

JBC REPORIS

September 2012

Extreme campus makeover

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Lions and
Thunderbirds





Jumpstarting success

Basil Waugh

In the news

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a place of mind
the UNIVERSITY OF BRITISH COLUMBIA

Public Affairs

Highlights of UBC media coverage in August 2012

Heather Amos

Plastic pollution and seabirds

UBC researcher **Stephanie Avery-Gomm** examined the stomach contents of a seabird known as the northern fulmar and found that 92.5 per cent ingested plastic, suggesting that plastic pollution off the Pacific Northwest coast has increased substantially in the past 40 years.

"Like the canary in the coal mine, northern fulmars are sentinels of plastic pollution in our oceans," said Avery-Gomm. "Their stomach content provides a 'snapshot' sample of plastic pollution from a large area of the northern Pacific Ocean."

The **Philadelphia Inquirer**, the **Globe and Mail**, the **Toronto Star**, the **Vancouver Sun** and other publications reported on the study.

Workplace bullying

Research by UBC has shown that employees who witness workplace bullying become equally disgruntled as the victims and are just as likely to quit, reported Forbes, the Wall Street Journal, CBS, Time, Daily Telegraph, Toronto Star.

"Just working in that toxic environment can [have a negative effect]," said **Sandra Robinson**, a professor at the Sauder School of

Business and a co-author of the study.

"It's not just turnover that's costly.

Having a work force that actually wants to quit but can't is detrimental. People are likely to call in sick or not be as committed or invest time in looking for another job."

Workplace paranoia

New UBC research found that workers who worry about being the subject of negative gossip often invite the behavior upon themselves, reported the *Times of India*, the *Guardian*, *The Age*, *The Atlantic*, *Xinhua News Agency*, and several others.

This happens because paranoid workers often seek out information to confirm their suspicions, ultimately annoying their colleagues and increasing the likelihood that their co-workers will resent them.

"It may be best to ignore impulses that tell you that you're the victim of office politics," said lead author **Karl Aquino**, a professor at the Sauder School of Business.

Arsenic does not support life

The New York Times, The Telegraph, the Washington Post, the Wall Street Journal, Forbes and several other media reported that UBC professor Rosie Redfield disproved a 2010 study that claimed that a new form of bacterial life could thrive on arsenic.

Redfield was among the first outspoken critics of the initial study and according to her report, published in the journal **Science**, arsenic does not contribute to the growth of the bacteria. Redfield suggests that the original results may have been skewed by a contaminant in the arsenic the researchers used.

London 2012

Nineteen current and former UBC students participated in the 2012 Summer Olympic and Paralympic Games. Competing in swimming, high jump, javelin throwing, race walking, badminton, cycling, sailing and windsurfing, the athletes represented Canada and Mexico.

Former Thunderbird Brent Hayden of Mission, B.C., won a bronze medal for Canada in the men's 100m freestyle race. Recent graduate Martha McCabe finished fifth in the 200m breaststroke. Race walker Inaki Gomez set a new Canadian record, finishing his 20km race in 1:20:58 and placing 13th. Liz Gleadle became the first Canadian female javelin thrower to compete in an Olympic Games since 1988.

UBC experts also provided expert commentary about the 2012 Games. Sauder Prof James Tansey worked on a project to offset the 2012 Canadian Olympic Team's travel to London. Alzheimer's expert Pat McGeer gave accounts of his experiences competing in the 1948 London Olympics, dubbed the 'austerity games.' Olympic researcher Rob Vanwynsberghe spoke about the social impacts of the Games and Sauder Prof Katherine White explained Olympic branding and sponsorship.



Caroline Rueckert (centre) helps new international and Aboriginal students prepare for academic success at UBC.

The first year of university can be tough, but a different culture or language can make it even tougher.

That's why nearly 1,300 new international and Aboriginal students will arrive at UBC early to get a jump start on academic success.

The Jump Start program helps students make the transition from high school to university. Available for the first time to all incoming international and Aboriginal undergraduate UBC students, Jump Start is unique in Canada, combining a two-week orientation and a full year of personalized support for students.

"Many international and Aboriginal

"Many international and Aborigina students come from very different academic cultures and are often unsure how to adapt to life at UBC," says Program Director Caroline Rueckert. "Our goal is to help them become self-directed learners, and build the relationships that will sustain them throughout their time here."

The program begins with a two-week (Aug. 16-29) introduction to UBC, academic life and faculty resources. Students are matched with faculty mentors, coaches and fellow students, and begin the process of building their personal learning and social communities. These connections continue after classes begin in

"Jump Start helps students begin university from a place of confidence."

September, with a range of academic and social programming that help students navigate their first-year studies.

"The program is very collaborative, and

it takes a holistic approach to learning," says Rueckert, who works closely with faculty, staff and students.

"We know that for students to be academically successful, they need strong peer communities, connections with their faculties, and the ability to make good choices about everything from their health to their extracurricular commitments," she says. "The program helps to develop learning habits that lead to long-term success."

Pilot versions of the program have shown a significant impact on students' grades, retention and engagement. Rueckert, who the B.C. Council for International Education has named a "rising star," is excited that these outcomes are now available to all incoming international and Aboriginal students. "Jump Start helps these students begin university from a place of confidence, excited to learn and ready to contribute."

Learn more at jumpstart.ubc.ca.

Pictured left to right Colin Siu, Caroline Rueckert, Mehak Tejani and Lia Hart.

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Extreme makeover, campus edition

Basil Waugh

UBC's mobile mojo

David Vogt

UBC's Vancouver campus got a major makeover this summer: new pedestrian pathways, outdoor furniture, water features, courtyards, gardens and lighting.

