

UBC REPORTS

Volume 41, Number 17

October 19, 1995



Martin Dee photo

A trio of ministers joined President David Strangway (left) at the ground-breaking ceremony for the new Forest Science Centre Oct. 3. Ministers Dan Miller, Andrew Petter and Glen Clark (l-r) announced \$47 million in funding from the provincial government for the new centre. Construction of the facility at Main Mall and Agronomy Road should be completed in 1997.

Centre to lead in forest research and teaching

by Stephen Forgacs

Staff writer

The Faculty of Forestry will begin construction of a new Forest Sciences Centre with \$47 million funding from the provincial government.

"The Forest Sciences Centre is part of a larger effort to create a knowledge-based forest sector," Forestry Dean Clark Binkley said at the Oct. 3 ground-breaking ceremony. "It is not an investment in the University of British Columbia, but rather an investment at UBC, an investment we hold in trust for the future."

Investment Minister Glen Clark, Forestry Minister Andrew Petter, and Dan Miller, minister of Skills, Training and Labour, joined President David Strangway, forestry students, representatives of the forest sector and faculty for the announcement.

The Forest Sciences Centre will anchor a major complex of national forestry research organizations on campus.

The centre comprises a 17,505-square-metre forest sciences component and a 3,730-square-metre Centre for Advanced Wood Processing.

The forest sciences component will include 11 classrooms, a lecture theatre and seven teaching laboratories and will house the Faculty of Forestry as well as

the Centre for Applied Conservation Biology, the Forest Economics and Policy Analysis Research Unit and the B.C. Forestry Continuing Studies Network.

The advancing wood processing centre will comprise two 25-seat classrooms, a machine lab, a simulator lab and a computer lab.

"This new Forest Sciences Centre will be one of the most important centres of knowledge-based forest research in North America," said Strangway. "It will be the anchor of a major complex that gathers together forest researchers from many faculties across campus and from related organizations such as Paprican, Forintek and Ferlic."

Forestry Graduate Society President Kari Nelson said the new facility will further enhance graduate students' ability to contribute to changes in the forest sector through their research.

"Research conducted by graduate students is having a direct input into the changes in the industry," she said.

Forestry Undergraduate Society President Naomi Wills also welcomed a new facility, adding students would take fond memories of the faculty's current home in the Macmillan Building with them.

Construction of centre is expected to be completed in the spring of 1997.

Faculty, alumni garner gold for technology, science achievements

Five UBC faculty members and three alumni have claimed B.C. Science and Engineering Gold Medals for 1995, the province's highest awards for achievement in science and technology.

Winning faculty members are: Prof. Max Cynader, Ophthalmology, University of British Columbia; Prof. Peter Larkin, Zoology; Prof. Emeriti Patrick and Edith McGeer, Neurology, and Assoc. Prof. Lorne Whitehead, Physics. The alumni are SFU Prof. Jim Cavers, Peter Berrang of the Axxis Group and Nancy Baron of the Vancouver Aquarium.

The awards are sponsored by the Science Council of B.C. and were presented at a gala dinner Oct. 16.

Max Cynader, who is also director of research in the Ophthalmology Dept., is

the recipient of the Health Sciences Award.

Cynader studies how the brain's cerebral cortex processes visual and auditory information and how these capacities develop. His research has brought us closer to finding successful treatments for such visual disorders as amblyopia (lazy eye), dyslexia and glaucoma.

His interests overlap with those in other fields, as well. For example, his work on how the brain processes visual information is helping computer scientists gain a new perspective on computer-based vision for robots.

Peter Larkin, one of the leading experts in the biology of fish, particularly Pacific salmon and other salmonids, is the winner of the Career Achievement Award.

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UBC
OPEN HOUSE



AN ODYSSEY
OCTOBER 13, 14, 15, 1995

Open House '95

They came, they saw, they went away happy.

Tens of thousands of visitors flocked to campus for some "serious fun" on the weekend as UBC rolled out the red carpet for Open House '95.

By some miracle, heavy rains forecast for the weekend held off until late Sunday, allowing visitors to stay dry as they strolled the campus.

"Many, many visitors commented on the great attitudes they found among UBC's faculty, staff and students," said UBC Marketing Manager Deborah Sweeney. "Everyone was very enthusiastic, worked extremely hard and pulled together to demonstrate just how much pride we have in the university and in our work."

Open House began Friday morning with a colourful ceremony in the new \$9-million Student Recreation Centre, which was opened officially at the same time.

On Sunday, the university marked its 80th birthday with a celebration at the Flagpole Plaza and an enormous birthday cake.

For more on Open House, see the Nov. 2 issue of *UBC Reports*.

Five-year agreement reached with employees

UBC and 4,500 of its unionized employees ratified a five-year contract Oct. 5 that provides for a six-per-cent increase in wages and benefits over the life of the agreement.

"A long-term agreement like this will benefit both the university and its employees as we enter an era of even greater financial uncertainty," said President David Strangway. "I applaud the hard work and wisdom of the negotiating teams for UBC and CUPE in arriving at this agreement."

The employees, members of Canadian Union of Public Employees (CUPE) locals 116, 2950 and 2278, voted overwhelmingly to accept the deal which is retroactive to April 1994 and runs until April 1999.

The contract, which covers secretarial staff, library assistants, teaching assistants, clerical, technical, trades, and food service employees, includes a 1.2-per-cent wage increase in each year of the deal except for 1996 when 1.2 per cent

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Letters

Berger pays tribute to friend, Walter Koerner

Editor:

I am glad that you ran Carol Mayer's tribute to Walter Koerner (*UBC Reports*, Aug. 17, 1995).

Over the last 25 years I had lunch with Walter every few months. (He always paid: I don't know anyone who ever succeeded in picking up the tab at lunch with Walter.)

He was always interested in work that I was doing, and full of encouragement. I know he provided the same encouragement for many others. Through it all he was generous, sensitive and self-effacing.

Agreement

Continued from Page 1

will be allocated to a union-administered pension plan for hourly paid workers in CUPE 116 and to paid leave days for workers in CUPE 2950.

Members of CUPE 2950 will receive three paid leave days to be taken between Boxing Day and New Year's Day unless they are required to work for operational reasons.

Locals 116 and 2278 voted 87 per cent in favour of ratification.

Of the 866 Local 2950 members who voted, 823, or 95 per cent, voted in favour of the agreement. Local 2950 has approximately 1,500 members. Exact voting figures for the other locals were not immediately available.

The settlement was reached with the assistance of special mediator Don Munroe following 18 months of negotiations.

"The agreements recognize the needs for increased operational flexibility and for working together creatively in a fiscally constrained, fundamentally and rapidly changing environment," said Frank Eastham, UBC's associate vice-president of Human Resources.

UBC's 2,000-member faculty association ratified a contract with the university this past summer.

UBC and the Association of Administrative and Professional Staff (AAPS) will meet later this fall to negotiate terms and conditions of employment for management and professional staff.

LETTERS POLICY

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

Walter's interests were broad, but in any discussion of public affairs he always had uppermost in his mind the welfare of the province. We talked often about labour relations, the future of the forest industry. Native land claims and a multitude of other subjects dear to his heart. He was eager to see what could be done to improve public policy in all of these spheres. But he always tested his ideas against his own knowledge of how policies might actually work out as events unfolded at ground level.

Not long before he died, we had our last lunch date together. His principal concern was to interest the province in changes in the system of tenures in the forest industry.

He wanted serious consideration to be given to adoption of the Scandinavian system which depends very heavily on individual ownership of small woodlots.

As a member of the Board of Governors of UBC I acquired first-hand knowledge of Walter's very special interest in the future of the university. He was not by any means an uncritical supporter of the university. He always had questions about what the university was doing and why, and why could it not be done better?

The Province of British Columbia, as well as UBC, has lost a great friend, but one who will not be forgotten.

**Thomas R. Berger
Vancouver**

Medals

Continued from Page 1

He has worn many hats over the years, including researcher, administrator, public servant, teacher and policy adviser.

Larkin has also been a leading advocate for conservation and environmental management. He now oversees the North Pacific Universities Marine Mammal Research Consortium.

At UBC, he has held many pivotal positions including head of the Zoology Dept., dean of Graduate Studies, associate vice-president, Research and vice-president, Research.

Patrick and Edith McGeer, division of Neurological Sciences, are recipients of special awards in recognition of their outstanding contributions to B.C. science and technology, the first time in the 16-year history of the awards this has been done.

For more than three decades, the McGeers have studied the mysteries of the human brain. They were among the first to explore the use of L-DOPA to treat Parkinson's disease and their recent work on Alzheimer's has attracted worldwide attention.

Pat McGeer was also saluted for his years of public service. He served as provincial minister responsible for science and technology and was instrumental in establishing the Science Council of B.C., Discovery Parks, university-industry liaison offices and the B.C. Advanced Systems Institute.

Lorne Whitehead, who holds the Chair in Structured Surface Physics, is winner of the Industrial Innovation Award for his invention, development and commercialization of prism light guide technology. The idea for

light pipe started with a key discovery he made in 1978 while still a UBC graduate student and led to the formation of a company to make light pipe and licensing agreements with major corporations around the world.

Light pipe provides a more efficient way to illuminate buildings by piping in light from a single remote source, such as pipes deliver water or air.

It now illuminates the exterior of major high-rise buildings around the world, including the masts on top of the Wall Centre in downtown Vancouver and the roofs of hundreds of McDonald's Restaurants in the U.S. In addition, light pipe illuminates tunnels and numerous hazardous industrial areas.

Another gold medal winner, **Peter Berrang**, is a founder of the Axyx Group of companies, whose interests range from oceanographic instruments and fibre optic components to environmental monitoring services. He claimed the Cecil Green Award for Entrepreneurial Sciences.

Jim Cavers is winner of the Engineering and Applied Sciences Award. Cavers, whose telecommunications inventions are used in cellular phones and portable pagers the world over, received his PhD in electrical engineering from UBC.

Winners of the Eve Savory Award for Science Communication are **Nancy Baron**, who holds a BSc and MA from UBC, and **Raymond Nakamura**, both of the Vancouver Aquarium.

The pair created Aquavan, a truck that brings live specimens and associated hands-on educational programs to communities throughout B.C.

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copies plus DISCOVER THE FRIENDLY COMPETITION

Input, funds sought for new India and South Asia research centre

The development of India and South Asia Studies at UBC is poised to enter a new phase with the launch of a \$4-million fund-raising campaign for a Centre for India and South Asia Research (CISAR).

Prof. John Wood, CISAR director, said the centre will bring the South Asian community and UBC together by providing a focal point for academic, social and cultural activities.

"The more than 200,000 British Columbians with South Asian origins have an opportunity here to participate in a unique campaign," said Wood. "Community input will lead to creative new ways of sharing the cultural heritage of this region with all British Columbians."

Wood added that the fund-raising committee comprises leaders from several Indo-Canadian societies and associations. It also includes representation from newspapers, magazines, radio and television stations throughout the Lower Mainland.

Organizers hope to raise \$1 million by March 1996 when the C. K. Choi Building opens its doors to the Institute for Asian Research. The CISAR would be one of five institute centres to occupy the building. The other regional centres focus on Chi-

nese, Japanese, Korean and Southeast Asian research.

The campaign will also support two academic chairs, each funded through a \$1 million endowment, and a \$1-million endowment to fund graduate fellowships, faculty exchanges and library collections.

UBC President David Strangway said India and Asia studies have been part of UBC for more than 30 years. The department has grown along with the interest in this region of the world which includes India, Pakistan, Bangladesh, Sri Lanka, Nepal and Bhutan.

"With this project, UBC will create new opportunities for people in Canada and South Asia to explore the issues linking us together," said Strangway.

Strangway added that UBC faculty and students have won more Shastri Indo-Canadian Institute fellowships than scholars at any other Canadian university. He also pointed to UBC's India and South Asian library collection which, with more than 70,000 volumes in English and 40,000 volumes in Indian languages, is one of the largest in Canada.

Hindi, Punjabi, Sanskrit and Urdu are among the South Asian languages taught at UBC.



UBC's University Singers, led by James Fankhauser, are among three finalists in the prized international Let the Peoples Sing choral competition.

Choir goes note to note in pitched competition

A choral showdown.

That's what UBC's University Singers are involved in Oct. 23 at the School of Music Recital Hall.

At exactly 1:54 p.m., the 35-member choir takes the stage for a pressure-packed 10-minute performance which will be broadcast live throughout Europe. The choir is one of three finalists in a prestigious international choral competition called Let the Peoples Sing.

UBC Singers, Germany's Hallenser Madrigalisten and the Norwegian Soloists topped a list of 35 entries from 17 countries in the competition's mixed choir category. The CBC is providing the satellite linkup to transmit the UBC Singers' mini-concert and receive the European feed of the German and Norwegian performances.

Choir director James Fankhauser said this year's showdown format is a first. Usually judges for the bi-annual event pick a winner from tape-recorded submissions.

"This year the contestants were too

close to call so they opted for a sing-off," said Fankhauser. "There is likely to be more than a little bit of nervousness in the hall when the microphone turns to us."

Fankhauser's group will follow Germany with three pieces: Frances Poulenc's *Gloria*, *Vox Domini* by Finnish composer Joonas Kokkonen and *Witness*, a lively gospel song.

UBC Singers haven't been together since the summer when they won the Marktoberdorf International Chamber Choir Competition in Bavaria. Fankhauser said with only one night of rehearsal before the live broadcast, the choir will need to find their winning form fast.

"It's going to be dicey but we hope to pull everyone together and be totally focused at the right time," he said.

The winner will be announced shortly after the Norwegians finish their repertoire.

UBC Singers have represented Canada four times in the Let The Peoples Sing competition and placed second twice.

Offbeat

by staff writers



Perhaps you've caught a glimpse of her as your headlights sweep the shadows along University Boulevard. A pale figure, obscured by mist and rain. Or was it just a trick of the light?

She's UBC's very own ghost, a legend that has been circulating on campus and nearby Vancouver neighbourhoods for at least 20 years.

As the story goes, a young woman was hitching a ride in the 1960s or 70s when she was brutally murdered near the bus loop at Blanca Street and University Boulevard.

In the years since, several motorists have claimed to see a ghostly figure by the roadside. Others have reported picking up a female hitchhiker who hands them an address. Both she and the note suddenly vanish.

Is she an urban myth that undergraduates use to spook unsuspecting froshies? Or a messenger from the twilight zone?

That's the question that haunts Maurice Guibord, manager of community access at the Vancouver Museum. He runs an annual Halloween bus tour of haunted spots and infamous murder scenes around the city in conjunction with Heritage Vancouver, an affiliate of the museum.

UBC's ghostly hitchhiker is one of about 50 stories told on the Halloween tour, most of which are based on research that reveals their origins in historical events.

As for the more supernatural aspects of the tales, Guibord said, "You can be a believer or a non-believer, but this lore is part of our local culture and that's why we as a museum are interested in it."

The UBC story, however, is the only one that is impossible to match with an actual incident.

"It's a very widespread story. The ghost has supposedly been seen by countless people over the years. People will say, 'My friend saw it' or, 'I know someone who saw it,'" said Guibord, who heard the story himself shortly after moving to the Lower Mainland six years ago.

But a museum researcher tried to verify aspects of the story, and could turn up nothing.

"That's what made us believe that it's just an urban myth," Guibord said.

Just an urban myth. Try to remind yourself of that next time you're driving onto campus, and a pale figure emerges from the shadows, seeking a ride.

Haunted Vancouver bus tours depart nightly from the Vancouver Museum, Oct. 23-31. Tickets are \$12 and are available in advance from the CBO ticket office at 684-1234.

Gift establishes faculty position, strengthens ties

by Gavin Wilson

Staff writer

UBC has received a \$500,000 donation from Taiwan for the establishment of a faculty position in UBC's Centre for Chinese Research.

"This represents the completion of the first gift ever from the government of the Republic of China to a Canadian university or other public institution," said Chou-Seng Tou, director of North American Affairs for the Ministry of Foreign Affairs.

He visited campus recently to present President David Strangway with a cheque for \$125,000 — the final installment of the \$500,000 gift.

Also present was Ssu-Tsun Shen, newly appointed director general of the Taipei Economic and Cultural Office in Vancouver.

The contribution, with a matching grant from the Government of British Columbia, will total \$1 million for the creation of a research chair in the Centre for Chinese Research.

The chair will be filled by a noted scholar who will conduct research on social, economic, political and cultural

issues affecting Taiwan in the last 40 years.

Strangway said the chair will help strengthen ties between Taiwan, UBC and the rest of Canada.

"This new chair enables UBC to build on an area of strength. Since the 1940s, Chinese studies has been an important part of the university's curriculum, and today we are a North American leader in this area."

Support for the Centre for Chinese Research also has a broader importance in strengthening the relationship between our cultures, he added.

The Centre for Chinese Research is one of five new research centres which will be housed in the C.K. Choi Building for the Institute of Asian Research, nearing completion on West Mall.

This unique building will be one of the most environmentally sensitive in the world. It is being constructed using recycled and recyclable materials and will require much less energy to operate than conventional buildings.

The \$6-million building will also be home to four other centres of Asian research, on Japan, Korea, Southeast Asia and India and South Asia.

Calendar

October 22 through November 4

Monday, Oct. 23

Seminar

Ozone: The Good, The Bad And The Ugly. Victor Runeckles, Plant Science, MacMillan 318D, 12:30pm. Call 822-9646.

Seminar

The ABC Of Resistance To Anticancer Drugs. Dr. Victor Ling, VP, BC Cancer Agency, IRC#4, 3:45pm. Call 822-9871.

Joint Seminar

Seeing Speech, Speechreading (Lipreading) By Computer. Dr. David Stork, Ricoh Research Centre and Stanford U. Joint Seminar, Institute for Hearing Accessibility Research and School of Audiology and Speech Sciences, Mather Annex classroom 2, 4pm. Hearing accessible. Call 822-3956.

Concert

"Let The Peoples Sing" 1995 Competition Finals. University Singers and 8 choirs from around the world in a CBC live to air broadcast. Music recital hall, 12noon (must be seated by 11:30am). Call 822-3113.

Tuesday, Oct. 24

Animal Science Seminar Series

Evaluation of Antisperm Monoclonal Antibodies As Biomarkers To Assess Bull Sperm Capacitation, Acrosome Reaction And Fertility In-Vitro. J.D. Ambrose, PhD candidate, Animal Science, MacMillan 158, 12:30pm. Refreshments. Call 822-4593.

