes at an altitude of 800 kilometres.

Powered by solar panels, it is expected to function from five to 10 years before radiation damage to its electronic components renders it inoperable.

The microsatellite will also host its own hitchhiker, a transceiver installed on behalf of AMSAT, the Radio Amateur Satellite Corp., which is also a partner in the MOST project.

AMSAT is a non-profit organization that invented microsatellite technology and is playing a major role in the development of the satellite housing design. The transceiver will serve as a backup communication system for the satellite while also allowing North American amateur radio operators to communicate with operators in Europe.



Stephen Forgacs photo

Physics and Astronomy Asst. Prof. Jaymie Matthews is leading a Canadian research project that will put a microsatellite the size of a suitcase into orbit in the year 2000 or 2001. Orbiting at an altitude of 800 kilometres above Earth, the telescope-bearing satellite will observe the oscillations of stars similar to the Sun and relay to Earth data that may help Matthews narrow in on the age of the universe.

Campus safer place, co-ordinator reports

by Hilary Thomson

Staff writer

The incidence of personal crimes reported to the UBC RCMP detachment has dropped from 1996 levels, according to the annual report recently released by personal security co-ordinator Paul Wong.

"There were reductions in all crimes against persons except for indecent acts, which showed an increase from six incidents in 1996 to 20 last year," says Wong.

Wong emphasizes that the data provided by the university RCMP detachment encompass not only UBC, but the University Endowment Lands, Wreck Beach and Pacific Spirit Park. Information specific to UBC is being provided by the RCMP as of January 1998.

Better lighting is just one of the improvements brightening UBC's personal safety picture according to the report.

"I know there's a perception that the campus is unsafe at night," says Wong. "Even though there are few incidents of reported crime, it's important that people feel secure on campus, especially after dark."

About \$200,000 was spent last year on 47 new lights installed on Crescent Road, West Mall from Biological Sciences Road to University Boulevard and surrounding Koerner Library. There were upgrades to 12 lights in the area between the Museum of Anthropology and Mary Bollert Hall.

Other 1997 safety measures included emergency telephones in elevators. Five new systems were installed as a pilot project in the MacMillan Building, the Music Building, Woodward Instructional Resources Centre, the Biological Sciences Building and Woodward Library.

Student peer educators from the Women Students' Office introduced an educational program aimed at increasing the awareness of harm caused by excessive drinking. The CD-ROM program, called Alcohol 101, takes the viewer into a virtual party where he or she can make choices for characters on issues such as alcohol-related violence and unplanned sex.

This year the Ministry of Advanced Education, Training and Technology has allotted \$370,000 for safer campuses initiatives. The Personal Security Advisory Committee, which represents students, faculty and staff, decides how the funds will be distributed.

Plans include new lighting for less-travelled pedestrian routes in the area between Main Mall and Totem Park residences. Lights will be installed from Biological Sciences Road to West Parkade, from the Civil and Mechanical Engineering Building to B lot, from Frederic Wood Theatre to the Lasserre Building and from the First Nations Longhouse to Fraser Parkade and the Asian Centre.

There will be about \$100,000 allocated to lighting the dark areas of campus, such as the area around SUB and in C2 and B4 parking lots, as identified in the 1997 Alma Mater Society safety audit.

Fourteen blue security phones, four Security Bus shelters and 25 elevator emergency phones are also slated for purchase.

Campus Security received almost 9,500 calls for service in 1997, mostly relating to alarms, unsecured buildings and parking enforcement.

For more information about personal security issues, contact the office of the personal security co-ordinator at (604) 822-6210 or e-mail wong@safety.ubc.ca.

Hearing into APEC complaints delayed

The RCMP Public Complaints Commission hearing into the actions of police officers during the APEC leaders' meeting at UBC last November has been adjourned until Sept. 14.

The decision follows a preliminary hearing in which requests for an adjournment were made based on scheduling problems and the need to gather and evaluate information requested from the RCMP. The information has not yet been received by commission lawyer Chris Considine.

The commission has asked that the RCMP deliver all relevant documents, as well as the names of the officers who are the subject of the complaint, by May 31.

The commission also said the delay would accommodate members of the university community who would be away over the summer months.

Considine said the commission is still considering the application for funding of legal counsel for complainants.



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Killam

Continued from Page 1

Bressler, UBC's vice-president, Research. "She is clearly a leader in applied research and the scientific community in Canada."

Salcudean's area of research, computational fluid dynamics (CFD), is the process of setting up equations, making assumptions, repeating iterations on a computer and interpreting the results to describe how fluid, suspended particles and thermal energy will move in a process, a piece of equipment, or other setting.

Salcudean's recent research, carried out in collaboration with Mechanical Engineering Prof. Ian Gartshore and Zia Abdullah, who leads the transfer of technology to industry, has been focused on recovery boilers used in the pulp and paper process.

The results have already been put to use in several mills in Canada and the United States. She is carrying out her research in collaboration with the Pulp and Paper Centre, where she is a faculty associate.

"We calculate the process completely and then visualize it through computer graphics so that the operator can actually see everything happening," Salcudean said.

Salcudean has also been involved in industrial collabora-

tions with Atomic Energy of Canada Ltd. on two-phase heat transfer in nuclear reactors, with Cominco and Johnson Mattheys on the modeling of crystal growth processes, and with Pratt and Whitney Canada on film cooling of turbine blades.

Since coming to UBC in 1985, she has served as head of the Dept. of Mechanical Engineering, associate vice-president, Research, and acting vice-president, Research.

In addition, she has served extensively in the Canadian scientific community and organizations including the the National Research Council, the B.C. Advanced Systems Institute, the Science Council of B.C., and the National Advisory Panel on Advanced Industrial Materials and the Defense Science Advisory Board.

In 1991, she was awarded the Science Council of B.C.'s Gold Medal in the Applied Science and Engineering category.

She will receive her award during a ceremony in Vancouver April 22.

Work

Continued from Page 1

of research options, according to Wasan. About 15 per cent of students in the summer program have gone on to graduate studies.

In addition to being a stepping stone to further research, the program gives students additional job skills, such as expertise in operating drug analysis equipment.

"Besides the basic science, there's a lot of mentoring that goes on," says Wasan.

The availability of funded research staff also helps junior faculty members grow their research programs, he adds.

Increased funding has allowed the program to double the number of students it employs since it started in 1989.

It recently received a two-year grant from the Medical Research Council of Canada and new funding from the American Society of Pharmacology and Experimental Therapeutics.

Wasan hopes to have the program endowed and to increase its ties with industry, creating summer research placements with community pharmacy laboratories.

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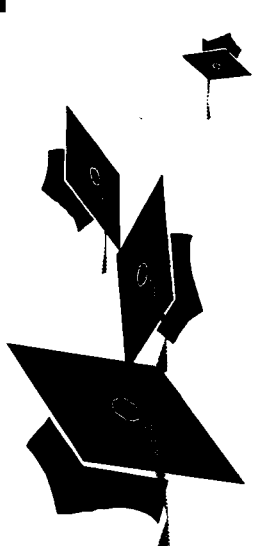
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B.C. health boards enthused: survey

by Hilary Thomson
Staff writer

Members of B.C. regional health boards are enthusiastic and committed to their task despite some growing pains, according to recently released results of a survey conducted by the Institute of Health Promotion Research (IHPR).

"The results identified points of tension between board members, the health professions and the Ministry of Health," says Asst. Prof. James Frankish, the project's principal investigator and associate director of IHPR.

Results of the 17-page survey showed most boards strongly support public participation in health system decision making, with health promotion and disease prevention cited as areas of greatest concern. Only about a third of the members were satisfied with the accomplishments of their boards, however.

Survey respondents rated communication between health boards and the Ministry of Health as inadequate overall. Members also reported varying levels of support from stakeholders such as health professionals and spe-

cial interest groups.

The survey of 20 boards is part of a four-year project funded by the provincial and federal governments to look at community participation in health decisions.

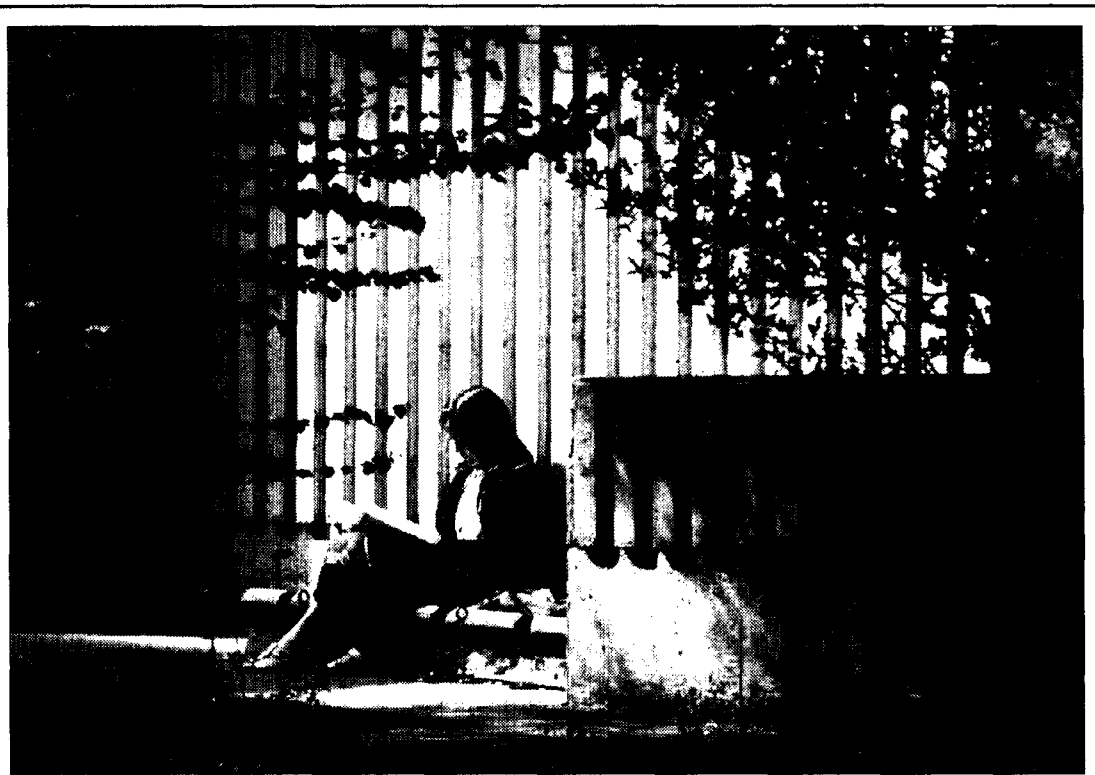
"We're looking at the tools and strategies boards use, how they communicate and how they measure success," says Frankish. "Our aim is to develop a framework for understanding community participation in health decision making."

Regional health boards were created following the 1993 health reform policy New Directions. There are now 12 regional boards.

The survey, conducted in the fall of 1996, showed most board members have a broad background of community involvement with high levels of previous experience on health, social service, school or politically affiliated boards.

Survey results were presented to all regional health boards, the Ministry of Health and various academic groups.

The IHPR expects to release the results of a second survey by early summer.



Hilary Thomson photo

Solo Study

Second-year Arts student Sandra Willing finds a secluded study spot near the Botany Dept.'s Native Plant Teaching Garden. Exams began April 14 in most faculties with more than 9,000 students scheduled to write exams the first day. Almost 375 rooms are required to test students in more than 2,700 undergraduate and 1,500 graduate courses. The exam period runs to April 30.

Architecture school opens gallery doors downtown

by Stephen Forgacs

Staff writer

The UBC School of Architecture has taken a step toward restoring its tradition of community outreach with the opening of the UBC Architecture Gallery and Studio at 319 W. Hastings St.

"Our goal is to raise public awareness of architecture in Vancouver while providing our students with greater exposure to urban issues in architecture," says Sandy Hirshen, director of the school. "The location is also a convenient base for outreach efforts to the under-served areas of Vancouver, such as the Downtown Eastside."

Hirshen wants to explore ways to work with activist groups, such as the Downtown Eastside Residents' Association (DERA). The school has worked with Downtown Eastside groups in the past, including the Aboriginal Health Centre.

"We want to create relationships with these groups and determine how we can balance our educational requirements with community service," he says.

The gallery and studio comprise about 198 square metres of remodelled space on the ground floor of a historic building located across from Victory Square on the edge of Gastown. Renovated thanks to a fund-raising effort led by the Friends of the School of Architecture (FOSA), the gallery space opened recently with an exhibition entitled Architectural Photographers: Vancouver in Black and White.

"Between 300 and 400 people came to the exhibition opening," says Hirshen. "There's a real yearning for knowledge of architecture in Vancouver."

The studio space will come into use next fall with a planned joint studio project on the southeast False Creek area, involving

students from Architecture and Landscape Architecture at UBC. The school has an additional space of roughly the same size in the basement of the building, but has not yet raised the money required to renovate the space.

Hirshen says he hopes the gallery's proximity to other institutions downtown, such as SFU, BCIT and Vancouver Community College, as well as to the Architectural Institute of B.C., will facilitate collaboration and joint projects.

"The location is also central to the architectural profession because of the large number of offices in the Gastown area," he says. "We hope it will become a magnet for general outreach initiatives to the community and the professions."

The gallery will also have a retail component, selling exhibition photographs as well as books, monographs and student-designed furniture.

"It's a really exciting time for the school," says Hirshen. "Not only have we increased our downtown presence, we've also helped renew an old building and have become part of an effort to rejuvenate Victory Square."

The first exhibit arising from research within the School of Architecture will be on display at the gallery from April 16 to May 9. Entitled Access to Architecture: Intentions and Product, it surveys the work of local architects Busby and Associates.

The installation will be accompanied by the first in a series of catalogues focusing on architects from the region and authored by faculty members Raymond Cole and Sherry McKay.

The gallery is open Wednesday through Saturday, 11 a.m. to 6 p.m.

Club seeks helicopter for hut

UBC's Varsity Outdoor Club (VOC) is raising money to establish an alpine hut in memory of Brian Waddington, a keen mountaineer and UBC alumnus who was killed in an avalanche in 1996.

The VOC has a 30-year history of constructing alpine huts in remote areas to serve backcountry skiers and hikers.

The Phelix Creek/Brian Waddington Memorial Hut is to be located next to a sub-alpine lake near Phelix Creek, about a four- to five-hour hike from Birkenhead Lake north of Whistler.

The 15,000-kilogram hut has been built by volunteers, but must now be flown to the site by helicopter.

"The cost of transporting the hut is prohibitive for a student-run club," says Andre Zimmerman, Waddington Hut project co-ordinator.

Zimmerman says \$4,000 to \$6,000 is needed.

The VOC has established the Brian Waddington Memorial Fund with the Alma Mater Society to receive donations. Zimmerman can be reached for information at (604) 876-6258.



THE UNIVERSITY OF BRITISH COLUMBIA

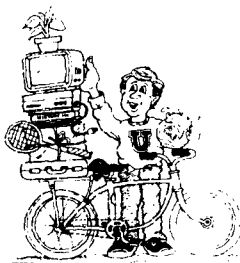
Dept. of Pharmacology and Therapeutics Head

The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Dept. of Pharmacology and Therapeutics.

We seek an academic leader, internal to the University, to be responsible for directing and developing the teaching and research programs of the department. The department has 14 full-time and 9 clinical/part-time faculty members, and attracts strong research support. Candidates should have a proven record of scholarly activity, a strong research background and a commitment to undergraduate and graduate medical education. Anticipated start date will be July 1, 1998. Salary will be commensurate with experience and qualifications.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, accompanied by a detailed curriculum vitae and names of three references, should be directed by May 15, 1998 to: Dr. J.A. Cairns, Dean, Faculty of Medicine, University of British Columbia, Room 317, Instructional Resources Centre, 2194 Health Sciences Mall, Vancouver, BC V6T 1Z3.