The changes are a part of a 15-year, \$45 million Public Realm Plan to improve outdoor public spaces. A highlight of the project is a reflection pool at Main Mall and University Boulevard that animates to reflect the energy of passers-by during class

"This is a milestone year for the program," says University Landscape Architect Dean Gregory. "Every project is helping to create a healthier, more sustainable, memorable and unified campus community."

The changes are funded primarily by fees levied on market housing and commercial development in campus neighbourhoods. Through construction synergies, the project takes advantage of the installation of a new \$85-million campus energy system, which will reduce UBC's carbon emissions by 22 per cent.

"Every project is helping to create a healthier, more sustainable, memorable and unified campus community."



What platform are you reading me on-iPhone, tablet, laptop, or good old paper? We've never had so many choices.

Yet the BIG trend is unstoppably mobile. And coming soon to a campus near you—the mobile-enabled university!

Huh?

It's OK to be skeptical. While universities took naturally to the Internet (no wonder, as the now venerable web was incubated here), mobile is seen as an awkward immigrant, even an unwelcome squatter. Despite all of our smarts and smartphones, universities have remained unmoved by mobile.

Mobile is not just the Internet on wheels, nor a lifetime of distracting apps. It's about a streaming, connected, capable presence. It's about the real world coming alive with exciting new possibilities, and our home planet shrinking dramatically (yet again). It is the future of work, play—and yes, learning.

Go into any UBC classroom and you'll see active experimentation underway, almost always without design or consent. Go into any UBC hallway, food outlet, dorm, landscape or virtual space and you'll see that experimentation continuing, nonstop. And step into the shoes of any UBC student and you'll see it is essential to the value they seek.

Knowledge and culture are real-time, global phenomena, and mobile devices are designed for continuous telepresence. Students pursuing speed-of-thought access to people and ideas beyond our campus can only augment classroom and informal learning experiences for everyone.

Using mobile, we can also make the rich resources, places, people, ideas and opportunities on our own campuses more navigable and more social.

Given that most prospective students now choose their future campus with their mobile device, that same

navigability and sociability, accessed remotely, will attract the best minds in the world to come here.

As our students get their degrees, why do they need to leave UBC behind?

They should be able to benefit from, participate in, and contribute to UBC's excellence wherever they go, and

whatever they do, via telepresence. The future is closer with the recent launch of the m.ubc.ca integrated mobile service, spearheaded by Phil Chatterton, Director of Digital Media Technologies for UBC IT.

It's a small first step. And with your help, UBC could become the coolest, most outstanding digital-mobile-social campus anywhere! In the truest spirit of our "Living Lab" mantra, we're seeking to engage every available source of creativity to make it happen.

So help us imagine what UBC's future mobile experience should be. Look for a campus-wide contest and prizes this fall for everyone to share their idea as a story, brainstorm it in a design studio, or code it in a hackathon.

Whatever your inspiration, get your UBC mobile mojo working!

Dr. David Vogt is Director of Innovation Strategy with UBC's Media and Graphics Interdisciplinary Centre (MAGIC) and Executive Director of the Mobile Muse Network. MAGIC is contributing to application development, interface design and public engagement for UBC IT's launch of the new m.ubc.ca mobile

UBC goes mobile

UBC's new mobile web app will help turn new students into seasoned campus pros. Available September in beta format, the universal app comes loaded with essentials: wayfinding maps, transit info, news, events, videos—even library access.

Next semester, students can acces course info, and budding Steve Jobs can enter a \$5,000 competition to design new features. The mobile platform, which replaces UBC's first-generation offering, functions on all mobile devices and can be tailored to either the Vancouver or Okanagan campuses.

The new tool is one key part of making UBC more mobile friendly. Concurrent work is being done on the university's main web site, using "responsive-design" technology, to make it readable on any device.

Find the new UBC web app at m.ubc.ca

New campus features in 2012

A new water feature on University Boulevard.

Vancouver Campus

Food

Look for three new campus cafés this fall in Law's Allard Hall, the Earth **Sciences Building and the new Pharmaceutical Sciences building.**

The David Lam space on Main Mall, where Triple O's is located, is also getting a makeover. Good news for the health conscious: Food Services will include nutritional information and highlight healthier options from its Grab and Go menu.

Before you buy your next bottle of water, consider hunting down a water bottle refilling station. The stations use less energy than a light bulb and provide cold, filtered water. After piloting the use of two WaterFillz

stations, the AMS and Student Housing and Hospitality are adding five more to the Vancouver campus this year.

Facilities

The Faculty of Pharmaceutical Sciences is welcoming students back with a brand new \$133.3-million facility.

For the first time, the Faculty is able to house all teaching, learning, research and community activities under one roof —a LEED gold-certified, six-storey facility. The building is designed to handle growth in graduate and undergraduate enrolment given the demand for pharmacists in B.C. The undergraduate "entry-to-practice" program aims to expand from its current enrolment of 750 students to 896 students by 2015.

The Gerald McGavin Rugby Pavilion opens this October to the delight of UBC Rugby athletes and fans. The new facility will provide a much-needed clubhouse lounge for alumni, students and sport groups. Located near West 16th and East Mall, the \$2.5 pavilion features change rooms, offices, storage space and bleacher seating for 300

Okanagan Campus

On the Okanagan campus, The Well Pub in University Centre is getting a makeover and adding new menu

A new deli market will go into the walk-out atrium basement of the Engineering/Management/Education building in early 2013. The Okanagan campus is also planning to add nutrition guides at all food outlets this year, starting with Pita Pit in the Arts building. The Student Union at UBC's Okanagan campus also has 11 Water Stop fill stations on campus and is working towards a bottle-free campus

Facilities

UBC's Okanagan campus completed its initial build-out last year, tripling its floor space to 1.5-million square feet and going from 12 to 33 buildings.

New student accommodations have increased the number of on-campus beds to 1,700 - up from 300 when the

Medical Program and labs for the School of Health and Exercise Sciences The Engineering, Management and Education Building is a new hub serving two faculties and a school. The classroom and lab complex has

campus was established in 2005.

