THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 39, Number 12 July 15, 1993

Grads find career path confusing

By Charles Ker

Staff writer

High school students need better advice before setting off in search of a career, a UBC study indicates.

Profs. Bill Borgen and Norman Amundson of the Dept. of Counselling Psychology are co-ordinators of a two-year survey tracking the post-high-school experiences of 1,600 graduates across Canada.

Eighty per cent of Grade 12 students interviewed were confident they'd be able to follow the career path of their choice. However, when many of these students discovered that their first choice was blocked, most had no alternate plan to fall back on and became confused about how to proceed.

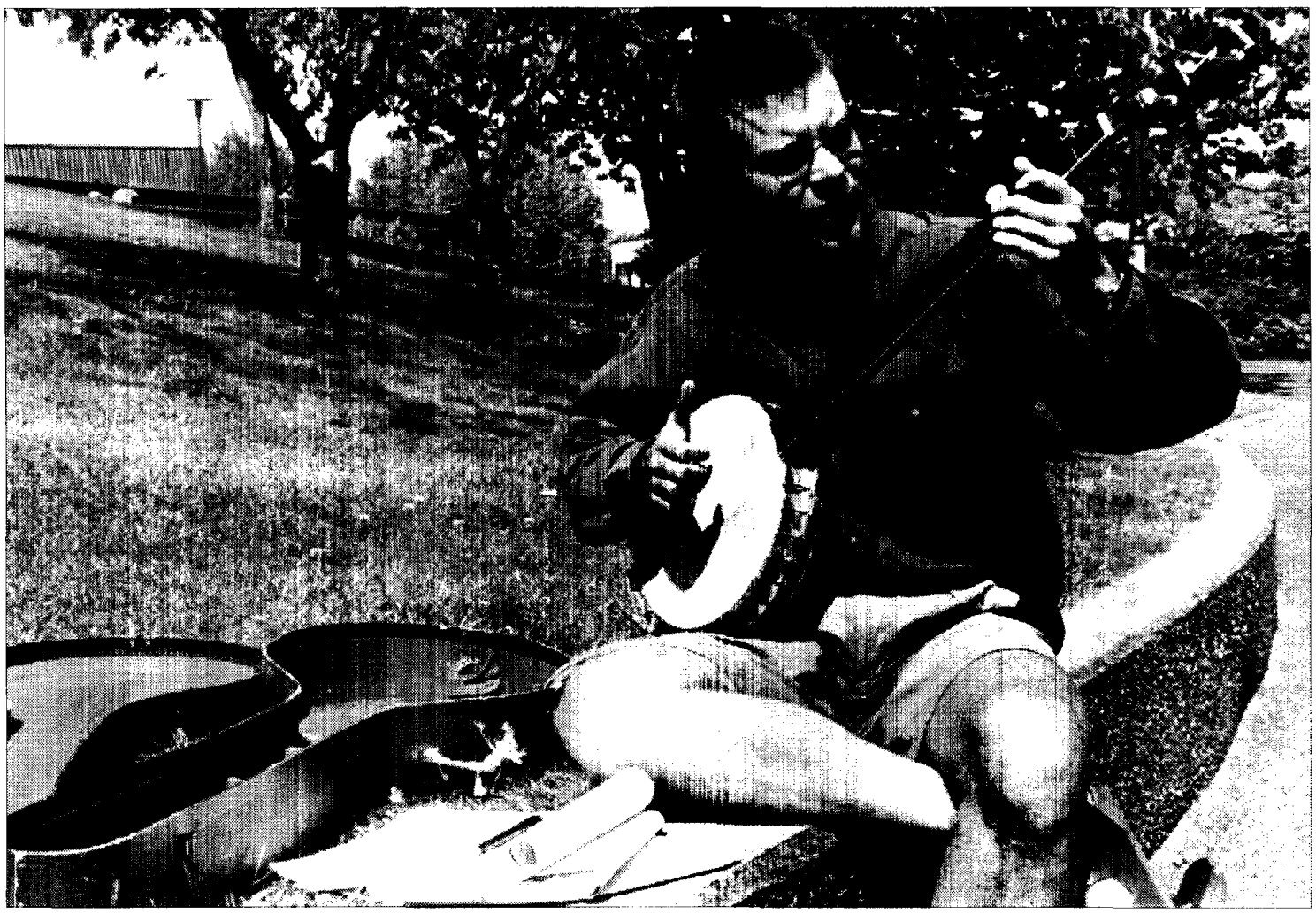
"They leave high school with a positive mindset and then seem to hit a wall of confusion and depression after a few months when things don't work out," said Amundson.

The professors say the problem has to be attacked on two fronts: students need better preparation while they're still in school to face the reality of a changing job market; and, support services should be established to help re-energize students who remain unemployed in the four- to eight-month period following graduation.

"There should be some mechanism which helps them tap into the hidden job market and develop a network of contacts," said Amundson. "These are things which young people haven't had to do as much in the past, but which are crucial today."

Funded by the Social Sciences and Humanities Research Council, the study tracked 400 Grade 12 graduates in Vancouver, Calgary, Ottawa and St. Catharines, Ontario. The students were first contacted in November, 1989, with follow-up contact in June, April and October. At each stage, students filled out questionnaires identifying how they felt about themselves and to what they attributed their successes or failures.

See ***CAREERS*** *Page 2*



Charles Ker photo

Student Loan Blues

Neil Burnett, one of seven students starting a master's degree in Religious Studies in September, picks a few notes while filling out a student loan application at the bus loop. Last year, about 5,600 students received $35 million in government loans. UBC sources provided an additional $3 million for students with financial need.

Bio-reactor composts on grand scale

by Gavin Wilson

Staff writer

A portable bio-reactor developed by UBC researchers could help solve waste problems for large institutions and benefit the environment.

By optimizing conditions that allow micro-organisms to break down waste, the UBC bio-reactor can reduce up to two tonnes of food waste into compost in less than a week, said Alan Carter, a visiting NSERC industrial fellow in the Dept. of Bio-Resource Engineering.

Carter, a soil ecologist and solid waste process specialist, helped develop the bio-reactor under the university's industry partnerships program with a private sector company which hopes to commercialize the technology.

Instead of an expensive waste-disposal problem — such waste is usually trucked to a landfill — the user is left with nutrient-rich compost which can be sold or applied on gardens and landscaping, saving costs on fertilizer and weed control.

Carter said institutions such as prisons, hospitals, schools and universities could benefit from the bio-reactor. The cruise ship industry is another potential market, he added.

"Institutions which produce between two to 10 tonnes of food waste per week could really use it to their benefit. They now have to pay $70 per tonne for tipping fees at landfill sites, not including transportation costs," he said.

The bio-reactor also benefits the environment. It would reduce the amount of waste trucked to overflowing municipal landfills and there would be no leachates into the surrounding environment.

The prototype bio-reactor, which costs more than $70,000 to develop, is 10-feet, nine-inches high, but could be just as effective if constructed on a smaller scale, Carter said.

It consists of a large polyethylene tank supported by a framework of steel girders. Inside are two rubber bladders which are inflated by air pumps, alternating in a see-saw fashion. This turns the contents over, aerating the waste and helping speed decomposition.

Air from the deflated bladders is released back into the container for further aeration and to promote odour control. The air also helps regulate the temperature inside the bio-reactor, which can reach as high as 65 degrees Celsius due to the intense biological activity.

Controlled decomposition reduces the volume of waste by about 30 to 40 per cent in as few as five or six days, depending on the mixture, which must have a high water content.

Carter said the bio-reactor could also be set up to break down particular organic

See ***COMPOST*** *Page 2*

Armoury demolition

Wreckers' Ball final event

by Gavin Wilson

Staff writer

The UBC Armoury is a building filled with ghosts.

You might hear their voices echoing in the rafters if you stand alone in the now-abandoned building and listen very closely: the hup, two, three, four of military drills, the sweet melodies of Glenn Miller, the rustling of applause as graduates of days gone by claim their degrees.

Slated for demolition this summer, the Armoury will soon be just a memory for the students who passed through its doors during the past 50 years.

Today's students would find it hard to believe that this shabby, nondescript building, with its broken windows and stained stucco, was once a bustling hub of activity on campus.

It was home to all the major landmarks in a student's academic life — registration, exams, graduation ceremonies, — as well as to pep rallies, AMS meetings, concerts and dances.

"It is such a meaningful place for so many people," says Dr. William Webber, associate vice-president, academic, former dean of Medicine and a UBC graduate.

Webber vividly recalls the first time he entered the Armoury. It was registration day in September, 1951, and he was enrolling in first-year classes.

"For students, their first physical acquaintance with the university was lining up at the door of the Armoury for registration," he said.

See ***ARMOURY*** *Page 2*

Inside

Complex Construction 3

Work gets under way on new Thunderbird Housing Complex

Numbers Game 3

News Digest: B.C. students rate highly in mathematics contest

Word Power 5

Study looks at speech patterns of world leaders during crises

Urban Design 8

Profile: Landscape architect Moura Quayle has designs for city

Letters

Shuttle service, signs needed for campus visitors

Editor:

As a regular transit commuter to the university, I have observed, over the last few summers, increasing numbers of visitors arriving at the transit loop on University Boulevard and East Mall, looking for the Museum of Anthropology.

Many of these are elderly, or young families with children; most seem on a fixed travel budget. They are alarmed at the distance and the complexity of the walking route to the museum. Most are not aware of the one public transit route to the museum via the Chancellor bus, which is very hit and miss; most seem not able to afford expensive commercial tours.

The museum and university administrations should consider some kind of shuttle service from the campus transit loop to the MOA. As an interim or in addition to the shuttle service, clear, easy to follow signage along the shortest route is needed. The university and the museum are very obviously tourist and visitor destinations. Increasing numbers of these visitors use public transit instead of expensive organized tours or rental cars. We should do a better job of accommodating these travellers.