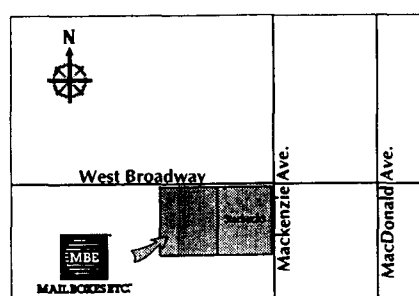
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SABBATICAL RETREAT

See Classifieds
Mayne Island
Gulf Islands

Calendar

April 19 through May 2

Sunday, Apr. 19

Continuing Studies Workshop

The Anatomy Of A Workshop. Anne Rice. UBC Women's Resources Centre from 9:30am-4pm. \$70. Call 482-8585.

Chan Centre For The Performing Arts Concert
Interpretations Of A Life. Maureen Forrester; David Warrack. Chan Shun Concert Hall at 3pm. Tickets available through Ticketmaster 280-3311.

Green College Performing Arts Group

Green College Choir; Douglas Miller. Green College at 8pm. Call 822-1878.

Monday, Apr. 20

The Interdisciplinary Seminar

Getting A Tenure-Track Job: How To Manage Your Interdisciplinary PhD Program To Maximize Your Chances. Doug Aoki, U of Alberta. Green College at 10:30am. Call 822-0954.

Health, Safety And Environment Reception
Meet And Greet The UBC Emergency Planning Coordinator. Jody Sydor. GSAB 234 at 11am. Call 822-3101.

Cultural And Media Studies Interdisciplinary Group
Lacan, Language And The Art Of Teaching: Why Clear Writing Is A Substitute For Thinking. Doug Aoki, U of Alberta. Green College at 3:30pm. Call 822-1878.

Biochemistry/Molecular Biology Discussion Group
Loss Of CDC25A Contributes To G1 Arrest At Senescence In Human Mammary Epithelial Cells. Dr. J. Slingerland, U of Toronto. IRC #4 at 3:45pm. Refreshments at 3:30pm. Call Dr. Roberge 822-2304.

Astronomy Seminar
Fliers Jets And Ansaer: Numerical Simulations Of Astrophysical Nebulae. Vikram Dwarkadas, U of Washington. Hennings 304 at 4pm. Refreshments at 3:30pm. Call 822-2267.

Green College Resident Speaker Series
Globalization Unplugged. Peter Urmetzer, Anthropology and Sociology. Green College at 5:30pm. Call 822-1878.

Health Care Ethics Public Lecture
Autism And Ways Of Knowing. Dr. Grant Gillett, U of Otago. GF Strong Aud. from 7-9pm. Call 822-2611.

Chan Centre For The Performing Arts Concert
Kronos Quartet. Chan Shun Concert Hall at 8pm. Tickets available through Ticketmaster 280-2211.

Tuesday, Apr. 21

Pacific Spirit Family And Community Services
Acadia Toy and Resource Library Open House. Acadia Highrise ground floor 100 from 4:30-8pm. Refreshments. Call Toby Willis-Camp 221-KIDS (5437).

St. John's College Invited Speaker Series
Solitude. Peter Suedfeld, Psychology. St. John's College seminar room at 5:30pm. Call 822-8788.

Museum Of Anthropology Lecture Series

The Chinese Neolithic. Prof. Richard Pearson, Anthropology and Sociology. MOA Theatre Gallery from 7:30-8:30pm. Call 822-5087.

Wednesday, Apr. 22

Orthopedic Grand Rounds
Case Presentations. Dr. P. Gropper; Dr. W. Regan; Dr. R. Hawkins. Vancouver Hosp/HSC, Eye Care Centre Aud. at 7am. Call 875-4192.

Surgery Rounds
Empowering The Patient. Dr. Grant Gillett, U of Otago. GF Strong Aud. from 7-8am. Call 822-5677.

Health Care Ethics Grand Rounds
AIDS And Ethical Values - Whose Responsibility? Dr. Grant Gillett, U of Otago. St. Paul's Hosp. New Lecture Theatre Level 1 Phase II from 9-10am. Call 822-5677.

Surplus Equipment Sale
SERF Task Force Building Warehouse from 12noon-5pm. Call 822-2582; 822-2813.

Respiratory Research Seminar Series
Viruses And Asthma: Are Viral Infections Good For You? Dr. Rick Hegele, Pathology. Vancouver Hosp./HSC, doctors' residence 3rd floor from 5-6pm. Call 875-5653.

Pacific Spirit Family And Community Services
Acadia Toy and Resource Library Open House. Acadia Highrise ground floor 100 from 2-5:30pm. Refreshments. Call Toby Willis-Camp 221-KIDS (5437).

Graduate Programs And Research Public Lecture
Measuring Up In Math And Science: How Do Canadian Students Compare To Those In Other Countries? David Robitaille, Curriculum Studies. Italian Cultural Centre Activity Room at 7pm. Call 822-5512.

Chan Centre For The Performing Arts Concert
Peking Acrobats. Chan Shun Concert Hall at 8pm. Tickets available through Ticketmaster 280-2211.

Thursday, Apr. 23

Health Care Ethics Grand Rounds
The Keys To The Dark Portal: Making Life And Death Decisions. Dr. Grant Gillett, U of Otago. Vancouver Hosp./HSC Lecture Hall B from 8-9am. Call 822-5677.

Pacific Institute For Math Sciences Distinguished Lecturer
Four-Manifolds And Group Invariants. Prof. Beno Eckmann. University Services Media Centre at 3:30pm. Call 822-6324.

Chan Centre For The Performing Arts Concert
Israel Camerata Jerusalem Chamber Orchestra. Chan Shun Concert Hall at 8pm. Tickets available through Ticketmaster 280-2211.

Friday, Apr. 24

Continuing Studies Workshop
Commercial Kitchen Exhaust Systems, Design And Installation. Various speakers. TBA from 8:30am-4pm. Continues to Apr. 25. \$420 (includes materials, field trip, lunches and certificate). Call 822-3347.

Health Care And Epidemiology Rounds

Monitoring Psychotropic Drugs Consumption; New Provincial Data. Dr. Nancy Hall. Mather 253 from 9-10am. Paid parking available in B Lot. Call 822-2772.

Pediatric Grand Rounds
Immunization Update - 1998. Dr. David Scheifele, Director, Vaccine Evaluation Centre. GF Strong Aud. at 9am. Call 875-2307.

Biochemistry And Molecular Biology Discussion Group Seminar
Regulation Of K-Channels By CGMP. Dr. J. Hirsche, Medizinische Poliklinik. IRC #5 at 3:30pm. Call Dr. Quanne 822-7156.

Chan Centre For The Performing Arts Concert
Emerson String Quartet. Chan Shun Concert Hall at 8pm. Tickets available through Ticketmaster 280-2211.

Saturday, Apr. 25

Chan Centre For The Performing Arts Concert
Moscow Chamber Orchestra. Chan Shun Concert Hall at 8pm. Tickets available through Ticketmaster 280-2211.

Sunday, Apr. 26

Continuing Studies Workshop
The Complex Family Lives Of Baby Boomers Facing The Future. Clarissa Green. Women's Resources Centre from 10am-4pm. \$70. Call 482-8585.

Chan Centre For The Performing Arts Concert
Beethoven Piano Sonatas. Robert Silverman. Chan Shun Concert Hall at 3pm. Tickets available through Ticketmaster 280-2211.

Monday, Apr. 27

Green College Resident Speaker Series
Lives Of Faith And Action: Spiritual Writing By Canadian Women. Laurie Aikman, Comparative Literature. Green College at 5:30pm. Call 822-1878.

Tuesday, Apr. 28

Oceanography Seminar
Heat Fluxes, Vertical Mixing In 2-Layer Exchange Flows, And Other Lies About Haro Strait. Rich Pawlowicz, Earth and Ocean Sciences. BioSciences 1465 at 3:30pm. Call 822-3278.

Centre For Applied Ethics Colloquium
Is Official Multiculturalism A Threat To Stability In Canadian Society? Wayne Norman, Chair, Business Ethics. Angus 413 from 4-6pm. Call 822-5139.

Graduate And Faculty Christian Forum
The Ending Of Christendom In Canada: Generating The Culture Of Pluralism, 1945-1997. George Egerton, History. Buchanan Low Rise Penthouse at 4:15pm. Refreshments at 4pm. Call 822-4351.

Wednesday, Apr. 29

Orthopedics Grand Rounds
Interventional Procedures In Bone Radiology. Dr. D. Jenzen. Vancouver Hosp./HSC, Eye Care Centre Aud. at 7am. Call 875-4192.

Royal Society Of Canada

An Informal Talk. Gren Paty, Chemistry. Green College Great Hall at 12:30pm. Fee \$15 includes lunch. Call to register Stephen Calvert 822-5210.

Nursing Lecture
The Impact Of Social-Environmental And Structural Changes On The Lives Of Nurses In Non-Metropolitan Regions Of Victoria, Australia. Gurpal K. Sandhu. Vancouver Hosp./HSC, Koerner Pavilion G-279 from 4-5pm. Call 822-7453.

Health And Medicine Lecture Series

Health Care Policy: Management Of Health Care Resources In The Prevention Of Infectious Diseases Such As AIDS. Robin Harvelt. Green College at 5:30pm. Call 822-1878.

Thursday, Apr. 30

Interdisciplinary Graduate Student Conference
Inter/National Intersections: Law's Changing Territories. Taiaiake Alfred, UVic (Apr 30); Marie-Claire Belleau, Laval (May

1). Green College. Continues to May 2. Registration Fee. Web site: www.law.ubc.ca/events/intersect1.html.

Centre For Chinese Research And Taiwanese Canadian Cultural Society Seminar

Remembering The Golden Oldies - Evolution Of Taiwanese Folk Songs And Popular Music. Yung-Ming Chuang. CK Choi 120 from 12:30-2pm. Call 822-2629.

Friday, May 1

Health Care And Epidemiology Rounds
The Twin Notions Of Utility And Equity In Health Technology Assessment: Should Society Settle For Less? Dr. Arminée Kazanjian, Associate Director, Centre for Health Services and Policy Research. Mather 253 from 9-10am. Paid parking available in B Lot. Call 822-2772.

Pediatric Grand Rounds
Hemolytic-Uremic Syndrome Update. Prof. James Carter, BC's Children's Hosp. GF Strong Aud. at 9am. Call 875-2307.

Notices

UBC Campus Tours
The School and College Liaison Office offers 90-minute guided walking tours of campus most Friday mornings at 9:30am. Interested students must pre-register at least one week in advance. Call 822-4319.

UBC Botanical Garden Tours
The Nitobe Memorial Garden, Botanical Garden and Shop in the Garden. 10am-6pm daily to October 4. Tours Wednesdays and Saturdays at 11am (included in admission). Inquiries (gardens) 822-9666, (shop) 822-4529.

UBC Community Sports Services
UBC Community Sports Services offers gymnastics for all ages, adult ballet and a spring break camp. A unique experience is provided for the development of participants of all ages. Call 822-3688 or e-mail fairplay@unixg.ubc.ca.

UBC Architecture Gallery And Studio Opening
Access to Architecture: Intentions and Product. A survey of the work of local architects, Busby & Associates. April 16-May 9. For more information regarding future exhibitions or membership in Friends of the School of Architecture visit the Web site: www.architecture.ubc.ca or call 822-2779.

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. An electronic form is available on the UBC Reports Web page at <http://www.publicaffairs.ubc.ca>. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space.

Deadline for the April 30 issue of UBC Reports — which covers the period May 3 to June 13 — is noon, April 21.



THE UNIVERSITY OF BRITISH COLUMBIA

EQUITY OFFICE ANNUAL REPORT 1997



THE UNIVERSITY OF BRITISH COLUMBIA

April 16, 1998

Dear Colleague:

To meet requirements of the Federal Contractors Program and UBC's Policy on Discrimination and Harassment, our Equity Office annually summarizes campus-wide efforts to promote equity and to resolve complaints of discrimination and harassment. I am pleased to provide you with the Equity Office Annual Report 1997.

Please read this report and discuss it with your colleagues. The Equity Office welcomes any questions and comments.

Sincerely,

Martha C. Piper, President

Message from the Associate Vice President, Equity

The Equity Office is pleased to present its Annual Report, which summarizes equity activities and accomplishments during the 1997 calendar year.

As in past years, the Office continues its activities in two principal areas: promoting educational and employment equity, and managing complaint resolution in cases of discrimination and harassment.

During 1997, we expanded our educational efforts, and thereby took further steps toward integrating equity into the daily routine of all campus units. In addition to the basic awareness course that we have offered for several years, we introduced a new skills-based workshop for administrators and a "train-the-trainer" program for administrators and staff.

As a result of our expanded training program, many more administrators now are managing complaints of discrimination and harassment on their own, rather than referring complainants to the Equity Office. Thus, our educational programs are increasing the number of people on campus who understand and promote equity, and even more important, who can successfully resolve problems in their individual units before adversarial lines are drawn and resistance to constructive change hardens.

The ideal goal of the Office would be to change the climate of the University to such an extent that the Office becomes redundant—an artifact of a bygone era. In reality, of course, UBC must remain prepared to respond energetically to any cases of discrimination and harassment that are not successfully resolved at the unit level and must do so because the Supreme Court assigns every Canadian employer the responsibility to take effective remedial action against discrimination in the workplace.

In 1997, the Equity Office managed 150 cases of discrimination and harassment, a decrease in caseload from previous years. None of these 150 cases went through the formal investigation and decision process under UBC's Policy on Discrimination and Harassment.

For the excellence of its employment equity program, UBC received a 1997 Vision Award from the federal government. This award, established by Human Resources Development Canada, honors creative and innovative approaches taken to implement equity and fairness in the workplace. In addition to UBC, other recipients of 1997 Vision Awards were Carrier Canada, General Motors, and Microsoft.

Finally, I wish to take this opportunity to recognize Margaretha Hoek, who is retiring after fifteen years of devoted service to UBC. Margaretha's fine work with harassment complaints is well known in the UBC community.

Should you have questions or comments about UBC's Equity Office, I invite you to contact us.

Sharon E. Kahn, Associate Vice-President, Equity

Education & Training Report

Through its program of education and training, including panel discussions, customized presentations, and workshops, the Equity Office heightens awareness and understanding of the University's Policies on Employment Equity, and Discrimination and Harassment.

In 1997, the Equity Office delivered 85 presentations, talks, lectures, workshops, and training sessions (see Figure 1). These educational sessions were designed for students, administrators, faculty, staff, and mixed audiences, including representatives from unions, employee associations, and departmental equity committees (see Figure 2).

Specifically, the Equity Office:

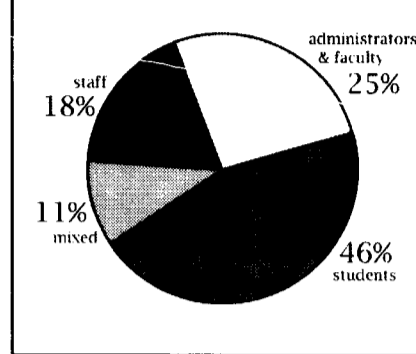
1. Developed and offered a new skills-based workshop titled "Discrimination and Harassment Skills Training." Using a practical, hands-on approach, the workshop focuses on case management and informal complaint resolution. Over the year, 34 administrators participated in this workshop.

2. Collaborated with the Committee for a Culturally Inclusive Campus to plan, organize, and coordinate a series of events commemorating March 21, which

the United Nations has proclaimed an International Day for the Elimination of Racial Discrimination. These events included a presentation by the Women of Colour Mentoring Group, a poetry display, theatre and panel presentations, as well as information tables and displays by both on- and off-campus units, such as the Equity Office, the First Nations House of Learning, UBC Press, the Women Students' Office, and the Vancouver Holocaust Centre. In addition, a booklet was prepared describing a variety of unit initiatives to promote diversity on campus.

3. Offered a train-the-trainer program on Discrimination and Harassment Awareness to individuals who assist the Equity Office in its on-going training initiatives across campus.