Among its new facilities are the

Reichwald Health Sciences Centre,

a state-of-the-art green facility that

uses geo-thermal cooling and heating

to reduce energy use by 49 per cent.

flow-motion, waterless and low-flow

fixtures. The Centre is home to the

first 32-student class of the Southern

Water consumption is reduced by

nearly 40 per cent thanks to

a bright, two-storey atrium to host conferences, career fairs, farmers' markets and other campus activities.



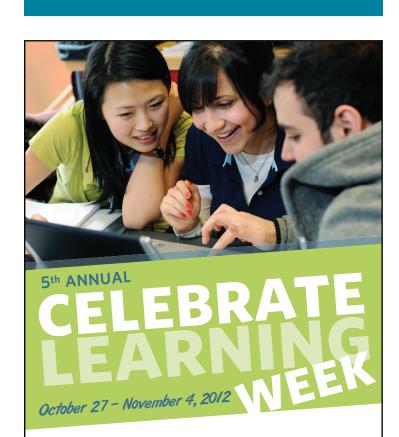




UBC's new mobile app

It comes loaded with essentials including: maps, transit info, news, events, videos even library access.

m.ubc.ca



Celebrate Learning Week is a showcase of learning opportunities available to our students, faculty, staff and community at UBC Vancouver.

Join us as we honour and promote learning and development opportunities through open lectures, information sessions, student advising activities, poster sessions, workshops and more. If you would like to have your event(s) included in the Celebrate Learning Week calendar, please submit via our website by September 28, 2012.

www.celebratelearning.ubc.ca



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From farm to lab

Lab animals present a new field for animal welfare studies Brian Lin

This article is the third in a multi-part series on the use of animals in research. Prior articles reviewed animal use in basic science and medical research.

If cows could talk, they would tell you that they prefer to be on pasture at night but inside the shaded barn during the day.

But they can't. That's why Dan Weary, a professor in UBC's Animal Welfare Program and NSERC Industry Chair in Animal Welfare, devised a preference study in which cows were allowed to choose whether they wanted to be inside a barn or outside on pasture. He found cows' preference depended on the time of day and the weather, but that they nearly always chose to go outside during the night and be inside during the day-particularly on hot summer days.

The study, along with others by researchers at UBC's Animal Welfare Program, has contributed to changes to practices in dairy cattle farms and the development of national Codes of Practice for farm animals.

This evidence-based approach, says Weary, would be key to improving laboratory animal welfare above and beyond current guidelines and regulations. But more research—and dialogue—is needed to determine exactly what makes lab animals "well," or even how to define welfare for lab animals, according to Weary.

"The truth is it's challenging to assess the quality of life of another species, especially animals that are very unlike us," says Weary. "And despite promising new developments, scientific assessment of animal affect—emotions, pain, preference—is still in its infancy.

"Humans have a long history with farm and companion animals, and we have a certain degree of understandingthrough research, experience or even intuition—of what constitutes a 'good life' for cows, dogs and cats, for example," he adds. "But that special bond also means we are averse to using them in research—even though we could arguably be better positioned to ensure their welfare because we can more easily interpret their mental states."

Solutions pioneered on the farm

That advantage—coupled with a willingness by the farm animal industry to update conventional practices—has resulted in substantial improvements in care standards and in the industry's reputation, says Marina von Keyserlingk, a professor in UBC's Animal Welfare Program and NSERC Industrial Research Chair in Animal Welfare.

The development of the Codes of Practice for farm animals was led by the Canadian Federation of Humane Societies in the 1980s and now by the National Farm Animal Care Council. The Council was established in 2005 to engage farmers, processors, retailers, animal welfare groups, government and enforcement agencies in advancing farm animal care. Updates to the Codes, which emphasize "realistic and lasting improvements," are based on scientific evidence as well as input from farm producers and the public.

"The dairy industry, for example, has made huge investments in research into designing appropriate environments and best management practices, and integrated findings into their new 2009 Code of Practice," says von Keyserlingk, who grew up on a beef cattle ranch in British Columbia and whose own research into the care and housing for dairy cattle has led to changes in farm practice around the world.

"There's no question that potential production gains and the desire for favorable public perception helped push this along;



UBC animal welfare researchers left to right are David Fraser, Marina von Keyserlingk and Dan Weary.

but in the end, the cattle have better living conditions and it's a win-win." "Farm animal welfare has become a significant field of science," says David Fraser, a professor in UBC's Animal Welfare Program and NSERC Industrial Research Chair in Animal Welfare.

At UBC, for example, there are three faculty members and three federal scientists working at the UBC Dairy Education and Research Centre, all specializing in animal welfare. Adding the graduate students and visiting scholars, there are 25-30 researchers working there at any given time. Dairy Farmers of Canada and several other industry groups have supported UBC research to the tune of \$200,000 per year. Elsewhere, the University of Guelph has a similar program, and animal welfare specialists are now working at several other Canadian universities and research stations.

More research needed

In comparison, relatively little is known about animals such as mice and rats that are used in large numbers in research, although new studies are shedding light on how mice express pain through facial expressions, how they prefer to be handled, the humane administration of euthanasia and environmentally enriched housing (see sidebar). Some of the most promising areas of research are currently being conducted at UBC.

But integrating this knowledge into the massive worldwide research enterprise presents its own set of logistical and financial challenges.

"First of all, funding for research on lab animal welfare is limited," says von Keyserlingk, "and while some practices can-and should-be modified immediately, one unique challenge faced by the research community is whether these changes would impact the ability to compare and interpret new and old data."

"For instance, new research has shown that the standard practice of picking up mice by the tail creates anxiety, whereas cupping them doesn't," says Cathy Schuppli, a visiting scientist with UBC's Animal Welfare Program. "We know that stress can impact brain development, so changing this husbandry practice might influence the variables being measured in a neurological study.