Paul E. Thiele, Head
Crane Library & Resource Centre

Armoury

Continued from page 1

"It was always a mob scene. People would arrive as early as 4 a.m. to line up so they could get the courses they wanted. Once inside, they would go from place to place getting registration cards filled out and buying course books.

"People complained a lot about it, but in a sense, it was also an opportunity to socialize."

Built as part of the university's war effort, the Armoury was opened on Nov. 22, 1941 as the centre of military training activities on campus. At the time, the entire country was obsessed with the war in Europe.

The $57,000 building was the fourth on campus to be constructed with student funds. Money was raised by members of the UBC military corps who had been waiving their training pay to finance it. A provincial government grant topped off the total cost.

On the day it opened, a line of student soldiers more than two blocks long, headed by the Seaforth Highlanders band, marched into the new building, an event billed as "the largest and most impressive military display ever seen on the Point Grey campus."

The building they entered was designed by Vancouver architects Sharp and Thompson in a style that conformed to the other "non-permanent" buildings on campus, such as the Mathematics building and Old Auditorium, which still stand.

The Armoury's drill floor was 13 by 34 metres and its roof was supported with Hamilton trusses to do away with any obstructing posts. It also held a lecture room, kitchen and shower facilities.

After the war, its large seating capacity made it a natural choice for AMS assemblies and its vast expanse of floor made it ideal for campus-wide dances and sessional exams. Most of all, it was remembered by post-war alumni as the scene of their graduation ceremony.

But its military use continued after the war.

Ray Herbert, who flew bomber missions over Europe for the RCAF, was one of the many returning veterans who swelled student ranks at the end of the war.

Herbert, who later went on to become a UBC law professor, joined the auxiliary air force based at the Armoury and became commanding officer of the university squadron.

He remembers training in the Armoury — parade drills, lectures — with as many as 100 colleagues.

"It was an active place, and because the cadets had paid for it we felt pride of possession," Herbert said.

Over the years, however, the military presence on campus dwindled and newer buildings became the centre of campus activities. Up until two years ago, the Armoury was still used for final exams. It also held studios for fine arts and architecture students, three indoor tennis courts, and a weight-training room.

The Armoury is being torn down to make way for the new Creative Arts Centre. Part of an arts complex which will include the Helen Belkin Art Gallery and the Chan Shun Performing Arts Centre, the centre will house studio space for students and faculty in fine arts, music and theatre.

Careers

Continued from Page 1

Borgen said counselling methods have to better recognize the evolving job market. While counsellors may be successful in identifying a student's abilities, likes and dislikes, it is too often assumed that there is a constant availability of matching jobs.

"Tougher college admission requirements, fewer jobs and a host of other factors combine to make career targets moving targets for students," said Borgen. "They can't count on being absorbed into the labour force any more. They have to have a number of fall-back positions."

Borgen added that students shouldn't automatically brand themselves failures if they can't immediately jump into a career, but should realize that it's perfectly normal to have to explore a number of avenues.

Almost all the students interviewed for the study commented on how much they relied on family and friends for moral, and material, support.

Borgen and Amundson conducted a national study of Canadians' psychological reactions to unemployment in the mid-1980s. Their work was later published in booklet form and distributed free as a self-help guide to the unemployed. More than 750,000 copies have been given away since 1987.

The results of their latest study should be published in the next six months.

Compost

Continued from Page 1

contaminants in bioremediation, using biology processes to break down and be set up to handle meat, animal waste and some paper and cardboard products, although not plastics, glass, oils or butters.

The bio-reactor was developed and evaluated in the past year by Carter, the National Research Council and B.C.-based company BioCompost Systems Inc. Funding was provided by the Natural Sciences and Engineering Research Council.

Carter said the bio-reactor could be ready to sell commercially in six to nine months.

"We've had inquiries from Africa, Ireland and Sri Lanka, as well as from across North America," he said.

Gavin Wilson photo

Bread Winner

Whether you call it bannock, ajam anaek, girdle scones or matzoh, fried bread served in the Northwest Coast First Nations style is delicious. Dolly Watts, owner of Just Like Grandma's Bannock Inc., and her brother-in-law Jeff Watts will be dishing up bannock at the entrance to the Museum of Anthropology all summer long. Watts says they serve as many as 11,000 pieces of bannock each month at the museum. Also slated for the menu this summer are buffalo smokies and burgers.

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UBC REPORTS

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Managing Editor: Steve Crombie
Editor: Paula Martin
Production: Bill Jamieson
Contributors: Connie Filletti, Abe Hefter, Charles Ker, Gavin Wilson

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

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Science students judge faculty performance

by Gavin Wilson

Staff writer

When Faculty of Science students wrapped up their courses this term, they filled in a questionnaire that rated their instructors' teaching skills and abilities.

This marks a milestone in teaching evaluation in the university's second-largest faculty — the first standardized, faculty-wide evaluation of teaching that will be made public.

Although in the past there have been student-run evaluations published by the Science Undergraduate Society, this is the first to be standardized across departments and completed by every class. The results will be published this summer.

Judith Myers, associate dean for the promotion of women in science and co-ordinator of the survey, said the evaluation is part of a trend to greater accountability on campus. It was undertaken in response to a university Senate report last year on teaching evaluations and a new university-wide focus on teaching excellence.

Myers said there was apprehension about the evaluation among some faculty members, but the results show that, in many cases, students are extremely happy with their instructors.

"In some departments, particularly, we were overwhelmed at how great the reports were. On a scale of one to five, with five being the best, almost all faculty members were scoring between 4.3 and 5 in overall teaching effectiveness," she said.

The survey also points out situations where improvement is needed, she said, and "there is a commitment on the part of the university administration to respond to these situations and to encourage high-calibre teaching."

UBC instructors can brush up on their teaching skills at the Centre for Faculty Development and Instructional Services, a university office which provides three-day effective teaching workshops and also offers seminars on education issues.

One of the aspects evaluated in this new survey was how students felt they were treated by faculty members.

"They want faculty to be considerate," Myers said. "It's not just a matter of what they are taught. How they are taught and how they are treated also have important influences on the academic achievement and attitudes of students.

"The flip side of this is the need for students to be considerate of each other and of faculty. The survey points out that this is not always the case in large classes," she said.

Thunderbird housing complex gets under way

by Gavin Wilson

Staff writer

UBC is moving a step closer to its goal of housing 25 per cent of the student body in on-campus residences with construction of the Thunderbird student housing complex.

The 405-unit development will be located at the intersection of Main Mall and Thunderbird Blvd. It is expected to be ready for occupancy by the fall of 1994 and will house between 630 and 800 students.

Construction of the $34-million project is underway.

Resolutions passed by the Board of Governors in 1966 and again in 1982 supported a goal of providing on-campus housing for a quarter of the student population. The president's mission statement in 1989 reiterated that goal, citing its importance in making a university education more accessible.

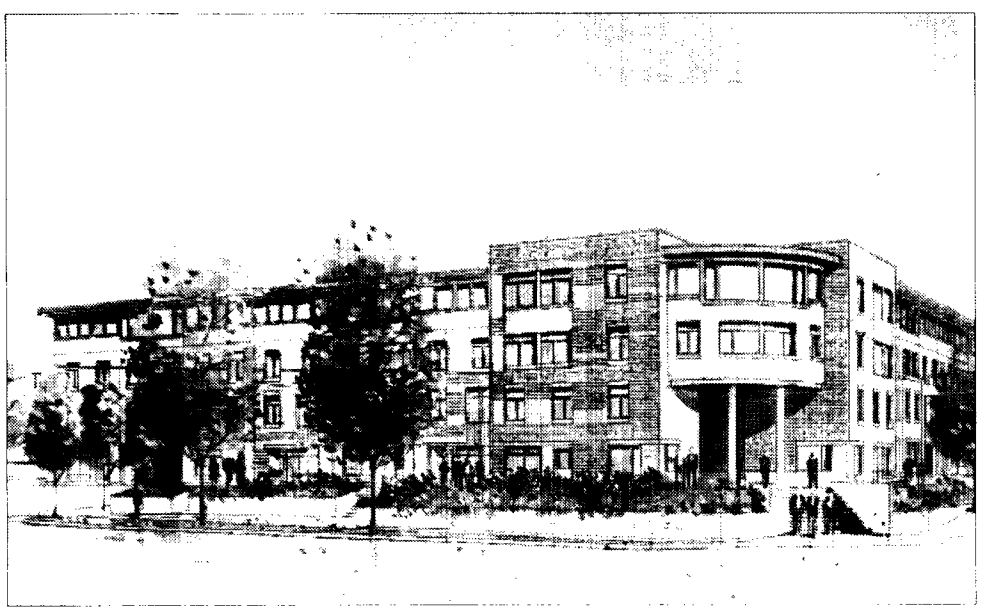
Currently, about 20 per cent of UBC students are housed on campus, but even though housing for an additional 1,400 students has been added at UBC since 1984/85, waiting lists for on-campus student housing have continued to grow.

Plans for the Thunderbird housing complex grew out of a study of target student populations and their housing requirements. The site was chosen to strengthen the sense of community on campus by linking two of the existing student residence complexes, Totem Park and Fairview Crescent.

The Thunderbird complex will consist of 10 two-to four-storey wood-frame townhouses faced with brick and containing a mixture of studio, one-, two- and four-bedroom suites. Garages with 500 underground parking spaces will serve Thunderbird residents as well as students from Totem Park and Ritsumeikan-UBC House.

The complex boasts barrier-free access to most of the site including wheelchair access to all common areas and 398 of the 405 suites.

The project, designed by the Vancouver firm of Waisman Dewar Grout Carter Inc., will give the campus a well-defined southern boundary.



Artist's rendering of proposed Thunderbird student housing complex.