FIGURE 2
Training & Education
by audience
January to December 1997



4. Conducted a one-day Working with Diversity workshop for staff and faculty.
5. Delivered a series of customized diversity sessions for UBC Bookstore staff.
6. Through the Centre for Faculty Development and Instructional Services, offered a course to faculty titled "Helping the Harassed."
7. In partnership with First Nations staff, developed and offered a workshop on dealing with discrimination and harassment complaints. The workshop was offered to First Nations student facilitators as part of the Summer Science program.
8. By special request, developed customized training on topics such as Discrimination and Harassment, the Inclusive Classroom, and Equitable Selection and Hiring. Units asking for customized training included the UBC Bookstore, Computer Science, Continuing Studies Intercultural Training Resource Centre, Forest Biology, Political Science, and the Faculties of Commerce and Medicine.
9. Developed and delivered skills-based training in handling harassment situations to students in the Women of Colour Mentoring program and student residents in the Faculty of Medicine.
10. Organized a series of professional development sessions on Criminal Harassment attended by UBC staff, students, and faculty.

In other educational initiatives, the Equity Office was active both on- and off-campus (see Figure 3):

1. The number of consultations provided by Equity Office staff to UBC administrators, employee associations, staff, faculty, and students increased significantly from the previous year—289 in 1997 from 195 in 1996, a rise of 48%. These consultations concerned managing and remedying specific discrimination and harassment concerns, developing internal hiring and equity-related guidelines, establishing inclusive classrooms, and accommodating students with disabilities. "Consultations" involve providing information and advice to those who choose to manage complaints without the Office intervening directly with complainants.
2. The Equity Office played a key role in the program planning and organization of the 13th Canadian Association Against Sexual Harassment in Higher Education (CAASHHE) conference. At this conference, staff delivered two presentations—"Issues of Confidentiality" and "Criminal Behaviour on Campus: Stalking, Threats and Violence." Staff also made a presentation at the Western Regional Faculty Association conference.
3. The Equity Office served as a resource to several off-campus organizations and individuals seeking information and guidance on developing equity materials, such as policies and brochures.
4. Several off-campus organizations and individuals approached the Equity Office for assistance in managing issues of discrimination and harassment.

FIGURE 3
Other Educational Initiatives
January to December 1997

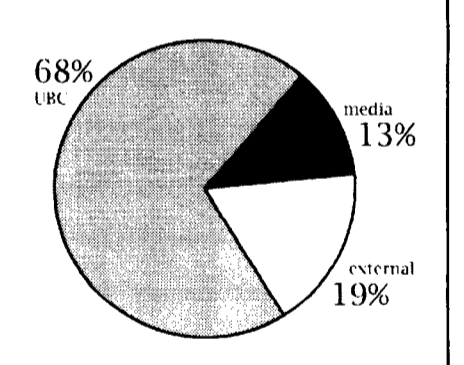
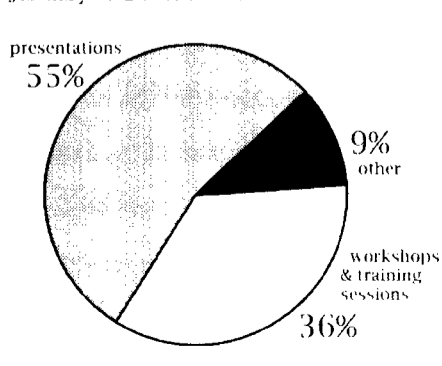


FIGURE 1
Training & Education
by type
January to December 1997



Educational & Employment Equity Report

UBC's Employment Equity Plan

UBC's Policy on Employment Equity (1990) is based on principles of individual merit and achievement, which means that employment decisions at the University are based on job performance criteria such as skills, knowledge, and abilities.

In keeping with these principles, the University's 1991 Employment Equity Plan was designed to make the University a fair and equitable workplace for all its members in terms of hiring, training, and advancement. The Plan also sought to attract and retain members of the four groups designated by the Federal Contractors Program as traditionally under-represented: women, First Nations people, visible minorities, and persons with disabilities.

In 1997, UBC revised its Employment Equity Plan to reflect the successful completion of several activities, as well as the need to add several new equity initiatives. The revised 1997 Plan contains 29 activities organized under 4 objectives and also identifies the University officer responsible for the successful completion of each activity.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

Revised 1997 Employment Equity Plan

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. Require each department that has not yet done so to review its own employment policies and procedures to ensure consistency with UBC's objectives.

Vice-presidents

2. Continue to discuss or negotiate any proposed employment policy revisions with employee associations and unions as appropriate.

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

3. Continue to review qualifications for every position at the time of recruitment to ensure that they reflect bona fide job requirements.

Vice-presidents

4. Ensure access to written information concerning employment policies and procedures for those employee groups that do not yet have such information. Also, ensure that all disabled employees have access to audiotaped information.

Vice-presidents

5. Expand benefits for part-time and short-term employees.

Associate Vice-president, Human Resources

6. Continue to provide information on career paths at UBC to assist employees in their career choices; provide job and career counselling for employees to assist them in identifying career opportunities and preparing for promotions.

Associate Vice-president, Human Resources

7. Expand opportunities for reduced-time appointments for employees who take time out to upgrade their education or work skills; also continue to offer self-funded leave plans for study, upgrading, or retraining for a career change.

Vice-presidents

8. Expand the practice of job exchange to provide opportunities for employees to develop new skills and acquire work experience.

Vice-presidents

9. Continue to expand training and development opportunities to inform employees of courses available; develop training opportunities in gender, cross-cultural and disability awareness for faculty and staff; continue to offer the Better English Skills Training (BEST) for UBC employees.

Vice-presidents

Objective B

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

1. Continue to review annually the hiring goals for the four designated groups in each of the federal government's fifteen employment equity occupational groups.

Associate Vice-president, Equity

2. Continue to fund the Senior Faculty Opportunity Fund, the Equipment Accommodation Fund for Disabled Employees, and the Equity Enhancement Fund for units developing special equity initiatives.

Vice-president, Academic & Provost

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

Vice-presidents

4. Continue training in employment equity practices for front-line personnel who pre-screen job applicants.

Vice-presidents

5. Where possible, continue to use employment agencies that specialize in employment services for designated-group members and advertise in publications targeted at designated groups.

Vice-presidents

6. Continue to provide employment options such as part-time work, reduced workload, job sharing, day care, and paternity leave for faculty and staff with care-giving responsibilities.

*Associate Vice-president, Human Resources;
Vice-presidents*

7. Continue to improve campus access for persons with disabilities.

*Associate Vice-president, Land and Building Services;
Director, Disability Resource Centre*

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

*Associate Vice-president, Equity;
Director, Disability Resource Centre*

9. Expand child-care facilities for UBC employees, where feasible.

*Director, Housing and Conferences;
Vice-president, Administration & Finance*

Objective C

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

1. Continue to disseminate information about the University's employment equity program to students, faculty, and staff in newspaper and newsletter articles; include information on UBC's employment equity program in publicity materials, guides, manuals, and handbooks.

Associate Vice-president, Equity

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

Associate Vice-president, Equity

3. Continue to encourage department heads and directors to communicate UBC's Employment Equity Policy to new and continuing employees.

Vice-presidents

4. Continue to provide faculty and staff involved in personnel decisions with training in human rights practice and in gender, cultural, and disability issues.

Associate Vice-president, Human Resources

5. Continue to improve campus safety.

*Co-ordinator, Personal Security;
Vice-presidents*

Objective D

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

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

Associate Vice-president, Equity

2. Continue to provide resources adequate to sustain the educative and monitoring work of the Equity Office.

Vice-president, Academic & Provost

3. Include in annual department plans the identification of opportunities to increase the number of qualified designated group members; establish budget processes to reward departments and faculties that have consistently demonstrated equitable personnel practices and outcomes.

Vice-presidents

4. Continue to distribute the employment equity census to newly hired employees and to those who are moving into the census pool. To encourage their participation, contact employment equity census non-respondents and develop presentations and materials targeted to non-respondent groups.

Associate Vice-president, Equity

5. Investigate initiating formal exit interviews to discover why employees voluntarily choose to leave UBC.

*Associate Vice-president, Human Resources;
Vice-presidents*

6. Continue to prepare reports to President Piper on employment equity activities including:

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

Associate Vice-president, Equity

Progress Toward Equity

Achievements in educational and employment equity over the past year are listed below under the four objectives of the Employment Equity Plan.

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 equity opportunities for designated-group members.

1. The University revised its original 1991 Employment Equity Plan to reflect the successful completion of several earlier activities and to add several new equity activities.

2. Since 1992, the University has received \$7 million in pay equity funds. Based on evaluations by joint management-employee committees, these funds were assigned to undervalued, female-dominated jobs within CUPE Locals 116 (Trades/Technicians/Service Workers) and 2950 (Clerical/Secretarial), management and professional (M&P), and excluded staff positions.

Job evaluations for both CUPE 116 and 2950 have been completed and now must be approved by the University Administration and union executives. Talks are ongoing between the University Administration and the Association of Administrative and Professional Staff (AAPS) to resolve outstanding concerns and to meet the goals of gender and internal equity.

3. The University approved several new policies, including the Policy on Threatening Behaviour and the Policy on Formal Investigations. In addition, the Policy on Advertising of Position Vacancies was revised so that it refers to the Policy on Employment Equity. Furthermore, the Policy on Post Doctoral Fellows was revised to provide this group with a maternity-leave plan similar to the plans of other employee groups.

4. In the context of a proposal for distributing employee benefits to individual units, the University agreed to centralize funds for faculty maternity benefits and tuition fee waivers in order to eliminate a potential incentive for individual units to discriminate in hiring.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

5. Management and professional staff and the University Administration ratified an agreement on conditions and terms of employment.
6. More than 300 staff representing 11 employee groups attended the University's MOST Staff Training Program. In all, 60 courses covered topics such as Disability Awareness, Working with People with Disabilities, Valuing and Working with Cultural Diversity, and Discrimination and Harassment Awareness Skills Training for Administrators.
While many MOST courses charged a nominal fee, several were offered to staff free of charge, including a safety skills workshop and a session designed to explain the University's staff pension plan.
7. The Better English Skills Training (BEST) program, a 12-week workplace language training program, was offered twice in 1997 at no cost to more than 25 employees representing four employee groups.
8. The Centre for Faculty Development and Instructional Services' TAG program offered several courses, including Helping the Harassed, Communication and Conflict Management, and Equity and Discrimination in Graduate Supervision. In conjunction with the Equity Office, the Centre for Faculty Development offered a Diversity in the Classroom workshop. In addition, the Centre for Faculty Development's Mentoring Program produced a document titled *Tips for New Faculty*, which includes advice for those who experience harassment.
9. The Registrar's Office produced a multi-faith calendar on the web (www.student-services.ubc.ca/stsadmin/pub/religion.htm). Prepared in consultation with representatives of various faiths, the calendar shows the important holidays of a number of religions.
10. The Campus Advisory Board on Student Development created a guide to student rights and responsibilities in response to student concerns that the information appeared in different documents and was difficult to find. The guide covers academic freedom; discrimination and harassment; and appeals on academic standing, admissions, and student discipline. The guide is available on the web: www.student-services.ubc.ca/stsadmin/pub/Rights/
11. The Equity Office participated in the UBC Forum on Appeals and Complaints, which informed students about procedures. The forum also invited comments and suggestions for changes to appeal and complaint procedures.
12. To assist non-traditional students, the Faculty of Graduate Studies adopted several policy and procedural changes: dropping the 12-hour restriction on graduate student employment and encouraging alternative formats for the delivery of courses and programs, such as off-campus teaching, distance education, the Internet, and course and program sharing between UBC and other universities. In addition, the Faculty of Graduate Studies clarified its existing policy on parental leave to ensure that graduate students have information on making requests for parental leave.
13. To help promote research initiatives in feminist legal theory, the Faculty of Law established a centre for feminist legal studies.

Objective B

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

1. UBC achieved the following workforce representation of members of the designated employment equity groups: women 51%, Aboriginal people 1%, visible minorities 22%, and persons with disabilities 4%.
2. Women continued to constitute one-third of new appointees to tenure-track faculty positions. UBC's goal is to appoint well-qualified women into 35% of vacant tenure-track positions.
3. The Senior Faculty Opportunity Fund continued to redress gender imbalances among senior faculty. The fund enables departments to hire women, First Nations persons, members of visible minorities, and persons with disabilities at senior ranks, provided that the candidates possess exceptional qualifications. Furthermore, in order to assist the recruitment of truly outstanding faculty candidates, funds were allocated to support the placement of spouses with similarly outstanding qualifications.
4. The Equipment Accommodation Fund was utilized in 1997 by a variety of units with employees with disabilities requiring special accommodations. Purchases paid for by this fund included ergonomic furniture, dictating equipment, and computer enhancements.
5. The Senate approved an Aboriginal Admissions Policy. Both the Senate and Board of Governors endorsed the goal of enrolling 1,000 First Nations students by the year 2000 as a step toward educational equity. Moreover, the University continued to fund many First Nations programs that provide cultural enrichment and community liaison.
6. The Faculty of Commerce and Business Administration hired a First Nations Coordinator to work with its Executive Programs. Changes to the Faculty of Medicine undergraduate curriculum were approved, including special attention to Aboriginal health issues and to an examination of alternative and complementary medicine in their cultural context. As well, the Indigenous Perspectives in Forestry Education workshop held at UBC resulted in a guide for incorporating First Nations content into forestry education.
7. The Equity Enhancement Fund was used to assist six additional equity projects: an English Department conference titled "Diversity, Writing, and Social Critique: An Interactive Forum"; a project to enlarge the pool of female candidates eligible to enter the Technology Studies Education program; a review of the MBA curriculum for the integration of human rights and equity issues; the development of a recruitment video featuring First Nations and minority librarians and archivists; workshops on inclusive curriculum and pedagogy for instructors in the Women's Studies Programme; and faculty and staff training on human rights awareness, diversity, and equity issues.
8. Funding from UBC's Coca-Cola cold beverage agreement was used to make the campus more accessible to people with disabilities. New ramps, lifts, and other equipment improved access to classrooms, gardens, a library, and the Frederic Wood Theatre.

9. The Return to Work Program placed 13 Income Replacement Plan (IRP) claimants in full-time and part-time positions and offered rehabilitation assistance to 41 IRP claimants.
10. Enhanced service library cards that entitle users to a variety of special services, including book retrieval and staff photocopying at the self-service price, were made available to individuals with mobility or print disabilities. UBC Library also arranged library tours to accommodate a range of individual disabilities.
11. The University continued its gold sponsorship of the YWCA Women of Distinction awards. As in previous years, UBC women were both nominees and winners of these awards.
12. The Natural Sciences and Engineering Research Council of Canada and IBM Canada funded a UBC chair for Women in Science and Engineering.
13. The University enlarged its support for the Man in Motion Chair in Spinal Cord Research with a contribution to the Collaboration on Repair Discoveries program. Plans are underway to build the Rick Hansen Institute, which will provide leadership and support to the disabled through collaborative efforts in education, research, rehabilitation, health promotion, and leadership training. The Institute's initial focus is on spinal cord injury and disability.
14. The Equity Office, the First Nations House of Learning, and Student Services established a Critical Incident Response Team to ensure that the University responds appropriately to racist acts.
15. International Student Services compiled a list of staff with interpreting skills in languages other than English. These individuals are to assist students and staff who encounter crises and who have difficulty expressing their concerns in English.
16. The University approved the establishment of the Asa and Kashmir Johal Chair of Indian Research.