Seminar

Measure Of Compliance To Drug Treatment. Dr. Jean-Pierre Gregoire, visiting assoc. prof., School of Pharmacy, Laval U. IRC#3, 12:30pm. Call 822-4645.

Seminar

Relative Importance Of Competition In The Boreal Forest Understory. Ken Arli, MSc candidate, Dept. of Botany, BioSciences 2000, 12:30-1:30pm. Call 822-2133.

Seminar

Cladribine In Multiple Sclerosis. Robin O'Brien, Pharm.D. student, Div. Clinical Pharmacy, Pharmaceutical Sciences, Vancouver Hosp/HSC, Heather Pavilion Lecture Rm B, 4:30-5:30pm. Call 822-4645.

Green College Speaker Series

Shopping For A Good Stove: A Parable About Gender Design And The Market. Joy Parr, visiting scholar, Green College, History Dept. Green College recreation lounge, 5:30pm. Reception 4:45-5:30pm in Graham House reception room. Call 822-6067.

Scholarly Colloquia

Examining The Health-Enhancing Effects Of Social Support. Dr. Miriam Stewart, Prof., School of Nursing, Dalhousie U., Halifax, Director, Atlantic Health Promotion Research Centre for Productive Living, Vancouver Hosp/HSC, UBC Pavilion T180, 4:30-6pm. Free. open forum. Call 822-7498/822-2258.

Lectures in Modern Chemistry

Probing The Enzymes Of Carbohydrate Metabolism: Design And Synthesis Of Glycosidase Inhibitors. Prof. Bruce Ganem, Dept. of Chemistry, Cornell U., New York. Chemistry 250 (south wing), 1pm. Refreshments from 12:40pm. Call 822-3266.

Wednesday, Oct. 25

Brown Bag Lunch Seminar

The Water Management Problem In Nepal. Dr. Hans Schreier, Resource Management and Environment Studies, CHS Seminar Room, 4th floor, Library Processing Centre, 12:30-2pm. Call 822-8213.

Wood Science Seminar Series

Shear Strength Of Canadian Softwood Dimensional Lumber. HonYee, grad. student, MacMillan 158, 12:30pm. Call 222-3220.

Microbiology and Immunology Seminar Series

Natural Killer Cells And The MHC Complex. Dr. Fumio Takei, The Terry Fox Laboratory, Wesbrook 201, 12-1:30pm. Call 822-3308.

Ecology and Centre for Biodiversity Research Seminar

Metapopulation Structure In The Mexican Spotted Owl: Adaptations To A Naturally Fragmented Landscape. Peter Stacey, Ecology, Evolution and Conservation Biology Program, U of Nevada. Host: Dr. Judy Myers, Family/Nutritional Sciences 60, 4:30pm. Refreshments, Hut B8, 4:10pm. Call 822-3957.

Seminar

Sati: The Event And The Ideology. Mandakranta Bose, sessional lecturer, Centre for Research in Women's Studies and Gender Relations, 3:30-5pm. Free. Call 822-9171.

Issues in Post Secondary Education Seminar

Academic Industry Relations: The Current Debate. Janice Newson, Dept. of Sociology, York U. Green College recreation lounge, 2-5pm. Call 822-6067.

Lecture Series

Capitalizing The Scenery: Landscape, Leisure And Tourism In British Columbia, 1880s-1950s. Speaker TBA. Morris and Helen Belkin Art Gallery, 12:30pm. Call 822-2759.

19th Century Colloquium Series

As The Century Turned: Britain, Europe, Asia. Wilhelm Emilson, English Dept., Maria Ng, Comparative Literature, Peter Stenberg, Germanic Studies, and Moderator, Tracy Punched, English, Green College recreation lounge, 8pm. Call 822-6067.

Law and Society Film Presentation

Manufacturing Consent: Noam Chomsky And The Media. Mark Achbar, co-producer and co-director, Green College small dining room, 3-6pm. Discussion follows at 7:15pm. Call 822-6067.

Surgery Grand Rounds

Lymphatic Mapping In The Management Of Early Stage Melanoma. Dr. Merrick Ross, Assistant Prof. of Surgery, U of Texas, MD Anderson Cancer Centre, GF Strong Rehabilitation auditorium, 7-8am. Call 875-4136.

Orthopaedics Grand Rounds

Ligament Healing And Transplantation. Dr. C. Frank, chief, Division of Orthopaedics, U of Calgary. Chair Dr. Peter C. Wing, Eye Care Centre auditorium, 7am. Call 875-4272.

Noon Hour Concert

Camille Churchfield, flute, Kenneth Broadway, piano. Music recital hall, 12:30pm. \$2.50 at the door. Call 822-5574.

Thursday, Oct. 26

Genetics Graduate Program Seminar

Genetic And Developmental Studies Of Abnormal Neural Tube Closure. Teresa Gunn, PhD candidate, Wesbrook 201, 4:30pm. Call 822-8764.

Canadian Studies Workshop

The Colour Of Work: Gender And Ethnic Labour Market Segmentation In Canada. Dan Hiebert, Geography, Green College, small dining room, 8pm. Dinner beforehand, book by calling 822-8660. For information call 822-5193.

Medieval and Renaissance Lecture

Letters, News, And Political Culture In Fifteenth-Century England. Steven Justice, Dept. of English, U of California at Berkeley, Buchanan B218, 12:30pm. Call 822-6067.

Medieval and Renaissance Lecture

The Circulation Of Texts In Late Medieval England: Patrons, Owners, Coterie, Scribes. Sheila Delany, Dept. of English, SFU and Kathryn Kerby-Fulton, Dept. of English, U of Victoria, Green College recreation lounge, 4:30-6:30pm. Call 822-6067.

Lecture

Logging The Globe. UBC Dean of Arts, Patricia Marchak lectures on her latest book "Logging The Globe." Buchanan A106, 12:30pm. Free. Call 822-2665.

Colloquium Lecture

Ground-Based Gamma Ray Astronomy. David Hanna, Hennings 201, 4pm. Call 822-3853.

Computer Science Department, Invited Speaker Series

Markov Decision Processes: A Foundation For Intelligent Agents. Leslie Pack Kaelbling, Dept. of Computer Science, Brown U. CICS/CS 208, 4pm. Refreshments. Call 822-3061.

Friday, Oct. 27

Centre for Chinese Research Seminar

The Political Economy Of Chinese Economic Reform: Can The Economic Miracle Be Sustained? Prof. Loren Brandt,

Dept. of Economics, U of Toronto, Asian Centre 604, 12:30-2pm. Call 822-2629.

Seminar

Advanced Process Control For Paper Machine. Dr. Ping Li, Post-doctoral fellow, Dept. of Chemical Engineering, ChemEng 206, 3:30pm. Call 822-3238.

Seminar

Factors Which Regulate Human Plasma Lipid Transfer Protein In Dyslipidemia. Kishor Wasan, PhD, asst. prof., Pharmaceutical Sciences, IRC#3, 12:30pm. Call 822-4645.

Occupational Hygiene Program Seminar Series

University Art Departments: A Major Unrecognized Health And Safety Problem. Michael McCann, director, Centre for Safety in the Arts, New York City, Vancouver Hosp/HSC, Koerner Theatre G279, 12:30-1:30pm. Call 822-9595.

Mathematics Colloquium

Morse Theory And Nonlinear Analysis. Dr. K.C. Chang, Dept. of Mathematics, Beijing U. Math 104, 3:35pm. Refreshments at 3:15, Math Annex, 1115. Call 822-2666.

President's Advisory Committee On Lectures

Origine et identité: La constitution de l'individualité moderne au XIVE siècle (Zola, Renan, Barrès). Prof. Françoise Gaillard, Université de Paris VII, Green College recreation lounge 3:30pm. Call 822-4004.

Workshop

The Power Of Visualization (Mental Imagery Techniques For Enhancing Performance, Creative Problem-Solving And Attaining Goals). Lee Pulos, PhD, Clinical Psychology, Vancouver Hosp/HSC, theatre, Psychiatric Unit, 7:30-10:30pm (continues Oct. 28 9am to 5pm). Bring lunch. Pre-registration required. \$145. Call 482-8585.

Grand Rounds

HIV And Women - How It Affects Family Centred Care. Dr. Daphne Lobb, MD, Positive Women's Network, chair, Medical Education Committee, GF Strong auditorium, 9am. Call 875-2307.

Forum

Safety On Campus. Call Namiko Kunimoto, AMS vice president, 822-3092.

Rounds

Pacific Health Forum - NO ROUNDS. Call 822-2772.

Concert

Opera Excerpts. UBC Opera Workshop and Theatre, Nancy Hermiston, director, Old Auditorium, 8pm. Call 822-3113.

Saturday, Oct. 28

Vancouver Institute Lecture

Growth Without Air Pollution: Vancouver And Elsewhere. Dr. David Bates, former UBC dean of Medicine, IRC#2, 8:15pm. Free. Call 822-3131.

Lecture Series

Capitalizing The Scenery: Landscape, Leisure And Tourism In British Columbia, 1880s-1950s. Morris and Helen Belkin Art Gallery, 2pm. Call 822-2759.

Monday, Oct. 30

Brown Bag Lunch Seminar

Small Town Development In Indonesia. Dr. Djoko Sujarto, Institute of Technology, Bandung, CHS Seminar Room, 4th Floor, Library Processing Centre, 12:30-2pm. Call 822-8213.

Seminar

Electrospray/Time-Of-Flight Mass Spectrometry: The Latest Answer To The Protein Chemist's Prayer? Dr. H. Duckworth, Dept of Chemistry, U of Manitoba, IRC#4, 3:45pm. Refreshments at 3:30. Call 822-9871.

Faculty Development Seminar

Classroom Design For The Future. Kathleen Beaumont, Faculty Development Seminar Room, David Lam basement, 3-5pm. Free. To register call 822-9149.

Seminar

Morphological And Physiological Characterization Of The Infection Of Potato By VA-mycorrhizal Fungi (Glomus Species). David McArthur, Plant Science, MacMillan 318D, 12:30pm. Call 822-9646.

UBC REPORTS

CALENDAR POLICY AND DEADLINES

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

Calendar items must be submitted on forms available from the UBC Public Affairs Office, 310-6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1. Phone: 822-3131. Fax: 822-2684. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space.

Deadline for the November 2 issue of *UBC Reports* — which covers the period November 5 to November 18 — is noon, October 24.

Calendar

October 22 through November 4

Tuesday, Oct. 31

1995-96 DOW Lecture in Analytical Chemistry

A Gene Probe Biosensor For The Direct Detection Of Hybridization And Protein Interactions. Prof. Michael Thompson. Dept. of Chemistry, U of T. Chemistry 250 (south wing). 1pm. Refreshments from 12:40pm. Call 822-3266.

Animal Science Seminar Series

Semen Preservation And Artificial Insemination In Chicken And Ducks. Carolyn Stunden. MSc student. Animal Science. MacMillan 158. 12:30pm. Refreshments. Call 822-4593.

Seminar

Development Of Amphiphilic Diblock Copolymers As Micellar Carriers Of Taxol. Dr. Xichen Zhang, research assoc., Div. of Pharmaceutics and Biopharmaceutics, Faculty of Pharmaceutical Sciences. IRC#3. 12:30pm. Call 822-4645.

Seminar

Controversies In Stress Ulcer Prophylaxis. Alan Low, Pharm.D student, Division of Clinical Pharmacy. Faculty of Pharmaceutical Sciences. Vancouver Hosp/HSC, Heather Pavilion. Lecture Rm B, 4:30-5:30pm. Call 822-4645.

Seminar

Fungi Without Sex (?): A Molecular Phylogenetic Approach To Reuniting The Ascomycetes. Dr. Mary Berbee, Dept. of Botany and Centre for Biodiversity Research. BioSciences, 12:30-1:30pm. Call 822-2133.

Centre for Applied Ethics Colloquium

Tensions Between Feminist Bioethics And Feminist Political Theory In Reproductive Control. Dr. Susan Dodds, Dept. of Philosophy, U of Wollongong, Australia. Angus 413., 4-6pm. Call 822-5139.

Green College Speaker Series

Traditional China And The Western Search For Modernity. Alexander Woodside, Dept. of History. Green College recreation lounge, 5:30pm. Reception 4:45pm Graham House reception room. Call 822-6067.

Wednesday, Nov. 1

Seminar

Denying (White) Racism Privilege: Redemption Discourses And The Uses Of Fantasy. Leslie Roman, Educational Studies, Faculty of Education. Centre for Research in Women's Studies and Gender Relations, 3:30-5pm. Call 822-9171.

Ecology and Centre for Biodiversity Research Seminars

Multi-Species, Experimental,

Field Studies Of Interference Competition. Bob Paine, Zoology, U of Washington, Seattle. Family/Nutritional Sciences 60, 4:30pm. Host Dr. Judy Myers. Refreshments Hut B8, 4:10pm. Call 822-3957.

Microbiology and Immunology Seminar Series

Pathogenic Mechanisms Of The Intracellular Parasite *Listeria Monocytogenes*. Dr. Dan Portnoy, Dept. of Microbiology, U of Pennsylvania Medical School, Philadelphia. Wesbrook 201, 12-1:30pm. Call 822-3308.

Seminar for PhD Students in Interdisciplinary Studies

Being Undisciplined. Richard Ericson, Green College, Green College recreation lounge, 5pm. Call 822-6067.

Orthopaedics Grand Rounds

1) Vertebral Pedicle Loss As An Etiological Factor In The Genesis Of Spinal Deformity. 2) Flexible IM Pinning In Children's Forearm Fractures. Dr. S.J. Tredwell/Dr. Kenny/Dr. S. Pinney. Chairman Dr. P.C. Wing. Vancouver Hosp/HSC, Eye Care Centre auditorium. Call 875-4272.

Concert

Norbert Kraft, guitar. Music recital hall, 12:30pm. \$2.50 at the door. Call 822-5574.

Distinguished Medical Research Lecture

Integration Of Cell Membrane And Organellar Ion Transport Related To CA²⁺ Signalling. Dr. Cornelis Van Breemen, Pharmacology and Therapeutics. IRC #4. 12:30-1:30pm. Call 822-8633.

Thursday, Nov. 2

Seminar

Response Of Tomotors To UV-B Radiation: Photomorphogenesis, Acclimation And Stress. Bruce Greenberg, U of Waterloo. MacMillan 318D, 12:30pm. Call 822-9646.

Faculty Development Seminar

Cultural Diversity Training: Communicating In The Multicultural Academic Environment. Katherine Beaumont, Mackie Chase and Christina Pikios, Family/Nutritional Sciences 50, 3-5pm. Free. To register call 822-9149.

Earth Sciences Seminar

Ground Penetrating Radar: An Effective Geophysical Approach For Selected Geological Environments. Harry Jol, Dept. of Geography and Institute of Quaternary Research, SFU. Geophysics and Astronomy 260, 12:30pm. Refreshments and discussion follow. Call 822-2267.

Student Health Services Open Meeting

Students and others with an interest in Student Health Services (SHS) are invited to meet with the SHS Review Committee chaired by Dr. Carol Herbert, head of UBC Family Practice Dept. IRC#3, 1:30-2:20pm. Call 822-4791.

Comparative Literature Colloquium

Behind The Veil: Early Modern Englishwomen And Islam. Bernadette Andrea, English Dept. Green College recreation lounge, 5:30pm. Call 822-6067.

Lecture

"Ethnic" Assimilates "Indigenous": A Study In Intellectual Neo-Colonialism. Winona Stevenson, Native Studies, U of Saskatchewan. First Nations House of Learning, Sty-Wet-Tan, 12:30pm. Call 822-6328.

Centre for India and South Asia Research Seminar

Violence In Indian Life And Literature. Vijay Tendulkar, Marathi playwright and Hindi screenplay writer. Asian Centre 604, 12:30-2pm. Call 822-2629.

Philosophy Colloquium

Standing Up For Non-Cognitivists. Dr. Huw Price, Dept. of Traditional Philosophy, U. of Sydney. Buchanan B218, 1-2:30pm. Call 822-3292.

Colloquium Lecture

The Active Arctic Ocean. Peter Jones, Hennings 201, 4pm. Call 822-3853.

Friday, Nov. 3

Transportation Planning Seminar

Planned Chaos: The Key To Better Urban Planning, Design and Administration. David Engwicht, Australian transportation planner and author. Buchanan A104, 1-3pm. Free. Call 822-3914.

Wood Science Seminar Series

Development Of A TechnoEconomic Model To Assess The Conversion Of Wood Wastes To Ethanol. David Gregg, MSc candidate. Paprican, 4pm.

Seminar

De-inking Of Office Wastepaper. Dr. Kenneth L. Pinder, prof. emeritus, Dept. of Chemical Engineering, ChemEng 206, 3:30pm. Call 822-3238.

Seminar

Aquaporin Molecular Water Channels In Health And Disease. Dr. Carol van Os, Dept. of Cell Physiology, U of Nijmegen, the Netherlands. IRC#4, 3:45pm. Refreshments at 3:30. Call 822-9871.

Mathematics Colloquium

Quantum Cohomology And Enumerative Geometry. Dr. K. Behrend, Dept. of Mathematics. Math 104, 3:35pm. Refreshments at 3:15pm in Math Annex 1115. Call 822-2666.

Occupational Hygiene Program

Carcinogen Biomonitoring. Glenn Talaska, assistant prof., Dept. of Environmental Health, U of Cincinnati. Vancouver Hosp/HSC, Koerner Theatre G279, 12:30-1:30pm. Free. Call 822-9595.

Green College Writer-In Residence Workshop

A One-Day Theatre Writing Workshop Covering Characterization, Structure, Plot And Narrative, Dramatic Tension, Thematic Concerns, Symbolism

And Ritual. Sue Ashby, English playwright. Green College recreation lounge, 9am-4pm. Call 822-6067.

Grand Rounds

Adoption: New Perspectives. Dr. Michael Whitfield, Assoc. Prof., Dept. of Paediatrics, director, Neonatal Follow-up Program, Children's Hospital. GF Strong auditorium, 9am. Call 875-2307.

Saturday, Nov. 4

Vancouver Institute Lecture

Is "Edutainment" An Oxyoron? Dr. Maria Klawe, Vice-President Student and Academic Services, UBC. IRC#2, 8:15pm. Free. Call 822-3131.