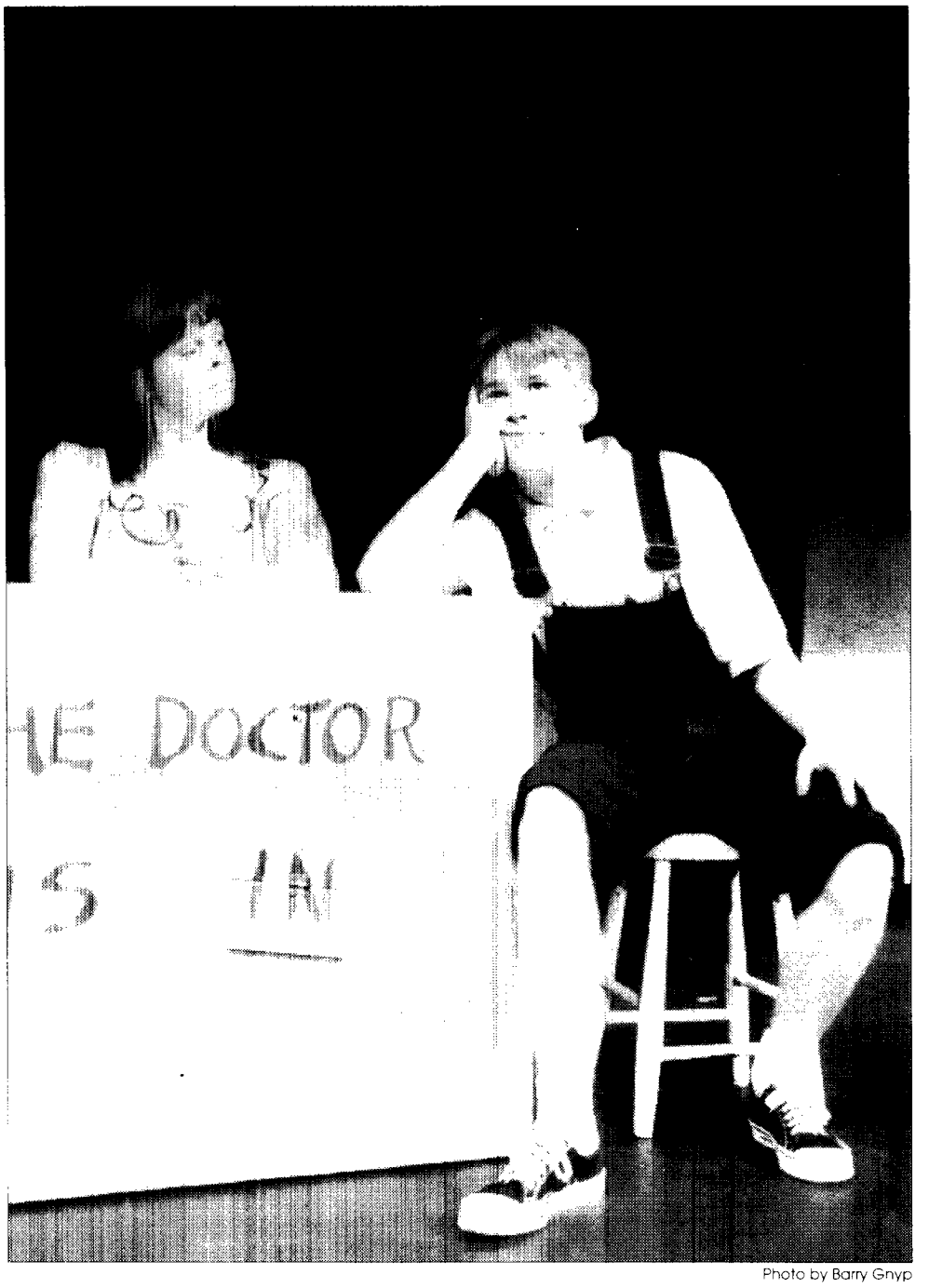


Photo by Barry Gnyp

Peanuts Gallery

Nicole Eby and Gavin Crawford share the spotlight in a scene from You're A Good Man, Charlie Brown, which runs until July 31 at the Frederic Wood Theatre. The musical is one of three productions put on by the UBC Summer Players. Call 822-2678 for ticket information.

News Digest

Research into the causes, treatment and prevention of cardiovascular diseases will be the focus of a newly established chair in cardiology at UBC.

Named for its primary benefactor, the Heart and Stroke Foundation Chair in Cardiology will enable UBC to recruit an outstanding medical scientist who will develop programs in cardiovascular research and post-graduate training.

A project of UBC's A World of Opportunity fundraising campaign, the chair received additional funding from the Pacific Open Heart Society, private donations and from cardiologists across the province.

The provincial government has pledged a matching gift of $500,000 toward the $1-million endowment.

Heart disease and stroke are the most common cause of death in Canada, accounting for more than 40 per cent of all deaths each year.

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B.C. high school students continued to put in remarkable performances in the Euclid Mathematics Contest, part of the Canadian Mathematics Competition administered by the University of Waterloo.

Results of the latest competition showed that of the top 50 schools in Canada, 23 are from B.C., including eight of the top 15. Of the top 116 students in Canada, 48 are from B.C. Among them is Colin Percival, a 12-year-old from Burnaby's Morley Street Elementary School.

In all, 10,200 students from more than 1,000 schools across Canada took part in the two-and-a-half-hour exam, which is based on the Grade 12 curriculum.

The B.C. co-ordinator of the Euclid contest is UBC Mathematics Prof. George Bluman, who is also a member of the national committee which set the Euclid paper.

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Fifty-four medical scientists at UBC have been awarded Medical Research Council of Canada (MRC) grants totalling more than $11.6 million over three years.

The funds, which include research grants and training awards, are part of a $175-million grants package awarded by the council to Canadian scientists at universities, institutes and hospitals across the country.

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A UBC-based training camp has produced four of the five members of the Canadian team that will travel to Williamsburg, Virginia for the International Physics Olympiad, held July 10-18.

Hosted by the Dept. of Physics, the UBC training camp brought together the best high school physics students from across B.C. and Alberta. It was run by Assistant Prof. Chris Waltham, who is Western Canada organizer and Canadian co-coach, and Research Associate Andrzej Kotlicki, who previously helped organize and co-ordinate the Olympiad team in his native Poland.

National team members drawn from the UBC camp are: Ari Benbasat of St. George's School, Paul Tupper of Point Grey Secondary, Jurgen Hissen of Stelly's Secondary in Brentwood Bay, B.C. and Robert Kry of Calgary's Western Canada High.

Calendar

July 18 through August 14

Notices

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

UBC Summer Players
What I Did Last Summer continues to July 30 in repertory. You're A Good Man, Charlie Brown, a musical, continues to July 31. Frederic Wood Theatre at 8pm. Adults $10, students/ seniors $8. Call 822-2678.

UBC Bookstore
Effective July 5-Aug. 14, the bookstore will operate on summer hours as follows: Mon.-Fri. 8:30am-5:00pm. Call 822-2665.

Second Annual Conference
Conduct Disorders And Problem Behaviors In Children: Family Approaches To Treatment. Drs. Jon Reid, U., of Oregon; Carolyn Webster-Stratton, Robert McMahon, U. of Washington; Gloria Miller, U. of So. Carolina. UBC Psychoeducational Research and Training Centre (EPSE). July 22-24 at the UBC conference centre from 9am-4pm. Call to register 822-1050/5384.

UBC Computer Science/ CCE/CICSR Workshop
Higher Order Logic Theorem Proving And Its Applications. Dr. Jeff Joyce, Computer Science. Aug. 10-13. For registration, location and fee, call 822-4327.

50th Anniversary Conference On Pharmaceutical Biotechnology
Annual conference of The Association of Faculties of Pharmacy of Canada (AFPC). Pan Pacific Hotel from July 31-Aug. 4. Brochure/registration, call 822-4706.

Rhodes Scholarship Applicants 1994
Application forms available from the UBC Awards Office. Candidates must be Canadian citizens and born between Oct. 2/ 69-Oct. 1/75; be unmarried; and except for medical students, be recipients of an undergrad degree. Deadline, Oct. 22/93. Call Awards Office at 822-5111.

Professional Development For Language Teachers
Continuing Studies' English Language Institute offers practical workshops for teachers in: Intercultural Learning, Pronunciation, Field Trips, Reading Comprehension, Writing/ Classroom Management. Courses in progress. Call 222-5208.

International Reachout Program
Student volunteers write letters to students intending to attend UBC, explaining life at UBC and in Canada, to ease the apprehension of international students. For information go to International House or call 822-5021.

Women Students' Office
Advocacy/personal counselling services available. Call 822-2415.

Continuing Studies
Reading Writing And Study Skills Centre
Courses beginning in July include Basic Skills, Impromptu Speaking, Study Skills, Reading for Speed/ Comprehension, Grammar, Composition and Writing Improvement. Call 222-5245

Language Programs/Services
French, Spanish, Japanese And Chinese conversation classes. Intensive 3-week programs: French July 5-22 And July 26-Aug 13; Spanish, Japanese, Mandarin And Cantonese - July 12-29 and Aug. 3-20. Call 222-5227.

Fine Arts Gallery
Tues.-Fri. from 10am-5pm. Saturdays 12-5pm. Free admission. Main Library. Call 822-2759.

Psychology Research Study
Seeking participants for a one-hour study involving the detection of deception in pain manifestation in illness behaviour. Honorarium $10. Approx. one-hour appt. Call 822-5280.

Behavioural Study
Parents of children between 5-12 years of age are needed for project studying parent-child relationships. Involved are mailed questionnaires about family interactions. Contact Wendy at 822-9037.

Study on Sexual Functioning in Women
If you are a heterosexual female, over 21 years of age, currently requiring insulin treatment for diabetes mellitus, call 822-2998. Honorarium.

G.F. Strong Rehab Centre Research
Volunteers wanted for study: Reaction Time To Visual Cues. Male and female ages 18-80 required. A one-time only visit of 30 minutes. Corrective lenses are OK. Call Desiree for appt. times and location at 734-1313.