Objective C

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

1. The University offered orientation sessions for everyone new to its campus, including faculty, staff, undergraduate, and graduate students.
2. The University sponsored a national conference, "Academic Freedom and the Inclusive University," to provide a forum for critical scrutiny and creative debate about academic freedom and the inclusive university.
3. On March 21, the International Day to Eliminate Racial Discrimination, the Committee for a Culturally Inclusive Campus sponsored a daylong series of events to promote anti-racism and multiculturalism. In association with the Committee and with funding from the Association of Administrative and Professional Staff (AAPS), the Equity Office produced *Profiles for a Culturally Inclusive Campus*, a booklet containing descriptions of departments' efforts to include cultural issues in an academic context.
4. The Academic Women's Association produced two new publications in its series on women's university-based research.
5. The Institute of Asian Research and the Centre for Human Settlements sponsored a policy conference on Asian immigration and racism.
6. The David Lam Chair in Multicultural Education hosted a two-day seminar titled "Multiculturalism, Nationalism, and Anti-Racism Education: Research and Current Debates in Canada."
7. The University publicized the first Aboriginal woman to graduate from its Faculty of Medicine.
8. The First Nations House of Learning, the Women of Colour Mentoring Program, and International Student Services held a celebration of courage, an event that honored International Women's Day with storytelling, poetry, and dance performances.
9. Human Resources and the Equity Office continued to offer "Selection Interviewing: Ensuring Equity," a workshop that has enrolled 317 administrators.
10. The Equity Office continued to participate in programs for minority students, including the Career Services' mentoring program for students with disabilities and the Women Students' Office's mentoring network for Women of Colour.
11. The Women Students' Office continued its partnership with the YWCA of Vancouver to successfully implement the Clothesline Project, an event that pays tribute to the 14 women murdered in the Montreal massacre and all other victims of violence.

Objective D

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

1. Human Resources Development Canada awarded the University its Vision Award for 1997. This award recognizes special achievement in implementing an employment equity workplan and maintaining a representative workforce. Previously, the federal government had awarded UBC Certificates of Merit in 1993 and 1995. (See Appendix 4, "Human Resources Development Canada 1997 Vision Award Citation.")
2. The Board of Governors approved a revision to the Policy on Advertising of Position Vacancies. All advertisements now include the following statement: "UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply."
3. The Equity Office continued to administer the employment equity census to newly hired faculty and staff. The response rate to this census was 78.46% for 7,964 employees.
4. The Equity Office produced its second annual report reviewing the University's progress toward employment equity and providing an overview of case processing and resolution of complaints of discrimination and harassment. In addition, this report describes the Equity Office's educational and training activities. The Equity Office Annual Report 1996 was published in *UBC Reports*.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

5. As part of its effort to monitor equity of access for women and men in fields where they have been under-represented, the University reported the following representations of students over the past 15 years:

- The proportion of women students in Engineering has increased from 10% to 20%.
- The proportion of women in Forestry has increased from 20% to 30%.
- The proportion of men in Nursing has increased from 1% to 5%.

UBC Workforce Data

UBC classifies its employment positions using the 15 Employment Equity Occupational Groups (EEOGs) established by the Federal Contractors Program to monitor the Canadian labour force. The 15 EEOGs are listed in Figure 4, with examples of UBC positions in each category.

Figures 5 through 7 provide an overview of UBC's designated-group employees in the 15 EEOGs. These figures represent "snapshots" of the University's workforce as of May 31, 1996, and May 31, 1997.

Figure 5 indicates the representation of male and female employees in all of the EEOGs in 1996 and 1997. Figure 6 shows the representation of Aboriginal people and visible minorities, while Figure 7 indicates the representation of persons with disabilities, both the number of person with disabilities who self-identified in UBC's employment equity census by the extract date, as well as the number of employees with disabilities who were on UBC's Income Replacement Plan.

The data for men and women are drawn from UBC's Integrated Information Human Resource Information System (IHRIS), and thus accurately reflect the gender distribution of UBC's workforce. Data on the other three designated groups—visible minorities, Aboriginal people, and persons with disabilities—are drawn from UBC's employment equity census, which relies upon voluntary self-identification. As the overall response rate for 1997 was 78.46%, the data on these three groups may misrepresent their actual numbers in the UBC workforce.

FIGURE 4
Employment Equity Occupational Groups (EEOG)

EEOG	Examples of UBC Positions
1 Senior Managers	Associate Vice President, Dean, President, Registrar, University Librarian, Vice President, Vice Provost.
2 Middle and Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.
3.1 University Teachers	Assistant Professor, Associate Professor, Clinical Instructor, Instructor I and II, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessional Lecturer.
3.2 Professionals Excluding University Teachers	Accountant, Coordinator Student Services, Counsellor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.
4 Semi-Professionals and Technicians	Bio-Safety Officer, Building Inspector, Coach, Early Childhood Educator, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.
5 Supervisors: Clerical, Sales and Services	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.
6 Supervisors: Manufacturing, Processing, Trades and Primary Industry	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.
7 Administrative and Senior Clerical	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Executive Assistant, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1 to 5, Senior Admissions Officer.
8 Sales and Service, Skill Level B	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook, Second Cook.
9 Skilled Crafts and Trades	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.
10 Clerical Workers	Administrative Clerk, Buyer 1 to 3, Clerk 1 to 3, Clinical Office Assistant 1 to 3, Computer Operator, Data Entry Clerk, General Clerk, Mail Clerk, Program Assistant, Store Person.
11 Sales and Service, Skill Level C	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.
12 Semi-Skilled Manual Workers	Clerk Driver, Farm Worker 1 to 5, Milker, Nursery and Greenhouse Gardener, Printing Operator 2 and 3, Spray Painter, Truck Driver.
13 Sales and Service, Skill Level D	Food Services Assistant, Gate Keeper, General Worker, Groceteria Clerk, Janitor, Caretaker, Building Supplies Service Worker, Kiosk Attendant, Residence Attendant, Service Worker: Ice Maker.
14 Other Manual Workers	Labourer 2, Labour 2 (Const. and Hvy.), Labourer 3 (Special).

Comparison of the UBC Workforce with the Canadian Labour Force

Figure 8 shows the proportion of the four designated employment equity groups in UBC's workforce from 1994 to 1997, as well as the proportion of these groups in the 1991 Canadian Labour Force. (Data from the 1991 Canadian census remains the most recent information available to date). A comparison of UBC's workforce with the Canadian Labour Force indicates UBC's progress in developing a workforce that represents the diversity of potential candidates with appropriate qualifications.

Figure 8 also shows UBC's figures and those of employers who report to the federal government under the Employment Equity Act, the 1996 "Workforce Under the Act." These employers represent federally regulated private-sector organizations and Crown corporations.

Note that the data provided by Human Resources Development Canada relates to the number of people in the four designated groups who were actually employed, rather than those who were qualified for employment. Thus, one can compare people who were employed at UBC with people employed in the Canadian labour force. The data do not allow comparison of the UBC workforce with qualified applicant pools, which may include unemployed people.

UBC compares favorably with other employers under the Employment Equity Act in all of the four designated groups. In addition, UBC compares favorably with the overall Canadian labour force in the proportion of visible minorities and women. However, UBC's proportion of Aboriginal people and persons with disabilities does not compare as favorably with the proportion found in the overall labour force.

Employment Equity Hiring Goals

In 1996, UBC set employment equity hiring goals that would assist in building a workforce representative of the pool of potential candidates with appropriate qualifications. This pool includes women, Aboriginal people, visible minorities, and persons with disabilities. Over the past year, the University did not meet many of its 1996 hiring goals.

The net difference in the total workforce between 1996 and 1997 is 67 additional faculty and staff. This small number suggests that during the past year UBC had limited hiring opportunities. Some units are not replacing employees who leave because of natural attrition (those who quit or retire). Other units may replace a designated-group member with another member of the same designated group; thus, these units would show a net difference of zero. Unfortunately, snapshots of the UBC workforce on May 31, 1996, and May 31, 1997, enable us only to know the net difference in number of employees between these two points in time.

Figure 9 shows the 1996 hiring goals, the net difference in the EEOG between May 1996 and May 1997, and the net difference in the number of designated-group members in the EEOG between these two points in time.

The University made progress in only 3 out of 13 hiring goals: Women in EEOG Middle and Other Managers; visible minorities in EEOG Sales and Service Level B; and Aboriginal people in Sales and Service Level C. In the other 10 EEOGs for which UBC set hiring goals in 1996, the number of designated-group members either decreased or stayed the same.

In marked contrast to its other hiring goals, UBC continues to meet its goal to hire women to fill at least 35% of vacant tenure-track faculty positions. Because academic units must complete a recruitment summary for each hiring recommendation forwarded to the Vice President, Academic and Provost, we know that there were 62 hiring opportunities for tenure-track faculty positions during the 1996/97 academic year. For the 1996/97 academic year, UBC hired well-qualified women into 34% of these positions.

Discrimination & Harassment Report

In accordance with the University's Policy on Discrimination and Harassment, the Equity Office works to promote good equity practices in the day-to-day routines of academic and administrative units.

"Discrimination" and "harassment" refer to intentional or unintentional behavior for which there is no reasonable justification. On the basis of characteristics defined by the 1997 B.C. Human Rights Code, discrimination and harassment adversely affect specific individuals or groups.

Under this code, UBC must not discriminate against students, faculty, or staff on 13 prohibited grounds, such as religion, place of origin, and sexual orientation. Recent court decisions also have made clear UBC's obligation to maintain a discrimination-free work and study environment. This obligation extends through line management to faculty.

Equity Office procedures for handling discrimination and harassment complaints provide a problem-resolution mechanism that supplements other University and extra-University mechanisms, such as those offered by employee associations and unions, the courts, the B.C. Human Rights Commission, and the Office of the Ombudsman of B.C.

People in various roles seek assistance from the Equity Office—complainants, respondents, administrators, witnesses, and sometimes off-campus individuals and/or agencies.

The Equity Office organizes discrimination and harassment complaints under five headings:

Poisoned Environment

Any conduct or comment that has the effect of creating a hostile, intimidating, or offensive environment on the basis of personal characteristics that are protected by the Policy on Discrimination and Harassment—for example, ethnicity, gender, sexual orientation, disability, or age.

Quid Pro Quo

Coercive sexual conduct involving a reward or threat.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

FIGURE 5
UBC Workforce: Gender by EEOG

Employment Equity Occupational Group	Female				Male			
	May 1996		May 1997		May 1996		May 1997	
	N	%	N	%	N	%	N	%
Senior Managers	8	27.59	9	31.03	21	72.41	20	68.97
Middle and Other Managers	104	32.20	119	36.28	219	67.80	209	63.72
University Teachers	544	25.93	542	25.52	1554	74.07	1582	74.48
Professionals (Skill Lev A)	555	52.36	562	51.94	505	47.64	520	48.06
Semi-professionals & Technicians (Skill Lev B)	741	56.05	730	55.85	581	43.95	577	44.15
Superv-Clerical, Sales & Service (Skill Lev B)	64	62.75	61	61.00	38	37.25	39	39.00
Superv-Manuf, Proc, Trades & Prime Ind (Skill Lev B)	3	9.38	3	9.38	29	90.63	29	90.63
Administrative & Senior Clerical (Skill Lev B)	841	96.22	832	96.63	33	3.78	29	3.37
Sales & Service (Skill Lev B)	11	28.21	9	25.71	28	71.79	26	74.29
Skilled Crafts & Trades (Skill Lev B)	2	1.14	2	1.05	173	98.86	188	98.95
Clerical Workers (Skill Lev C)	592	82.11	584	81.11	129	17.89	136	18.89
Sales & Service (Skill Lev C)	249	62.88	232	62.37	147	37.12	140	37.63
Semi-Skilled Manual Workers (Skill Lev C)	9	10.47	8	8.99	77	89.53	81	91.01
Sales & Service (Skill Lev D)	347	58.12	384	58.45	250	41.88	273	41.55
Other Manual Workers (Skill Lev D)	7	19.44	5	13.16	29	80.56	33	86.84
Total	4077	51.67	4082	51.26	3813	48.33	3882	48.74

Note: Data from the University's Integrated Human Resource Information System (IHRIS) on the extract dates of May 31, 1996, and May 31, 1997.

FIGURE 6
UBC Workforce: Aboriginal People & Visible Minorities by EEOG

Employment Equity Occupational Group	Aboriginal People				Visible Minorities			
	May 1996		May 1997		May 1996		May 1997	
	N	%	N	%	N	%	N	%
Senior Managers	0	0.00	0	0.00	2	6.90	2	6.90
Middle and Other Managers	4	1.34	3	0.99	20	6.71	20	6.60
University Teachers	19	1.12	20	1.15	184	10.88	190	10.92
Professionals (Skill Lev A)	9	1.03	8	0.89	187	21.30	199	22.26
Semi-professionals & Technicians (Skill Lev B)	11	1.10	9	0.87	308	30.83	329	31.91
Superv-Clerical, Sales & Service (Skill Lev B)	4	4.49	4	4.94	24	26.97	20	24.69
Superv-Manuf, Proc, Trades & Prime Ind (Skill Lev B)	0	0.00	0	0.00	0	0.00	0	0.00
Administrative & Senior Clerical (Skill Lev B)	12	1.54	11	1.42	181	23.23	184	23.71
Sales & Service (Skill Lev B)	2	9.09	1	5.26	7	31.82	9	47.37
Skilled Crafts & Trades (Skill Lev B)	1	0.99	1	0.97	12	11.88	12	11.65
Clerical Workers (Skill Lev C)	8	1.36	8	1.34	158	26.78	168	28.05
Sales & Service (Skill Lev C)	3	1.49	4	2.03	73	36.14	76	38.58
Semi-Skilled Manual Workers (Skill Lev C)	1	2.17	1	1.85	6	13.04	6	11.11
Sales & Service (Skill Lev D)	10	2.58	10	2.65	129	33.25	129	34.22
Other Manual Workers (Skill Lev D)	0	0.00	1	5.88	2	20.00	2	11.76
Total	84	1.36	81	1.30	1293	21.01	1346	21.56

Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups and who were active on the extract dates of May 31, 1996, and May 31, 1997.

FIGURE 7
UBC Workforce: Persons with Disabilities by EEOG

Employment Equity Occupational Group	Persons With Disabilities who self-identified as of May 31, 1996 and 1997				Persons With Disabilities including employees on *IRP as of May 31, 1996 and 1997			
	May 1996		May 1997		May 1996		May 1997	
	N	%	N	%	N	%	N	%
Senior Managers	2	6.90	1	3.45	2	6.90	1	3.45
Middle and Other Managers	12	4.04	11	3.68	14	4.70	15	4.95
University Teachers	40	2.38	39	2.25	56	3.30	51	2.93
Professionals (Skill Lev A)	15	1.72	11	1.24	22	2.51	18	2.03
Semi-professionals & Technicians (Skill Lev B)	28	2.83	28	2.75	46	4.57	49	4.72
Superv-Clerical, Sales & Service (Skill Lev B)	5	5.95	5	6.49	11	12.22	11	13.25
Superv-Manuf, Proc, Trades & Prime Ind (Skill Lev B)	0	0.00	0	0.00	0	0.00	0	0.00
Administrative & Senior Clerical (Skill Lev B)	19	2.52	16	2.13	48	6.14	43	5.53
Sales & Service (Skill Lev B)	0	0.00	0	0.00	1	4.35	1	5.00
Skilled Crafts & Trades (Skill Lev B)	3	3.09	3	3.00	9	8.74	9	8.49
Clerical Workers (Skill Lev C)	13	2.26	16	2.73	31	5.24	32	5.32
Sales & Service (Skill Lev C)	4	2.02	3	1.54	9	4.43	5	2.54
Semi-Skilled Manual Workers (Skill Lev C)	2	4.65	2	3.92	5	10.87	5	9.26
Sales & Service (Skill Lev D)	8	2.17	8	2.24	41	10.22	40	10.28
Other Manual Workers (Skill Lev D)	0	0.00	1	5.88	2	16.67	2	11.11
Total	151	2.50	144	2.35	297	4.80	282	4.49

*IRP: Income Replacement Plan

Note: Data from employees with disabilities who self-identified on UBC's employment equity census and employees who were on the University's Income Replacement Plan on the extract dates of May 31, 1996, and May 31, 1997.

Assault

Unwelcome physical contact, including fondling, touching, and the use of force.

Other Forms of Discrimination

Conduct that compromises the access, opportunity, or evaluation of an individual on the basis of personal characteristics that are unrelated to performance and protected by the Policy.

Allegations Not Covered by the Policy

This category embraces problematic behavior that does not fall under the Policy because it is not one of the official human rights grounds, involves a respondent or context that is not under UBC's jurisdiction, falls outside the one-year time limit for reporting complaints, or is covered under other University procedures.