Notices

Flu Vaccines

Attention UBC Staff And Faculty. Flu Vaccine will be given at UBC Student Health Service, Friday, November 3, 8-11:30am and 12:15-3:45pm. Cost \$10.

Facial Acne Study

UBC Division of Dermatology is seeking participants 18-35 years of age, moderate acne, able to attend 4 visits over a 12-week period. Honorarium paid upon completion. Call Sherry Phillips, 875-5296.

Psoriasis Study

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

Workshop

TAing On A Multicultural Campus. Christine Pikios and Katherine Beaumont, Intercultural Training and Resources Centre, Continuing Studies, International House lower lounge, 9:30am-12:30pm. Call 822-1437.

Continuing Studies Conference

Primo Levi, Writer, Witness and Holocaust Educator. Continues Nov. 5. All events take place on campus except Sunday evening concert and post-conference events at Jewish Community Centre. Pre-registration deadline Oct. 20. \$65, \$50, full-time students. Call 264-0499.

Infant Study

Have you ever wondered how babies learn to talk? Help us find out! We are looking for parents with babies between 1 and 15 months of age to participate in language development studies. If interested in bringing your baby for a one-hour visit, please call Dr. Janet Werker's Infant Studies Centre, Psychology Dept., UBC, 822-6408 (ask for Nancy).

Alumni Achievement Dinner

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

Review of Student Health Services

A committee chaired by Dr. Carol Herbert, Head of the Family Practice Department in UBC's Faculty of Medicine has been established to conduct a review of Student Health Services (SHS). The committee's terms of reference are:

- To review and make recommendations on: the mission, vision and goals of SHS; the quality and scope of service provided by SHS; the staffing of SHS given the size of the UBC student body and the apparent demand for service; the indicators being used to assess quality of service and cost effectiveness; and the management and operational structure for SHS.
- To identify the key challenges facing SHS and the opportunities for change.
- To recommend courses of action to enhance the strengths and eliminate any weaknesses of SHS.
- To comment on how the unit compares to other units with similar mandates.
- To make any other observations or recommendations relating to SHS that the committee considers to be desirable.

The committee will welcome **written submissions** from individuals or groups. Submissions should be received **no later than October 27, 1995** and should be addressed to:

Diane Kent
Secretary, Student Health Services Review Committee
c/o Registrar's Office
2016 - 1874 East Mall
Vancouver, B.C. V6T 1Z1
Fax: 822-5945 e-mail: diane.kent@ubc.ca



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PARTICIPATION

THE UNIVERSITY OF BRITISH COLUMBIA

Policy and Procedure Handbook addition: Approved by Board of Governors, October 5, 1995

Effective January 1, 1996 for new appointments and reappointments from that date forward

Policy on Post Doctoral Fellows

RESPONSIBLE:

Vice President Academic & Provost

PURPOSE:

To describe terms and conditions for Postdoctoral Fellows.

PREAMBLE:

Postdoctoral Fellows (PDFs) are valued members of the UBC community and make an indispensable contribution to the research environment of the University. As researchers, they have the opportunity to make a significant contribution to their chosen field. As a member of a research group or as an individual researcher, they work under the general supervision of a faculty member and may assist with the supervision of graduate students.

Appointments as Postdoctoral Fellows are for a limited period of time, up to three years. In extenuating circumstances, a Dean may recommend for approval by the Associate Vice President Academic a brief extension of the three year term. In the sciences, the customary pattern is to seek to broaden one's research expertise under the guidance of an established researcher. In the humanities, the customary pattern is to embark on a new research project with guidance from and in consultation with an experienced faculty member. In all disciplines, an important objective is to strengthen one's publication record and CV, thereby building a reputation and enhancing one's chances of securing a more permanent faculty or research position.

POLICY:

PDFs are individuals who are in training, normally within three years of being awarded the PhD degree or within ten years of being awarded the MD or DDS degrees. These three-year periods may be delayed by circumstances requiring an interruption in research career, e.g. by parental responsibilities.

PDFs can receive funding from grants or contracts held by faculty at UBC or from departmental resources. This policy does not apply to PDFs who secure personal funding from external sources or/and competitive fellowship programs, such as NSERC, SSHRC or Killam Fellowships.

PROCEDURES:

Recruitment

PDFs are individuals who have completed a doctoral degree and who are seeking the opportunity to train further in a particular area of research.

Recruitment for such appointments varies; it can take place through recommendation by a faculty member at another university, through networking at conferences, by awarding of a fellowship through a granting agency, or by advertising in appropriate journals or newspapers.

When recruiting PDFs, faculty members should adhere to relevant legislation, such as the Human Rights Code of British Columbia. Information on human rights legislation is available from Faculty Relations. Faculty members will consider UBC's employment equity goals when recruiting PDFs.

Selection

Most often, a faculty member who has

funding to support a PDF will conduct the selection process personally, or with other faculty members if there is joint funding for the position, using phone calls, e-mail, faxes, letters of reference, recommendations, and copies of research papers to assist in the decision process. Killam Fellowships and fellowships funded by external agencies are awarded by an adjudication process established by the external agency.

Appointment

Individual faculty members or a group of faculty may invite a PDF to join them as a junior research colleague. The letter of invitation to come to UBC specifies:

- the term of appointment as a PDF
- salary and benefit arrangements (whether funding is from external or internal sources or a combination of both)
- the nature of the research to be undertaken
- any special conditions

The PDF accepts this letter of invitation in writing.

For a PDF to be recognized at UBC under the terms of this policy statement, all appropriate appointment documentation is completed and submitted to Faculty Relations (appointment form, C.V., social insurance number, employment authorization if a non-Canadian). By signing the appointment form and forwarding the recommendation for appointment to the Dean, the Head of Department accepts the PDF in the department.

Some PDFs may also have a special, separate appointment as a Postdoctoral Teaching Fellow at UBC in recognition of assigned teaching responsibilities.

A PDF will be associated with one or more faculty colleagues for the purpose of research collaboration. The faculty member-supervisor provides whatever resources are needed to support the collaborative research activities.

Immigration

International PDFs apply for admission to Canada at the Canadian embassy/consulate in their country, once they have received a confirmation of offer of a Postdoctoral Research Fellowship from the Associate Vice-President, Academic. Department Heads place a request with the Associate Vice-President, Academic to issue an authorization for the PDF to accept a position at UBC.

Upon arrival in Canada, the PDF applies for a social insurance number. As individuals entering Canada on work permits, PDFs do not qualify for Landed Immigrant Status.

Orientation

Orientation to the University:

The Department of Human Resources includes PDFs in their monthly university-wide orientations.

Orientation to the Department/Faculty:

The Grant-Holder, Department Head and Dean are responsible for orienting PDFs to the Department and Faculty. Departmental or faculty administrators prepare written materials about services, procedures and standards in the department and faculty, and useful contacts at UBC. The grant-holder or faculty member-supervisor is responsible for orientation to the worksite, and for providing information about performance expectations, standards for hours of work, safety pro-

cedures and ethical/scholarly integrity issues.

Compensation

PDFs may be funded from external awards, by University endowment or operating funds, by payments from grants or contracts held by faculty, or from a combination of sources.

Salary ranges for PDFs are governed by the regulations of granting agencies. For current information, contact Research Services. Where no specific salary is mandated, the PDF's compensation is based on his/her relevant experience and responsibilities, the final salary established by the Grant-Holder following consultation with the PDF and approval by the Head. At the discretion of the Head and Dean, total compensation may exceed the regulated maximum of a single granting agency, provided that other sources of funding are available. Given the short-term nature of the appointment, salaries are not normally reviewed mid-term.

Benefits

The benefits aspect of this policy applies only to those PDFs whose salaries are paid through UBC's Department of Financial Services. Persons who are funded otherwise are advised to make private arrangements for benefit plans and insurance coverage.

For appointments of less than twelve months, Postdoctoral Fellows will receive only Workers' Compensation coverage, and the employer's contribution to Unemployment Insurance and Canada Pension. Deductions are taken from the Postdoctoral Fellow's paycheque for the employee contribution to Unemployment Insurance Program and Canada Pension Plan. Hours of work, vacation, maternity and parental leave, and termination of employment are governed by the Employment Standards Act of BC.

Postdoctoral Research Fellows appointed for one year or more are eligible to receive:

- Workers' Compensation Coverage
- Unemployment Insurance Program (employer and employee contributions)
- Canada Pension Plan (employer and employee contributions)
- Maternity Leave (unpaid), 18 weeks
- Parental Leave (unpaid), 12 weeks
- Vacation: two weeks with pay taken within the year of appointment
- Medical Services Plan *(employee paid)
- Extended Health Benefits Coverage *(only available if enrolled in medical coverage, employer paid)
- Dental Plan Coverage (employer paid)

Postdoctoral Teaching Fellows are eligible to receive:

- Workers' Compensation Coverage
- Unemployment Insurance Program (employer and employee contributions)
- Canada Pension Plan (employer and employee contributions)
- Maternity Leave (unpaid), 18 weeks
- Parental Leave (unpaid), 12 weeks
- Supplementary Unemployment Benefits Plan for Maternity Leave (if eligible for UIC)
- Medical Services Plan *(employee paid)
- Extended Health Benefits Coverage *(only available if enrolled in medical coverage, employer paid)

- Dental Plan Coverage (employer paid)
- Vacation: two weeks with pay taken within the year of appointment

*Out-of-province waiting period of three months.

Teaching

It is recognized that some PDFs wish to obtain teaching experience. It is also recognized that PDFs are an intellectual resource in the University and that both undergraduate and graduate programs benefit from their participation. PDFs may be involved in undergraduate and graduate lecturing, laboratory instruction, tutorials, supervision of undergraduate projects, and assistance with the supervision of graduate students.

PDFs should discuss their desire to participate in the teaching activities of the department with their faculty member-supervisor and with the Head of Department. In cases of formal assignment of teaching duties, the Department Head should appoint the PDF as a Postdoctoral Teaching Fellow. Heads should check in advance of making the appointment about any granting agency restrictions to the amount of teaching that can be assigned to the PDF.

Grievances and Complaints

Most problems are resolved by the faculty member-supervisor and the PDF. Unresolved problems may be brought in confidence to the attention of the Department Head. If an issue cannot be resolved by the Department Head, it may be brought in confidence to the attention of the Dean. The Dean of the Faculty of Graduate Studies may act as an Ombudsperson in any dispute of a serious nature where a neutral third party may be required. PDFs who are working in a location remote from the department are informed by the supervisor or Departmental Administrator as to how and to whom a complaint may be directed.

Achievement

Publication of research and development of a patentable or licensable product are the typical standards of achievement. It is expected that PDFs will be appropriately recognized for their contributions in publications and patents. It is the responsibility of the faculty member-supervisor to develop a clear understanding of rights and obligations under the policies on Research, Patents and Conflict of Interest with the PDF at the start of employment.

Renewal

Faculty member-supervisors should give reasonable (normally 3 months) notice to a PDF on the intention to renew or not to renew an appointment.

Termination

On the recommendation of the supervisor, the appointment of a PDF may be terminated at any time with one month's notice for each year of service.

Position Context

PDFs are generally regarded as advanced research trainees and are treated accordingly in such matters as departmental communications, social interaction and consultation about matters affecting them. Any PDF may apply in open competition for a faculty position.

THE UNIVERSITY OF BRITISH COLUMBIA

Policy and Procedure Handbook addition:

Policy on Posting of Notices, Posters and Signs

General

In order to enhance the beauty and environment quality of the UBC Campus, promote campus communications through a systematic notice posting approach, and avoid unnecessary maintenance costs, safety hazards, and visual pollution caused by the indiscriminate posting of notices, posters, banners, and like material, the following regulations will apply to the affixing of such material in and around University facilities. Separate regulations for such activities are in effect for the Student Union Building and facilities under the control of the Department of Housing and Conferences. Under no conditions may posters or unauthorized signs be attached to walls of corridors, classrooms, or public spaces or attached to equipment.

Building Interiors

Any posters, notices or signs which constitute a safety hazard such as those posted on fire doors or covering fire-hose cabinets or fire extinguishers will be removed and the offender fined \$500.

1. It is the policy of the University to provide sufficient notice boards throughout its buildings to provide a reasonable amount of space for the posting of notices required for the official purposes of academic, non-academic, and student activities. These notice boards must meet building and fire code standards. For more information, contact Campus Planning and Development.
2. Building notice boards are under the control of the department or other unit in whose area they are located.
3. Notices and other material may be posted only on the notice boards provided and only when approved by the controlling Department or other unit. Posting and removal guidelines are established by the department or unit.

Building Exteriors

1. Notices, posters, bills, or like materials will not be attached to building exteriors.
2. In very special circumstances and only with approval of the Department of Plant Operations, banners may be

hung on University facilities. In that event, the size, method of attachment, and duration of exhibition must be discussed and agreed upon with the Department of Plant Operations prior to installation.

University Grounds

1. Limited notice board space will be available on campus grounds for posters and signs. Material may be placed on the notice boards as space is available. These notice boards will be monitored by the Department of Plant Operations which will periodically remove material that is duplicated, has had exposure for a reasonable time or whose expiry date is past.
2. No material shall be attached to trees, lamp standards, grounds furniture or statuary, traffic controls, building signs, directional signs, warning signs or other fixtures.
3. No notices, flyers, bills, or such materials are to be placed on vehicles parked on University grounds, or in parking lots or parkades. Exceptions to this regulation must be discussed with and approved by the

Parking & Security Services Department. Cost of clean-up associated with such distribution will be charged to the person or organization responsible.

4. In accordance with Policy #98, signs from commercial enterprises are not permitted without the prior approval of the Vice President responsible for the area.
5. Temporary traffic directional signs (e.g. concerts, "Storm the Wall") are authorized through Parking and Security Services.
6. Permanent signage, including building signage, is authorized through the Department of Campus Planning and Development.

The Department of Plant Operations has been instructed to remove all posters, signs, notices, and similar material that have not been placed in accordance with these regulations. Any costs incurred for their removal or for the repair of damage caused by unauthorized placement will be charged to the persons or organizations responsible.



THE UNIVERSITY OF BRITISH COLUMBIA
REPORT OF THE VICE-PRESIDENT
ADMINISTRATION AND FINANCE 1994-95

The University of British Columbia

Second to None

Service Through Excellence

"To be a world renowned Institution of Higher Education and Research"

When the University of British Columbia was founded in 1915, it was expected that it would serve virtually all of the postsecondary education requirements of the province. Today, a comprehensive system of higher education is evolving. UBC has become a full fledged multiversity of 32,000 students, including a well developed graduate enrolment of 6,650 and continues to educate students from all parts of the province and beyond.

At the same time, the university has built a national and international reputation for excellence in research. With annual external research funding of \$130 million, UBC is consistently regarded as one of the top three universities in Canada, and ranks with the best state-supported universities of the United States.

The path for the future is clearly marked. It is the mission of the university that it continue to be one of the best universities in Canada, if not the best, and among the best in North America; that its stature as a research intensive university will grow; and that it will continue to serve the province as a mainspring for economic, social and cultural development.

To respond to the pressures for greater enrolment and readier access for students from around the province, UBC has been actively involved with a number of colleges for the delivery of degree completion programs, and will continue to assist in the development of new institutions.

GENERAL PURPOSE OPERATING FUND

The University ended the year with an unappropriated fund deficit of \$651,000. Total General Purpose Operating (GPO) income increased to \$360.0 million (see Table 3), a 2.3% increase over the preceding year. GPO income to the University is derived from four sources: provincial grants, credit and non-credit tuition fee income, income from investments and miscellaneous income. The distribution of expenditures between academic and support services over the last 6 years has remained constant.

The provincial government base operating grant was reduced by \$2.2 million in fiscal 1994/95. There was no provision for inflation in the grant. In addition to the base grant, the university received the following:

- the second of three equal installments totaling \$1 million to restore funds removed by the province when responsibility for maintenance of space in the teaching hospitals was transferred from the University to the Ministry of Health;
- \$2.1 million to fund the costs of pay equity obligations to support staff;
- a further \$4.5 million for enrollment growth; and

| REVENUE AND EXPENSES | | | | | |
|--------------------------------------|----------|----------|--------------------------------------|----------|-----------|
| (in millions) | | | | | |
| Operating Funds | 1995 | 1994 | Designated Funds * | 1995 | 1994 |
| Revenue | | | Revenue | | |
| Government Grants | \$ 272.7 | \$ 268.7 | Government Grants | \$ 201.0 | \$ 180.1 |
| Tuition - Credit | 62.3 | 59.6 | Donations | 68.8 | 17.8 |
| Tuition - Non-credit | 17.0 | 17.6 | Non-government Grants | 64.6 | 45.7 |
| Investment Income | 5.3 | 4.2 | Student Fees | 2.9 | 2.9 |
| Miscellaneous | 2.7 | 1.9 | Ancillary Sales | 95.0 | 83.8 |
| | \$ 360.0 | \$ 352.0 | Loans | 14.3 | - |
| | | | Investment Income | 18.2 | 26.5 |
| | | | Miscellaneous | 2.0 | 1.7 |
| | | | | \$ 466.8 | \$ 358.5 |
| Expenses | | | Expenses | | |
| Salaries and Benefits | \$ 291.5 | \$ 291.5 | Salaries and Benefits | \$ 121.5 | \$ 113.9 |
| Travel, Field Trips, Moving | 7.6 | 6.8 | Travel, Field Trips, Moving | 12.0 | 12.0 |
| Library Acquisitions | 9.1 | 7.9 | Library Acquisitions | 0.9 | 1.0 |
| Supplies and Expenses | 24.1 | 22.6 | Supplies and Expenses | 37.3 | 33.6 |
| Furniture and Equipment | 9.1 | 9.1 | Furniture and Equipment | 13.9 | 10.6 |
| Utilities | 12.1 | 10.5 | Utilities | 5.9 | 4.4 |
| Renovations and Alterations | 1.4 | 1.1 | Renovations and Alterations | 34.0 | 25.5 |
| Scholarships, Fellowships, Bursaries | 8.8 | 7.1 | Scholarships, Fellowships, Bursaries | 6.8 | 6.5 |
| Professional Fees | 5.0 | 4.8 | Professional Fees | 11.6 | 12.2 |
| Cost Recoveries | (12.3) | (14.1) | Cost of Sales | 29.4 | 30.6 |
| | \$ 356.4 | \$ 347.3 | Debt Servicing | 44.4 | 39.1 |
| | | | Building Contracts | 52.0 | 61.2 |
| | | | Contribution to Endowment Principal | 56.5 | 17.4 |
| | | | Other | 21.3 | 19.5 |
| | | | | \$ 447.5 | \$ 387.5 |
| | | | Excess (Deficiency) of Revenue | | |
| Excess of Revenue Over Expenses | \$ 3.6 | \$ 4.7 | Over Expenses | \$ 19.3 | \$ (29.0) |

* Designated Funds include the Specific Purpose Fund, the Sponsored Research Fund, Ancillary Enterprises, Capital Fund, and the Endowment Principal Fund.