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

Clinical Research Support Group
Faculty of Medicine data analysts supporting clinical research. To arrange a consultation, call Laura Slaney 822-4530.

Bone Building Study
10-11 year old females required for study on changes in bone during growth. Participation includes monitoring of bone density, nutrition and growth. Call 822-6766.

Social Anxiety Study
If you are an adult with severe social fears (e.g. shyness) and would like to participate in a treatment study, call Scott Wallace in Psychology at 833-5047.

Stress Study
Seeking volunteers from the UBC management/professional staff who feel they cope with stress quite well or not well at all for participation in a two-hour group interview. Call Bonita Long at 822-4756/Sharon Kahn at 822-5454.

UBC Hearing Access Project
Free hearing asessments/help in dealing with effects of hearing loss on communication. Open to all UBC students, staff and faculty. Audiology/Speech Sciences. Call 822-5798.

High Blood Pressure Clinic
Adult volunteers needed to participate in drug treatment studies. Call Dr. J. Wright in Medicine at 822-7134 or RN Marion Barker at 822-7192.

Volunteer Opportunity
University Hospital
UBC Site invites friendly help to join the Volunteer Services group to staff the gift shop, visit patients and participants in other programs. Call Dianne at 822-7384.

Statistical Consulting/ Research Laboratory
SCARL is operated by the Department of Statistics to provide statistical advice to faculty/graduate students working on research problems. Call 822-4037.

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

Introductory Main Garden Tours
Every Wednesday/Saturday now thru to September 25 at 1pm at the entrance to Botanical Garden. Admission cost includes tour. Call 822-4208.

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UBC REPORTS

CALENDAR DEADLINES

Material for the Calendar must be submitted on forms available from the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C. V6T 1Z2. Phone: 822-3131. Fax: 822-2684. Notices exceeding 35 words may be edited.

Deadline for the August 12 issue of UBC Reports — which covers the period August 15 to September 4 — is noon, August 3.

Lectures

Regent College Summer Evening Programs

Monday, July 19
Ethics Isn't Pretty. David W. Gill, prof. of Applied Ethics, North Park College, Chicago. Regent College main floor auditorium from 8-9:30pm. Call 224-3245.

Wednesday, July 21
Perpetual Adolescence: The Emerging Culture Of North American Evangelicalism. John G. Stackhouse, Jr., assoc. prof., Dept. of Religion, U. of Manitoba. Regent College main floor auditorium from 8-9:30pm. Call 224-3245.

Monday, July 26
Dispute, Declaration And Dialogue: Biblical Models For Joining Discussion In The Marketplace Of Ideas. Dr. Maxine Hancock, author/conference speaker. Regent College main floor auditorium from 8-9:30pm. Call 224-3245.

Wednesday, July 28
Who Was Jesus? Dr. N. Thomas Wright, lecturer in New Testament Studies, Oxford U. Regent College main floor auditorium from 8-9:30pm. Call 224-3245.

Saturday, July 31
The Historical Jesus. Dr. N. Thomas Wright, lecturer in New Testament Studies, Oxford U. Regent College main floor auditorium from 9am-12pm. Call 228-1820.

Miscellany

Thursday, July 22
UBC Board Of Governors' Meeting
The Board of Governors meet in the Board Room, second floor of the Old Administration Building, 6328 Memorial Rd. Open session time: TBA. Call 822-8300 for time.

Saturday, July 31
Regent College Summer Evening Program
Piano Recital. Nicole Lee, pianist. Regent College main floor atrium from 7:30-8:45pm. Refreshments served. Call 224-3245.

Friday, August 6
MOST Workshop
Freedom of Information Act. Offered by the School of Library, Archival and Information Studies. Main Library, 8th floor from 8:30am-4:00pm. Registration fee $105. Call Alice Bacon at 922-3897.

Video link heralds new era of teaching

UBC's Faculty of Education and The Commonwealth of Learning teamed up earlier this summer to conduct three, unique video conferences between Australia and Canada.

Co-ordinated by Prof. Leonard Burtenshaw of the Dept. of Visual and Performing Arts in Education, the series used advanced audio-visual technology to link scholars and performers in Vancouver with counterparts in Adelaide, Sydney and Armidale in southeastern Australia.

Burtenshaw said the 90-minute gatherings were among the first efforts to use interactive video-conferencing technology for teaching purposes. Special circuitry allowed participants to transmit both audio and video feeds to one another through two telephone lines.

The first sessions dealt with early childhood music and art and First Nations artists from both countries. The final session, which focused on the music of Chinese communities in Vancouver and Sydney, featured artists performing a segment from a Peking opera as well as a Chinese sword dance.

"Everyone was fascinated by the presentations and the technology," said Ross Nelson, manager of UBC's telecommunications centre and an observer at the final conference at the Commonwealth of Learning.

Nelson hopes UBC will have audio-visual conference capability within two years.

The Commonwealth of Learning is an international organization which provides learning opportunities to Commonwealth countries, particularly using advanced communication technologies for distance education.

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THE UNIVERSITY OF BRITISH COLUMBIA

ANALYSIS OF UBC'S EMPLOYMENT-EQUITY CENSUS

December 1992

THE UNIVERSITY OF BRITISH COLUMBIA

July 15, 1993

Dear Colleagues:

The following report was prepared by Sharon E. Kahn, Director of Employment Equity, and was approved by the President's Advisory Committee on Employment Equity. The purpose of the report is to record the University's progress toward its May 1991 hiring goals.

The report suggests that the University must continue to actively recruit members of designated groups into candidate pools, and to maintain a work environment that supports the successful integration of designated-group members at all levels throughout the University.

Please discuss the report with your colleagues and send your comments to Dr. Kahn, c/o the President's Office.

Yours sincerely,

David W. Strangway
President

I. Introduction

This report, the third in a series of analyses of UBC's employment-equity census data, has the following objectives:

- to describe and compare the representation of designated groups—women, aboriginal people, visible minorities, and persons with disabilities—in UBC's workforce since May 1990;
- to record the University's progress toward its May 1991 hiring goals for members of these designated groups, and
- to recommend future steps in UBC's employment-equity program.

In February 1990, the University of British Columbia distributed its first employment-equity census to 6,974 employees, including part-time, casual, and temporary staff. Since then, the University has continued to up-date data already in its files and to collect new data from all newly-hired faculty and staff. The collected data have been the subject of two previous analyses (UBC Reports, May 16, 1991, and September 3, 1992).

In May 1991, the Office of Employment Equity reported the results of the initial census and also compared the representation of designated-group members—women, aboriginal people, members of visible minorities, and persons with disabilities—with two external employment pools: the 1986 Canadian labour force and doctoral degrees granted nationally to women. Based on the results of this analysis, the President's Advisory Committee on Employment Equity (PACEE) recommended several hiring goals for the University's employment-equity program. Within the framework of UBC's policy on employment equity, PACEE urged departments to meet these hiring goals by first enlarging the pool of potential candidates with appropriate qualifications and then by selecting the best-qualified person for the job.

In September 1992, the Office of Employment Equity issued a second report, which analyzed UBC's progress as of December 1991 toward the hiring goals set in May 1991. This report described the representation of designated groups in UBC's workforce as of December 1991, and compared two snapshots of the UBC workforce in December 1990 and in December 1991. The data suggested that UBC had met and exceeded its first recommendation to hire women into 35% of vacant tenure-track faculty positions. The second recommendation from the May 1991 report set specific numerical goals to correct UBC's shortfall from the representation of designated groups in qualified external labour pools. The 1992 progress report suggested that although some of PACEE's recommended hiring goals for staff had been met, most remained unattained.

Overall, the data contained in the September 1992 progress report suggested that in order to meet its employment-equity hiring goals, the University must continue to implement all steps in its Employment Equity Plan (UBC Reports, November 14, 1991), including active measures to increase the number of qualified designated-group members applying for positions at all levels throughout the University. In particular, the report recommended special efforts be made to encourage qualified aboriginal people and persons with disabilities to apply for jobs at UBC.

II. Limits to the Analysis

A. Response Rate. As the result of a follow-up census distributed in December 1992, to over 2,768 faculty and staff who had not yet responded to the census, the overall response rate to the employment-equity census increased from 65.6% in May 1990, to 75.7% in December 1992. Tables 1 and 2 (pages 4 and 5) show the response rate to the census from the initial distribution of the census in 1990 through 1992 by female and male employees and by Abella group. For a variety of reasons, some members of designated groups may choose not to complete the employment-equity census, and therefore, the Office of Employment Equity may never attain a 100% response to the census. As a consequence, census data may always underrepresent members of designated groups.

However, the University's Integrated Human Resources Information System (IHRIS) does report the gender of all UBC faculty and staff, thereby ensuring an accurate count of one designated group—women. In this analysis, we rely on IHRIS data for statistics on the representation of women in the UBC workforce. IHRIS does not, however, provide statistics on the other three designated groups—aboriginal people, visible minorities, and persons with disabilities. Thus, for these three groups, we rely on data provided by the employment-equity census. As noted above, the response rate to this census currently stands at 75.7%, a figure that may not accurately represent UBC's complete workforce.

B. Self-Identification. The employment-equity questionnaire provides respondents with definitions from the Canadian Employment Equity Act of 1986 of the terms "aboriginal," "visible minority," and "persons with a disability" and asks them to identify themselves if they believe they are members of one or more of the designated groups. Obviously, respondents differ in their interpretations of the definitions of the designated groups. Thus, in contrast to IHRIS data, which provides an extremely accurate count of the women in UBC's workforce, in the case of the other designated groups, the employment-equity census not only provides information on only three-quarters of the workforce, but also the information it provides derives from self-identification that involves an individual's sensitivity to disclosure and his or her interpretation of the 1986 Employment Equity Act definitions of what constitutes a designated group member. The problems inherent in self-identification must be acknowledged when we interpret data on aboriginal people, visible minorities, and persons with disabilities.