Complaints Received in 1997

Complaints accepted by the Equity Office in 1997 were resolved by complainants themselves, through intervention by Equity Advisors or administrative heads, or by a collaborative process involving Equity Advisors, administrative heads, complainants, and respondents.

Many complainants who visited the Equity Office did so for only one or two sessions and did not request an Equity Office intervention. Some reported being too fearful of potential repercussions to confront respondents or to inform administrative heads. Others sought information and advice on how they might address problems themselves.

No case went to a formal investigation during 1997. One case that had been formally investigated during the previous year was resolved in 1997. In this case, a faculty member had brought charges of sexual harassment against a staff member. Following a formal investigation and panel recommendation, the administrative head imposed discipline on the staff member. Subsequently, the union filed a grievance on behalf of the staff member appealing the discipline decision through the collective agreement. Under the auspices of the mediator assigned to arbitrate the grievance appeal, a confidential settlement was achieved.

Figure 10: in 1997, the Equity Office handled 150 cases of alleged discrimination and harassment, down from 220 cases in 1996.

Over the past three years, the proportion of cases that fall under the Policy (as opposed to cases that the Policy does not cover) has dropped from 72% in 1995, to 58% in 1996, to 53% in 1997. Sexual harassment and gender discrimination remained the leading cause of those cases that fall under the Policy and thus involve issues of human rights, comprising 58% of cases covered by the Policy. The next human rights item—ethnicity—comprised 25% of the cases covered by the Policy.

Figure 10 also shows cases not covered by the Policy. Since 1995, there was a rise in these cases, from 28% to 47% of the total Equity Office caseload. Of the 71 cases in 1997 not officially covered by the Policy, personal harassment is the leading complaint at 45%. This compared with the next item not under the Policy—behavior covered under other University procedures at 37%.

Figure 11 shows who initially contacted the Equity Office in the years 1995 to 1997. Contacts by complainants rose from 65% to 81%. Contacts by administrators, which had risen from 1995 to 1996, fell in 1997.

Figure 12 describes the contexts of the events, which gave rise to complaints over the three-year period. One-half of



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

the complaints brought to the attention of the Equity Office during 1997 occurred in academic contexts; one-third of the complaints were in employment contexts.

Figure 13 provides a gender breakdown of discrimination and harassment complaints. As in previous years, females were much more likely to be complainants, and males were much more likely to be respondents. Most complainants knew the person they alleged had discriminated against them.

Figure 14 indicates that students continued to make up the largest group of complainants. Management and professional staff continued to make up the smallest number of complainants and respondents. Faculty made up the largest number of respondents.

Figure 15 categorizes complaints using the Equity Office's four categories under the Policy on Discrimination and Harassment. One-third of the complaints were about insults, slurs, and unacceptable jokes. Reports of assaults of all kinds have decreased since 1995, while concerns that academic and employment decisions may be biased have risen.

Examples of Allegations

During 1997, 53% of the allegations brought forward fell within the mandate of the Policy. The following are examples.

Poisoned Environment: Insults, Slurs, Unacceptable Jokes

- A student reported that his advisor swore and made discriminatory remarks when asked to excuse the student on medical grounds.
- An administrator sought the Equity Office's assistance in dealing with staff who made racist remarks.
- A male staff member reported that a female supervisor continually made derogatory remarks about men.
- A student of colour complained that a peer had made hurtful comments about her ethnic origin.
- A faculty member reported that a former faculty member was offending users of a campus facility with off-color humor and dirty jokes.

Poisoned Environment: Following, Staring, Stalking

- A female student was unable to discourage pursuit by a male classmate.
- A head of unit was concerned about hovering, following, and aggressive behavior on the part of a graduate student toward his female peers.
- A first year student was followed around campus by an unknown male.
- A graduate student was stalked on campus by a staff member she had dated briefly some time before.

Poisoned Environment: Unwelcome Verbal/Written Advances

- A student alleged that his male professor had sexually propositioned him.
- A faculty member was concerned when a former male student repeatedly called out to him on campus and phoned him to suggest that they should socialize.
- A female student reported that a male student harassed her with angry phone calls because she had not returned his affection.
- A graduate student complained that her professor's inappropriate attentions and invitations made it difficult for her to concentrate in class.

FIGURE 8
Representation of Members of Designated Groups in the Canadian Labour Force

Designated Group	UBC 1994 %	UBC 1995 %	UBC 1996 %	UBC 1997 %	Workforce Under the Act (1996) %	Canadian Labour Force (1991) %
Women	51.00	51.34	51.69	51.26	44.83	45.90
Aboriginal People	1.35	1.42	1.36	1.30	1.22	3.0
Visible Minorities	20.63	20.32	21.01	21.56	9.23	9.10
Persons with Disabilities	4.94	5.04	4.81	4.49	2.67	6.50

Note: Workforce under the Act covers federally-regulated private sector employers and crown corporations

FIGURE 9
Progress Toward 1996 UBC Hiring Goals

Employment Equity Occupational Group [Net difference in employees 1996-1997]	Hiring Goal	Net Difference in Designated-Group Members 1996-1997
2 Middle & Other Managers (5)	25 women	15
3.1 University Teachers (26)	75 women	-2
3.2 Professionals (22)	8 Aboriginal people 12 persons with disabilities	-1 -4
4 Semi-Professionals & Technicians (-15)	90 women 11 Aboriginal people	-11 -2
6 Supervisors-Manuf., Proc., Trades & Primary Ind. (0)	4 visible minorities	0
8 Sales & Service (Skill Level B) (-4)	6 visible minorities	2
9 Skilled Crafts & Trades (15)	6 women	-8
10 Clerical Workers (-1)	8 Aboriginal people	0
11 Sales & Service (Skill Level C) (-24)	6 Aboriginal people	1
12 Semi-Skilled Manual Workers (3)	8 women 10 visible minorities	-1 0

FIGURE 10
Cases Covered by UBC's Policy

	1995 n=147/205		1997 n=79/150	
Age	3	2%	0	0%
Disability	8	5%	5	6%
Ethnicity (ancestry/colour/race)	32	22%	20	25%
Family Status	0	0%	0	0%
Marital Status	0	0%	0	0%
Political Belief	5	3%	1	1%
Religious Belief	0	0%	2	3%
Sexual/Gender	88	60%	46	58%
Sexual Orientation	10	7%	5	6%
Unrelated Criminal Offense	1	1%	0	0%

Cases Not Covered by UBC's Policy

	1995 n=58/205		1997 n=71/150	
Personal Harassment	19	33%	32	45%
Behavior covered under other UBC policy or procedure	19	33%	26	37%
Event outside one-year time limit	2	4%	2	3%
Respondent and/or context not under UBC jurisdiction	18	31%	11	15%

FIGURE 11
New Discrimination & Harassment Case Contacts
January to December 1997

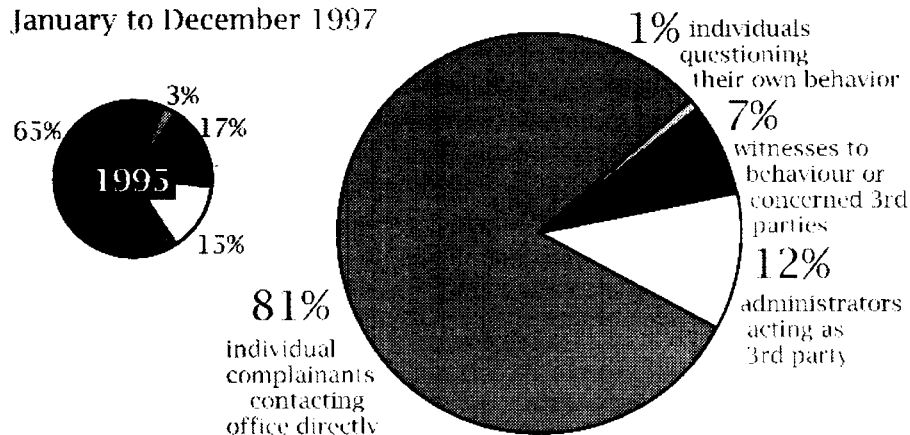
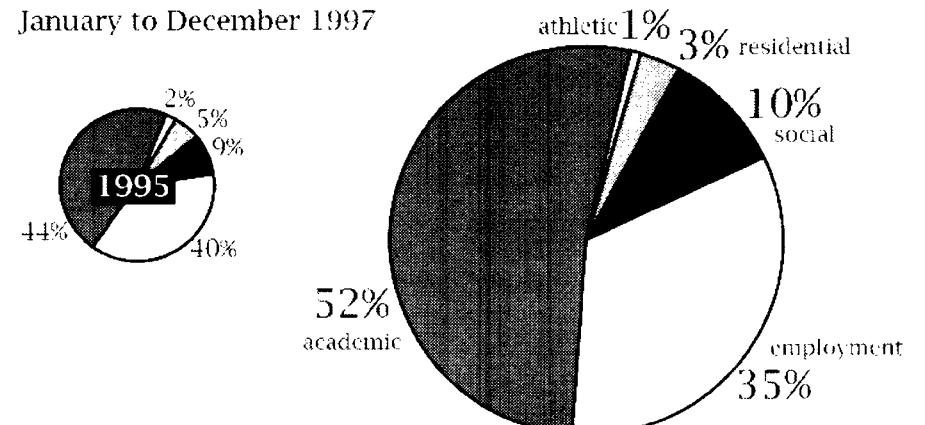


FIGURE 12
Context of Discrimination & Harassment Cases
January to December 1997





THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

FIGURE 13
Sex of Complainants and Respondents

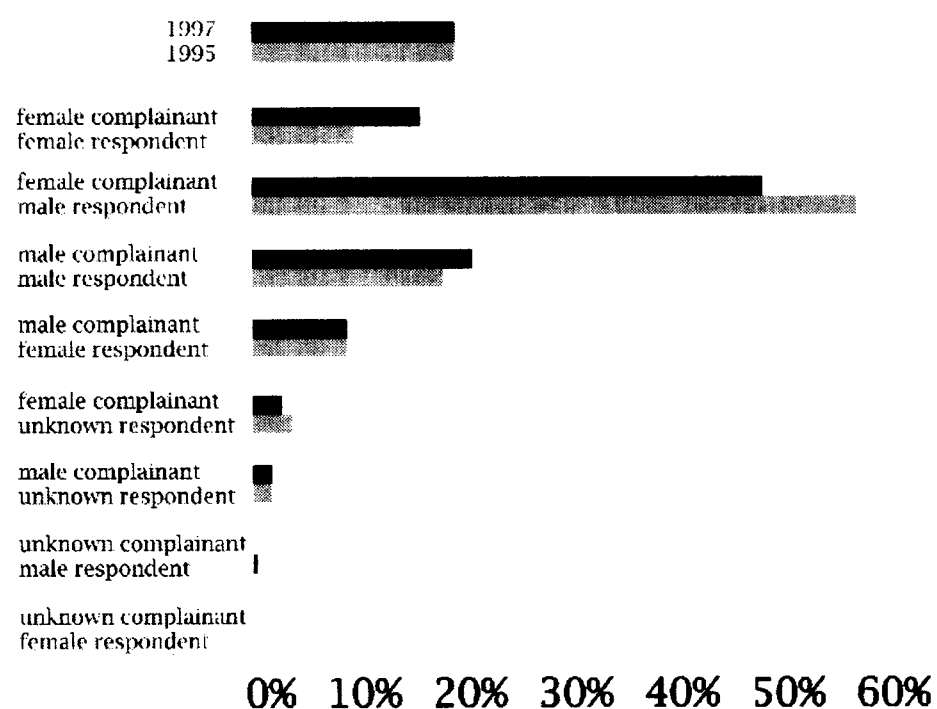
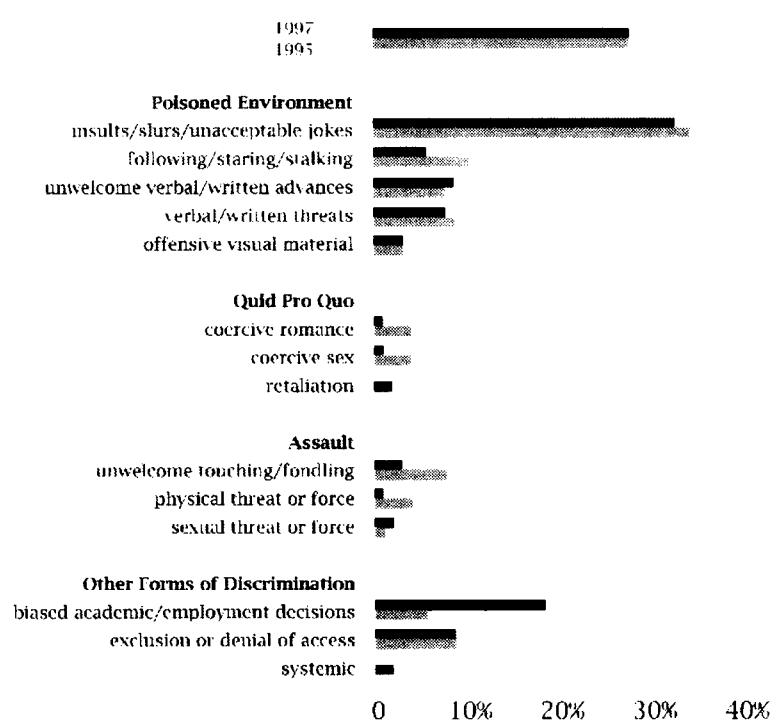


FIGURE 15
Behaviorial Description of Complaints



- A faculty member reported that someone had used a class e-mail list to send an explicit sexual message to the professor and his students.

Poisoned Environment: Verbal/Written Threats

- A student received an anonymous e-mail threatening that if she did not meet the sender at a designated spot, she would come to harm.
- A female student reported that a male peer shouted insults at her and threatened to harm her.
- A female graduate student received an unsigned note that contained a threat.
- A female student complained that when she did not return the affections of a male student, he sent angry messages to her and her family by e-mail, telephone, and fax.

Poisoned Environment: Offensive Visual Material

- A student complained about sexist graffiti on the desk of a tutorial lab.
- Library staff sought assistance after receiving student complaints about explicit Playboy posters hung in a study carrel.
- An employee complained about an offensive license plate holder on a staff person's car.

Quid Pro Quo: Coercive Sex/Romance

- A female student reported that a fellow resident was trying to manipulate her into a romantic relationship.
- A faculty advisor was concerned that another faculty member was sexually coercing a student.

Quid Pro Quo: Retaliation for a Complaint

- A female staff member was concerned about job security because her boss had started criticizing her work performance after she complained about his racist remarks.
- A female student complained of sexual advances by a female faculty member who threatened to retaliate when the student spurned the advances.

Assault: Unwelcome Touching, Fondling

- A student complained of excessive closeness and inappropriate touching by a faculty member when he showed her how to use a piece of lab equipment.
- A graduate student reported that a male peer had fondled her during a field trip.
- A faculty member felt uncomfortable with a colleague's personal approaches, including touches and hugs.
- A student complained that a male peer went out of his way to touch her and made negative comments about her body.

FIGURE 14
Position of Complainants relative to Respondents

Complainant position Respondent position	1995 (%)	1997 (%)
STUDENT		
student	22%	19%
all staff groups	8%	6%
faculty	28%	24%
other/off campus	0%	9%
SUPPORT STAFF		
support staff	10%	5%
student	2%	0%
management & professional	7%	4%
faculty	4%	4%
other/off campus	0%	1%
FACULTY		
faculty	10%	10%
student	4%	3%
all staff groups	1%	0%
other/off campus	0%	2%
MANAGEMENT & PROFESSIONAL		
management & professional	2%	1%
support staff	2%	2%
faculty	2%	1%
students	0%	0%
other/off campus	0%	1%
OTHER CAMPUS		
	13%	7%

Assault: Physical/Sexual Threat or Force

- A female student related that a male student grabbed her after she refused to date him.
- A female student complained that while she was studying in the library, a male sat next to her and masturbated.
- A parent reported that a group of men had physically attacked a female student on campus.