Facts and Figures - 1995

Student Enrollment

| | |
|------------------------|--------|
| Graduate Programs | 6,650 |
| Undergraduate Programs | 25,500 |

Employees

| | |
|---------------------------|-------|
| Full-time Faculty | 1,954 |
| Non-faculty Support Staff | 5,500 |

Land (UBC Campus - Hectares) 402

Buildings

(replacement cost) \$2.3 Billion



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE VICE-PRESIDENT ADMINISTRATION AND FINANCE 1994-95

Table 1
Total Revenue by Source
 for the year ended March 31, 1995
 (millions of dollars)

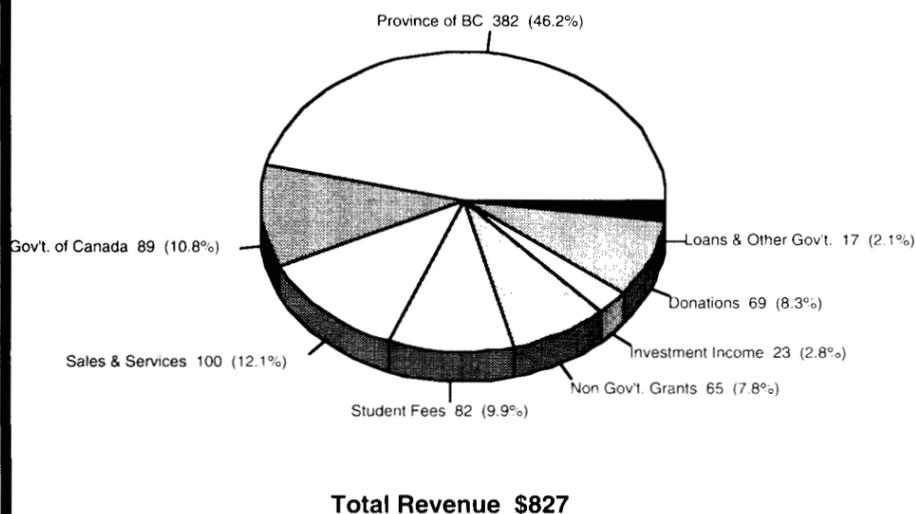


Table 2
Total Expenses by Category
 for the year ended March 31, 1995
 (millions of dollars)

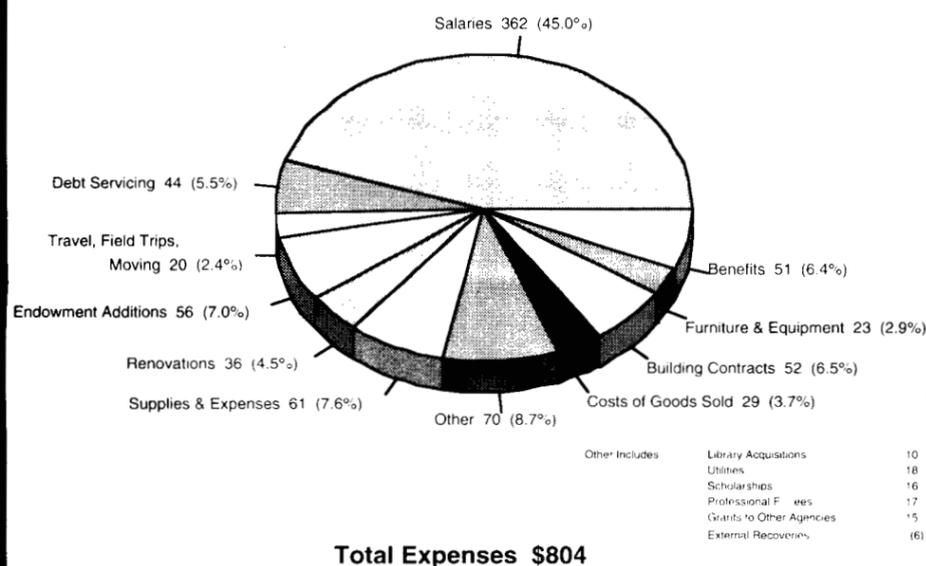


Table 3
General Purpose Operating Fund Revenue by Source
 for the year ended March 31, 1995
 (millions of dollars)

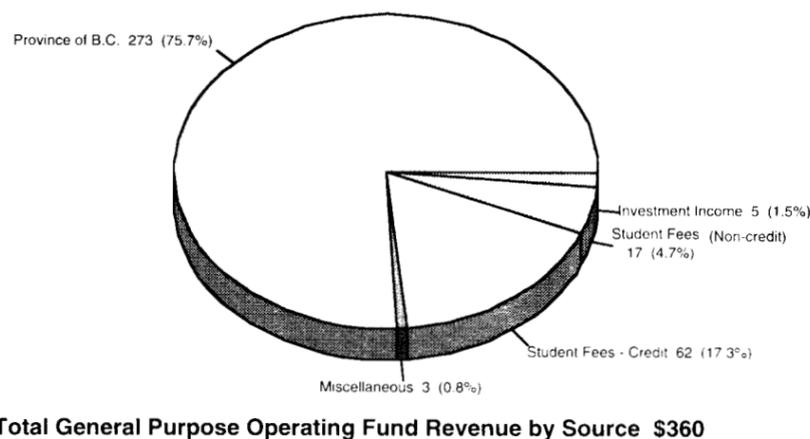
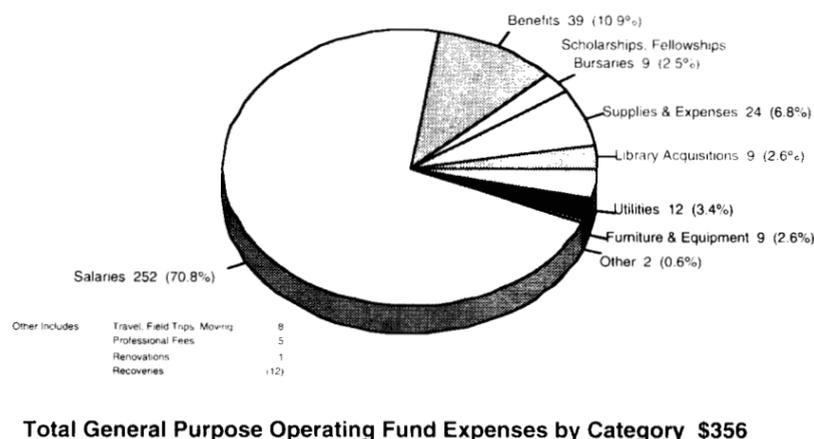


Table 4
General Purpose Operating Fund Expenses by Category
 for the year ended March 31, 1995
 (millions of dollars)



• \$1.6 million for graduate student support.

Total provincial GPO support in 1994/95 was \$272.7 million.

Credit tuition fee income rose to \$62.3 million, a 4.6% increase over the preceding year. This is represented by a 7.7% increase in tuition fees, a 2.8% increase in FTE graduate enrollments and a 2.0% decrease in undergraduate enrollments.

Non-credit tuition fee income decreased to \$17.0 million, a 3.4% drop from last year. Non-credit courses are offered through UBC Continuing Studies which is comprised of the departments of the Centre for Continuing Education, UBC Access and the Office of Extra Sessional Studies. Non-credit courses are also offered by Continuing Education in Health Sciences and the Faculty of Commerce and Business Administration.

Salaries and benefits of \$291.5 million account for 81.8% of total expenditures (see Table 4).

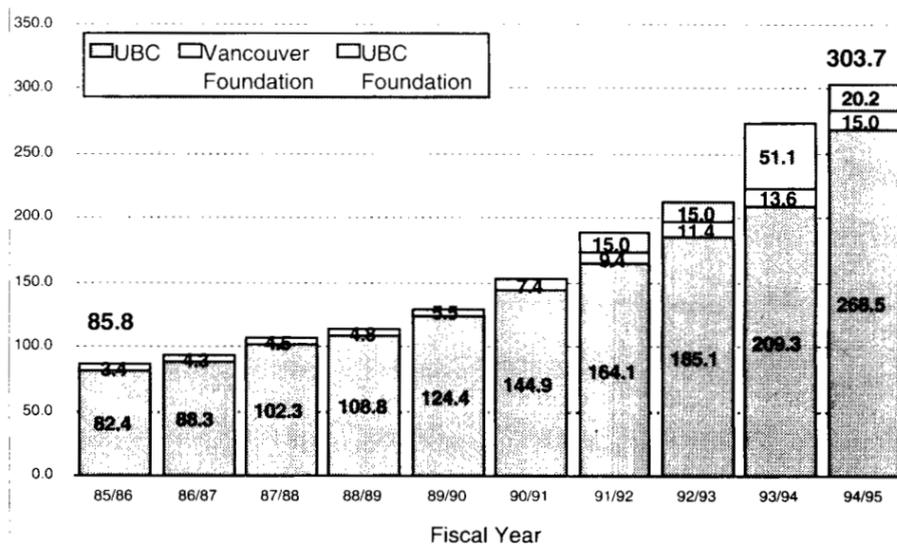
Total spending for student scholarships, fellowships, and bursaries equaled \$15.6 million, a \$2.0 million increase from the previous year. The General Purpose Operating Fund accounts for \$1.7 million of this increase.

SPECIFIC PURPOSES FUND

The Specific Purposes fund accounts for monies received for specific purposes as stipulated by the donors or granting agencies and includes income earned on the Endowment Principal Fund. The total revenue for this fund increased \$5.8 million to \$52.1 million. There were significant increases in provincial grants and contracts, bequests, donations and non-government grants. However, these were largely offset by a major decrease in investment income which fell from \$23.5 million in 1993/94 to \$15.4 million in 1994/95.

The endowment funds have grown significantly over the last 10 years from \$85.8 million to \$303.7 million, a 257% increase (see Table 5). This increase is attributable primarily to the University's World of Opportunity fund raising campaign and UBC Real Estate Corporation's leasing of university property for the construction of market housing. Endowment funds include those at UBC (\$268.5 million), and endowments held, for the benefit of UBC, at the UBC Foundation (\$20.2 million) and at the Vancouver Foundation (\$15 million).

Table 5
Schedule of Endowment Funds
 (millions of dollars)



SPONSORED RESEARCH FUND

Research funding at UBC increased to \$130.0 million in 1994/95, a 4% increase over last year. Over the last 10 years, research funding has increased by \$70.4 million, or 118.1% (see Table 6).

As funding from the National Granting Councils (currently nearly 50% of UBC's research support) starts to decline, more research will be performed in collaboration with industry.



THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE VICE-PRESIDENT ADMINISTRATION AND FINANCE 1994-95

Table 6

Schedule of Total Sponsored Research Revenue

(millions of dollars)

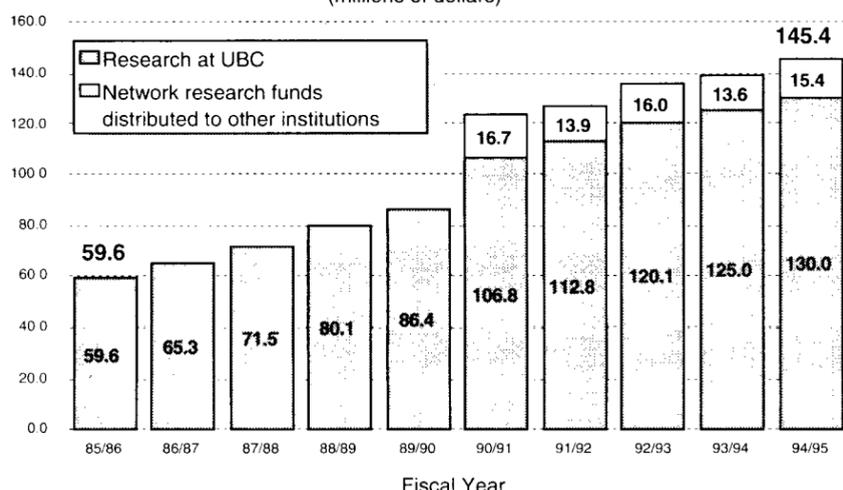
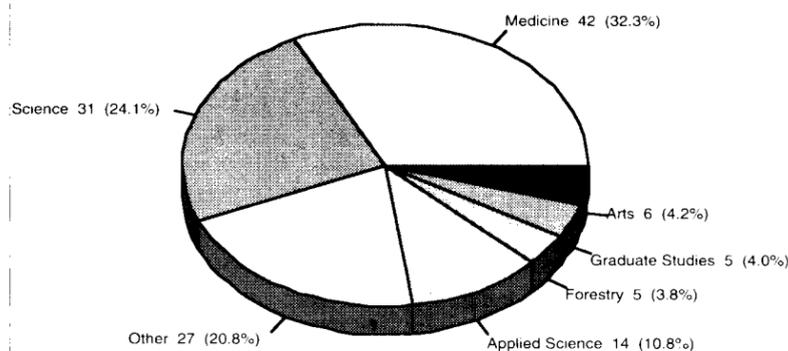


Table 7

Research Awards by Faculties

for the year ended March 31, 1995
(millions of dollars)



Total Research Awards by Faculties \$130

In 1994/95, industry funding increased by nearly 50% to an all-time high of \$20.3 million. Support from the two BC Granting Agencies (Science Council and BC Health Research Foundation) continued to decline - levels are less than 50% of those in 1992/93.

ANCILLARY ENTERPRISES

Ancillary Enterprises provide goods and services to the University community and are expected to operate on a break even basis. Total revenue for the ancillaries increased by \$11.2 million from the preceding year to \$98.4 million. \$7.1 million of this increase results from the addition of University Computing Services as an ancillary, and \$2.2 million from increased Housing and Conferences revenue.

The UBC Bookstore is the largest university bookstore in Canada and the 8th largest in North America. The Bookstore ended the year with a \$449,000 surplus, reducing its accumulated deficit from \$803,000 to \$354,000.

Parking Services revenue increased to \$5.4 million in 1994/95, a 17.4% increase over the previous year due to new parkade income and increases in parking rates. For the seventh year, \$100,000 of parking fine revenues went to support student aid.

CAPITAL FUND

Capital projects are funded by the provincial government, donations and Ancillary Enterprises. Currently there are 9 construction projects underway costing \$157.3 million.

Capital Fund revenues increased \$45.7 million to \$114.5 million, due to an increase in provincial grants of \$15.9 million, \$15.3 million in donations, and \$14.3 million in loans.

The loans are provided by the provincial government to fund ancillary capital construction, including the Rose Garden Parkade and Thunderbird Housing.



THE UNIVERSITY OF BRITISH COLUMBIA

UBC WASTE REDUCTION PROGRAM

Department of Plant Operations
1994/95 ANNUAL REPORT

1.0 INTRODUCTION

The U.B.C. Waste Reduction Program was created in 1991 within the Department of Plant Operations. Its formation was the result of increased public concern over the long-term environmental effects of solid waste disposal and resource over-consumption. The Waste Reduction Program currently runs a campus-wide paper and cardboard recycling operation, coordinates multi-material recycling activities in student residences and most importantly provides education, information and advice on waste reduction to the U.B.C. community.

The people behind the U.B.C. Waste Reduction Program are:

- John Metras - Waste Reduction Coordinator
- Mary Jean O'Donnell - Operations Coordinator
- Bernard Dick, Kenneth Durrer, Albert Segar - Recycling Crew

Program Mission

To initiate, coordinate and promote waste reduction, reuse, recycling and composting activities at the University of British Columbia, with the ultimate aim to make waste reduction and resource conservation an integral part of campus life.

Program Goals

- To raise awareness and understanding in the University community of the principles, practices and benefits of waste reduction and resource conservation.
- To provide comprehensive, cost effective recycling and composting services to the University community.
- To act as a catalyst and resource for waste reduction initiatives undertaken by campus departments and student organizations.
- To monitor, record and communicate waste reduction progress at U.B.C. so that the campus community can see the results of its waste reduction efforts.
- To act as a stakeholder in the development of University policy regarding conservation and sustainability.
- To maintain associations with business, government, environmental organizations and other educational institutions in order to benefit from an exchange of ideas on waste reduction.

2.0 WASTE REDUCTION PROGRESS at U.B.C.

The U.B.C. community continued to make positive waste reduction progress in 1994/95. The quantity of solid waste sent for disposal declined 6% from the previous year and material diverted to recycling and composting increased 26%. These results, outlined in Table 1 below, can be directly attributed to several new waste reduction and recycling initiatives implemented during the year - the Waste Free UBC program, the Residence Eco-Depot recycling program and the Green Bin cardboard recycling program.

| | 1993/94 | 1994/95 |
|--|---------|---------|
| Disposed (tonnes) | 3301 | 3089 |
| Recycled/Composted (tonnes) | 910 | 1147 |
| Total Waste Generated | 4211 | 4235 |
| % Recycled & Composted | 22% | 27% |
| Campus Population (FTE) | 31287 | 31208 |
| Waste Disposed per Capita (kg/person) | 106 | 99 |
| % Reduction in Waste Disposed per Capita (from 1990/91 baseline) | 21% | 26% |

Table 1, Waste Reduction Summary

U.B.C. now recycles and composts 27% of its solid waste stream. The positive waste reduction and recycling trend at U.B.C. since 1990/91 is clearly illustrated in Chart 1.