C. Snapshot Data. Snapshot comparisons allow us to compare the representation of designated groups among the UBC workforce at different points in time. In the September 1992 analysis, we compared the original census data from May 1990 with snapshots from December 1990 and from December 1991. In the present report, we compare four snapshots: May 1990, December 1990, December 1991, and December 1992.

Comparing snapshots over two years at the same point in time allows us to control for fluctuations in UBC's employee population over the course of the year. Snapshot data, however, do not reflect hires, promotions, and terminations during the period of time between snapshots. For example, although two snapshots may show the same number of employees at December 1991 and at December 1992, the two snapshots do not describe turnover or tell us the number of individuals who were hired, promoted, or terminated within that year. Moreover, information derived from snapshots does not reflect designated-group hiring patterns in seasonal work, such as gardening or sessional teaching.

Similarly, decreases in representation of the three minority designated groups may reflect both decreases in hirings over time as well as changes in response rates to the census. That is, a decrease in the representation of designated-group members may mean, in addition to a decrease in hiring of designated-group members, an increase among respondents who are not designated-group members. Then, too, increases in the representation of the three minority designated groups may reflect both increases in hirings of designated-group members as well as increases in response rates to the census among designated-group employees.

III. Representation of Women, Aboriginal People, Visible Minorities, and Persons with Disabilities by Abella Groups in Four Snapshots: May 1990, December 1990, December 1991, and December 1992 (Tables 3 and 4, page 5)

A. Women. The data reveal that women's overall representation in the UBC workforce increased steadily from May 1990 to December 1992 (See Table 5, page 6):

May 1990	December 1990	December 1991	December 1992
48.2%	49.1%	49.7%	50.3%
(3,358 women)	(3,824)	(3,998)	(4,098)

In six of the Abella categories, the representation of women in December 1992, was higher than for the previous year. In four of these six Abella categories—Professionals, Semi-Professionals and Technicians, Service Workers, and Other Manual Workers—the data show a steady increase in women's representation over two-and-a-half years. For example, the following figures reveal an increase in women's representation among Professionals:

May 1990	December 1990	December 1991	December 1992
27.8%	31.4%	32.3%	33.6%
(731 women)	(970)	(1,025)	(1,061)

In contrast to these increases, steady decreases over the period 1990 to 1992 occurred in two Abella groups: Sales Workers and Skilled Crafts and Trades. Neither Sales Workers nor Skilled Crafts and Trades is a large group of employees—100 employees (Sales Workers) and 151 employees (Skilled Crafts and Trades). Indeed, overall, women's representation is lowest in Abella groups with the smallest number of employees: Upper-Level Managers (six employees, 0% women); Foremen/women (45 employees, 4.4% women); Semi-Skilled Manual Workers (68 employees, 8.8% women). It follows that hiring a modest number of women into Abella groups with a small number of employees would increase substantially the representation of women in these groups. For example, one woman vice-president would raise the

Continued next page

THE UNIVERSITY OF BRITISH COLUMBIA

ANALYSIS OF UBC'S EMPLOYMENT-EQUITY CENSUS

representation of women among Upper-Level Managers from zero to 17%.

Decreases in women's representation between December 1991 and 1992 occurred in five Abella groups: Middle and Other Managers; Supervisors; Sales Workers; Skilled Crafts and Trades, and Semi-Skilled Manual Workers. In the first three of these five groups, women's representation for 1992, although less than in 1991, still comes close to or exceeds 50% of the employee population in that Abella group. For example, despite the percentage decrease of women among Sales Workers, women continue to represent over half the employees in this group:

May 1990	December 1990	December 1991	December 1992
52.8%	58.3%	57.4%	52.0%
(47 women)	(63)	(54)	(52)

Unfortunately, in the remaining two of the five groups, women's representation is perilously low.

The steady decrease in Skilled Crafts and Trades and Semi-Skilled Manual Workers is especially discouraging. Women's representation in Skilled Crafts and Trades shows an increase at the end of 1990 and, two years later, a subsequent decrease to its original size:

May 1990	December 1990	December 1991	December 1992
2.7%	3.5%	2.8%	2.7%
(4 women)	(5)	(4)	(4)

It remains troubling that in an Abella group where women's representation is low, UBC's workforce has changed little in over two years. In addition, the data for Semi-Skilled Manual Workers suggest a decrease in women's percentage representation between December 1991 and December 1992:

May 1990	December 1990	December 1991	December 1992
12.5%	11.9%	14.9%	8.8%
(5 women)	(5)	(7)	(6)

Despite these data, the situation in Skilled Crafts and Trades and Semi-Skilled Manual Workers could be turned around by hiring a modest number of women.

B. Aboriginal People. The data suggest the overall representation of aboriginal people in the UBC workforce has remained roughly constant over the past two-and-a-half years, despite increases in employee population and response rates (See Table 5):

May 1990	December 1990	December 1991	December 1992
1.5%	1.5%	1.3%	1.4%
(65 respondents)	(75)	(63)	(85)

Because the overall response rate to the census increased from 63.3% in December 1991, to 75.7 % in December 1992, the fact that the representation of aboriginal people in UBC's workforce has remained fairly constant is encouraging. That the number of respondents to the census has increased overall, while the percentage of aboriginal people remains the same, suggests that UBC may be hiring aboriginal people at a rate that ensures the replacement of any aboriginal employee who leaves the University. Another possible explanation for the stability of representation of aboriginal people in UBC's workforce may be that aboriginal people responded to the follow-up census similarly to individuals who were not members of designated groups.

In the past year, there was no decrease in aboriginal representation in any Abella group. In addition, the data show that between December 1991 and 1992, aboriginal representation either remained constant or increased in eight Abella categories. The representation of aboriginal people either shows a steady increase or remains the same since May 1990, in four Abella groups: Professionals; Supervisors; Semi-Skilled Manual Workers; and Other Manual Workers. In the case of Semi-Skilled Manual Workers, there were no aboriginal people in either of the snapshots through December 1991, however, aboriginal people represented 3.3% of the employee base for this group in December 1992:

May 1990	December 1990	December 1991	December 1992
0.0%	0.0%	0.0%	3.3% (1 respondent)

Steady increases of aboriginal people occur in Supervisors and Other Manual Workers. Among Supervisors, the representation of aboriginal people increases appreciably:

May 1990	December 1990	December 1991	December 1992
1.0%	0.8%	1.6%	3.4%
(1 respondent)	(1)	(2)	(5)

Similarly in Other Manual Workers, aboriginal people make gains:

May 1990	December 1990	December 1991	December 1992
1.6%	1.4%	1.5%	2.9%
(3 respondents)	(3)	(3)	(6)

The representation of aboriginal people in Professionals remained constant at 1.1% in each snapshot since May 1990. The stability of this proportion is encouraging because not only did the actual number of faculty and staff in this group increase from 3,096 in December 1990, to 3,222 in December 1992, but also the response rate for Professionals increased dramatically, from 66.5% in December 1990, to 77.8% in 1992. Thus, even though the number of employees in this group increased, the representation of aboriginal people has remained constant relative to the increase.

Unfortunately, aboriginal people are not represented in four Abella groups each of which is small: Upper-Level Managers (6 employees); Foremen/women (45); Sales Workers (100), and Skilled Crafts and Trades (151). Furthermore, over the period of May 1990 to December 1992, four Abella groups show decreases in the percentage representation of aboriginal people, though in some cases the actual number of aboriginal respondents increased:

May 1990	December 1990	December 1991	December 1992
Middle and Other Managers			
2.0%	2.1%	1.5%	1.6%
(9 respondents)	(11)	(8)	(10)
Semi-Professional and Technicians			
0.5%	0.9%	0.5%	0.5%
(3 respondents)	(6)	(3)	(4)
Clerical Workers			
2.3%	2.2%	1.7%	1.7%
(23 respondents)	(24)	(18)	(21)
Service Workers			
4.3%	3.5%	3.2%	3.2%
(9 respondents)	(9)	(8)	(11)

None of these groups shows a constant decrease over two-and-a-half years. Indeed, in three of the four instances where the representation of aboriginal people has decreased, the data show an initial drop in representation between December 1990 and 1991, followed by the same percentage representation in December 1991 and 1992. Moreover, in Middle and Other Managers, the December 1991 and 1992 data indicate a slight increase in percentage representation.

C. Visible Minorities. The data suggest the overall representation of visible minorities in the UBC workforce has increased steadily from May 1990, to December 1992 (See Table 5):

May 1990	December 1990	December 1991	December 1992
18.2%	19.2%	19.9%	20.3%
(831 respondents)	(1,005)	(1,012)	(1,252)

The data further suggest that the representation of members of visible minorities increased steadily from May 1990 to December 1992, in six Abella groups: Middle and Other Managers; Professionals; Supervisors; Foremen/women; Semi-Skilled Manual Workers, and Other Manual Workers. The largest percentage increase occurs in Semi-Skilled Manual Workers:

May 1990	December 1990	December 1991	December 1992
6.3%	11.2%	12.5%	16.2%
(1 respondent)	(2)	(2)	(5)

The response rate for Semi-Skilled Manual Workers shows a fairly dramatic fluctuation: 40.0% in May 1990; 42.9% in December 1990; 34.0% in December 1991, and 45.6% in December 1992. Nonetheless, the response rate for December 1992, although considerably higher than in 1991, remains close to the 1990 figure. Even with this similarity in response rate, the representation of visible minorities among Semi- Skilled Manual Workers shows a gradual increase, and the representation in December 1992, is considerably more than that shown in the comparable 1990 data.