Other Forms of Discrimination: Biased Academic/Employment Decisions

- A student complained that her teaching assistant was marking her unfairly because of the student's First Nations background.
- An employee reported that his unit manager had ordered all staff to speak only English at work.
- A department member was concerned that her head of unit did not deal with incidents of ageism and sexism in the unit—and in fact contributed to them.
- A staff member from a minority culture complained that her work experience in another country was not properly considered in evaluating her credentials for employment.
- A graduate student claimed that his department did not make allowances for his adjustment as an international student when assessing the amount of time he would need to complete his program.

Other Forms of Discrimination: Exclusion or Denial of Access

- A female applicant to a professional program was shocked and intimidated by an interviewer's racist comment, and alleged his intention was to discourage her.
- A student complained that other students had unfairly excluded him from a class project because of his physical limitations.
- An applicant to a professional program claimed that the interviewer asked inappropriate questions about his religion.
- A faculty applicant complained about gender discrimination regarding the filling of a tenure-track position.
- A student alleged that she failed a crucial part of her program because her disabilities were not taken into consideration.

Other Forms of Discrimination: Systemic

- A graduate student claimed that University rules discriminated against her because she was a single parent.
- A staff member complained that UBC did not allow a same-sex partner to be named as beneficiary in the University pension plan.

Among the allegations received by the Equity Office in 1997, 47% fell outside the parameters of UBC's Policy on Discrimination and Harassment. The following are examples.

Allegations Not Covered by the Policy: Personal Harassment

- A faculty member said he hesitated to deal with personal harassment by his department head for fear of losing a tenure recommendation.
- A junior faculty member alleged that a senior colleague was behaving in a rude and unprofessional manner.
- A staff person complained that her supervisor's excessive criticisms and confrontational manner had caused her severe emotional stress.
- A staff member stated that abusive behavior by her supervisor drove her to leave her job.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

Allegations Not Covered by the Policy: Other UBC Process

- Faculty members alleged that a dean did not allow adequate due process and consultation when making a major decision about their unit.
- A staff member complained that his administrative head of unit would not permit him to participate in an early retirement program.
- A graduate student felt unfairly treated by a faculty member who was making public statements about the student's performance.
- A student sought the Equity Office's assistance in appealing a grade.

Allegations Not Covered by the Policy: Over Time Limit

- A graduate student alleged that during his undergraduate program ten years before, his male professor had sexually propositioned him.
- A former staff member who was no longer a member of the UBC community complained that five years before, her supervisor had harassed her when she was employed on campus.

Allegations Not Covered by the Policy: Non-UBC

- A woman working on campus in a non-UBC facility reported severe personal harassment from her supervisor.
- Two students sought help dealing with an off-campus employer who was sexually harassing them.
- A female student was threatened and racially harassed off campus by a male.
- A female minority worker was concerned about the hiring and training patterns at a campus facility not under the UBC Policy.

Records Management

There are three reasons the Equity Office maintains records on allegations of discrimination and harassment, and on its efforts to assist complainants, respondents, and administrative heads.

1. Detailed written records are a necessity because cases brought to the Equity Office are numerous and complex.
2. The Equity Office maintains records in order to defend its actions before extra-University agencies, such as the B.C. Human Rights Commission and the B.C. Ombudsman's Office.
3. The Office relies on its files to compile annual reports that summarize cases and offer statistics on types and outcomes of complaints. These figures also help the Equity Office to identify patterns—for example, of complaints and outcomes, or general profiles of complainants and respondents.

Records of Equity Office information, advice, and referral must conform to freedom of information and privacy legislation. Thus, they are strictly confidential and are used only for the purposes for which they were compiled; that is, to resolve complaints of discrimination and harassment. The B. C. Commissioner of Freedom of Information and Protection of Privacy supports the need for public institutions to keep records confidential so that complainants feel secure about coming forward.

Equity Office files contain two types of confidential records—records of formal and informal efforts to resolve complaints. Records of complaints that result in formal investigation and decision under UBC's Policy on Discrimination and Harassment are maintained indefinitely. In formal cases, the Equity Office informs a respondent in writing of the name of the complainant and the specific details of the alleged offense. There have been three formal cases in the last three years.

The majority of complaints do not proceed to formal investigation, and thus, are referred to as informal complaints. In these cases, the Equity Office employs an educational, problem-solving model to assist complainants, respondents, and administrators. Informal complaints are handled with a primary concern for prevention and remediation of discrimination and harassment, rather than discipline. Five years after the complainant's first contact with the Equity Office, files of informal cases are destroyed.

Case Management

The following examples illustrate the role of Equity Advisors in the complaint process. These examples have been altered to ensure anonymity.

Case Study #1

This example illustrates how an Equity Advisor worked with a number of campus units to resolve a complaint about racial slurs.

The director of a sports program contacted the Equity Office for advice on handling a letter from First Nations House of Learning staff, who complained that some team names were disrespectful to First Nations people. He added that other First Nations students and staff members had written to the President's Office to express their dismay.

The Equity Advisor and the director reviewed the names, agreed that some appeared to violate the University's Policy on Discrimination and Harassment, and discussed what remedial and preventive initiatives the director might take.

His first step was to write to the First Nations staff, apologizing on behalf of everyone in the sports program. With the assistance of the Equity Advisor, he next developed a set of guidelines for naming teams and arranged for these to be included in yearly training program materials.

Then, in consultation with various concerned groups, he established an evaluation sub-committee drawn from the Women Students' Office, the Alma Mater Society, the Graduate Student Society, and the Native Indian Student Union. The Equity Advisor agreed to be available for this group to assist in assessing student choices.

Finally, he called a meeting of the sub-committee, a student representative from the Native Indian Student Union, and staff and students from the sports program to review the procedures and discuss choosing new names for the teams.

The director will continue to monitor the procedures to ensure students select appropriate, acceptable team names.

Case Study #2

In this case, where a personal relationship escalated into a stalking problem, the Equity Office intervened with the complainant, the respondent, and two on-campus units.

A distraught female student came to the Equity Office, explaining that she was being harassed by her former boyfriend, also a UBC student.

A few months before, she had told the boyfriend she wanted to end their relationship. He argued and protested that he loved her, saying she was the only person who gave his life meaning. She stood firm and told him she would not change her mind. At this, he became extremely angry and stormed out of the room. She assumed the relationship was over.

A few days later, she began receiving a steady stream of e-mail, letters, and phone calls from him, accusing her of ruining his health and well-being. He started hanging around outside her classes and following her around campus. He also sent her messages through mutual friends and distributed copies of the e-mail messages he had sent her.

His behavior soon took an emotional toll on the student, who stopped answering the phone, was reluctant to check her e-mail, and stayed away from her friends because she was embarrassed by the e-mail messages. At the same time, she became terrified of being alone for fear he might accost her. She stopped attending evening classes unless she could find someone to accompany her. In tears, she told the Equity Advisor she felt emotionally and physically threatened.

The Equity Advisor immediately set up a meeting with the ex-boyfriend and explained that his behavior constituted harassment because it was unwanted, unwelcome, and threatening. She also reviewed University Computing Services (UCS) guidelines on appropriate use of electronic technology and alerted him that she would be contacting UCS.

After the meeting, the Advisor asked the female student to keep a detailed log of any further harassment from the ex-boyfriend and made arrangements with UBC Parking and Transportation for her to park next to any building where she attended late evening classes. The Advisor also explained the situation to staff at University Computing Services, who decided to cancel the boyfriend's campus e-mail account.

The student later reported that the boyfriend had ceased his harassing behavior.

Case Study #3

This was a situation where a complainant, with initial guidance and assistance from an Equity Advisor, resolved a stalking problem on her own.

A female first-year student contacted the Equity Office about a male student who was following her around campus. She had no idea who he was, but remembered having stood beside him in a line-up at the beginning of term. He had started asking her personal questions that made her very uncomfortable, so she had ignored him and then dismissed the incident from her mind.

Several weeks later when she was eating in the cafeteria, she noticed this same male staring at her intently from an adjacent table. He followed her across campus to her first class after lunch and was lurking outside the door when class ended. The next day, he sat behind her at one of her lectures, even though he was not registered in the class. The student, who commuted to and from campus by bus, grew particularly concerned when he started following her on board.

This pattern continued for about a month. Finally, the student approached an Equity Office Advisor, who explained it was difficult to act until they knew the student's name. The Advisor suggested that the student contact the RCMP, and in the meantime, the Advisor would talk with campus units, departments, and faculty members to find out who the male student was.

The RCMP agreed that it was vital to discover the student's identity, so they assigned a plain-clothes officer to pose as a student in an attempt to discover the stalker's name.

While these efforts were underway, the student saw the stalker one morning in the library. She confronted him, demanded to know his name, and informed him that the RCMP was looking for him. She then informed him that if he immediately stopped following her, she would not continue to press the complaint against him—but if he persisted, he could face criminal charges.

Several months later, the student reported back to the Advisor that she had not seen the male student again.

Case Study #4

This case study illustrates how an Equity Advisor and administrative head worked together to resolve a complaint about unwelcome advances.

A faculty member asked the Equity Office for guidance in dealing with the unwanted attentions of a female student.

The faculty member explained that he was receiving a barrage of phone calls and faxes from a female graduate student he had known before joining the University. On several occasions he had told the student that he did not wish to pursue a relationship with her, but the student had persisted. The faculty member was now worried she would make a nuisance of herself in class and embarrass him. He wanted her behavior to stop and asked for the Equity Advisor to intervene.

The Advisor arranged to meet with the student, who protested that her behavior in no way constituted harassment—sexual or otherwise. She claimed she was merely helping the faculty member by faxing book titles he might be interested in, or notices of events he might wish to attend. The Advisor explained to the student that her behavior was unwanted and must cease.

The student agreed, but a few months later, the pattern of unwelcome behavior started again. This time, the Advisor and the administrative head of the student's department met with her and outlined the adverse impact of her behavior on the faculty member. The administrative head asked the student to sign a written agreement stating that she would stop all contact with the faculty member. The administrative head told the student that failure to comply with the agreement could result in discipline.

The student expressed remorse and assured the administrative head and Advisor that she would leave the faculty member alone.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE 1997

Case Study #5

In this case, an Equity Advisor worked with another campus department to resolve a problem with graffiti.

A student came to the Equity Office to complain that someone had scrawled racist slogans on the desks in a study lab. She had copied down the phrases, and the Advisor agreed they were racist and offensive.

The Advisor alerted staff of the Custodial Services Division of Plant Operations, who immediately dispatched someone to clean the desks. She then called the department head and explained the situation. He was relieved that the slogans were being removed, and asked for advice on what he could do to prevent this type of behavior in future. It was agreed that at the beginning of each semester, students' orientation packages would include a notice that any type of harassing behavior is unacceptable on campus. The Advisor also assisted the department head in creating signs to post in the study labs reminding students that graffiti is not tolerated.

Case Study #6

This was a situation where an Equity Advisor intervened with a complainant and respondent, and worked with an academic department to help prevent the possibility of biased admission decisions.

An Equity Advisor received a visit from a student who was anxious and confused about the following situation.

He related that he was applying for graduate school and had gone to his application interview feeling confident and well prepared. As the interview was getting underway, the interviewer asked some personal questions about the student's family and

cultural background. This made the student feel slightly ill-at-ease, but he answered as best he could, and the interview proceeded. Then, as the session drew to a close, the interviewer once again shifted to personal questions, this time about the student's religious beliefs. The interviewer commented that in his experience, people who lacked religious convictions were selfish and materialistic, and asked if the student agreed.

The student felt extremely uncomfortable about these queries and comments. As it happened, he didn't concur with the interviewer's opinions, but hesitated to say so because he feared it could adversely affect the interview results. So he made non-committal replies, and the session ended.

When explaining the situation to the Advisor, the student said he was extremely concerned that his answers to the questions on religion would result in a low evaluation. The Equity Advisor asked the student to provide written details about the incident, and then approached the faculty member who had conducted the interview to ascertain his impressions of what had happened.

The interviewer acknowledged he had asked the questions but explained that his intention was to put the student at ease. The Advisor described the student's negative reaction and made some suggestions on more appropriate topics that the interviewer could introduce to establish rapport. She also pointed out that asking about a person's religion or other personal matters at an academic or employment interview could lead to an accusation of bias and put the interviewer at risk of legal action.

The Advisor met again with the student and assured him his comments about religion would in no way influence the decision about his admission to graduate school. Finally, she met with the head of the department in question and arranged to present a workshop for faculty on the legal implications of interviewing.

Appendices

Appendix 1

President's Advisory Committee on Equity

Martin Adamson Faculty Association	Gene Joseph First Nations House of Learning
Joost Blom Law	Sharon E. Kahn Equity Office
Carol-Ann Courneya Physiology	Patrick Lum Alma Mater Society
Andrew Dlugan Graduate Student Society	Janet Mee Disability Resource Centre
Frank Eastham Human Resources	Sidney Mindess Office of the Vice President Academic
Robert Frampton Housing & Conferences	Robert Nugent IUOE*
Carol Gibson AAPS*	Dennis Pavlich (Chair) Office of the Vice President Academic
David Green Economics	Margaret Sarkissian Equity Office
Michael Iagallo Pathology	Frank Wang International Student Services

Appendix 2

President's Advisory Committee on Discrimination & Harassment

Lisa Castle Human Resources	Sharon E. Kahn Equity Office
Anurit Cheema Alma Mater Society	Fiona Kay Anthropology & Sociology
Andrew Dlugan Graduate Student Society	Robert Nugent IUOE*
Ethel Gardner First Nations House of Learning	Thevi Pather International Student Services
Jim Gaskell Curriculum Studies	Moura Quayle Agricultural Science
Derek Gregory Faculty Association	Michael Shepard AAPS*
Margaretha Hoek Equity Office	Richard Spencer (Chair) Student Services

* AAPS = Association of Administrative & Professional Staff; IUOE = International Union of Operating Engineers

Appendix 3

Equity Office Staff Profiles

Associate Vice President, Equity

Sharon E. Kahn, Ph.D., has been a professor of Counselling Psychology in UBC's Faculty of Education since 1975. Through her teaching, research, and publications, Dr. Kahn addresses the interests of scholars and practitioners in counselling theory and practice, gender-fair issues, women's career development, and employment-related concerns. In 1989, as UBC's first Director of Employment Equity, Dr. Kahn inaugurated an on-going program based on policy and data analysis. In 1994, she was appointed Associate Vice President, Equity, to direct the University's initiatives in employment and educational equity, and prevention of discrimination and harassment.

Equity Advisors

Maura Da Cruz, M.A., is a part-time Equity Advisor who works with students, faculty, and staff to promote and co-ordinate Equity Office training and educational programs. Ms. Da Cruz conducts awareness and skills building workshops on UBC's Policy on Discrimination and Harassment, and manages complaints under the Policy's informal resolution process. Ms. Da Cruz also works as Training Administrator in the Department of Human Resources. In this capacity, she works with the University community, program committees, and consultants to plan, develop, implement, and evaluate training programs for staff.

Margaretha Hoek, M.A., has worked in the educational system as a professional counsellor, teacher, and trainer since 1969. Through her institutional and consulting positions, she has developed innovative programs in career development, women's issues, and professional skills training. She has advocated for change within institutions, in communities, and on an individual level. In 1989, she opened the UBC Sexual Harassment Office and oversaw the creation of its procedural and educational structures. She is now with the Equity Office, where she facilitates informal resolutions to complaints, provides informational and skills training, and offers consultation to administrators and others dealing with complaints of discrimination and harassment.

Margaret Sarkissian, M.A., is a UBC alumna with a degree in Counselling Psychology. She was a counsellor and administrator on campus for many years before joining the Equity Office as a full-time Equity Advisor. Her present responsibilities include developing and implementing strategies and educational programs that support the University's Employment Equity Policy. In addition, she assists in the implementation of the University's Policy on Discrimination and Harassment by facilitating educational workshops and managing complaints of discrimination and harassment.