50% Waste Reduction Goal

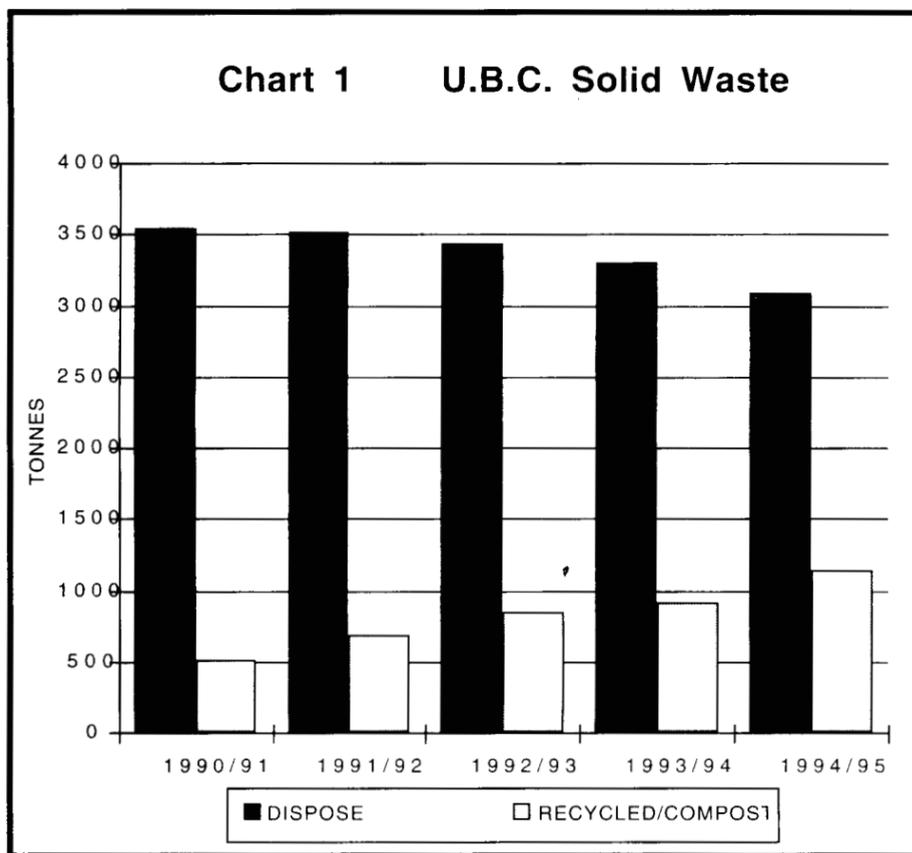
The waste reduction goal set by the Government of British Columbia states that the per capita disposal rate by the year 2000 should be reduced to 50% of the 1990 per capita waste generation rate (disposed+recycled+composted). This target has been adopted by regional and municipal governments across the province and is the minimum standard by which waste reduction progress at U.B.C. will be measured.

The waste generation rate at U.B.C. in 1990/91 equaled 134 kg/person. Four years out from this baseline the disposal rate stands at 99 kg/person. Thus U.B.C. has achieved a 26% reduction in per capita waste disposal according to B.C. Ministry of Environment criteria.



THE UNIVERSITY OF BRITISH COLUMBIA

WASTE REDUCTION PROGRAM 1994/95 ANNUAL REPORT



Waste Accounting Changes

It should be noted that a number of changes have been made in our waste accounting system over the past year. These changes have in some cases significantly altered data from the 1993/94 report but were made for the sake of accuracy. They include:

Removal of Vancouver Hospital (UBC Site) Waste Data - Waste data for the Vancouver Hospital (UBC Site) has been removed from the UBC statistics. UBC handles garbage from the hospital on a contract basis but has no control over waste management practices within the hospital.

Recalculation of Campus Population - Students are now counted on a full time equivalent (FTE) basis rather than by total headcount, a practice which inflated the overall campus population.

Recalculation of Grounds Waste Composting Data - The estimate for grounds waste composting has been lowered to 200 tonnes/year. The previous estimate of 1000 tonnes, calculated by Resource Integration Systems in its 1991 campus waste audit, was determined to be unrealistic. The revised grounds waste estimate is based on an annual volume of 1000 - 1200 cubic metres.

3.0 KEY ACCOMPLISHMENTS in 1994/95

Waste Free U.B.C.

The Waste Free U.B.C. program has now been implemented in over 25 departments on campus including the President's Office, the Alma Mater Society and the Main Library. Waste Free U.B.C. is an action-oriented education program that makes individuals responsible for the waste they generate and challenges them to reduce that waste. The key component of this program is the elimination of desk-side garbage collection. Garbage and recyclables must now be taken to central waste stations located in lunchrooms or photocopier rooms. Individuals receive special containers for this purpose. The Waste Free system forces people to become aware of the waste that they personally create and typically results in increased levels of waste reduction and recycling participation.

Eco-Depot Recycling Program

The new Eco-Depot Recycling Program was set up in campus residences over the summer of 1994. A total of 37 depots now serve approximately 7,500 residents. Each depot has separate Eco-Bins for mixed paper products, newsprint and commingled containers (plastic, metal, glass). The program was greeted with much enthusiasm. Approximately 90 tonnes of material was collected in the first 6 months of the program, a huge increase over past residence recycling efforts. International Paper Industries, a local recycling company, has been contracted to provide collection service for the program. The Waste Reduction Program, in collaboration with the Department of Housing, administers the contract and provides education and information support.

Green Bin Cardboard Recycling Program

The new cardboard collection system was successfully implemented in the fall of 1994. This system employs the Plant Operations compactor truck to collect cardboard from specially marked green bins. There are now green bins at 30 locations across campus. Currently, the revenue obtained from the sale of cardboard offsets the cost of collection.

Purchasing Initiatives

The Waste Reduction Program worked closely this year with the Department of Purchasing in an effort to build environmental criteria into the contract tendering process. Progress was made on the fine paper and chemical contracts. In the instance of the paper contract, a cooperative promotional campaign was arranged with the vendor to encourage the use of recycled content paper on campus.

4.0 RECYCLING & COMPOSTING PROGRAMS

Paper and Cardboard Recycling

The Waste Reduction Program operates a campus-wide paper and cardboard recycling program. The total quantity of paper and cardboard recycled through this system in 1994/95 was 611 tonnes, an increase of 14% over the previous year.

Materials collected include: fine paper, mixed paper, newsprint, magazines, hard cover books, telephone books and cardboard. The Waste Reduction Program also offers confidential document shredding services on a fee for service basis. Paper and cardboard recycling totals at U.B.C. since 1990/91 are shown in Chart 2.

Multi-Material Recycling

Multi-material recycling refers to "Blue Box" type programs in which a wide range of different recyclable materials are collected. These materials typically include: newsprint, mixed paper products, plastic containers, metal cans and glass bottles. Multi-material recycling of some form is available in all U.B.C. residences and food service outlets and at the Student Union Building.

The total quantity of material collected through these programs in 1994/95 was 211 tonnes - up 125% from the previous year. This large increase was mainly due to implementation of the Eco-Depot recycling program in campus residences. Recognition must also go to the U.B.C. Food Group and the Alma Mater Society for their can & bottle recycling efforts in campus food outlets. Multi-material recycling program totals at U.B.C. since 1990/91 are shown in Chart 2.

Grounds Waste Composting

The Department of Plant Operations has been composting grounds waste at U.B.C. for many years. Approximately 1000 - 1200 cubic metres of garden waste, leaves, grass cuttings, tree prunings, brush, dead fall and stumps are diverted to the South Campus compost piles each year. This represents about 200 tonnes of organic material. Finished compost is used as a soil amendment on the campus grounds.

Food Waste Composting

Several pilot food waste composting projects have been undertaken on campus over the past year. Bio Resource Engineering continues to collect food waste from the Student Union Building for several composting research projects. The AMS also contracts with a local hauling company (BFI) for collection of kitchen waste at the SUB. This material is transported to the Envirowaste composting facility in Aldergrove. UBC Food Group is considering this program as well. Approximately 12 tonnes of campus food waste was collected for composting in 1994/95.

Other Recycling Initiatives

There are a wide variety of materials collected at U.B.C. for recycling which have so far escaped classification in this report. These materials include:

- used office furniture, lab equipment and computers collected by the Surplus Equipment Recycling Facility (SERF) for resale.
- gypsum wallboard collected by Plant Operations during building renovations. 10 tonnes of gypsum was collected for recycling in 1994/95.
- scrap metal collected by SERF and Plant Operations. 103 tonnes of scrap metal was collected for recycling in 1994/95.
- motor oil, oil filters, antifreeze, vehicle batteries, and tires collected from the Plant Operations garage.
- photocopier and laser printer toner cartridges collected by individual departments across campus in manufacturer sponsored recycling programs.
- fluorescent tubes collected by the Plant Operations Electrical Shop. This program was initiated in March 1995.
- styrofoam packing chips collected in various labs across campus. These chips are reused by a local shipping company.
- mattresses collected by U.B.C. Housing from student residences. These are either reused at the U.B.C. Research Forest or sent to a local reupholster.

A summary of the quantities of material recycled and composted in 1994/95 is provided in Table 2.

| Breakdown by Program | tonnes | Breakdown by Material | tonnes |
|----------------------|-------------|------------------------------------|-------------|
| Paper & Cardboard | 611 | Paper | 565 |
| Multi-Materials | 211 | Cardboard | 178 |
| Scrap Metal | 103 | Containers (metal, glass, plastic) | 79 |
| Gypsum | 10 | Scrap Metal | 103 |
| Food Waste | 12 | Gypsum | 10 |
| Grounds Waste | 200 | Food Waste | 12 |
| | | Grounds Waste | 200 |
| Total | 1147 | Total | 1147 |

Table 2, Quantities of Material Recycled/Composted in 1994/95

End Markets for Recycled Material from U.B.C.

Waste materials collected at U.B.C. are recycled into a variety of useful products. Examples of these products are provided in Table 3 along with the companies involved in hauling, brokering and processing the recycled material. Our waste is a resource!

5.0 EDUCATION AND PROMOTION

Public Communication

A variety of media were used to convey the waste reduction and resource conservation message to the campus community in 1994/95. These included:

- Waste Reduction Action Kit
- UBC-TV
- Published Annual Report
- Information Pamphlets
- Newspaper Articles
- Recycling Area Monitors
- Information Sessions
- Residence Recycling Representatives
- Internet Gopher Site (ViewUBC)

Implementation of the Waste Free U.B.C. program has also offered an excellent opportunity to communicate directly with staff and faculty. The challenge in the coming year will be to develop communication programming that is better aimed at students.

Community Involvement

In an effort to promote waste reduction objectives within the University community and to stay current with developments in the external community, the Waste



THE UNIVERSITY OF BRITISH COLUMBIA

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| Recycled Material | Hauler/Broker | End Market | End Products |
|----------------------------|--|---|--|
| Paper | Weyerhaeuser Int'l Paper Industries | B.C. - Island Paper, Crown Packaging U.S. - James River Paper, Ore. China, Korea, Philippines, Taiwan | photocopy paper, tissue paper, linerboard, egg cartons, roofing paper, ceiling tiles |
| Newspaper | Weyerhaeuser Int'l Paper Industries | B.C. - Newstech China, Korea, Philippines, Taiwan | newsprint, telephone books, insulation |
| Cardboard | Weyerhaeuser Int'l Paper Industries | B.C. - Crown Packaging China, Korea, Philippines, Taiwan | boxboard, linerboard |
| Glass | Int'l Paper Industries Regional Recycling | B.C. - Consumers Glass Alta. - Vitreous Environmental | bottles, jars, architectural blocks and tile, drain rock |
| Metal | Int'l Paper Industries Regional Recycling Richmond Steel | Ont. - Alcan, U.S. - MRI Corp. Wash. | cans, auto parts, steel beams, industrial products |
| Plastic | Int'l Paper Industries | B.C. - Merlin Plastics, Eco Superwood | non-food containers, auto parts, carpets, fleece jackets, plastic wood products |
| Gypsum | New West Gypsum | B.C. - New West Gypsum | gypsum wallboard |
| Styrofoam Packing Chips | The Packaging Depot | B.C. - The Packaging Depot | reused packing material |
| Laser Toner Cartridges | Benndorf Verster, Tenex Data | B.C. - Benndorf Verster, Tenex | remanufactured cartridges |
| Fluorescent Lamps | Nu Life Industries | B.C. - Nu Life Industries | mercury, aluminum |
| Mattresses | Value Mattress | B.C. - Value Mattress | remanufactured mattresses |
| Tires | Action Tire | B.C. - Innovative Waste Technologies, Northwest Rubber Mats | rubber mats, paving bricks, running tracks, mud guards |
| Used Oil | Used Oil Collection | B.C. - Mohawk Oil | re-refined motor oil |
| Oil Filters | Laidlaw Environmental Services | U.S. - Filter Recycling Services, Ca. | re-refined motor oil, metal, rubber |
| Batteries | Batteries Unlimited | B.C. - Metalex Products | lead, plastic |
| Anti-Freeze | Recycle West | Alta. - Canadian Oil Reclaimers | recycled anti-freeze |

Table 3, End Markets for Recycled Material from U.B.C.

Reduction Program is actively involved in a number of working groups, committees and associations. These include:

U.B.C. Community Recycling Group - a collaboration of campus departments and student groups formed to address waste management issues at the university.

U.B.C. Environmental Programs Advisory Committee - a committee formed by the Department of Health, Safety and Environment to review and make recommendations on U.B.C. activities and progress related to environmental compliance.

U.B.C. Hazardous Waste Management Team - a working group organized by the Department of Health, Safety and Environment to address reduction and recycling of chemical waste at U.B.C.

U.B.C. Sustainable Development Policy Committee - an administrative committee formed to develop University policy on ecological sustainability.

U.B.C. Greening the Campus Program - an educational program in which students receive academic credit for real-life projects aimed at ecological improvement of the campus community.

G.V.R.D. Local Solid Waste Advisory Committee - a committee of local stakeholders created to provide input on the Greater Vancouver Regional District's new solid waste management plan.

Recycling Council of British Columbia - a non-profit society dedicated to the promotion of waste reduction, recycling and ecological sustainability in British Columbia.

6.0 WASTE REDUCTION PROGRAM COSTS

The net cost for Waste Reduction Program activities in 1994/95 was \$196,415. This included administration, operating and capital expenditures minus material and collection revenues. Increased revenue from the sale of recycled paper and cardboard helped to reduce total costs by 24% over the past year. A summary of program costs is provided in Table 4.

7.0 NEW PROJECTS FOR 1995/96

New Recycling Collection System

A new recycling collection system, that will meet the University's needs into the next century, has been designed and approved for implementation at U.B.C. in 1996. This new system will employ wheeled carts in combination with an automatic side loading vehicle to collect mixed paper, as well as commingled containers (metal cans, glass & plastic bottles), from individual campus buildings. The new system will increase

| | 1993/94 | 1994/95 |
|--|------------------|------------------|
| Program Management | \$87,379 | \$71,960 |
| Paper and Cardboard Recycling | \$131,625 | \$68,049 |
| Multi-Material Recycling | \$21,335 | \$3,225 |
| Food Waste Composting | \$3,750 | \$4,000 |
| Waste Reduction Education & Promotion | \$4,469 | \$5,262 |
| Program Operating Cost | \$248,559 | \$152,246 |
| Capital Expenditures | \$11,511 | \$44,169 |
| Total Program Cost | \$260,070 | \$196,415 |
| Avoided Landfill Charges (\$69/tonne) | \$57,331 | \$79,143 |

Table 4, Waste Reduction Program Costs

Fluorescent Lamp Recycling

The Department of Plant Operations has initiated a pilot program to collect used fluorescent lamps for recycling. The lamps will be sent to Nu Life Industries in Aldergrove where mercury, aluminum and glass will be recovered for secondary use. Fluorescent lamps have been identified as an environmental concern because they contain mercury (25-50 mg mercury per 4 foot lamp). Some U.S. states have banned fluorescent lamps from solid waste disposal streams. This program was implemented in late March 1995 and is administered and funded by the Waste Reduction Program.

8.0 OBJECTIVES FOR 1995/96

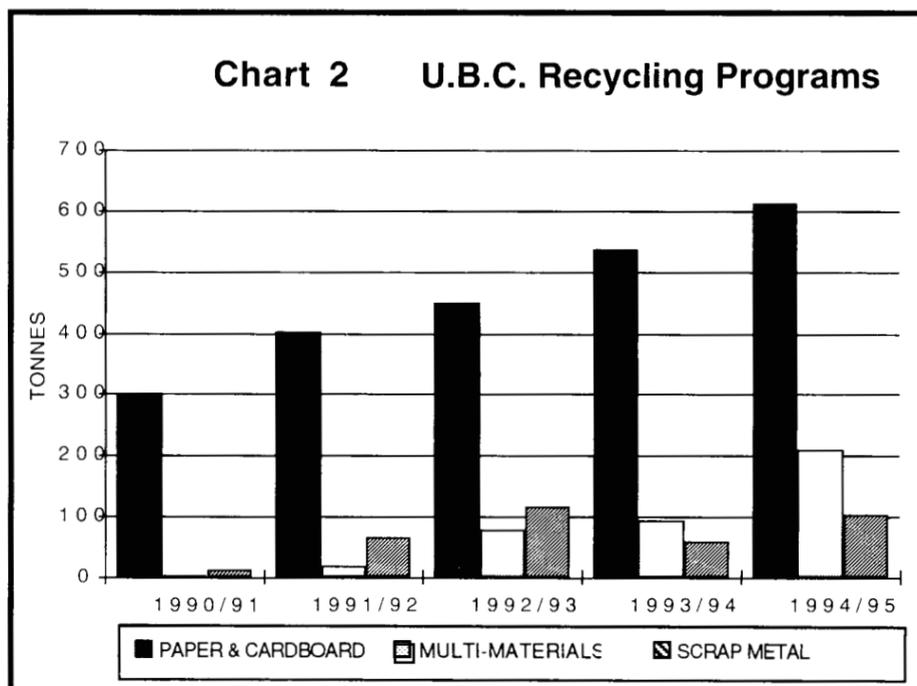
- Increase awareness of the waste reduction and resource conservation issues through newspaper articles, posters, Internet listing, public presentations and participation at community events such as Open House and Environment Week.
- Improve quality of promotional and educational material in order to increase interest and participation in waste reduction and recycling programs.
- Continue implementation of the Waste Free U.B.C. program in administrative departments and begin expansion of the program into academic departments.
- Collaborate with the Department of Purchasing to promote recycled content products, waste conscious procurement ("pre-cycling") and vendor responsibility for packaging waste.
- Improve and expand recycling collection during the periods of high waste generation at the beginning and end of the academic year.
- Develop a detailed proposal for an integrated composting system at U.B.C. to handle both grounds waste and food waste.
- Continue development of formal waste management plan for the University. This plan will focus on each component of the waste stream and outline material specific waste reduction strategies.
- Work with the Recycling Council of B.C. to promote province-wide programs, such as manufacturers responsibility and an expanded deposit/re-fund system, which will help U.B.C. reduce its waste.