Large increases in the representation of members of visible minorities also occur among three other Abella groups:

May 1990	December 1990	December 1991	December 1992
Middle and Other Managers			
4.7%	5.8%	5.8%	7.3%
(22 respondents)	(31)	(32)	(46)
Professionals			
12.0%	13.0%	13.9%	14.5%
(205 respondents)	(266)	(279)	(361)
Foremen/women			
9.1%	12.5%	14.3%	16.7%
(3 respondents)	(4)	(5)	(6)

Similarly, between December 1991 and December 1992, the representation of visible minorities increased in seven groups: Middle and Other Managers; Professionals; Supervisors; Foremen/women; Sales Workers; Semi-Skilled Manual Workers, and Other Manual Workers. Among these changes, the largest percentage increase occurs in Sales Workers (25.9% in December 1991, to 32.5% in December 1992). This increase from 16 to 25 visible-minority respondents among Sales Workers was accompanied by a dramatic jump in response rate between December 1991 (66%), and December 1992 (77%). Thus, either UBC hired several members of visible minorities during this period or visible minorities constituted a large proportion of Sales Workers who responded to the follow-up survey in December 1992.

In contrast to increases, decreases in the representation of visible minorities over the two-and-a-half-year period occur in only two Abella groups: Upper-Level Managers and Service Workers. In the case of Upper-Level managers—a small group of six employees—we know that the fluctuation in representation resulted from a newly-appointed staff member's delay in responding to the employment-equity census. Similarly, in the case of Service Workers, the decrease in percentage representation was minimal and was accompanied by both a large increase in response rate and an increase in the number of Service Workers who self-identified as visible minorities:

May 1990	December 1990	December 1991	December 1992
36.2%	33.8%	33.6%	32.5%
(77 respondents)	(88)	(85)	(112)

Continued next page

THE UNIVERSITY OF BRITISH COLUMBIA

ANALYSIS OF UBC'S EMPLOYMENT-EQUITY CENSUS

The increase in response rate (41.9% in May 1990, to 52.2% in December 1992) may reflect both a decrease in the proportion of visible minorities who chose to self-identify as members of this designated group and an increase in the proportion of respondents who were not members of visible minorities. Despite this drop in percentage representation, members of visible minorities among Service Workers continue to represent over 30% of this employee group.

Between December 1991 and 1992, five Abella groups showed a decrease in visible minority representation: Upper-Level Managers; Semi-Professionals and Technicians; Clerical Workers; Service Workers, and Skilled Crafts and Trades. Although these groups show a decrease in percentage representation, nevertheless, the 1992 data compares favorably with December 1990 data. For example, in December 1990, visible minorities self-identified less among Semi-Professionals and Technicians than they did in December 1991, but about the same as they reported in December 1992:

May 1990	December 1990	December 1991	December 1992
25.4%	28.3%	29.1%	28.4%
(167 respondents)	(211)	(202)	(246)

If we also consider fluctuations in response rate for this group from 1990 to 1992 (62.8% in May 1990; 65% in December 1990; 58.9% in December 1991, and 74.2% in December 1992) and the increase in number of census respondents among Semi-Professionals and Technicians, the apparent decrease in representation between the 1991 and 1992 snapshots is no longer troublesome.

Similarly, among Clerical Workers, the percentage representation of visible minorities took a small drop in the year between December 1991 and December 1992, but remained higher than its initial starting point in May 1990:

May 1990	December 1990	December 1991	December 1992
24.2%	25.9%	27.7%	27.2%
(248 respondents)	(286)	(295)	(341)

At the same time, the number of census respondents who identified themselves as visible minorities has increased. Finally, there was a rise and fall in representation of visible minorities among Skilled Crafts and Trades and a subsequent return in December 1992 to the original figure from May 1990:

May 1990	December 1990	December 1991	December 1992
13.0%	13.0%	15.6%	13.0%
(8 respondents)	(8)	(9)	(11)

D. Persons with Disabilities. The data suggest an overall decrease in the representation in the UBC workforce from May 1990 to December 1992, of persons who self-identified as having a disability that limits their work opportunities (See Table 5):

May 1990	December 1990	December 1991	December 1992
4.3%	3.9%	3.8%	3.1%
(194 respondents)	(200)	(189)	(190)

Even given the significant fluctuations in response rate over this period of two-and-a-half years, these data are disappointing.

Over the period covered by the four snapshots of UBC's workforce, the percentage representation of persons with disabilities decreased in every Abella group in which persons with disabilities were represented with the exception of Semi-Skilled Manual Workers. This result applies whether we compare the December 1992 data with the December 1991 data or the May 1990 original census data. Although one disabled person was represented among Sales Workers in May 1990, December 1990 and 1991, there was no disabled employee in this group in December 1992.

One of the more significant decreases in representation of employees who self-identify as having a disability occurs in Skilled Crafts and Trades:

May 1990	December 1990	December 1991	December 1992
11.3%	9.7%	10.4%	4.8%
(7 respondents)	(6)	(6)	(4)

This is an overall decrease of over 50% or 4.9 percentage points. With census data on small groups of employees, such as Skilled Crafts and Trades, changes in representation reflect a difference of only a few individuals, and therefore, we should consider them in light of the actual number of employees. The total number of respondents in this group is 62 employees in December 1990, of whom six self-identify as having a disability. By comparison, in December 1991, six out of 58 respondents report having a disability, and in December 1992, four out of 85 employees report having a disability. Accordingly, the seemingly significant decrease over two-and-a-half years results from a simultaneous decrease of two disabled respondents (from six to four) and an increase in the number of respondents for this group (from 62 to 85).

In contrast to the data showing decreases in the representation of persons with disabilities, the data reveal one Abella category—Semi-Skilled Manual Workers—with an increase in the percentage of census respondents who self-identify as having a disability. Even with the fluctuating response rate for this Abella group (40% in May 1990, 42.9% in December 1990, 34% in December 1991, and 45.6% in December 1992) and the relatively small number of employees (68 in December 1992), it is encouraging to see any increase in percentage representation for this designated group. Comparing the December 1991 and December 1992 snapshots, the data suggest the same result as for the longer-term analysis: the percentage representation of persons with disabilities in the UBC workforce increases in only one Abella category—Semi-Skilled Manual Workers:

May 1990	December 1990	December 1991	December 1992
6.3%	5.6%	6.3%	6.5%
(1 respondent)	(1)	(1)	(2)

Yet this increase in the percentage representation of Semi-Skilled Manual Workers reflects an actual increase of one census respondent. In addition to Semi-Skilled Manual Workers, several other Abella groups also show small increases over the period of two-and-a half years in the actual number of employees who report having a disability: Middle and Other Managers, two respondents; Semi-Professionals and Technicians, two respondents; Supervisors, one respondent, and Service Workers, one respondent.

The decrease in the representation of persons with disabilities in UBC's workforce leads to the possible conclusion that the University is not hiring enough disabled persons. In addition, there are several other possible explanations: First, employees may be less likely to view themselves as disabled as the result of recent employment-equity initiatives and technical aides. Second, recently employed faculty and staff may be less inclined to identify themselves as disabled compared with respondents to the initial census who may have felt secure in their positions, having been employed at UBC for several years. Third, disability is confounded with age, and therefore, both early and on-time retirements may produce a decreasing proportion of employees who self-identify as having disabilities.

Given the figures on disability from the employment-equity census, there can be no doubt that UBC must increase the number of qualified persons with disabilities in the UBC workforce if it is to meet its employment-equity hiring goals, but in most cases the number of disabled employees required to meet UBC's employment-equity hiring goals is small. For example, in Foremen/women, only one employee self-identified as a person with a disability out of a total number of 36 respondents in December 1992. By hiring a single qualified disabled employee into this group, the percentage representation of persons with disabilities would increase from 2.8% to 5.6%.

IV. Employment-Equity Hiring Goals

A. Faculty Women. The first recommendation of the May 1991 Employment Equity Report was that the University hire women to fill at least 35% of vacant tenure-track faculty positions. During the 1992/93 academic year, women were appointed to 36% (27 out of 75) of new tenure-track appointments. Thus, UBC met its goal for faculty women. In addition, PACEE recommended that the 35% overall figure be adjusted for individual faculties and departments according to their respective applicant pools. All deans now have submitted employment-equity hiring plans to Vice-President Daniel R. Birch, and the Office of Employment Equity has produced a summary report of these hiring plans (November 30, 1992).

The second part of PACEE's recommendation on faculty women urged the University to devise means to attract and retain the best-qualified faculty women. Women's representation among tenure-track faculty increased from 17.9% in 1990/91 to 20.2% for the 1992/93 year. Similarly, in all faculty ranks, both tenured and non-tenured, women's participation rose from 19.1% in 1990/91 to 21.1% in 1992/93.

B. Staff Designated-Group Members. The second recommendation of the May 1991 report set specific numerical goals to hire designated-group members for staff positions, thereby correcting UBC's shortfall from qualified external labour pools. These goals, set in May 1991, were calculated using the initial UBC employment-equity census data of May 1990. To monitor UBC's progress in achieving its hiring goals, we compare the May 1990 census data with the December 1992 census data.

1. Adjusted Hiring Goals. Since May 1990, the number of employees in each of the twelve Abella groups has fluctuated, and in most instances, the employee population has increased. In only one Abella group—Other Manual Workers—the UBC employee population has decreased, whereas overall, the total number of employees at UBC has increased 16.8% from 6,974 in May 1990, to 8,146 in December 1992.

Accordingly, to determine UBC's progress toward achieving goals set two-and-a-half years ago, we must adjust these goals to reflect the increase in size of the present workforce. Table 6 (page 6) shows the percentage change in UBC's workforce by Abella group between May 1990 and December 1992. For example, for Supervisors, the number of employees increased from 137 in May 1990 data to 174 in December 1992. Table 7 (page 6) reports this increase among Supervisors as 27%. The original hiring goal for Supervisors was set at two persons with disabilities. Because the employee base for Supervisors increased by 27% between May 1990 and December 1992, the original hiring goal of two persons with disabilities becomes 2.54 or three persons with disabilities.