"On the other hand, there's an argument to be made that if there's any distress at all resulting from handling, then the applicability of the results to humans in normal conditions could be called into question," Schuppli adds.

While research has shown that welfare would be enhanced by housing mice in environments that mimic aspects of their natural habitat—places to burrow, forage, and in a social group with other mice (see sidebar)—full-scale adoption of this housing model would require major investment that could only be achieved with sufficient public support.

vandalism to a researcher's car and

Dialogue and public participation

"In the farm animal industries, changes are beginning to happen in response to public demand and the availability of a growing body of research demonstrating the effectiveness of such changes on animal welfare," says von Keyserlingk. "Similar improvements in lab animal welfare may take longer to achieve, partially because research tends to be further removed from the public eye.

"But if we value the benefits of research—both the research community and the public must find ways to better communicate their priorities and vision for the future," she adds.

During his presentation last year to the 8th World Congress on Alternatives and Animal Use in the Life Sciences, Weary recounted a talk he gave a few years prior, where an audience of 50-most of whom were involved in some capacity in animal research—braved a rainy Vancouver night to hear him speak.

"It was one of the best conversations I have had about the challenges in advancing the welfare of lab animals," he says. "But many audience members mentioned that they were reluctant to discuss these issues with colleagues, family and friends."

"Scientists inherently value openess and transparency," says Zoology Department Head Bill Milsom, "but many have become more hesitant over the years.

"When I first began my career as a zoologist more than 30 years ago, we used to hold regular open houses at our labs," recalls Milsom. "Parents and children were invited to see the animals and talk to researchers about their work.

"Then came the era of animal rights protests in the mid-70s to mid-80s," says Milsom, "And while most were peaceful, some involved violence and property damage-including an attempt to burn down the Animal Care Unit at UBC and

home—and gradually, scientists and their institutions became more and more reluctant to engage as openly with the public.

UBC animal welfare researchers say there are aspects of the progression of farm animal welfare that could help enhance lab animal welfare.

"I don't know a researcher who isn't proud of their research, but many are unwilling to discuss the animal aspects of their work for fear they may be singled out for attacks."

Developing care standards above and beyond currently prescribed guidelines and regulations—and ultimately a governance system that's in synch with evolving societal values, say UBC's animal welfare researchers, may help restore the pride and willingness to engage the public.

"The Canadian governance system was considered innovative when it was established in 1968," says von Keyserlingk, who was chair of the Canadian Council for Animal Care this past year, "but societal values and the scope of scientific research has evidently changed since then.

"It's time for us to look at newer systems—some of which have taken the best parts of our system and improved upon them—as well as learn from areas such as forestry and natural resource management, to find ways to better engage the community and balance openness with confidentiality, and research integrity with societal

The next and final installment of the UBC Reports animal research series will take a closer look at different animal care governance systems around the world, their guiding principles, and the role the public plays in advancing lab animal welfare.

Understanding mice

Animal welfare researchers have been developing methods to identify and assess the emotional states of laboratory mice—and learn directly from them how they'd like to be handled.

A 2009 study shows that when given the choice, mice spend the majority of their time in warmer enclosures. While most laboratory temperatures are kept at around 20 degrees Celsius, the thermo-neutral zone for mice is in the high 20s. Cool rooms can still be comfortable for mice, however, if they are given nest-building materials that allow them to use their natural skills to create protection from the cold.

A 2010 study by McGill and UBC researchers shows that mice express pain through facial expressions. The team developed a Mouse Grimace Scale to provide a measurement system to both accelerate the development of new analgesics for humans and eliminate unnecessary suffering of laboratory

A 2010 U.K. study shows that the standard practice of picking up mice by the tail induced anxiety while the use of a clear acrylic tube and open, cupped hands led to voluntary approach, low anxiety and voluntary restraint.

A 2011 study by UBC animal welfare researchers shows that rats find carbon dioxide gas very aversive, but they don't seem to mind the anesthetic gas isoflurane. Based on these results, the CCAC has since recommended the use of isoflurane prior to carbon dioxide euthanasia as a humane alternative to using carbon dioxide alone.

Environmental enrichment

An important part of the routine care of rats and mice involved in research is providing environmental enrichment—stimulating materials and structures that allow them to express natural behaviours and build their own comfortable, secure homes.

"As prey animals, mice are naturally inclined to find security by building a concealing nest, which allows them to maintain a comfortable temperature," says UBC clinical veterinarian Shelly McErlane. "They also use the nests for social interactions and mark them with pheromones to communicate with each other."

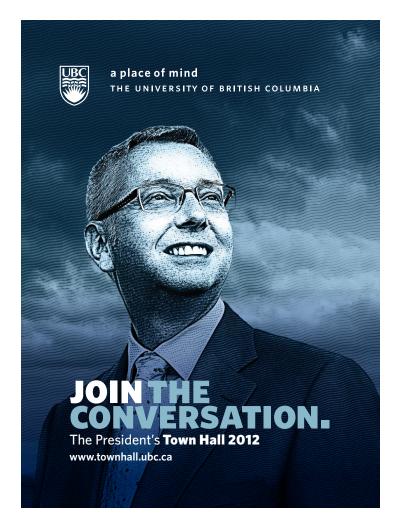
Specially designed huts or tubes are also used in the rat and mouse cages to provide places to climb and feel more

At UBC's animal care facilities, mice are provided with different types of materials to build nests, including Nestlets, a cotton pad that mice can shred and build nests with, and *Enviro-dri*, strips of crinkled paper that they can weave into a concealing ball.

"They seem to build the best, most

concealing nests if provided with multiple types of materials similar to what they would find in the wild," says McErlane.

UBC welcomes letters from students, faculty and staff on this topic at www.letters.publicaffairs.ubc.ca.