If you have any questions, comments or suggestions with regard to waste reduction and recycling at U.B.C. please contact John Metras of the U.B.C. Waste Reduction Program at 822-3827 (e-mail: recycle@unix.ubc.ca).

recycling capacity by a factor of 2.5, reduce operating costs by more than 50% and significantly improve worker safety by reducing manual handling of material. Equipment specification and purchasing will be undertaken during the 1995/96 fiscal year. Roll-out of the new program will take place over the summer of 1996.

Acadia Composting Pilot Project

The Waste Reduction Program has organized a composting pilot project in the Acadia Park Residence for 1995/96. The main component of this project will involve the testing of an innovative composting unit called "Beulah". This in-vessel composter was designed and manufactured by Community Alternatives, a local non-profit group. The Beulah will compost food waste from the Acadia High Rise and yard waste from the Acadia Community Garden. The finished compost will be used in the garden. Participants in the project include: Acadia Garden Committee, Community Alternatives, UBC Housing and the UBC Waste Reduction Program.





THE UNIVERSITY OF BRITISH COLUMBIA

REPORT OF THE EQUITY OFFICE

JANUARY - JUNE 1995



THE UNIVERSITY OF BRITISH COLUMBIA

October 19, 1995

Dear Colleagues:

At its meeting of January 26, 1995, the Board of Governors approved the Policy on Discrimination and Harassment. As a condition of its approval, the Board requested that the University Administration report to the Board at six months on the effectiveness of the new Policy.

The accompanying report summarizes Equity Office activities related to the Policy on Discrimination and Harassment during January through June 1995. This report discusses educational and informational activities as well as procedures for complaint processing and complaint resolution. In addition, this report makes recommendations to improve the effectiveness of the Policy and the Equity Office.

During the inaugural six months of UBC's Policy on Discrimination and Harassment, the Equity Office received 87 new cases. Of these new cases only one remained under formal investigation as of June 1995: the others were addressed by complainants themselves, resolved informally through Equity Advisor intervention, or not pursued.

I urge you to discuss this report with your colleagues and to send your comments to Dr. Sharon E. Kahn, Associate Vice-president, Equity, c/o President's Office. Thank you.

Sincerely,

David W. Strangway
President

Introduction

In the Spring of 1994, the University merged four equity-related concerns—employment equity, multicultural liaison, sexual harassment, and women and gender relations—into a single Equity Office. This office, which is directed by an Associate Vice-president, Equity, and staffed by 3.5 Equity Advisors, coordinates initiatives to promote employment and educational equity and to prevent discrimination and harassment, including sexual harassment. Specifically, this office maintains UBC's Employment Equity Plan and employment equity census, offers education and training on employment and educational equity to the campus at large, processes and facilitates resolution of complaints of discrimination and harassment, and provides support for Administrative Heads of Unit confronted by cases of alleged discrimination and harassment.

The work of the Equity Office draws direction from three key documents: the Policy on Employment Equity (1990), the Employment Equity Plan (1991), and the Policy on Discrimination and Harassment (1995). The Policy on Discrimination and Harassment, which conforms to principles established by the B. C. Human Rights Act (1992), evolved through a comprehensive review of procedures used for complaint processing under the previous sexual harassment policy (1988) and through campus-wide consultation. In January, 1995, UBC's Board of Governors approved the Policy on Discrimination and Harassment, and requested that the Equity Office report on the first six months of policy implementation.

Report

The following report summarizes Equity Office activities during the inaugural six months of UBC's Policy on Discrimination and Harassment, January through June 1995.

Education and Training

To implement UBC's Policies on Employment Equity and on Discrimination and Harassment, the Equity Office offers education and training to all members of the UBC community. Offerings include formal presentations, consultations on equity-related projects, workshops, and skill-development sessions.

During the first six months of 1995, Equity Office staff delivered talks at union and staff-association meetings, at gatherings of deans and the Board of Governors, and at faculty fora and retreats. As well, the office made presentations, including lectures in credit and non-credit courses, to numerous academic faculties, schools, and departments, as well as to non-academic units and to University advisory committees. Staff met with the Faculty Association Ad Hoc Committee on Lesbians and Gays, and with numerous student groups, including Color Connected and Third Culture. Working in conjunction with Human Resources' Managerial and Other Skills Training program (MOST), the Equity Office made presentations at orientation sessions for new UBC employees, led several workshops for administrators on selection interviewing, and participated in courses on disability awareness.

The Equity Office also developed a workshop for student-service units and presented a series of training sessions on discrimination and harassment awareness. During May and June, two hundred UBC administrators, staff, faculty, and students participated in these training sessions. Over 90 percent of participants rated these workshops overall as "very good" to "excellent" and reported that they would

recommend the workshop to others.

In addition, the office provided skills-training in complaint handling, alternate dispute resolution, and conflict management to many campus groups, including student society executives, social-work field-instructors, and students and faculty in Medicine. Skills-training in these areas also were demonstrated to non-UBC organizations, and at provincial and national conferences. In addition, Equity Office staff frequently responded to media requests for information and interviews, particularly concerning the report on the Department of Political Science.

Moreover, the office consulted with government officials and with students, faculty, and staff—both from UBC and from other institutions of higher learning—over equity and human rights issues, and policies and procedures for complaint resolution. Examples of recent consultations include assistance to faculties and departments in developing internal complaint processes, producing a video series on human rights, and drafting guidelines for appropriate behaviour on field trips. Another on-going project that extends to every campus unit concerns the development of unit equity plans consistent with UBC's overall equity objectives. This project has been undertaken in conjunction with the President's Advisory Committee on Equity and in support of UBC's Employment Equity Plan.

Complaint Processing Procedures

In addition to Education and Training, the Equity Office engages in Complaint Processing Procedures. These procedures begin with initial interviews in which Equity Advisors and contact persons (a Complainant or a Third-party) discuss the problems that have led them to seek out the Equity Office. If the contact person's concerns fall within the terms of UBC's Policy on Discrimination and Harassment, and the Equity Office concludes that the complaint is reasonable and offered in good faith, then the Equity Office offers information on possible routes to achieving a satisfactory resolution. These routes involve varying degrees of Equity Office participation, ranging from informal assistance, such as suggesting ways that a Complainant may discuss his or her concerns directly with the Respondent, to guiding the Complainant through a structured procedure involving a formal investigation and resolution.

Consultations with an Equity Advisor are confidential, and Equity Advisors act only on the direction and with the consent of the contact person. The only exception occurs when the Advisor believes that others' safety is at risk. In such situations, the University must intervene. To date, there have been no cases in which Advisors have taken action or proceeded to investigate complaints without the direction and consent of the persons who initially contacted the office.

Who Contacts the Equity Office?

From January to June 1995, the Equity Office received 87 new cases alleging discrimination or harassment. This number of new contacts (on average, 14 or 15 each month) is similar to the number of cases received monthly under the previous sexual harassment policy, and does not include on-going cases that pre-date January.

Table 1 presents the number of Complainant, Respondent, and Third-party contacts who made initial contacts with the Equity Office.

Table 1
Persons contacting the UBC Equity Office (n=87)

| | |
|--|----------|
| Complainants | 58 (67%) |
| Individuals with complaints | |
| Third parties | 9 (10%) |
| Administrators | |
| Others who witnessed or heard about discriminatory or harassing behaviour | 17 (20%) |
| Individuals who contacted the Equity Office because they believed that their behaviour might have been discriminatory or harassing | 3 (3%) |

Of the 87 concerns brought to the attention of the Equity Office, 23 were not covered by the mandate of the Policy. Situations are non-mandated for a variety of reasons:

- they occur off-campus and in non-work- and study-related circumstances;
- they occur outside the time limit specified in the Policy;
- the Complainant or Respondent is not a UBC student, faculty, or staff member; and
- the complaint does not fall under one of the protected grounds specified in the Policy.

Under any of these conditions, individuals who contact the Equity Office may not access the formal procedures established by the Policy on Discrimination and Harassment. However, because most non-mandated situations, such as students encountering harassment off-campus or employees being harassed by supervisors for reasons unrelated to the grounds protected under the Policy, are of serious concern, the Equity Office on occasion does provide these Complainants with informal advice and referral services.

What is the Context of the Complaints?

People study, work, play, and live at the University, and each of these activities can be compromised by discriminatory practices or harassing conduct. Table 2 reveals that during the current reporting period, 43% of the complaints received by the Equity Office cited settings such as classrooms, faculty or graduate student offices, and research laboratories. Complaints about discrimination and harassment in employment settings constituted 38% of reported situations, whereas complaints about conflict in social situations were reported in 14% of the complaints. Relatively few complaints originated from campus residences or athletic areas, two domains with strict guidelines on acceptable conduct.



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Table 2
Contexts in which discrimination and harassment complaints arose

| Context | Percentage of complaints (n = 87) |
|-------------|-----------------------------------|
| Academic | 43% |
| Employment | 38% |
| Social | 14% |
| Residential | 2% |
| Athletic | 3% |

Who Complains about Whom?

Gender of Complainants and Respondents

Table 3 shows that females brought forward 77% of complaints to the Equity Office and that males were Respondents in 83% of complaints.

Table 3
Sex of known Complainants and Respondents in discrimination and harassment complaints

| | Complainants (n = 84) | Respondents (n = 77) |
|-------------|-----------------------|----------------------|
| Female | 65 (77%) | 11 (14%) |
| Male | 18 (21%) | 64 (83%) |
| Mixed Group | 1 (1%) | 2 (2%) |

More specifically, Table 4 reveals that females presented concerns about the conduct of males (61% of complaints) eight times more than the conduct of other females (7%). In comparison, males complained about other males (13%) twice as much as they complained about the conduct of females (6%). This information is based on only those cases where the identity of both the Complainant and the Respondent were known. Thus, while most of the complaints reflected a pattern of males harassing females, a fair number of complaints at UBC involved conflicts between members of the same sex, and as well, a few situations involved complaints that men directed against women.

Table 4
Sex of Complainants as compared to sex of Respondents in discrimination and harassment complaints

| Sex of Complainant | Sex of Respondent | Percentage of Complaints* |
|--------------------|-------------------|---------------------------|
| Female | Male | 61% |
| Female | Female | 7% |
| Male | Female | 6% |
| Male | Male | 13% |

* In some cases, the identity of either the Complainant or Respondent is unknown, or the complaint is systemic and concerns an entire unit. Thus, percentages do not add to 100%.

University Position of Complainants and Respondents

Table 5 presents information about the UBC positions (student, staff, faculty) of Complainants and Respondents. Students brought 45% of the reported complaints (undergraduate students, 32%; graduate students, 13%). Students also constituted 26% of the Respondents in discrimination and harassment complaints. Similarly, support staff were Complainants (21%) more often than they were Respondents (13%). In contrast, members of faculty were cited most often as Respondents (41% of complaints). Management and professional staff were Respondents in 9% of reported situations, and brought forward only 3% of the complaints. Thus, those individuals who occupy superior positions of rank relative to Complainants were more frequently named as Respondents than were occupants of positions with less power; for example, faculty were named as Respondents more frequently (41%) than were students (26%).

Table 5
Position of Complainants and Respondents in discrimination and harassment complaints

| | Complainants (n = 85) | Respondents (n = 78) |
|--|-----------------------|----------------------|
| Undergraduate students | 32% | 14% |
| Graduate students | 13% | 12% |
| Support staff | 21% | 13% |
| Management/Professional staff | 3% | 9% |
| Faculty | 15% | 41% |
| Other (e.g., campus visitors, former students, employees of independent student organizations) | 15% | 11% |

Table 6 highlights that some pairs of Complainants and Respondents held similar UBC rank or position. Students complained about other students nearly as much as they did about faculty. Support staff also complained mostly about peers, as did faculty. When a power difference occurs between individuals holding the same rank or position, the source of the difference may be assumptions of superiority and inferiority related to strength, fluency, cultural beliefs, or traditional gender norms. For example, the belief that males should be aggressive in pursuing intimate relationships may encourage men to make unwelcome sexual advances to women.

Table 6
Position of Complainants in relation to position of Respondents in discrimination and harassment complaints

| Complainant position | Respondent position | % of cases* |
|-------------------------------|-------------------------------|-------------|
| Student | Student | 17% |
| Faculty | Faculty | 21% |
| Support staff | Support staff | 9% |
| Faculty | Faculty | 2% |
| Management/Professional staff | Management/Professional staff | 5% |
| Faculty | Student | 3% |
| Faculty | Faculty | 9% |

* This table includes only cases where the Complainant and Respondent are UBC students, staff, or faculty, and the position of both are known.

What are the Types of Complaints?

Table 7 separates complaints into the two general areas covered by the Policy—harassment and discrimination—as well as into several specific categories. Most complaints concerned harassment. As defined by the Policy, harassment involves unwelcome visual, verbal, or physical conduct for which there is no *bona fide* and reasonable justification. Such behaviour has a negative impact on an individual's ability to work or study. In contrast, discrimination involves treatment that compromises the access, opportunity, or evaluation of an individual on the basis of a ground protected by the Policy, such as ethnicity, sex, disability, age, sexual orientation, or political belief.

Table 7
Number of discrimination and harassment complaints broken down by general issue and specific category

| Specific Category of Complaint | Percentage of total cases (n = 87)* | Number of Harassment Complaints | Number of Discrimination Complaints |
|--------------------------------|-------------------------------------|---------------------------------|-------------------------------------|
| Ethnic | 16% | 5 | 9 |
| Sexual/Gender | 69% | 51 | 9 |
| Disability | 5% | 1 | 3 |
| Age | 5% | 3 | 1 |
| Sexual Orientation | 6% | 5 | 0 |
| Political Belief | 1% | 0 | 1 |
| Non-mandated by UBC Policy | 21% | 13 | 5 |

* The total percentage of complaints exceeds 100% because some complaints involved more than one category.

Harassment Complaints

Table 8 illustrates that whereas faculty complained most frequently about discriminatory treatment that limited opportunity, students complained most frequently about harassment.

Table 8
Number of harassment and discrimination complaints broken down by position of Complainant

| Complainant Position | Number of Harassment Complaints | Number of Discrimination Complaints |
|-------------------------------|---------------------------------|-------------------------------------|
| Student | 33 (87%) | 5 (13%) |
| Support staff | 11 (61%) | 7 (39%) |
| Management/Professional staff | 3 (100%) | 0 |
| Faculty | 5 (38%) | 8 (62%) |

Table 9 breaks gender-based harassment complaints into three standard categories. The first category, coercive "quid-pro-quo" harassment, involves harassment by a person in power that takes the form of an offer of a reward for social companionship or sexual favours, or a threat to deny opportunity as punishment for a refusal of social companionship or sexual favours. During the first six months of 1995, coercive social or sexual relationships were reported in 17% of harassment complaints.

Not all coercive social or sexual harassment complaints involved overt offers of reward or threats. The Equity Office also received complaints of covert or subtle coercion for social or sexual relations in circumstances where the power differential between the parties prevented free consent. For example, a student who does not desire to reciprocate a faculty member's social or sexual advances may not feel able to refuse such attention. Whether or not the faculty member would retaliate if refused, the student may perceive a threat to her or his future as a likely consequence of a refusal. In some cases, students contacting the Equity Office reported that they accepted faculty members' initial advances in the hope that their instructors eventually would lose interest in further relations. Even when consensual sexual relationships developed, students who contacted the Equity Office following unhappy outcomes of such experiences with faculty members complained that coercion had been implicit in such relationships.

A second type of harassment involved physical assault of a sexual or non-sexual nature. Assault is alleged to have occurred in 16% of the harassment complaints registered at the Equity Office from January through June 1995. Complaints of



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sexual assault included grabbing, touching, and acquaintance rape. In cases of physical assault, Equity Advisors not only enable Complainants to seek redress through University complaint processes, but also help them gain access to external processes, such as filing criminal complaints with the police.

The third category of harassment complaints—poisoned environment—was cited most often (67%). This category refers to conduct that creates a hostile work or study environment for affected individuals. Conduct that falls into this category includes sexist comments by voice, mail, or e-mail; unwelcome sexual propositions by peers; sexual innuendo or banter; and suggestive posters in a work/study environment. Some specific examples of poisoned-environment sexual-harassment are

- a male student's comments regarding the sexuality of a female classmate;
- a teaching assistant's display of scantily-dressed women in photographs on his office door and desk;
- a male professor's brushing up against a female student while reviewing her work or providing instruction;
- a faculty member staring at a student's breasts;
- a student's continuing proposition of a classmate after repeated rejections; and
- a faculty member's voicing demeaning and insulting remarks to members of one gender.

Table 9

Nature of harassment complaints (n = 64)

| | |
|--|-----|
| Coercive, "quid-pro-quo" social or sexual relationships | 17% |
| Sexual and non-sexual physical assault | 16% |
| Poisoned environment (e.g., insulting verbal comments, visual displays, or gestures) | 67% |

Discrimination Complaints

Discriminatory treatment rather than harassment formed the basis of nearly twice as many complaints in which ethnicity or race was an issue (nine as compared to five), as well as three out of four disability-related complaints (see Table 7). The Equity Office received complaints based on ethnicity or race (16%), physical or mental disability (5%), age (5%), and sexual orientation (6%). Examples of these cases include

- a faculty member making disparaging remarks about a student's ethnicity,
- co-workers telling homophobic jokes in public, and
- a student with a disability complaining of an unfair disadvantage in class assignments.

Non-mandated Complaints

Finally, 21% of all complaints involved acts of harassment or discrimination that did not fall under the mandate of the Policy. For example, the Policy does not offer redress to persons subjected to disrespectful or offensive behaviour such as personally demeaning comments (e.g., a supervisor yelling "You're so stupid" at a staff member). Such harassment, which is known as "personal harassment," frequently involves supervisors who as a matter of course treat those in subordinate positions in a demeaning and harassing manner. Although the Equity Office cannot offer formal assistance in these circumstances, Equity Advisors provide complainants with a variety of informal supports, including referrals to administrative routes.