2. Progress toward Goals. Table 7 reveals that UBC has met or is on its way to meeting its hiring goals in six of the nine Abella groups for which it originally set goals. On the one hand, among Professionals, UBC has met and comfortably exceeded its adjusted hiring goal of 57 women with a net increase of 127 women between May 1990 and December 1992. Moreover, UBC has partially met its adjusted hiring goal of three aboriginal people for this Abella group with a net increase of one aboriginal person. Similarly, among Supervisors, UBC is on its way to meeting its adjusted goal of three persons with disabilities. UBC has a net increase of one disabled person in this group between May 1990 and December 1992.

In addition, the University has partially met its goals for Foremen/women. UBC's adjusted goals for Foremen/women were to hire three women, three visible minorities, and one person with a disability. Since May 1990, UBC has a net increase of three visible-minority Foremen/women. Unfortunately, it appears that rather than hiring three women, the group lost one woman employee. Furthermore, between May 1990 and December 1992, no individual who self-identified as having a disability appeared in this group. Moreover, the adjusted hiring goal for Service Workers requires UBC to hire ten persons with disabilities. The May 1990 and the December 1992 census show a net increase of only one additional person in this group who self-identified as having a disability.

Even with the adjustment for growth among Semi-Skilled Manual Workers, UBC has come close to meeting all of its original hiring goals for this Abella group. The

Continued next page

THE UNIVERSITY OF BRITISH COLUMBIA

ANALYSIS OF UBC'S EMPLOYMENT-EQUITY CENSUS

adjusted goals require UBC to hire two women, two aboriginal people, three visible minorities, and two persons with disabilities. The data suggest that in the period following the setting of hiring goals, UBC's net increase included one woman, and in addition, at least one aboriginal person, four visible minorities, and one person with a disability. Finally, among Other Manual Workers, the data suggest UBC is close to achieving its hiring goals. The goal required the hiring of five qualified aboriginal persons. The data suggest that, since 1990, three aboriginal persons have self-identified in this Abella group.

On the other hand, UBC has not met its goal to hire a woman into Upper-Level Managers. Because senior faculty often move into Upper-Level Manager positions, the recent hiring and promotion of several senior women with exceptional qualifications as well as the appointment of four women to deanships lead us to expect that the University soon may achieve this hiring goal. Moreover, we are encouraged by the recent appointment of the first woman associate vice-president.

The University also has met none of its hiring goals for Sales Workers, even though the number of employees in Sales Workers has increased between May 1990 and December 1992. Furthermore, the data suggest UBC's position even may be worsening. The hiring goals for Sales Workers require UBC to hire one aboriginal person and three persons with disabilities. Not only has no person self-identified as aboriginal in this group, but also the number who self-identified as having disabilities in this Abella group has decreased. Finally, UBC failed to approach either of its hiring goals for Skilled Crafts and Trades. The hiring goals require UBC to hire three women and two aboriginal people. The data show that neither women nor aboriginal people were hired into Skilled Crafts and Trades positions.

V. Comparison of the UBC Workforce with the Workforce of other Canadian Universities and Federally-Regulated Employers

To understand better both the representation of designated groups in UBC's workforce and the University's progress toward achieving its hiring goals, we compare UBC's employment-equity data with information from Canadian universities, which, like UBC, set hiring goals for members of the groups designated under the Employment Equity Act of 1986. In addition to data on universities, we compare UBC's census information with data on the representation of designated groups in the workforces of federally-regulated Canadian employers.

A. Other Canadian Universities. Table 8 (page 7) compares the overall representation of designated groups at UBC with five other universities: Dalhousie, Simon Fraser, Alberta, Toronto, and York. UBC compares particularly well in the representation of aboriginal people and visible minorities: The overall representation of these two designated groups is higher at UBC than at any of the five other universities. In addition, UBC's representation of women employees stands between representation data from the other five universities: higher than Simon Fraser's and Toronto's, but lower than Dalhousie's, Alberta's, and York's.

Unlike UBC's data on women, aboriginal people, and visible minorities, data on the representation of persons with disabilities at UBC shows a decrease over the period of two-and-a-half years. Table 8 suggests other Canadian universities also have experienced an overall decrease in the representation of this designated group. On the one hand, UBC resembles Dalhousie, Simon Fraser, and Alberta in overall representation of employees with disabilities. In 1991, persons who identified themselves as having a disability that limited their work opportunities comprised 3.8% of UBC's respondents to the census compared with 3.5% at Dalhousie, 3.5 % at Alberta, and 2.7% at Simon Fraser. On the other hand, UBC's level of representation for persons with disabilities is approximately a full percentage point lower than that of either Toronto or York.

B. Federally-Regulated Employers. The Annual Employment Equity Act Report (Employment & Immigration Canada, 1992) provides five years of data on an estimated 620,000 employees working for 353 federally-regulated employers in three main industrial sectors—banking, transportation, and communications. Table 9 (page 7) compares the representation of designated groups at UBC with the representation of these groups among other Canadian employers. In this comparison, UBC fares well. The University's representation for each designated group is higher than corresponding figures from federally-regulated employers. For example, in 1991, women represented 49.7% of UBC's workforce, but only 44.1% of the workforce of other employers. Furthermore, in the 1992 UBC census, women represented 50.3% of faculty and staff. Similarly UBC's census data reveals a higher representation of aboriginal people, visible minorities, and persons with disabilities. UBC's overall data on the representation of visible minorities is particularly impressive when compared to that of other large Canadian employers: in 1991, 19.9% of UBC's workforce self-identified as visible minorities, whereas only 7.5% of the workforce of federally-regulated employers self-identified as members of visible minorities.

VI. Conclusion and Recommendations

This analysis of UBC's progress toward its 1991 hiring goals shows that the University has achieved its goal to hire women to fill at least 35% of vacant tenure-track faculty positions. As well, the University achieved its goal to hire visible minorities into non-academic positions. Moreover, UBC's 1992 workforce figures reveal that the overall representation of women has increased, while the representation of aboriginal people has held steady. However, the University did not achieve the majority of its goals to hire women, aboriginal people, and persons with disabilities into non-academic positions. And finally, the representation of faculty and staff who self-identify as having a disability that limits their work opportunities has decreased dramatically over two-and-a-half years.

Not only has UBC failed to meet all of its 1991 hiring goals, but also these goals will soon be out-of-date. Hiring goals set in 1991 reflect Statistics Canada data on the 1986 labour force. Revisions to Statistics Canada data will require UBC to revise its hiring goals in order to make its workforce representative of the pool of potential candidates with appropriate qualifications. Therefore, UBC's December 1992 employment-equity census data brings the President's Advisory Committee on Employment Equity (PACEE) to the same conclusion as that contained in the September 1992 report: **At a minimum, the University must continue to add qualified members of designated groups to its faculty and staff, in accordance with the employment-equity hiring goals set in May 1991. In particular, PACEE recommends that UBC continue to concentrate its efforts on recruiting qualified women, aboriginal people, and persons with disabilities into candidate pools, prior to selecting the best-qualified person for the job.**

The current freeze on hiring means there will be few opportunities in the near future to recruit women and minority candidates from outside the UBC workforce. Nonetheless, the University can continue to focus its employment-equity strategies on the creation of a supportive work environment for members of the designated groups. For example, the University has established a Disabled Employee Assistance Fund to accommodate faculty and staff who experience accidents or deteriorating health conditions over the course of their careers at UBC. This current analysis of the UBC's workforce over two-and-a-half years makes it clear that efforts such as the Disabled Employee Assistance Fund to provide employees with disabilities adaptive supplies and equipment are essential if UBC is to reverse the downward trend of representation of members of this designated group. Therefore, **PACEE recommends that the University continue to support the Disabled Employee Assistance Fund.**

The September 1992 report also recommended that the University provide faculty and staff involved in personnel decisions with training in human rights practice as well as gender, cultural, and disability issues. Since January 1993, the Managerial and Other Skills Training Program (MOST) has been offering information and awareness training sessions for supervisory and managerial staff, as well as providing career development opportunities for all employees. Additionally, the Office of Employment Equity produced a guide, Promoting Equity in Employment, and distributed it in February 1993, to all deans, heads, and directors. **Recognizing the importance of training and development initiatives to support the successful integration of designated-group members at all levels throughout the University, PACEE recommends the University continue to train academic and non-academic managers and supervisors to comply with human rights legislation, reduce bias, and promote equity in employment practices.**

Another recommendation, which is every bit as relevant now as it was one year ago, is the provision of career advancement opportunities for members of designated groups employed at UBC. **Given the current context of financial reductions, PACEE strongly recommends that the University consider its employment-equity goals when contemplating reorganizations in staff, programs, and services.**

Table 1

UBC Employment-Equity Census Response Rates By Gender

	% May 1990		% December 1990		% December 1991		% December 1992	
	Female	Male	Female	Male	Female	Male	Female	Male
Upper-Level Managers	0.0	100.0	0.0	100.0	0.0	83.4	0.0	100.0
Middle and other Managers	86.0	80.3	87.9	81.0	84.0	80.0	91.2	88.1
Professionals	78.6	60.3	75.9	62.3	70.4	60.1	82.8	74.6
Semi-Professionals & Technicians	64.9	61.0	68.4	61.8	61.9	57.2	76.6	71.8
Supervisors	78.2	63.0	80.4	70.0	78.6	71.5	87.5	83.4
Foremen/women	100.0	77.0	100.0	77.0	100.0	71.8	100.0	79.1
Clerical Workers	75.8	61.6	77.2	63.7	71.8	60.4	83.7	69.8
Sales Workers	85.2	71.5	65.1	68.9	72.3	57.5	78.9	75.0
Service Workers	45.4	37.8	50.5	41.9	44.3	36.9	55.1	48.2
Skilled Crafts & Trades	50.0	41.7	40.0	42.9	25.0	41.7	75.0	55.8
Semi-Skilled Manual Workers	40.0	40.0	60.0	40.6	28.6	35.0	83.4	42.0
Other Manual Workers	57.8	49.8	62.1	51.7	63.1	50.0	71.5	52.5
TOTAL	**72.4**	**59.5**	**73.6**	**61.2**	**68.5**	**58.6**	**80.0**	**71.3**

THE UNIVERSITY OF BRITISH COLUMBIA

UBC POLICIES AND PROCEDURES

DRAFT POLICY
DONATIONS

RESPONSIBLE VICE PRESIDENT

Vice President Academic & Provost
Vice President Administration & Finance
Vice President External Affairs

POLICY

The University of British Columbia is a registered charity, and the recipient of a variety of donations from living persons and by Will. It is the policy of the University to ensure a strong base of ongoing financial support to the University by soliciting donations from a wide range of sources.