Associate Vice President International

The Associate Vice President International will support the implementation of the International Engagement commitment of Place & Promise for faculty, students, staff and alumni. A campus leader, she or he will bring strategic focus. to distributed international activities in teaching and learning, and in research, across UBC Vancouver. The successful candidate should hold a tenured professorial appointment at UBC with a strong record of scholarship, demonstrated excellence in teaching, significant international experience, and substantial administrative experience marked by an ability to facilitate collaboration and build consensus among diverse interests. This role will be focused internally and minimal travel is expected.

The AVP International will be responsible for the International Strategic Plan and will lead the development and reporting of metrics for this plan and for Place and Promise. He or she will play a key role in convening members of the campus community to devise and implement strategies to meet the objectives identified in Place & Promise. Consultation with the Okanagan campus is required to ensure UBC's campus-specific international strategies are

The AVP International will work broadly with the UBC community to enhance the University's international activities and build impactful international networks. He or she will collaborate with academic and administrative units, Deans and Vice Presidents to encourage these interactions and bring an international element to UBC academic programs. Responsibilities in this area include establishing criteria for the creation of strategic partnerships and consulting with stakeholders to identify opportunities for strategic engagement. Working with the Faculties, this role will establish and maintain mechanisms for tracking and communicating UBC's international engagement.

The AVP International will report to the VP Research & International and will work closely with the other Vice Presidents and the Executive Director International/Special Advisor to the President - International. He or she will have oversight and responsibility for a budget supporting the administration of UBC's international objectives and mandate, will direct a support staff, and will manage UBC's overseas offices in support of its partnerships. Essential qualities include strong communications and interpersonal skills, an inclusive leadership style, and sensitivity to intercultural issues, equity, and diversity.

Deadline: October 1, 2012. Please forward a letter of application, CV and the names of three referees in confidence to Mr. Terry Kellam (terry.kellam@ubc.ca):

Office of the Vice President Research & International 6328 Memorial Road, Vancouver, BC V6T 1Z2

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority.

FACULTY OF GRADUATE STUDIES CAD \$50,000 per year to a maximum of two years plus a \$4,000 travel and research allowance. Killam Postdoctoral Research Applicants must complete a PhD at a recognized university within 24 months prior to commencing the fellowship. Fellowships 2013-2014 Submit applications directly to UBC departments. Each department sets its own submission deadline A maximum of **one** nominee from each department is submitted to the Faculty of Graduate Studies no later than 4:00 PM on Friday, November 23, 2012. Killam

www.grad.ubc.ca/awards/killam-postdoctoral-research-fellowship

Starting strong: A small army of staff want to help students succeed

They've been planning it for months. Staff and student volunteers organize Canada's largest one-day orientations called Imagine and Create, plus activities for international students (Jump Start), and residence life. But support for university life goes well beyond the first day. Here are a few staff who work year round to support students



Michael Wong sees students who overcome hardship and want to contribute.

How do you spell relief?

Michael Wong

When UBC Enrolment Services awards advisor Michael Wong calls, new students breathe a big sigh of relief.

"Without question it's one of the most personally rewarding programs we are involved in as advisors," says Wong. "We see a direct correlation between financial peace of mind and academic performance."

Wong manages Entrance Awards for UBC's Vancouver campus, a financial assistance program for students who need this funding to attend university. Recipients are assessed on their ability to transition to university, family circumstances and financial need, some receiving up to \$10,000 each year. For the 2012 winter session, UBC Enrolment Services will disburse more than \$450,000 in Entrance Awards.

Wong and his fellow advisors help recipients with financial planning and information on how to connect with UBC resources such as counselling, academic coaching, and career services.

"I'm so proud of the students who have come through the program and have gone on to do great things," says Wong. "What makes this group of students so exceptional is that they have met the requisite admission requirements while overcoming severe hardship and personal challenges. A common thread is that these challenges have made them only more determined to give back."

"These challenges have made them only more determined

to give back."

Dr. Rob Lloyd-Smith is a 30-year vetran at UBC Health Sciences.

A healthy mind

Dr. Rob Lloyd-Smith

Celebrating his 30th year of service this fall, Dr. Rob Lloyd-Smith has been on campus longer than most of his patients have been alive.

Splitting his time between Student Health Services and the Allan McGavin Sports Medicine Centre, Lloyd-Smith, a sports physician by training, treats students for anything from ski injuries to mysterious rashes. He wants to help them make the most of these transformative

"It's a time of great change and excitement both intellectually and emotionally, and it's a very stimulating and rewarding population to work with," savs Llovd-Smith, who adds that some of the common concerns are related to transitioning from home to independent living.

While sexually transmitted infections continue to be a mainstay - "the challenge is in translating a wealth of sexual health information into practice"—mental health has emerged as a key concern for many students, sometimes masked by physical symptoms.

"We have an advantage as campus-based physicians to spend more time on average than general practitioners with students, giving us the opportunity to dig a little deeper," he says. "But more students are becoming aware and seek help specifically for mental health concerns."

While encouraging the incoming class to enjoy campus life, Lloyd-Smith offers a simple rule for good health: 150 minutes of aerobic activity a week "doing whatever you enjoy."

Adam Goodwin is focused on enhancing student experience.

Born to create

Adam Goodwin

Some people stare glumly at a computer all day. Not Adam Goodwin. His job is to enhance students' experience by helping them connect and have fun outside the classroom.

As student event coordinator with Student Development and Advising at UBC's Okanagan campus, one of Goodwin's projects this year is Createthe annual new-student orientation held in September.

Goodwin first arrived at UBC's Okanagan campus as a student in 2007, graduating in the first bachelor of human kinetics cohort in 2011. He worked, volunteered and lived on campus, building connections and discovering a passion for student affairs and higher

After graduation, Goodwin landed a job with Athletics and Recreation in event management and promotions, moving into this new position in July. Goodwin says one of the things he likes best about his job is seeing students evolve.