Complaint Resolution Procedures

Not all harassing behaviour is intentional: clearly some Respondents engage in harassing behaviours unaware of the impact their conduct may have on others. Accordingly, the Equity Office strives to resolve complaints through a constructive approach involving education, and to move on to more formal procedures only when cooperative approaches fail.

Informal Resolution

Of complaints accepted by the Equity Office, nearly all were either addressed by Complainants themselves; not pursued; or resolved informally through Equity Advisor intervention, Administrative Head intervention, or a collaborative process involving Equity Advisors, Administrative Heads of Unit, Respondents, and Complainants. Over half of the Complainants who visited the Equity Office did so for only one or two sessions, and did not request an Equity Office intervention. Some people came simply to inform the University of their situation, expressing no desire to pursue further action; others sought information and advice on how they might address the situations themselves.

In such cases, Equity Advisors discuss constructive ways of approaching the alleged harasser and provide opportunities to prepare for these difficult interactions. For instance, several female Complainants were able to prevent further unwanted sexual propositions from co-workers after developing assertive ways of requesting that the unwelcome attentions stop. Some women realized that they already were assertive enough and needed to take further action. These women reported that knowing they were supported in their efforts by UBC's Policy on Discrimination and Harassment helped them to deal effectively with their situation.

For those Complainants who want to have their concerns addressed informally, but who feel ill-prepared to confront the respondent or to talk with an Administrative Head on their own, Equity Advisors offer several alternatives. First, if the Complainant seeks some action that does not involve the Respondent—for example, students who want to transfer course sections—an Equity Advisor can direct or accompany them to the appropriate administrator.

Most often, Complainants want to stop unwelcome behaviour and receive an admission from the Respondent of their inappropriate behaviour. In such situations, the Equity Advisor can contact Respondents directly to try to resolve the Complainants' concerns. This intervention helped resolve several complaints and resulted in Respondents ceasing their harassing behaviour.

Complainants rarely seek punitive or disciplinary measures, but when they do seek punitive measures, such as a letter of reprimand, or when they seek the introduction of some protection into the work or study environment so that others will not be

similarly hurt, the Equity Advisor can invite the Administrative Head of Unit to participate in the resolution process. Equity Advisors involved Administrative Heads in most of the situations in which Advisors intervened directly.

Formal Resolution

Over the past six months, the Equity Office has received requests for formal investigation and decision in only two cases. One case involves a request from a student regarding the conduct of a faculty member: as of the end of June 1995, this case remains under formal investigation. The other case involved a request from an Administrative Head of Unit to investigate an inappropriate pattern of behaviour on the part of a graduate student. This case was resolved: an Equity Advisor mediated a signed agreement between the Administrative Head and the student, thus halting formal investigation and decision procedures.

Policy Issues and Recommendations

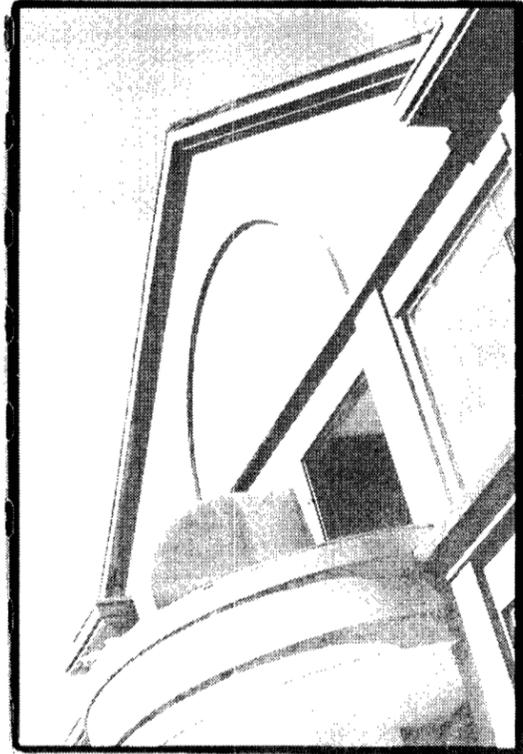
After six months experience implementing the new Policy on Discrimination and Harassment, and in light of the recent inquiry into the Political Science Department, the Equity Office has become aware of the following issues:

1. A number of complaints brought to the Equity Office concern non-mandated or "personal" harassment, an area the Policy does not cover. Often these Complainants bring their concerns to the Equity Office because they have nowhere else to turn. Thus, the University should consider ways to ensure that Administrative Heads of Unit and faculty engage in managerial, supervisory, and instructional practices that reduce or eliminate "personal" harassment. Promoting discussion of appropriate conduct for faculty, staff, and students might prove helpful. In addition, the Policy should be amended to strengthen the Equity Office's capacity to intervene in "personal" harassment cases. The Policy should state that harassment not covered by the protected grounds of the B. C. Human Rights Act may be referred to the appropriate Administrative Head of Unit or employee group agreement for resolution.
2. Members of UBC's support staff have reported that they are uncomfortable asking for time-off to visit the Equity Office. Thus, the Equity Office should ensure that it offers flexible appointment times. As well, the UBC Administration should expect supervisors to allow appropriate provisions for employees who wish to make arrangements during work hours to discuss concerns with an Equity Advisor.
3. The recent debate over the inquiry into the Political Science Department makes it imperative that the Equity Office clearly demarcate the ad-hoc procedures followed in the case of Political Science (prior to the approval of the Policy on Discrimination and Harassment) and the procedures that will be followed under the Policy on Discrimination and Harassment when a case of possible systemic discrimination arises elsewhere. The Equity Office must inform the University community of its process, which is as follows: A professional trained in investigative techniques who does not work at UBC conducts the investigation. The investigator submits and discusses his/her report with a panel comprised of three people (one of whom is external to UBC). This panel meets with the complainant(s) and with the respondent(s) to discuss the contents of the investigator's report. The panel then recommends appropriate discipline and/or remedy to the Administrative Head of Unit. Thus, the Policy provides for a panel review of the investigator's report, response from the respondent(s), and finally, recommendations from a three-person panel—all steps that did not occur following the investigation into Political Science.
4. The Policy does not delineate the terms of reference for formal investigations, nor does it set limits on the time taken nor on the expense incurred in formal investigation and panel decision-making processes. Currently, the Associate Vice-president, Academic and Legal Advisor, is drafting guidelines that will address these issues. Once these guidelines are complete, the Policy on Discrimination and Harassment should be reviewed to ensure that terms of reference for investigations, as well as limits on time spent and expense incurred promote expeditious resolution of formal requests for investigation of complaints.
5. Complainants who request a formal investigation under the Policy and at the same time pursue extra-University avenues for complaint resolution may place the University in the awkward position of having to represent both Complainant and Respondent in multiple proceedings prior to completion of UBC's internal decision-making process. Thus, the University should amend the Policy to allow for the staying of UBC's internal complaint proceedings if necessary.
6. There may be occasions when information arising after the initiation of a complaint suggests that the Equity Office should cease its proceedings. Therefore, the Policy should allow for the termination of UBC's internal complaint proceedings.
7. The Policy should state that in order to maintain due process both Respondents and Complainants involved in UBC's internal complaint procedures must participate in a timely manner.

Conclusion

Despite the growing pains associated with developing a new office and implementing a new policy, the Equity Office has managed to maintain most of the customary activities previously associated with employment equity, multicultural liaison, sexual harassment, and women and gender relations. As well, the Equity Office is achieving its goal of coordinating a comprehensive, efficient approach to employment and educational equity.

Educational and informational activities are the Equity Office's most important strategies for achieving equity at UBC. The Equity Office strives to alter the atmosphere on campus so that fewer human rights violations occur. To this end, the office encourages individual faculties, schools, and departments to take proactive steps in establishing and maintaining equitable work and study environments that will benefit all students, faculty, and staff. As well, the Equity Office is committed to practicing complaint processing and resolution procedures that do not entail exhausting, contentious, and expensive efforts to punish offenders, but rather treat violations that do occur as effectively and expeditiously as possible.



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News Digest

UBC and the Alma Mater Society (AMS) are collaborating in an effort to enhance communication between the university administration and students.

Your *UBC Forum*, a series of informal panel discussions, is designed to solicit the views of students and other members of the UBC community on improving various aspects of campus life.

The first forum, held on Sept. 27, dealt with admissions and registration. Future topics include: Safety on Campus (Oct. 27); Access to Computing (Nov. 8); Teaching and Evaluation (Jan. 19); Library and Study Space (Feb. 14); and the First Year Experience (March 7).

All forums take place in the Conversation Pit of the Student Union Building. For more information, call AMS Vice-President Namiko Kunimoto at 822-3092.

•••••

Treaty making in British Columbia will be the subject of a half-day forum at the Faculty of Law on Oct. 21 from 9 a.m. to 12:30 p.m. Political Science Prof. Paul Tennant said the challenge for this province is unique: B.C. entered Confederation in 1871 without resolving the question of Indian title, as it was then known.

"After years of protests, legislative attempts and court cases, we have not moved beyond the original 15 treaties signed with First Nations Peoples covering a small portion of the province," said Tennant, author of *Aboriginal Peoples and Politics*.

Tennant added that more than 40 First Nations groups, representing approximately two-thirds of B.C.'s status Aboriginal population, have filed statements of intent to enter into treaty negotiations.

Tennant will be one of six speakers at the forum. Others include: Prof. Doug Sanders, Faculty of Law; Alec Robertson, chief commissioner, B.C. Treaty Commission; Gerald Amos, First Nations Summit; Angus Robertson, asst. deputy minister of treaty negotiations for B.C.; and Robin Dodson, chief negotiator, Federal Treaty Negotiations Office.

For more information on the forum, call 822-1460.

•••••

A final development application for the new Earth Sciences Centre has been received by UBC Regulatory Services, a division of Campus Planning and Development. The building, to be located on Main Mall at the current site of the Geophysics and Astronomy Building, will have significant classroom and lecture theatre space.

The first phase of the project consists of 12,600 square metres of lab, classroom and office space in a four-storey plus basement and penthouse building. The second phase will add a further 7,200 square metres. The building will help define Fairview Square, a proposed new public space on Main Mall outlined in the Main Campus Plan. Construction will require the removal of the Geophysics and Astronomy Building and Faculty of Education huts.

For more information, contact Kathleen Laird-Burns at 822-8228 or laird@unixg.ubc.ca.

•••••

The Ministry of Skills, Training and Labour is calling for poster submissions for a new initiative promoting safer campuses.

Twenty-three post-secondary institutions across the province are participating in *Skills Now Safer Campuses*, a campaign designed to ensure a psychologically and physically safe environment for all women and men who are members of marginalized groups.

The poster will be used to promote the goals of the initiative on the participating campuses.

Poster designs must be submitted by Oct. 27 and a \$500 prize will be awarded for the winning entry. For more information, call Cheryl Rossi at the Ministry of Skills, Training and Labour at (604) 356-0054.

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Classified

The classified advertising rate is \$15.75 for 35 words or less. Each additional word is 50 cents. Rate includes GST. Ads must be submitted in writing 10 days before publication date to the UBC Public Affairs Office, 310 - 6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the November 2 issue of UBC Reports is noon, October 24.

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Employment

PROJECT MANAGER (part-time, 40%) is needed for the crab hepatopancreas consumption study in the Department of Health Care & Epidemiology. Major responsibilities include: assisting with development of study; designing forms and questionnaires; determining study protocol; overseeing translation of forms and questionnaires; preparing documents for publication; supervising and training staff; obtaining consent from retail outlets; analyzing data; preparing reports; and performing other related duties. Must be university graduate with previous experience managing a study. Ability to speak and write English and Cantonese. Ability to speak and write Mandarin and/or Vietnamese an asset. Ability to work independently and travel between sites. November 1, 1995 - April 30, 1996. Call Virginia Anthony at 822-4496.

RESEARCH ASSISTANT (part-time, 80%) is needed for the crab hepatopancreas consumption study in the Department of Health Care & Epidemiology. Major responsibilities: administer questionnaires in English, Cantonese and Vietnamese; approach retail outlet proprietors and clients to seek consent to participate in study; distribute and collect questionnaires. Translate responses into English. Enter data into computer. Ability to communicate well, both verbally and in writing, in English, Cantonese and Vietnamese. Some experience with operating IBM compatible computers. Some work experience with survey research. Own automobile available for work travel. (Travel expenses will be covered by the project.) December 1, 1995 - February 28, 1996. Call Virginia Anthony at 822-4496.



Stephen Forgacs photo

Cutting It Up

Louise Shaw, co-ordinator of United Way's campus campaign, cuts into a cake at the campaign kick-off celebration Oct. 2. United Way pledge forms went out to faculty and staff earlier this month. Shaw said employee donations made through payroll deduction will go a long way toward helping the 1995 campaign reach its goal of \$300,000. For information on the campaign call 822-1995.

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Pumped Up

Faculty offices across campus received balloon bouquets this month as the Development Office launched the Faculty and Staff Appeal. The appeal is one of six fund-raising programs that make up the Annual Fund Campaign. Simone Carnegie and Ron Burke are among Development Office staff involved with the campaign which runs until the end of December. For more information call 822-8630.

Science One students win top national women's scholarships

by Gavin Wilson

Staff writer

Two second-year UBC students are among 25 women from across the country chosen to take part in the National Research Council/Women in Engineering and Science Program for 1995.

The program gives participants a three-year summer work term — worth \$10,000 a year — and the chance to carry out career-related work with top researchers/mentors which reflects their academic interests and career aspirations.

The program is open to Canadian female students who are pursuing studies in physics, mathematics and engineering, areas in which women are traditionally under-represented.

The 1995 participants from

UBC, Fahreen Dossa and Paula Sharpe, are both "graduates" of Science One, the innovative first-year program that combines all first-year science requirements into a thematic, interdisciplinary unit.

Science One, which enrolls about 70 students, is team-taught by a group of faculty members drawn from each of the major fields of science: chemistry, physics, mathematics and biology.

Dossa, whose major is a combined honours program in mathematics and biochemistry, will spend her summers in Victoria at the Dominion Astrophysical Observatory, part of the National Herzberg Institute for Astrophysics.

Sharpe, who is enrolled in a first-year engineering transfer

program, plans to major in a combined honours chemistry and chemical engineering program. She will work at the Steacie Institute for Molecular Sciences in Ottawa, where eight research groups study various aspects of chemistry.

Science One Director Juliet Benbasat said both Dossa and Sharpe are excellent students, but quite different in their approaches to science.

"One student is a classical thinker and is very methodical in her approach. She has an exquisite eye for detail and asks questions that focus on the mechanistic aspects of processes.

"The other surprises us often with her elegant, creative and unique solutions to problems which show a thorough understanding of the big picture."

Faculty help one another to improve sense of community

Around this time last year, about 70 faculty from across campus got together for dinner at Green College. Half the dinner list was made up of new faculty eager to get advice about UBC from the other half of senior faculty.

The newcomers were asked to write their top concerns on a flip chart while the veterans dashed off what they believed their dinner companions needed to know. The lists weren't totally in sync.

"The senior faculty were astounded when they saw the concerns of newly arrived faculty," said Estelle Paget, co-ordinator of UBC's Faculty Mentoring Program. "They thought the concerns listed were too obvious and had been taken care of. It was a real eye-opener."

Questions ranged from how to use a departmental photocopier and mailing costs, to promotion and tenure guidelines and how to write a successful grant proposal.

The dinner was one of a handful of events Paget arranged during the course of the program's successful first year of bringing faculty closer together.

The Faculty Mentoring Program was established under the auspices of the Centre for Faculty Development and Instructional Services with a well-defined set of goals: facilitate the integration of new faculty into UBC by increasing their understanding of the academic culture and review process; provide a supportive network of colleagues from a variety of disciplines; help new faculty identify, select and use resources to support research and teaching; provide new faculty with access to problem-solving techniques for undergraduate learning; and expand the skills of new faculty in supervising graduate students.

Paget remarked that, apart from the obvious appreciation shown by new faculty for the

program, senior faculty have been equally grateful for the opportunity to share their experience and expertise.

"There is some cynicism on campus and this program has attracted people who want to change that," said Paget. "For many people both on and off campus, the program gives UBC more of a community feel."

This year's program kicked off in August with two separate orientation tours of campus followed by a "Let's Meet" get-together at the Graduate Student Centre earlier this month.

Returning elements from the inaugural year are the Green College dinner in December, follow-up workshops in January, an Ides of March pub night and a one-day retreat at Cecil Green Park House in May.

For more information about the Faculty Mentoring program call 822-0831 or inquire by e-mail to estelle.paget@ubc.ca.

Video looks at balancing varied demands for agricultural land

by Gavin Wilson

Staff writer

Global climate change, free trade, organic farming, threatened wildlife habitat — these are just some of the issues tackled in a new video produced by the Faculty of Agricultural Sciences and UBC Access.

The 60-minute program, called *Promise in the Land: Sustaining Our Agriculture*, looks at the complex issues and conflicting demands involved in maintaining an agricultural base in a modern society.

The video will be aired for the first time on Nov. 7 at 8 p.m. on the Knowledge Network.

The video aims to boost public awareness of issues such as sustainable agriculture, which is defined as an ecologically sound agriculture that maintains the productivity of land for future generations.

Although the problems are universal, the video focuses on the municipality of Delta and the Okanagan Valley, where urban sprawl is contributing to the intense pressure on agricultural land.

As well as demonstrating Agricultural Science's ongoing commitment to sustainability of the environment and productivity of agricultural land, the video showcases some of the cutting-edge research and thinking at the university, said Maureen

Garland, the faculty's director of Continuing Education and Communication.

"We hope it will alert the public to some of the positive things we're doing at the university in terms of alternative technologies, integrated pest management and land management," she said.

"This is part of our ongoing commitment to make the public more aware of what we're doing and the issues involved in land stewardship."

Among those interviewed are: Assoc. Prof. Art Bomke, Dept. of Soil Science; William Rees, director of the School of Community and Regional Planning; Assoc. Prof. Douglas Paterson, Landscape Architecture Program; Neils Holbek, director of the UBC Research Farm; and Harold Macy, an agro-forester at the UBC Research Farm.

Garland said there are plans to introduce the video to high schools throughout the province as part of the Social Studies 11 curriculum and a handbook for teachers is being developed. The video could also be used in some distance education courses, she added.

"We hope this video has wide use as a public education vehicle and reaches many different audiences," Garland said.

Core funding for the project was provided by the Canada/B.C. Green Plan for Agriculture.