Administrative Secretaries

Joan Maureen McBain has a background in administration and public service primarily in the fields of health and education in the not-for-profit sector. While residing in Toronto, she served as a program director and counsellor in a pioneering treatment facility for women with addictions. Joan joined UBC as Administrative Secretary in 1996 and began with the Equity Office in January, 1997. As Administrative Secretary, her responsibilities include reception duties and secretarial assistance to the Equity Advisors.

Poh Peng Wong has extensive experience in office and organizational systems. She has a background in commerce from the London Chamber of Commerce and Industry. Ms. Wong has been with UBC since May, 1989. Presently, she is responsible for office administration and provides secretarial assistance to the Associate Vice President, Equity.

Appendix 4

Human Resources Development Canada 1997 Vision Award Citation

The University of British Columbia is one of Canada's leading universities and one of the world's most highly respected institutions of advanced learning and research. Employing over 15,000 people, UBC holds individual achievement and merit as fundamental considerations in recruitment and retention of their faculty and staff.

The success of the university's employment equity program is founded on providing a fair and equitable workplace and offering all individuals full opportunity to develop their potential. Counselling services, religious accommodation, a harassment-free work environment, and a family leave program are only some of the features of the organization's work environment. In 1996, UBC not only achieved workforce representation of members of the designated employment equity groups but also established a new Equity Enhancement Fund designed to support departments in achieving employment/educational equity goals. In addition, UBC works to ensure the adoption of monitoring and accountability mechanisms to evaluate and adjust employment equity programs.

With numerous changes to employment equity policies and senior level commitment to all initiatives, the University of British Columbia continues its efforts to identify and eliminate discriminatory barriers that interfere with employment opportunities in all jobs and at all levels.



UBC FACTS & Figures 1998

The University of British Columbia in Vancouver, B.C. is one of the largest universities in Canada and oldest in the province. Incorporated by the provincial government in 1908, UBC admitted its first students in 1915 and moved to its present Point Grey location in 1925. UBC is a global centre of research and learning with state-of-the-art facilities, offering a wide range of professional programs.

Teaching and Research

- UBC ranked first by reputation among Canadian medical/doctoral universities in *Maclean's* national rankings for 1997
- Two years after graduation, 94.5 per cent of UBC graduates surveyed felt strongly that they had learned a great deal in their course of study
- Teaching and research are conducted in 12 faculties and 311 disciplines at UBC
- Faculties are Agricultural Sciences, Applied Science, Arts, Commerce and Business Administration, Dentistry, Education, Forestry, Graduate Studies, Law, Medicine, Pharmaceutical Sciences, Science
- Credit classes are held year-round, days and evenings
- More than 700 non-credit, non-degree courses are offered each year by Continuing Studies
- The First Nations House of Learning facilitates the participation of First Nations peoples and works to expand study and research programs that benefit First Nations peoples
- UBC faculty members receive upwards of \$134 million annually in research funding from government, industry and foundations. Faculty conduct more than 4,000 research projects annually
- UBC researchers are members of all 14 networks funded under the Networks of Centres of Excellence program which receives an annual allocation from the federal government of \$47.4 million. The Canadian Genetic Diseases Network is headquartered at UBC

Number of technologies licensed	223
Number of inventions disclosed annually	108
New patents filed	83
Patents issued	37
Number of spin-off companies formed	71
People employed by companies formed	1,502
Gross royalties	\$744,168
Value of equity portfolio	\$6.9 million
Value of industry research funding	\$31.2 million
Total research support	\$134 million

Faculty and Staff

Full-time faculty	1,832
Non-faculty employees (full- and part-time)	12,000

UBC Library

- third largest research library in Canada with extensive print and electronic collections comprising nine million items
- operates 19 branches and service divisions including the new Walter C. Koerner Library

Students

Number of students registered in degree programs
(Winter Session 1997-98, Day & Evening):

Undergraduate students	27,293
Graduate students	6,181
Summer Session students	16,454
Guided Independent Study	3,728
(distance education)	
International undergraduate students	1,038
International graduate students	1,096
Total (from 108 countries)	2,134
Alumni (living in 120 nations)	167,000

Prominent Graduates

Among many eminent alumni of UBC are: BC Premier Glen Clark; former BC premier Mike Harcourt; author and historian Pierre Berton; opera singers Ben Heppner and Judith Forst; educator Rick Hansen; astronaut Bjarni Tryggvason; senator Pat Carney; and former Canadian prime ministers Kim Campbell and John Turner.

Tuition

1997/98 undergraduate tuition fees (domestic) for most programs are \$2,295 based on a 30-credit program. (Exceptions are Medicine, Dentistry, Law and Pharmaceutical Sciences.)

Awards and Financial Aid

UBC's \$540-million endowment fund endows chairs and scholarships at the university and ranks as one of the three largest endowment funds among Canadian universities with the University of Toronto and McGill University.

Undergraduate scholarships (4,750 students)	\$8.7 million/year
Undergraduate and graduate bursaries (2,880 students)	\$4.6 million
Graduate fellowships (570 students)	\$5.8 million available/year

Housing

About one-quarter of UBC students are housed on campus in a variety of residences ranging from single rooms to self-contained apartments, row-houses and town houses.

Education Abroad

Approximately 84 universities throughout Asia, Europe, Australia, New Zealand, Africa, South America, the US and Mexico have been approved for UBC Education Abroad programs for undergraduates.

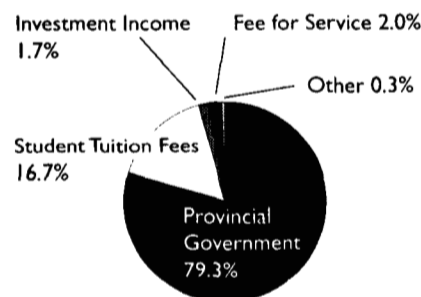
International Liaison

UBC has linkage agreements with 171 universities in 44 countries around the world.

Budget 1997-98

UBC has a total income of more than \$800 million, drawn from a variety of sources including general purpose operating funds, trust and endowment income, non-core and Continuing Studies activities, research and capital.

Budgeted General Purpose Operating Income \$340 million



Sources of General Purpose Operating Income

Philanthropy

Donations to UBC from alumni, parents, faculty and staff, individuals and organizations through annual giving, planned giving (deferred gifts) and other fund-raising activities totalled more than \$37 million in 1997.

University Administration

President, Dr. Martha C. Piper

UBC's chief executive officer responsible for day-to-day operations

Chancellor, Dr. William L. Sauder

- elected by UBC Senate members, faculty and graduates
- confers degrees, represents the university on official occasions

Board of Governors

Chair, Ms. Shirley Chan

- responsible for the management, administration and control of UBC's property and revenue
- appoints, on the recommendation of the president, senior officials and faculty
- 15 members, eight appointed by the provincial government and five elected from the university community (two faculty, two student and one non-faculty). The president and chancellor are ex-officio members

Senate

Chair, Dr. Martha C. Piper

- responsible for academic governance
- determines admission standards
- must approve all changes to academic programs
- 87 members appointed by the provincial government and elected by faculty, students, graduates, and others

Land and Buildings

Campus	402 hectares
Campus land maintained	172 hectares
UBC/Malcolm Knapp Research Forest, Maple Ridge	5,000 hectares
Oyster River Research Farm, Campbell River	608 hectares
UBC-Alex Fraser Research Farm, Williams Lake	6,400 hectares
UBC buildings	1,054,218 square metres
Residences	265,452 square metres
Hospital	68,469 square metres
Buildings owned by UBC	412
Leased/Shared	89
Replacement value of UBC-owned buildings (including contents and collections)	\$2.68 billion

Public Facilities

Many facilities are open to the public including the Museum of Anthropology, Morris and Helen Belkin Art Gallery, Frederic Wood Theatre, Botanical Garden, Aquatic Centre, Bookstore, the TRIUMF sub-atomic physics laboratory and the Chan Centre for the Performing Arts.

Conference Centre

- 3,000 guest rooms; 200 fully equipped suites; 7,900 square metres of meeting space including two exhibit halls, a 400-seat auditorium and 150 classrooms
- | | |
|---|--------|
| Number of groups hosted in 1997 | 520 |
| Number of visitors who stayed in residences | 45,196 |

Athletics and Recreation

- Each year more than 40,000 students and community members participate in fitness and recreation activities.
- Facilities include the Winter Sports Centre, War Memorial Gymnasium, Thunderbird Stadium, UBC Tennis Centre, Student Recreation Centre and 15 hectares of playing fields
 - Student athletes participate in 25 men's and women's teams in 13 different sports annually, many in Canadian Inter-university Athletic Union (CIAU) competitions
 - UBC athletes have won 40 CIAU national championships, placing UBC second in the national rankings

**Think
About It.**

UBC RESEARCH
www.research.ubc.ca

Keeping in Touch

(Area code 604)

UBC-INFO (UBC Information Line) 822-4636

Alma Mater Society	822-2901
Alumni Association	822-3313
Aquatic Centre	822-4521
Athletics & Recreation 24-hour hotline	822-2473
Awards & Financial Aid	822-5111
Bookstore	822-2665
Botanical Garden	822-9666
Campus Directory Assistance	822-2211
Ceremonies & Events	822-2484
Campus Tours	822-8687
Speakers Bureau	822-6167
Chan Centre for the Performing Arts	822-9197
Child Care Services	822-5343
Conference Centre	822-1060
Continuing Studies	822-1444
Development Office	822-8900
Disability Resource Centre	822-5844
TDD	822-9049
First Nations House of Learning	822-8940
Frederic Wood Theatre	822-2678
Government Relations	822-9370
Hospital Information	822-7121
Human Resources	822-8111
International Admissions Enquiries	822-8999
International Student Services	822-5021
JobLink (for students)	822-5627
Library Information Desk	822-6375
Museum of Anthropology	822-3825
Parking and Transportation/Campus Security	822-2222
President's Office	822-8300
Public Affairs Office	
(UBC Reports, media enquiries)	822-3131
Registrar's Office	822-2844
Admissions - Undergraduate	822-3014
Rentsline (for tenants)	822-9844
(for landlords)	1-900-451-5585
Student Health Services	822-7011
Student Resources Centre	822-3811
TELEREG Helpline	
Student Enquiries	822-2844
Faculty & Staff Enquiries	822-2871

Web addresses

UBC	www.ubc.ca
Apply for admission	www.pas.bc.ca
Course Calendar	www.student-services.ubc.ca/publicat/
Library	www.library.ubc.ca
Public Affairs Home Page	www.publicaffairs.ubc.ca
UBC Reports	www.publicaffairs.ubc.ca/reports
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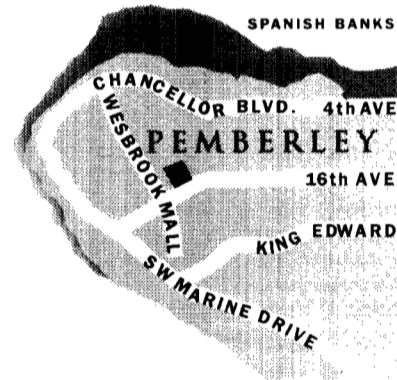
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News Digest

Sustainable Living is the theme for this year's Earth Week celebrations in Vancouver, April 22-26.

UBC researchers will kick off Earth Week a day early by setting up an information booth in the Student Union Building (SUB) concourse, April 21.

The booth will showcase UBC research from across campus dealing with issues of sustainable living. Visitors to the booth can also sign up for campus tree tours starting at noon, April 22 and 23 at the south end of the SUB concourse.

On Wednesday, April 22, International Earth Day, the UBC booth will be moved to the Vancouver Public Library to help launch Earth Week in the city. Presentations are planned from the School of Community and Regional Planning and UBC's Sustainable Development Research Institute.

The library event takes place from 11 a.m.-6 p.m. For more information call (604) 986-6756 or (604) 737-8584.

•••••

Campus parkade fees have been reduced from \$5 to a flat rate of \$3 after regular business hours in a move to improve access to the core of campus.

Parking manager Danny Ho says the new rate applies from 5:00 p.m.-7:00 a.m. weekdays and all day on Saturday and Sunday at the 5,000 parkade spaces on campus.

"We want to support after-hours campus activities such as continuing education courses, athletic events or performances at the Chan Centre," says Parking and Transportation and Campus Security director Debbie Harvie. "Also, the proximity of parkades to these destinations makes it safer for visitors to come to campus at night."

For more information, contact the parking and key desk office at (604) 822-6786.

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Services

UBC FACULTY MEMBERS who are looking to optimize their RRSP, Faculty pension and retirement options call Don Proteau, RFP or Doug Hodgins, RFP of the HLP Financial Group for a complimentary consultation. Investments available on a no-load basis. Call for our free newsletter. Serving faculty members since 1982. Call 687-7526. E-mail: dproteau@hlp.fpc.ca dhodgins@hlp.fpc.ca.

TRAVEL-TEACH ENGLISH 5 day/40 hr (June 24-28; Sept. 16-20; Nov. 25-29) TESOL teacher certification course (or by correspondence). 1,000's of jobs available NOW. FREE information package, toll free (888) 270-2941.

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Retreats

WEEKEND KAYAK RETREATS on Southern Gulf Islands in April and May for your party of (max.) 3-4 persons. Kayaks and equipment inc. Cozy ocean front accommodation. On-site launching. Birdwatching, hiking and skywatching from Mexican Hammocks. Lots of wildlife and space. Call 228-8079.

**Next ad deadline:
noon, April 21**

Classified

The classified advertising rate is \$16.50 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 April 30 issue of UBC Reports is noon, April 21.

Accommodation

POINT GREY GUEST HOUSE A perfect spot to reserve accommodation for guest lecturers or other university members who visit throughout the year. Close to UBC and other Vancouver attractions, a tasteful representation of our city and of UBC. 4103 W. 10th Ave., Vancouver, BC, V6R 2H2. Call or fax 222-4104.

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

GREEN COLLEGE GUEST HOUSE Five suites available for academic visitors to UBC only. Guests dine with residents and enjoy college life. Daily rate \$52 plus \$14/day for meals Sun-Thurs. Call 822-8660 for more information and availability.

BROWN'S BY UBC B & B Rooms for rent short or long term in a comfortable house very close to UBC. Prefer graduate, mature students. Call 222-8073.

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GAGE COURT SUITES Spacious one BR guest suites with equipped kitchen, TV and telephone. Centrally located near SUB, aquatic centre and transit. Ideal for visiting lecturers, colleagues and families. 1998 rates \$81-\$110 per night. Call 822-1010.

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B & B BY LOCARNO BEACH Walk to UBC along the ocean. Quiet exclusive neighborhood. Near buses and restaurants. Comfortable rooms with TV and private bath. Full breakfast. Reasonable rates. Non-smokers only, please. Call 341-4975.

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LORD STANLEY Short or long term rentals of fully furnished 1 and 2 BR view suites next to Stanley Park. Full kitchen with in-suite W/D. Close to downtown, shopping, buses. Opening in June. Call 688-9299.

FOR RENT Quiet, elegant, 3 BR home on Hornby Island, B.C. Perfect for sabbatical, mid-Aug. '98 - June 30 '99. \$750/month. Call Phil (403) 220-8076 or e-mail: elder@evds.ucalgary.ca.

Accommodation

ENGLISH COUNTRY GARDEN B & B Warm hospitality awaits you at this centrally located viewhome. Large rooms with private baths, TV, phones, tea/coffee, fridge. Full breakfast, close to UBC, downtown and bus routes. \$50-70 single; \$80 double. 3466 W. 15th Ave. Call/fax 737-2526

BRIGHT, COMFORTABLE 1 BR apt with patio and an affectionate cat. Fully furnished and equipped. Close to UBC, on direct bus route. Available for several months from May or later. Rent \$750/month Call 228-8825.

APARTMENT Vancouver-Kits area. Fully furnished 2 BR 1 1/2 bath. 3 blocks from beach. 10 min. to UBC and downtown. Large garden-style patio. N/Pets. July 1 '98 - Jan. 1 '99. \$1200/month. Call 731-1150; e-mail heather@bc.sympatico.ca.

NORMANDY, FRANCE 2 1/2 hours from Paris. 2 BR house fully furnished (plus veranda and large yard) in small village near Bayeux, landing, beaches and ferry to Portsmouth. Renting one year starting July/Aug. Call Peter 873-1000.