"It is such a rewarding experience to watch how much our students develop and grow over the course of an academic

When asked about the advice he gives UBC's Okanagan campus newbies, Goodwin says, "I tell them to let university surprise them, keep an open mind, reflect, and take chances."

"It is such a rewarding experience to watch how much our students develop and grow."

activity a week. year," says Goodwin.

Lloyd-Smith offers

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When organizational culture hinders human rights

Basil Waugh



New law prof. Galit Sarfaty examines organizational barriers to human rights in the World Bank and other institutions.

Why do organizations such as the World Bank that are devoted to good causes sometimes drop the ball on human

A University of British Columbia expert on organizational behavior and international law says the answer can be found in an organization's culture and system of incentives.

These lessons come from a pioneering study by Galit Sarfaty, who spent four years studying the World Bank before joining this summer UBC's Faculty of Law from the Wharton School of Business at the University of Pennsylvania.

"The World Bank shells out \$20 billion annually to reduce poverty in developing nations through economic development, but has not adopted any sort of meaningful human rights policy," says Sarfaty, whose findings were published in June in the book Values in Translation: Human Rights and the Culture

"As a result, the World Bank has periodically funded projects that violate basic human rights of local inhabitants," says Sarfaty, who studied law at Yale and anthropology at the University of Chicago. "My research goal was to understand what has prevented the bank from adopting a human rights

policy with the aim of hopefully helping to advance human rights and identifying lessons for other organizations."

According to Sarfaty, the largest barrier to the bank's adoption of a human rights agenda is its own employee incentive system. "Employees are rewarded based on the size and quantity of loans that are approved," she says. "This emphasis on quantity over quality means the social and environmental impacts of projects can be overlooked.

The other key obstacle is a clash of expertise between bank economists and lawyers, says Sarfaty. "My findings suggest that the lawyers emphasize the inherent value of human rights, while the economists tend to view human rights as a means to an end – to them, the larger goal is economic growth," she says. "As a result of these internal dynamics,

the World Bank's current approach to human rights essentially reflects the views of the economists, because they are the bank's dominant culture," says Sarfaty, whose fieldwork included more than 70 interviews with current and former bank officials.

The challenge of taking the bank in a new direction has fallen to Jim Yong Kim, who took office as president on July 1. Sarfaty says he must work to align incentives with project outcomes, and ensure more non-economists are promoted to leadership positions if human rights are going to be taken seriously.

Among Sarfaty's first projects at UBC will be identifying the potential costs of using indicators and rating systems to inform regulatory decision making. "Organizations have historically been

better at measuring the economic aspects of projects because human rights are harder to quantify," she says. "The challenge is figuring out a systematic approach to measuring public values such as human rights, and then operationalizing them within organizations."

Sarfaty, who will teach international law at UBC, is an expert on public and private international law, international economic law, human rights law and regulatory

Learn more about UBC's Faculty of Law, including a new \$100,000 Allard Prize for **International Integrity and Human Rights,** at www.law.ubc.ca.

Finally fluent

A little extra help can make all the difference Lorraine Chan

Sure and confident in Spanish, UBC graduate student Claudia Diaz found herself anything but during her first year of graduate studies at the Faculty of Education in 2011.

"Although I had lots to share, I found myself holding back because I didn't want to slow down the discussion," says Diaz, who moved from Valparaiso, Chile to earn a master's in early childhood education at UBC's Vancouver campus.

Diaz holds a BA in psychology and worked as an educational psychologist in Chile for almost a decade. It was frustrating, she says, not having her say on familiar topics like teacher-children classroom dynamics.

A year later, all that has changed, says Diaz. She credits the Academic English Support (AES) program for helping her close the gap between her Spanish- and English-speaking selves. Diaz was one of 300 students in the AES program, piloted during the 2011-2012 academic

"It was really, really helpful," says Diaz. "That support was crucial. Without it, I wouldn't have had the confidence to share my ideas and experiences. Now, I can talk to my profs and classmates about anything.'

AES is an initiative of the Office of the Provost and Vice President Academic, offered by UBC Continuing Studies in collaboration with the Centre for Teaching, Learning and Technology. Aimed at students whose first language is not English, the year-long program is available free to graduates and undergraduates enrolled in degree credit programs.

To start, each student goes through an individualized needs analysis that targets areas for improvement. They receive help from English language teaching specialists, who are also trained coaches, to work through their learning plans which include self-study websites and short-focus courses.

Diaz says she now enjoys better command of the written word. "The AES program partners with the UBC Writing Centre which has really excellent courses. All the content was contextualized learning, geared to help us write better papers or proposals."

This year, the AES program will enroll 1,000 students, a number that will most likely double in future, says Andrew Scales, academic director of the UBC Continuing Studies English Language Institute.

He explains that UBC's English-language admission standards require students who speak English as an additional language to possess a minimum level of proficiency in English. To get into UBC, students must score a minimum of 6.5, compared to nine, which is the proficiency level of an educated native English speaker.

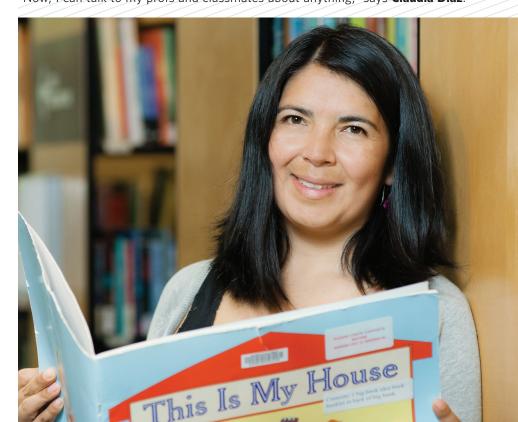
"Academic English not only requires a high level of proficiency, but the ability to express ideas in specific conceptual frameworks using discipline-specific discourse," says Scales. "For students who begin their university studies with a basic proficiency, the specialized usage, precision and subtleties of academic English can be a bit daunting,"

All the more reason, says Scales, for UBC to pioneer a new model of language support. "As far as we know, this is the first program of its kind in the world because it's sustainable, cost-effective and scalable. It also emphasizes learner autonomy which has been the trend in English language teaching."