NOTICE



The **Review Committee** of the UBC Purchasing Department is seeking written submissions from individuals wishing to express their views on the operations of the Purchasing Department which includes

- Purchasing
- Campus Mailing Services
- Surplus Equipment Recycling Facility Program
- Travel Management Program

Submissions, in writing, should be directed to the Committee:

c/o Office of the Vice-President,
Administration and Finance
University of British Columbia
Room 121, Old Administration Building, Zone 2
6328 Memorial Road
Vancouver, B.C. V6T 1Z2
or FAX (604) 822-1338

To be received by November 10, 1995

Information on the committee's composition and Terms of Reference may be obtained from the Office of the Vice-President, Administration and Finance.





Power Smart

With the help of B.C. Hydro's Power Smart program, UBC built the CICS/Computer Science building to high standards of energy efficiency. Compared to similar buildings without Power Smart features, the building saves more than 910,000 kilowatt-hours of electricity a year, enough to meet the annual energy needs of 90 homes and a saving of more than \$45,000 each year. For its efforts, UBC received \$125,000 as a rebate and a plaque from B.C. Hydro. Shown here are (l-r) Randy Reimann of B.C. Hydro, Jim Varah, director of CICS, Hon. Darlene Marzari, Minister of Municipal Affairs, Maria Klawe, vice-president, Student and Academic Services, and Karen Levine of B.C. Hydro.

Olympians, champions enter Hall of Fame

A football coach from the 1920s, a Rhodes Scholar from the '30s and a pair of recent Olympians are among the individuals inducted this year into the UBC Sports Hall of Fame.

Dr. Gordon Burke played an early role in establishing football on the UBC campus. He acted as coach of UBC's football team for 12 years from the mid-1920s to the mid-'30s, during which time his teams won four Hardy Cup victories. He and 1930s rugby and cricket star Dave Carey were inducted posthumously.

Carey was elected Alma Mater Society president in 1936 and was selected as UBC's Rhodes Scholar in 1938.

Olympians Simon Hoogewerf (track) and Joanne Sargeant (basketball) share Hall of Fame honours with fellow athletes Doug Reid, a football and rugby player who was named UBC's Sportsman of the Year for 1947-48, and Patti Sakaki, who led UBC to the 1983 CIAU national gymnastics championship and was crowned national university individual gymnastics champion for four consecutive years.

Also honoured for their contributions to athletics at UBC are Dr. Doug Clement, D.L. "Buzz" Moore, and Peter Mullins.



Clement

Clement, one of the founders of UBC's Sports Medicine Clinic,

competed in track and rugby while a UBC medical student and later coached four UBC athletes to Olympic levels. He also competed in the 1956 Olympics and 1958 British Empire Games.

Moore has a 31-year history of involvement with athletics at UBC and is credited with keeping UBC's Big Block Club alive. He has been and is a UBC historian, fund-raiser, coach, alumni liaison and mentor.

Mullins was the longest serving and most successful basketball coach in UBC history; his 20 years and 337 victories are school records.

Also inducted at the Oct. 13 ceremony was the 1982-83 women's field hockey team. The team, including five national team members, completed the season undefeated and won the Canada West, CIAU and Vancouver City first division championships.

Unique program trains students to better treat addictive disorders

by Connie Filletti

Staff writer

UBC medical students are being trained to detect and prevent substance abuse in patients and to motivate them to participate in treatment and recovery programs.

At least 25 per cent of hospitalized patients in B.C. suffer from addictive disorders, affecting about 300,000 people throughout the province, said Dr. Ray Baker, director of the Addiction Medicine and Intercollegial Responsibility (AMIR) program, and an assistant professor of Family Practice.

"Left untreated, these patients result in huge health care expenditures. Studies by the World Health Organization clearly show that physicians are key influencers who, given the proper training, can effectively prevent and treat these disorders," he said.

"Innovative educational techniques are being used to give our graduates the knowledge and skills to screen patients for problems with alcohol, tobacco and other drugs, and to motivate them to enter recovery."

Introduced into the Faculty of Medicine's curriculum in 1991, AMIR is the only program of its kind at a Canadian university. All undergraduate medical

students are required to take a minimum of 33 hours of instruction throughout their four-year training.

Courses, taught by a multidisciplinary team of academic and community-based instructors representing nursing, social work, psychiatry, psychology and medicine, include assessment and treatment planning, family systems dysfunction, harm reduction and monitoring recovery, and relapse prevention. Instruction in dealing with special ethnocultural needs groups is also stressed.

Baker cited the participation in the program of members of Alcoholics Anonymous and Al-Anon who volunteer as subjects to help students learn necessary interviewing skills, a vital first step in the screening process.

In addition to start-up funds provided by the provincial Ministry of Health, Baker attributes much of AMIR's success to a major grant recently received from the Toronto-based Max Bell Foundation, an organization committed to funding projects with the potential of having posi-

tive effects on education and health.

The \$65,000 grant will be used to complete development of the program and fund a professional evaluation of AMIR.

"Thorough evaluation is needed to measure the effect of AMIR on the medical school and upon each student's ability to effectively recognize and treat patients with addictive disorders," explained Baker. "Recommendations for areas for improvement in the program will also be made."

Enhanced opportunities for training students will be available through HealthQuest, a community-based assessment, referral and education clinic for outpatient treatment of people with a wide variety of medical and psychiatric problems complicated by addictive disorders, Baker said.

AMIR also facilitates a peer-support program which has developed a variety of health promotion activities to help medical students maintain health, handle stress and prevent addiction during their medical school training.



Baker

Multi-tenant facility for up-and-coming companies named for Foundation chair

by Gavin Wilson

Staff writer

A unique campus building designed for commercial research laboratories has been named for Gerald McGavin, chair of the Discovery Foundation.

The \$4.5-million Gerald McGavin Multi-tenant Facility on the corner of East Mall and Agronomy Road was constructed by Discovery Parks Inc., which is managed by the UBC Real Estate Corp. (UBCREC).

The new building provides economical lab and office space on campus for spin-off companies based on technologies developed in the labs of UBC faculty mem-

bers, as well as for other companies involved in research and development.

McGavin is a Vancouver businessman with strong ties to UBC. A graduate of the Faculty of Commerce and former captain of the T-Bird rugby team, he has served as chair of the Alumni Fund, as a member of the leadership committee for the World of Opportunity capital campaign, as a founding member of the advisory council for the Faculty of Commerce and, from 1987-94, as chair of the Wesbrook Society. He is currently a member of Discovery Parks Inc.'s board of directors.

The McGavin building is now 30 per cent leased, with four tenants ready to occupy the building Nov. 1, said Stephen

Kimoff, senior project manager with UBCREC and Discovery Parks.

The new tenants are: the MS/MIR Research Group of the Dept. of Medicine, which will analyse magnetic resonance images from around the world; Angiogenesis Technologies Inc., which investigates innovative cancer therapies; IGT (International Growth Technologies) Inc., a pharmaceutical company; and Syn-Tech Chemical Inc., which develops industrial lubricants.

As well, the University-Industry Liaison Office is planning to lease an area to provide shared office space for very small start-up companies, Kimoff said.

Discovery Parks is also hoping to at-

tract computer software companies by providing inexpensive links to the Internet.

For tenants, one of the building's major selling points is its flexibility. It can accommodate anything from a basic office to a highly sophisticated laboratory.

"We've re-designed the way laboratories are traditionally built," Kimoff said. "We do that by working with tenants to keep costs down. I'm happy to see that the university is recognizing the value of this building."

Kimoff foresees future tenants in industries such as bio-technology, computer software, robotics, and materials engineering.

Cross-border comparisons of Pacific Northwest literature a focus for fall conference

Welcome to Canada. Welcome to this point on the Pacific called Vancouver. Welcome to mist and fault lines and tumbles of rusty brown basalt. Welcome to the northwest and its dreams of the waters of Raven, and Cedar, and the Salmon People....

With these words, English Prof. Laurie Ricou welcomed members of the Western Literature Association (WLA) to their 30th annual conference—the first held outside the United States. Ricou, WLA president and an associate dean of Graduate Studies at UBC, says cross-border comparisons of literature provide the basis for studying North American regional cultures. Under the banner "By Land/By Water," the conference consisted of more than 200 presentations with topics ranging, as Ricou puts it, "from shoreline and harbour, to mountain then horizon and back again."

Ricou has been examining stories and poems from both sides of the 49th parallel and has used them to elaborate on some of the national differentiations within Pacific Northwest culture. However, Don Gayton, a forest ecologist and environmental essayist, opened the conference with a reading from his latest work, *Landscapes of the Interior: Re-explorations of Nature and the Human Spirit* which strikes a familiar, back-country chord no matter what side of the border you live on.

"Sunrise the next morning was like a revealed secret. Getting on with its hundred thousandth, its millionth morning, the Kokanee ridge shared its everyday marvels with me totally, without hesitation. I crawled out of the sleeping bag and stood up, feeling disheveled in my underwear and tangled beard, in the face of such alpine perfection. Exploratory morning

light fingered its way through the jagged eastern ridgeline, slowly illuminating down the face of the western ridge. Ribbons of mist moved across the windless surface of the lake, drawn forward by some unseen mechanism. Up in the rockfield, a single marmot whistled. The world had emerged new from the chrysalis of night and was carefully unfolding itself."

The Japan Exchange and Teaching (JET) Program

Your way to Japan

The Japan Exchange and Teaching (JET) Program

The Japanese government invites university graduates to go to Japan as Coordinators for International Relations and Assistant (English) Language Teachers.

An Information Seminar will be held to discuss JET Programme duties, eligibility, work and living conditions and application procedures.

Anyone interested is welcome to attend.

Information Seminar :

When : Oct. 26 (Thur) 12:00pm - 2:00 pm

Where : Asian Centre Auditorium

Sponsored by
the Consulate General of Japan in Vancouver
 Tel:684-5868 Fax: 684-6939

People

by staff writers

Two UBC representatives have been re-appointed for three-year terms on the Premier's Advisory Council on Science and Technology.

Julia Levy, professor of Microbiology and Immunology, is board chair. She is also professor and chief scientific officer of Quadra Logic Technologies.

Prof. **Maria Klawe**, vice-president, Student and Academic Services, is a professor in, and former head of, the Dept. of Computer Science.

Also re-appointed to the council are **Horst Sander**, retired president and CEO of Northwood Forest Industries and Northwood Pulp and Timber, **Ellen Godfrey**, president of Softwords Research International, and **Suezone Chow**, chair of the Science Council of B.C. and vice-president of research and development, Canadian Forest Products.



Klawe

The Canadian Society of Endocrinology and Metabolism has created an award named in honour of UBC Professor Emeritus of Physiology, **D. Harold Copp**.

The D. Harold Copp Young Investigator Award will be presented annually to a student or post doctoral fellow who has demonstrated excellence in research.

"The award commemorates Dr.

Copp's outstanding original research contributions to endocrinology and his education and inspiration of numerous students in the discipline," said Dr. Otto Rorstad, society president.

Copp is celebrated for his discovery more than 30 years ago of the hormone calcitonin which is used for pain management in people suffering from osteoporosis.



Copp

He presented the first D. Harold Copp Young Investigator Award at the society's annual general meeting in Montreal last month.

Several appointments have been announced by the Faculty of Pharmaceutical Sciences.

Assoc. Prof. **David Fielding** has been named the first David H. MacDonald Professor, and Asst. Prof. **Bruce Carelton** will serve as the first Shopper's Drug Mart Professor for three- and two-year terms respectively.

Both professorships were endowed by a donation from Shopper's Drug Mart to the faculty through UBC's A World of Opportunity fund-raising campaign for teaching and research.

Kevin Moody, a lecturer in the faculty, has been appointed director of Continuing Pharmacy Education, effective Sept. 1, 1995. Moody, who obtained his BSc in Pharmacy from the University of Toronto



Moody

and an MBA from UBC, was promoted from the assistant director's position.

In other faculty news, Carelton has also been named to the province's advisory committee on reference-based pricing to help implement the Ministry of Health's new pharmacare coverage policy for certain prescription drugs.

Prof. **Gail Bellward** has been re-appointed as a director of the Science Council of B.C. for a three-year term. The council promotes economic growth through increased research and development in areas such as biotechnology, telecommunications and health.



Bellward

Peter Oberlander, professor emeritus in the School of Community and Regional Planning (SCARP), has won the International Urban Affairs Award given by Lambda Alpha International.

Lambda Alpha International is the U.S.-based honorary land ecology society created 60 years ago with 21 chapters worldwide. Oberlander is the first Canadian to win the award which was presented at the society's biennial congress earlier this month.

The award reflects Oberlander's lifetime involvement with international urban planning policy and projects, particularly through the United Nations and its Commission on Human Settlements.

Oberlander was founding director of SCARP and initiated and directed the Centre for Human Settlements in UBC's Faculty of Graduate Studies.

Oberlander is special assistant to Dr. Wally N'Dow, secretary general for the Second UN Conference on Human Settlements (Habitat II) to be convened in Istanbul in June 1996.

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Profile

Learning at a distance

Tony Bates wants to help off-campus learners tap into UBC's knowledge

by Stephen Forgacs

Staff writer

Tony Bates, a veteran in the field of distance education, has a unique perspective on learning.

And, after less than five months as director of Distance Education and Technology at UBC, his insights are already being sought by faculties keen to build a closer relationship with distance learners.

Distance education, which allows students to take a wide range of courses without making regular visits to the university campus, has been part of UBC's educational landscape since 1929. Now, facing new demands from a changing student body, distance education is in a state of transition at UBC, says Bates, and there's room for a lot of growth.

"I see my primary task as allowing people who have need for specialist knowledge to access the knowledge base on campus without having to come here to do it," he says, adding that the university needs to broaden the appeal of the distance education courses it offers.

"My aim is to move into new markets."

Bates, who worked as an elementary and high school teacher in Britain and has a PhD in educational administration, crossed into the field of distance education when he was the 20th person hired by Britain's fledgling Open University in 1969. The Open University's mandate was to provide a university education to anyone who wanted it, regardless of qualifications. Now, says Bates, who came to Canada with his wife in 1990 to take a job with the Open Learning Agency in Vancouver, the Open University produces nine per cent of all bachelor level degrees in Britain for five per cent of the higher education budget.

Money, says Bates, was one of the factors in his coming to UBC at a time when government funding for post-secondary education is in decline.

"I was brought on board to do three things: The first one, you'd be surprised and shocked to hear," he says with a grin, "is to bring more revenues into the university. The second is to extend the range of distance education programs beyond third- and fourth-year credit programs, in particular in the non-credit and certificate area, which is where you're going to get the revenues primarily. The third one is to use more advanced technologies for delivery of distance education, like multimedia and the World Wide Web."

Changing conditions in the spheres of education and employment have left a large market segment waiting to tap into the expertise of faculty and researchers, Bates says. This segment comprises people already in careers who can afford to pay for specialized knowledge in the form of distance education programs and, perhaps, can't afford not to.

"There are a lot of people in the workforce now who already have degrees. Their lives are changing very rapidly, their jobs are changing rapidly, and there's a lot of knowledge on campus they would like to access.



Stephen Forgacs photo

Tony Bates helps UBC bridge the physical gap between learners and the campus.

Distance education is a way they can do that," he says.

Bates is keen to explore the needs of the business sector and to develop programs designed to address specific problems and changes in the workplace, whether in an individual organization or an entire sector.

The high cost of developing distance education materials means sufficient demand for an individual program must exist in order to make development viable, Bates says.

"I'm basically a broker between supply side and demand," he says. "We would

like to be a one-stop-shopping place for people who need access to knowledge and skills. If an organization comes to us with particular needs, and if it's a big enough market, we will be able to say: 'Okay, we've got those skills and that knowledge on campus, we'll

develop something for you."

UBC's strong performance in research puts the university in a good position when it comes to offering expertise through distance education, Bates says.

"The market will pay for quality in both content and service," he says.

"That's one of UBC's real advantages

because it has areas of excellence that are unique in Canada and, in some cases, in North America. Those are the areas we have really got to try to develop for off-campus students.

"For instance, UBC's Faculty of Commerce and

Business Administration has staff whose research and expertise are particularly relevant for large corporations. However, we don't have many corporate headquarters in Vancouver. They're in Montreal, Toronto and New York. And it's those companies that

would benefit most from our expertise. So the trick is to deliver it right into corporate headquarters.

"It's those areas where we're leading edge that give us the competitive advantage in the North American distance education market. Ironically, the leading edge areas are the ones that have been least accessible because of the concentration on research and not dissemination to the general public."

Distance education is not for everyone though, Bates says. Students just out of high school tend to perform better in the structured environment of a university campus and may also benefit from being part of the campus community.

In comparison, Bates sees distance education as a method of learning well suited to people already in the workplace. The flexibility of distance education suits working people and they don't necessarily need the collegial aspect of campus-based learning.

"Distance education is not easy," says Bates. "I have the highest admiration for distance education students. I've been working in the business for 25 years and I'm always amazed at the self-discipline and dedication of distance learners.

"If I was an employer and hiring and someone came to me and said they got a degree entirely at a distance, I'd hire them immediately because you know these are very determined and well-organized people."

Once a target market has been identified another integral aspect of Bates' job comes into play. That involves keeping up on the uses of technology for distance learning, and deciding what technology is appropriate.

"It's very much a question of choosing the technology to match the task. If I'm trying to reach healthcare workers in a remote part of the province I'm probably not going to use very high technology. If I'm trying to reach downtown businessmen, I might well consider CD-ROMS and multimedia because they might have access to the equipment, or have the resources to add to what they've got."

But the newest technology is not always the best, he cautions. The technologies used must be tested and reliable as well as being accessible.

"We have more than enough technology now to deliver. The problem is matching demand and supply and getting resources to develop good quality materials so that the teacher is free to work on the interactive aspects and other areas," Bates says.

Bates' experience with open learning and distance education has given him a perspective on learning that others in the field of education are coming to share.

"I don't have a lot of time for grade point averages," he says. "I don't think they are a good predictor of performance for adults and for distance education it's irrelevant. Once you produce the materials, the fees cover the costs so it doesn't make sense to discriminate on prior learning and qualifications.

"What matters most is the student's hunger and need to learn."

"I see my primary task as allowing people who have need for specialist knowledge to access the knowledge base on campus without having to come here to do it."

- Tony Bates