EXCLUS. WESTWIND RICHMOND 1800 sq.ft. rancher for rent from Aug. or Sept., one year lease. Ideal for couples, 3 BR, 2 bath, 2 car garage, immaculate garden, lawn care inc. \$1400 plus util., 6 appliances, N/pets. Don't miss this! Fax 876-4629 or call 272-4751.

SABBATICAL IN PARIS? Rent a fully furnished studio. Steps from new Bibliotheque, bus, metro, shopping. Fully equipped kitchen and bath. Secure U/G parking, generous closet space. Sept. '98-June '99 negotiable. Call 732-9016; e-mail: cpfb@unixg.ubc.ca or emery@axionet.com.

APARTMENT - KITSILANO 1 BR totally private basement apartment with private patio, opposite a park. Fully furnished with W/D, D/W, microwave, cable, linen. Available monthly, \$850 inc. util. N/S, N/Pets. Call 734-0454.

4th AND ALMA Townhouse for rent from April 27-June 29. 4 BR and office, one block from Jericho Beach East, five min. to UBC, F/P, W/D, D/W, sundeck, cable, etc. \$1500/month util. inc. Call Uli or Amanda 224-6445 or e-mail: uli@arts.ubc.ca

SUBLET Available May 1-Aug. 31. Large airy 2 BR, fully equipped, comfortably furnished, 12th and Granville. Handy to UBC. Parking spot. \$875/month for two people, negotiable for one person. Call 258-7305.

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Accommodation

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UBC LIBRARIAN Non-smoker, responsible, meticulous, no pets. Seeks one year lease of unfurnished 2 BR condo in the Granville-Cambie area for June 1. Call (403) 283-4098 or e-mail: guistini@acs.ucalgary.ca.

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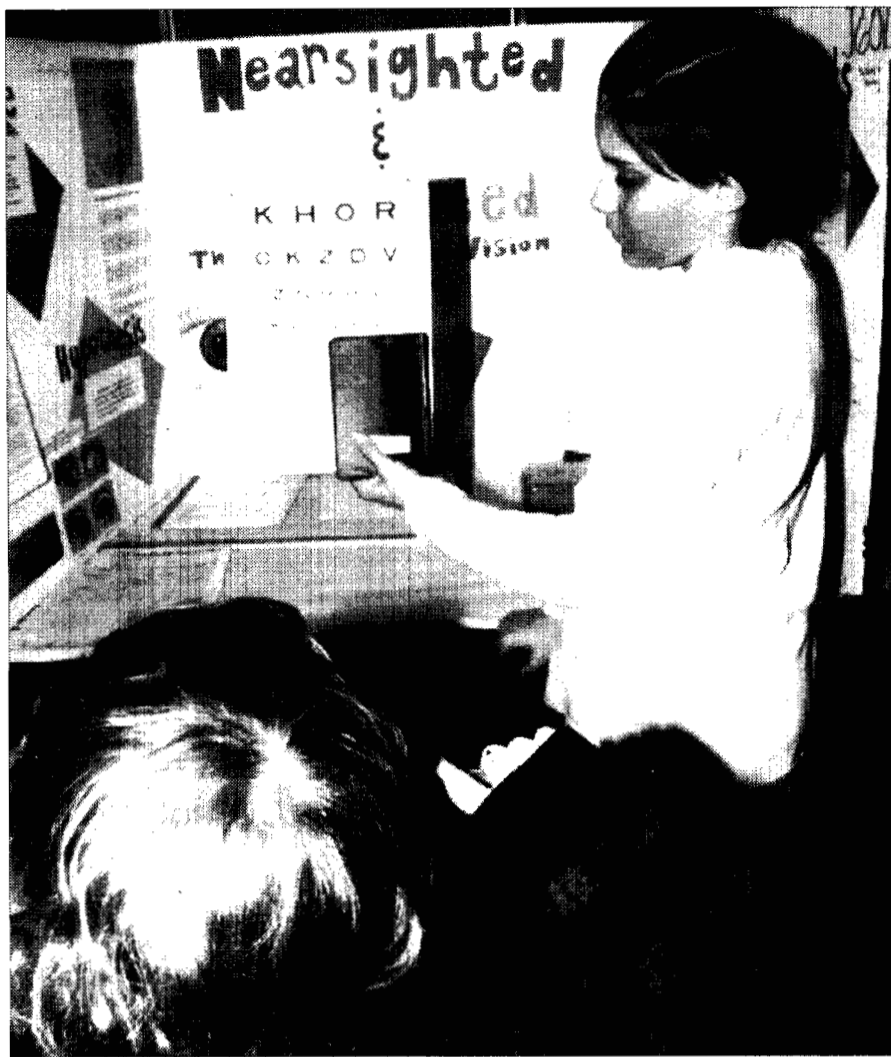
**Friday, May 8, 1998
2:00-5:00pm**

School of Social
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Keynote presentation -
Aging and Families:
Recognizing Diversity,
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Dr. Anne Martin-Matthews,
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Stephen Forgacs photo

The Eyes Have It

Danielle Ayearst, a Grade 8 student from Whistler Secondary School, tests another student's vision during the 16th Annual Greater Vancouver Regional Science Fair which was held at UBC earlier this month. Ayearst and fellow Grade 8 student Ashley Farr had students lining up to be tested for near- or far-sightedness. More than 300 students from across the Lower Mainland and Howe Sound area participated in the fair.

People

by staff writers

Paul Thiele, founder and former director of the Crane Resource Centre and his late wife Judith, co-founder and reference librarian until her death in 1993, have received the Abdul Ala al Ma'arri Award presented by the National Library Service (NLS) for the Blind and Physically Handicapped, Library of Congress.

NLS director Frank Curt Cylke congratulated Thiele on "more than three decades of high quality, dedicated effort devoted to the educational needs of blind individuals."

The award recognizes outstanding library and information services to the blind and visually impaired community. The Thieles are the second recipients of the award.

.....

Debbie Harvie has been named director, Parking and Transportation and Campus Security.

Harvie will focus on parking issues with overall responsibility for security functions. Tom McNeice assumes the role of director of Campus Security and will report to Harvie.

Building customer service and making parking more available to the campus community are goals of the new position, Harvie says.

Harvie will combine the new position with her role as director of UBC Bookstore, a position she has held since 1990.



Harvie

.....

Gen Peterson, an assistant professor of History, has won the K.D. Srivastava Prize for Scholarly Publications.

Peterson was honoured for his work, *The Power of Words: Literacy and Revolution in South China, 1949-1995*.

The award aims to support and encourage the work of junior faculty members by contributing \$50,000 toward publication of their first book. The works are published by UBC Press.

.....

Zoology Asst. Prof. **Eric Taylor** has received the Murray A. Newman Award for Excellence in Aquatic Research from the Vancouver Aquarium.

Taylor was recognized for his research focusing on fish evolutionary biology and molecular ecology. He is one of the world's foremost authorities in the field.

UBC doctoral student Lance Barrett-Lennard also received a special award in memory of Finna, the killer whale who died last year. Barrett-Lennard received the award for his "significant achievements studying the genetic relationships in populations of B.C. wild killer whales."

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The Express	
April 14 - 16	7:30 am - 7:00 pm
April 20 - May 1	7:30 am - 4:30 pm
Pacific Spirit Place at SUB	
	7:30 am - 2:00 pm
Espresso On the Go	7:00 am - 4:00 pm
Steamies at the Bookstore	9:00 am - 3:00 pm
Yum Yum's until April 24	8:00 am - 2:45 pm

Good Luck with Exams & Happy Easter!

Arts 200, Edibles & Roots are CLOSED after Thursday, April 9th.

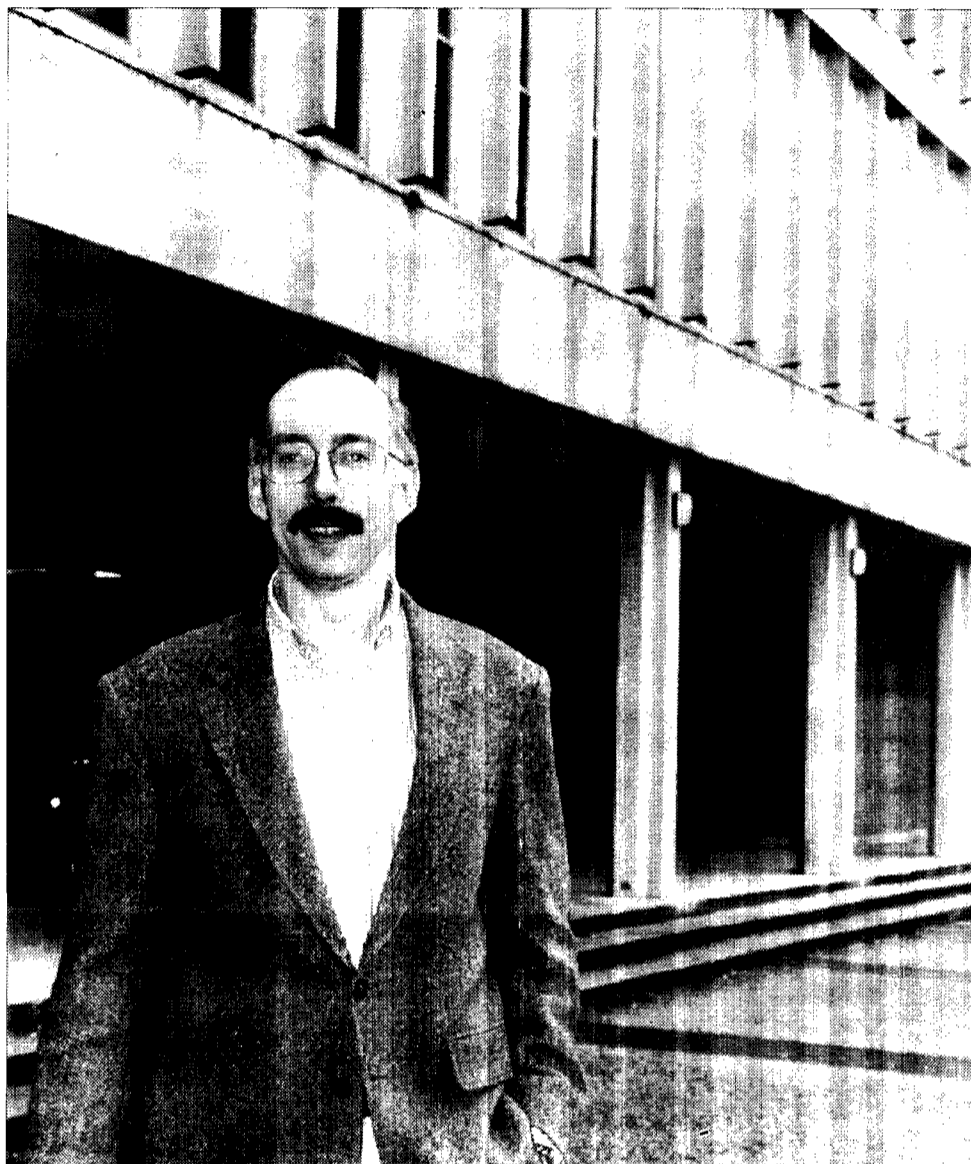
Residence Dining Rooms are OPEN daily to serve students, staff & faculty during exam period.

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Profile

Ahead of the game

Prof. Jim Brander scouts out global trade's future paths



Sean Kelly photo

Intelligence, creativity and a drive to succeed can propel a stellar academic career like Jim Brander's. But a little bit of luck doesn't hurt either, he insists.

The professor of Commerce and Business Administration is recognized as one of the most influential economic theorists in the world in the fields of international trade and trade policy.

As an economics PhD student at Stanford in the late 1970s, fortune seemed to smile on Brander as he searched for a thesis subject in international trade.

At the time, international trade models were dominated by two big assumptions. The first was that markets were highly competitive. The second was that there was no particular advantage to large-scale production.

But in the real world, it was obvious that many industries, such as automobile manufacturing, were dominated by a handful of companies that had monopoly-like powers. Imperfect competition, it was called. Just as obvious was the fact that for many businesses the economies of scale *did* work, and large-scale production was an important advantage.

Brander decided to create more accurate models of what was really going on in the world. He only hoped there was enough there to get him through his thesis.

There was, and then some. The paper he published as a result was widely cited and influential among academics and policy makers alike. Within a few years, imperfect competition was the subject of more than half of all papers written in the field of international trade. In total, Brander has been cited more than 1,000 times by other scholars.

Brander's provocative findings, hailed as "a wake-up call to the profes-

" You want to be just slightly ahead of everybody else. People who are too far ahead die miserable."

— Prof. Jim Brander

Economists often overlook environmental constraints, says economic theorist Jim Brander, while environmentalists often overlook patterns of consumption and trade in the economy. If the close interaction between the two can't be captured, he warns, resource depletion will become more common. Luckily, he's working on it.

sion" by Princeton University professor Avisnash Dixit, offered a fundamental insight into the causes of international trade. And it has given rise to the new field of strategic trade theory.

"I was lucky enough to be one of two or three pioneers in an area just before it blossomed," says Brander, whose rolled-up sleeves and intense energy suggest someone whose hard work creates its own luck.

"You want to be just slightly ahead of everybody else," he says, then adds, "People who are too far ahead die miserable."

Being ahead of the game has its rewards. Among the many awards Brander has received for his work is UBC's top research prize, the Jacob Biely, in 1997. He has also received the UBC Killam Prize and a pair of Faculty of Commerce and Business Administration research prizes.

Brander credits the power of curiosity for much of his research success.

"I get interested in something either because it's important, or just because it interests me, and a compulsion develops. I become obsessive and put in long hours, and it takes on a life of its own. I think to be a successful academic, you have to be obsessive — you can't just work in a normal, reasonable way."

Brander doesn't have to leave his work behind at the office. His wife is Barbara Spencer, a professor in the same faculty. The two share similar interests and have undertaken collaborative research projects since they met while teaching at Queen's University.

"Being able to talk about our work, and doing joint work, has been good for our careers. We also understand when the other needs to work hard on something."

Brander and Spencer together have done groundbreaking work on targeted subsidies.

Subsidies used to be hated by economists but embraced by governments. Brander and Spencer's research proved subsidies are better used for basic research and development, where discoveries are more likely to benefit a wide group.

This new knowledge has contributed to a level of agreement among countries on the issue of subsidies that was "unthinkable" 25 years ago, Brander says.

Both the General Agreement on Tariffs and Trade and the North American Free Trade Agreement contain provisions to eliminate or reduce targeted subsidies while encouraging research and development.

"The research and development process is what separates us from our

ancestors who painted on caves. That process, which has given us almost everything material that we value, depends on the efficient performance of modern economies. Knowledge is always changing and we should do all we can to encourage its development."

For Brander, that message extends into the classroom, where he tries to encourage active curiosity. The intensity in his voice rises a notch when he mentions teaching.

"Many young students think knowledge is something static. My job is to make them realize that acquiring knowledge is a research process which involves constantly asking questions and not passively absorbing information. Encouraging intellectual curiosity may be the most important thing a teacher does."

Brander's own compulsive curiosity has lately drawn him to problems of environmental and resource management.

"We're living in an increasingly crowded world, and in the near future we'll see more serious conflicts over resources like water, forests and fish," he predicts.

Economists often overlook environmental constraints, he says, and environmentalists often overlook patterns of trade and consumption in the real economy. There's a need, he says, for people who can combine the two disciplines.

Brander's work on resource modeling reveals cases where rising output masks serious depletion. On the East Coast, for example, the cod catch increased for a long time, causing damage much worse than the initial decline in stocks suggested. Drastic action wasn't taken in time, and the stocks collapsed.

"For a researcher like me, the question is, can we capture the interaction between the resource base and economic activity in a way that is useful for policy planning? If we can't," Brander says, "the cod may be an example of what's to come with other resources in the next century."

With these words of warning, Brander hints at a new area of economic theory in the making. Is he ahead of the curve yet again? Few who have followed his career would be surprised.