Similar to coaching elite athletes achieve peak performance, the AES program can boost student confidence and ability whether it's speaking at seminars or polishing an essay.

"A student who is brilliant and outstanding in their field may just need that extra support to succeed to the best of their ability especially during key periods when they're feeling frustrated or discouraged."

"Now, I can talk to my profs and classmates about anything," says Claudia Diaz.



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and extent of mentoring of graduate students.



Prof. Darlene Johnston helped create UBC's new mandatory first-year Aboriginal law course, following national curriculum changes.

No longer optional

Law curriculum requires Aboriginal Rights and Treaties Simmi Puri

Aboriginal legal education goes mainstream this fall when, for the first time, all UBC law students will take the Aboriginal Rights and Treaties in Canada as a first year course. UBC is one of the first Canadian law schools to make this a requirement for graduation.

"Aboriginal law has always been strongly recommended in the law school's upper year curriculum, but historically it has had one of the lowest enrollments," says Professor Darlene Johnston who will be one of four instructors teaching the course this spring. "It sends a strong message to our students and to the legal community, that we consider this area of law to be a core competency."

This is one of many changes affecting law schools across Canada as new accreditation rules require graduates to demonstrate competency in the rights of Aboriginal peoples in Canada. Law schools can meet this requirement in different ways and UBC has chosen to create a separate mandatory course dedicated to Aboriginal law.

"Although the substance of what will be taught may be similar from school to school, this symbolic change allows us to highlight the leadership role that BC has had in the development of Aboriginal rights in Canada," says Dean Mary Anne Bobinski.

The majority of the cases dealing with Aboriginal land claims and treaties that have reached the Supreme Court of Canada, have come from B.C. There are more than 200 First Nations communities in B.C., with only a very few having signed treaties with the Crown, leaving a significant number

of outstanding claims to Aboriginal title and rights. "There's a lot at stake for First Nations in B.C. as well as for British Columbians generally," explains Johnston. "There's so much that needs to be resolved and courts are

playing a major role in reconciling the broader public interest with the rights and titles of Aboriginal people."

It's an area of law that Johnston agrees is complex and will continue to grow. Whether it's resource development, fisheries, forestry or pipelines, there is a clear obligation to consult First Nations communities.

"There aren't enough Aboriginal lawyers to service all the needs of this community, so it's important that non-Aboriginal lawyers be in a position to understand these rights and to serve as advocates."

The Faculty of Law was one of the first faculties in Canada to offer a program in First Nations Legal Studies, and recruits more Aboriginal students than any other law school in the country. Many students are drawn to UBC by the opportunity to work at the Faculty's legal clinic, which serves Vancouver's urban Aboriginal population in the downtown eastside.

"I'm really happy as an Aboriginal scholar to be teaching in a school that has made it clear that the rights of Aboriginal people are a central part of the constitutional law in this country," says Johnston.

Small planet, global classroom

The Faculty of Land and Food Systems (LFS) is launching two new academic programs this September to address urgent global issues from childhood anemia to watershed conservation.

Lorraine Chan

Nutrition Major

The International Nutrition Major will focus on applied nutrition and food security. The first of its kind in North America, the four-year, undergraduate program emphasizes the application of theory to international fieldwork, explains Asst. Prof. Judy McLean.

"We developed the program in response to the demand from students for more international content in their course work and relevant experience needed to further their careers," says McLean who designed the curriculum with Assoc. Prof. Tim Green and other LFS colleagues.

The new major requires students to complete mandatory placements with NGOs and organizations such as UNICEF as part of their International Field Studies (FNH 460) course. McLean says the course will prepare students for careers in public health, medicine, international development and research, while providing LFS

partners with field support for their projects.

"There's a significant need for people who can hit the ground running, who know how to design, implement and measure community-based interventions, targeting under-nutrition and food insecurity," says McLean. "Graduates of the major will help to fill this need."

LFS has established a strong reputation for its international research, teaching and community connections. Currently, McLean and Green are looking at ways to increase and diversify food production and nutrition for small, rural households in Cambodia. In Rwanda. McLean and her team are working with the government, UN, community health workers and rural families to tackle anemia and micronutrient deficiencies among children aged six to 23 months.

LFS student Kristina Michaux says her four-month placement in Rwanda was definitely a highlight of her undergraduate career.

"There's such a difference between textbook knowledge and going into the field and seeing the kind of real-life setbacks that communities face in developing countries," says Michaux who graduates this November with a BSc in Food, Nutrition and Health.

Earlier in the year, Michaux assisted McLean's team with data collection and management that included working with local enumerators and visits with Rwandan mothers and children in rural communities. Since then Michaux has received several job leads for paid research positions in Rwanda. "It helped to confirm my interests in international nutrition and community development work."

Watershed Management

Students keen to understand integrated watershed management and soil science will benefit from UBC's research and teaching leadership in these areas, says LFS Prof. Les Lavkulich of the new Master's of Land and Water Systems (MLWS) program.

"The future of the planet depends on judicious management of soil and water resources," says Lavkulich, a soil scientist who studies sustainable agricultural systems, land use hydrology, mining and the environment.

He adds, "Healthy land-water systems are essential to the earth's ecological structure and functions such as photosynthesis."

The MLWS program will investigate the impact of human activities and climate change along with strategies to conserve and rehabilitate land and water systems. Students will also explore the physical, chemical, biological and climatic processes that impact the soil's productive capacity in agriculture, forestry and urban settings.

"Also key to the program are current best practices and recent innovations in characterizing and remediating soils," says Lavkulich.

"There's a significant need for people who can hit the ground running, who know how to design, implement and measure communitybased interventions."

In Rwanda, Kristina Michaux worked on a micronutrient powders study.



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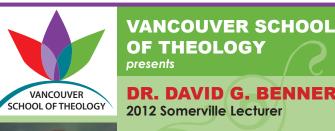
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Don't be a passive witness

Tbirds lead campaign to help end violence against women Heather Amos



Second-year Tbird Andrew Darcovich was shocked to learn that men commit more than 60,000 assaults against women each year in B.C

We've all overheard comments that make us cringe but few of us intervene. That's not good enough for a group of UBC football players. This fall, they are not only planning to speak up, but the students-athletes are also asking others to do the

The UBC Thunderbird football team and the university's Access and Diversity office have partnered with the BC Lions and the Ending Violence Association of BC (EVA) for their Be More Than A Bystander campaign—a campaign to end violence against women. The athletes have gone through training and instead of staying mute while they witness harmful conversations or acts, they're prepared to speak up.

"All you have to do is say 'this isn't right," says second year TBird Andrew Darcovich, who went through the three-day training program with four of his teammates and a group of BC Lions.

When Darcovich, a receiver from White Rock, volunteered to take part in the program, he was excited to spend some time with the BC Lions. As he read up about violence against women, he was shocked to learn that men commit more than 60,000 assaults against women every year in B.C.

"That really hit home for me," says the Sauder School of

Business student. "Men have to be part of the solution because we are the problem."

The football players are being asked to use their status as role models and leaders in the community to do something positive.

"You have to do more than say violence is wrong, you have to step in," he said. "Think how hurt you would be if that was someone you loved-your mom, your sister or your friend. It's closer than anyone thinks."

In the training, Jackson Katz, a U.S. academic in the area of men's roles in breaking the silence around violence against women, taught the athletes how to step in and speak up without shutting down the conversation.

Violence isn't the only problem. Darcovich says sexist, racist or other jokes in the locker room can be just as toxic. "Now that I've gone through this

BC Lions and EVA, Access and Diversity has expanded the *really?* campaign—a campaign that aims to prevent violence by giving bystanders a tool to speak out program, I think carefully before I speak to focus on all forms of discrimination.

others will follow suit.

impression."

or add anything to those conversations,"

By showing others on campus that

it is acceptable to call out harassing or

UBC's Access and Diversity office hope

discriminatory behaviour, the TBirds and

"We want students to take the initiative

in changing the culture," says Janet Mee,

the director of Access and Diversity. "By

students learn what it means to contribute

developing the capacity to speak out,

Alongside the partnership with the

to a civil and socially just society."

Students are being invited to take part says Darcovich. "As a rookie, hearing one of in bystander training and will then help the veterans speak out can really make an educate their peers.

"History is filled with examples where people knew something was wrong and they were afraid to speak out because no one else was," said C.J. Rowe, who is coordinating the *really?* campaign for Access and Diversity.

UBC recently recognized and honoured a group of Japanese Canadian students after failing to speak up for them in 1942, when they were forced to leave the West Coast and their studies. Champions of UBC's really? and Be More than a Bytstander campaigns never want to see this happen again.

"When students leave UBC, we want them to feel confident in speaking out against injustice," said Rowe.

Adding a touch of green to the blue and gold

Heather Amos

The UBC Thunderbirds are not just about blue and gold anymore, they're adopting a bit of green too.

UBC Athletics & Recreation asked some of the university's top sustainability researchers to measure the overall environmental footprint of its facilities and programs, and devise a tool to track progress.

Led by PhD student Matt Dolf of UBC's Centre for Sport and Sustainability, the Life Cycle Assessment measured the impact of Thunderbird teams, venues and events on climate change, human health, water withdrawal, resource depletion and ecosystem quality. The first university to conduct this type of comprehensive analysis, UBC developed the tool for sport and athletic organizers to continually track their impact.

The results? The annual carbon footprint of the TBirds is 8,300 tonnes of carbon dioxide equivalents, roughly the same as the greenhouse gases emitted by 2,600 return flights to London, UK. At 72 per cent, facilities were the largest climate change contributor, followed by travel of both athletes and spectators at 24 per cent. Food, office, waste, communication, and accommodation made up the remaining four per cent.

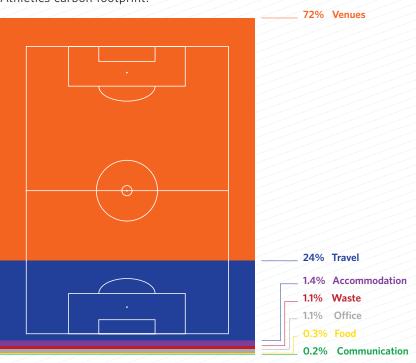
But the study went beyond the carbon footprint to examine four other environmental factors-human health, water withdrawal, resource depletion and ecosystem quality-generating a

more comprehensive assessment. For example, food services at Athletics & Recreation venues had a larger water footprint than travel.

Dolf, who developed the International Olympic Committee supported Sustainable Sport and Event Toolkit, was asked to perform the assessment after he conducted a pilot study measuring the carbon footprint of a UBC Thunderbirds men's basketball game. Athletics & Recreation was eager to learn more about the overall impact of its 20+ sports venues, 23 varsity teams, and the 200 events it hosts annually.

Recommendations to minimize the TBirds' footprint include promoting biking or public transit to attend varsity games and recreational community activities, lighting and mechanical retrofits, and education initiatives for staff and participants. Athletics & Recreation has also hired two interns to extend the research and help implement sustainability solutions.

Athletics carbon footprint.



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