The UBC Development Office provides central fund-raising support to assist the University in achieving its optimal longterm development and fund-raising goals. The Development Office is also responsible for issuing charitable tax receipts for all charitable gifts received by the University, in compliance with the requirements of the Income Tax Act, and in accordance with the procedures established by the University.

The University may elect to accept or decline a gift. The University generally accepts charitable gifts in the form of cash or cheque, gifts-in-kind, or special deferred gifts. Ownership of all gifts vests in the University, whether they be for the benefit of the University generally or for some specific purpose in it.

PROCEDURE SUMMARY

I. DONATIONS PROCEDURES FOR GIFTS (CASH AND CHEQUES)

Purpose of Procedures

To ensure that informed decisions are made on the acceptance of cash gifts and that such gifts are receipted in accordance with the requirements of the Income Tax Act.

Definitions

A gift is a voluntary transfer of property without consideration.

Conditions of Gift Acceptance

- The University is a registered charity and it solicits and receives gifts from a wide range of sources.
- A gift is made in any circumstance where all of the conditions listed below are satisfied:
  a. Some property - usually cash - is transferred by a donor to the University.
  b. The transfer is voluntary.
  c. The transfer is made without expectation of return. No consideration - no benefit of any kind - to the donor or to anyone designated by the donor, may result from the payment.
- General rules and exceptions (such as tickets to fundraising events; contribution of services) related to deductible gifts and official receipts are contained in Revenue Canada's Interpretation Bulletin 110R2 dated May 14, 1986. (Copies available from the Development Office - Planned Giving Unit).
- When a gift is received from a donor, it is the responsibility of the recipient to determine whether or not the gift qualifies as a donation under the Revenue Canada definition, or whether the gift should be sent to Financial Services for processing as a non-donation receipt. If in doubt, the recipient should contact The Development Office-Planned Giving Unit for assistance.
- When a cash or cheque which qualifies as a donation is received, it should be sent, with a completed Donation Remittance Form, to Donations Processing.

Who May Accept Gifts (Cash And Cheques):

- Nothing should be done which might be construed as an acceptance of a gift until the decision to accept has been made.
- The President must approve:
  a. any gift which, in the opinion of the Vice President responsible for the area which will benefit from the gift, exposes the University to an uncertain and potentially significant liability;
  b. any gift which, in the opinion of the Vice President responsible for the area which will benefit from the gift, is precedent-setting or involves sensitive issues.
- Decisions regarding acceptance of all gifts of a value up to $100,000 are made by the Development Office, in consultation with the Dean, Department Head, Director of the area of the University that will benefit from the gift, or Director of Research Services in the case of unsolicited research grant donations.
- Persons authorized on behalf of the University to accept gifts that are valued from $100,000 to $500,000 are:

  The President
  OR:
  The Vice President responsible for the area to benefit from the gift
  AND ONE OF:
  Any other Vice President
  An Associate Vice President
  The Director of the Development Office
  The Dean or Director whose area will benefit from the gift
  The Manager, Planned Giving

- The President must approve any gift of a value over $500,000.
- A report on all gifts accepted on behalf of the University will be prepared on a regular basis for the Board of Governors by the Development Office.

II. DONATIONS PROCEDURES FOR GIFTS-IN-KIND

Purpose Of Procedures

To ensure that informed and timely decisions are made on whether to accept or decline gifts; and if such gifts are accepted, to ensure they are valued and receipted in accordance with the requirements of the Income Tax Act. To provide for the administration of gifts.

Definitions

A gift-in-kind is a donation in any form other than cash or cheque and normally requires valuation for tax receipt purposes.

Conditions Of Acceptance

- In considering a gift the University must first agree to accept the terms and conditions, including associated costs, upon which the gift has been offered.
- The gift should be such that it can be retained as a University asset and used in connection with University activities, with discretion as to its use and management, or disposed of for cash or cash equivalent.
- Where the donor has requested conditions be placed on the donation such as restrictions on sale, leasebacks, life interests, life estates or in situations where the asset is difficult to appraise, the Development Office will be consulted. Where, in the opinion of the Development Office, in consultation with the Vice President responsible for the area which will benefit from the gift, the acceptance of the gift would prove administratively difficult or not in the University's best interest, the Development Office may request that the terms of the gift be revised or recommend that the offer to gift be declined.
- The University considers potential liabilities, including environmental issues, that may arise from the acceptance of a particular gift-in-kind.
- Receipts for gifts involving the expertise and management responsibility of the Department of Financial Services, such as real property, royalty agreements and securities, will be issued by the Development Office in consultation with the Department of Financial Services.
- Receipts for gifts involving the expertise and management responsiblity of the Office of Research Services and Industry Liaison, such as patents, licences and other forms of intellectual property, will be issued by the Development Office in consultation with the Office of Research Services and Industry Liaison.
- The Development Office will request advice from the University's Risk and Insurance Manager regarding any insurance issues that acceptance may entail.

THE UNIVERSITY OF BRITISH COLUMBIA

July 16, 1993

Dear Colleagues:

The World of Opportunity Fund-Raising Campaign will come to a close in November of this year, and at that time, there will be more opportunity for fund-raising at the Faculty level. Our experience over the campaign has taught us many of the fundamentals and fine points, and it is my hope to pass on procedures which will keep momentum going.

The draft policy and procedures on Donations will help us to ensure that:

- informed decisions are made on the acceptance of gifts;
- gifts are evaluated and receipted in accordance with requirements of the Income Tax Act;
- we have guidelines for those instances when UBC is a beneficiary in a Will;
- we confirm requests by donors for anonymity, noting disclosures that apply in these instances.

Your comments and suggestions are welcome. Please write to Libby Nason, Vice Provost.

Yours sincerely,

David W. Strangway
President

Appraisal Guidelines

Revenue Canada requires satisfactory evidence of fair market value of the gift. Although the term "fair market value" is not defined in the Income Tax Act, the generally accepted meaning is the price the property would bring in an open market transaction between a willing buyer and a willing seller, acting independently of each other, and each having full knowledge of the facts. An arm's length sale and purchase of the property, at or near the effective date of valuation, is normally considered the best proof of value at the time.

Gifts valued at less than $1,000:
Revenue Canada will accept the appraisal of a University staff member provided the staff member is knowledgeable in the field of the gift and qualified to appraise the gift for its fair market value.

Gifts valued over $1,000:
Generally, gifts valued over $1,000 must be appraised by an independent appraiser. When finding an appraiser is difficult or expensive, Revenue Canada will accept the appraisal of a qualified University staff member knowledgeable in the field of the gift. The Development Office may seek a second appraisal on gifts of high value or of a complicated nature.

- Where necessary, the Development Office will seek assistance from a tax or valuation specialist in fixing value for receipt purposes.
- Detailed Revenue Canada guidelines and/or the Canadian Association of University Business Officers (CAUBO) Income Tax Guide will be considered for unique gifts or for clarification regarding receipting.
- The Development Office, in consultation with Financial Services and tax advisors, will be responsible for determining the fair market value of any interest in a gift to the University which is retained by the donor as in a leaseback or life-interest. This value must be deducted from the appraised value of the gift in order to determine the amount that is receiptable.
- The cost of appraisals will normally be borne by the faculty or department that will ultimately benefit from the gift. However, in certain cases, such as where the gift is difficult and expensive to appraise, the donor may be asked to absorb the cost.
- In situations where the gift is not of direct benefit to a particular faculty or department, the Development Office will be responsible for arranging an appraisal.

Who May Accept Gifts-In-Kind

- Nothing should be done which might be construed as an acceptance of a gift until the decision to accept has been made.
- The President must approve:
  a. any gift which, in the opinion of the Vice President responsible for the area which will benefit from the gift, exposes the University to an uncertain and potentially significant liability;
  b. any gift which, in the opinion of the Vice President responsible for the area which will benefit from the gift, is precedent-setting or involves sensitive issues.
- Decisions regarding acceptance of all gifts of a value under $100,000 are made by the Development Office, in consultation with the Dean, Department Head or Director of the area of the University that will benefit from the gift.
- Persons authorized, on behalf of the University, to accept gifts that are valued from $100,000 to $500,000 are:

  The President
  OR:
  The Vice President responsible for the area to benefit from the gift
  AND ONE OF:
  Any other Vice President
  An Associate Vice President

THE UNIVERSITY OF BRITISH COLUMBIA

UBC POLICIES AND PROCEDURES

The Director of the Development Office
The Dean or Director whose area will benefit from the gift
The Manager, Planned Giving

• The President must approve any gift of a value over $500,000.
• A report on all gifts accepted on behalf of the University will be prepared on a regular basis for the Board of Governors by the Development Office.

Adminstration And/Or Disposition Of A Gift-In-Kind

Administration of a gift generally resides with the faculty or department that will benefit from the gift. Costs of administration are normally paid from the operating or other budget of that faculty or department. If a gift is sold, any outstanding administrative costs will be recovered from the sale proceeds.

Gifts that are directed to the University as a whole will be initially administered through the Development Office in consultation with the Vice President responsible for the area or function to benefit from the gift.

Special Case — Certified Canadian Cultural Property

The donation of Canadian Cultural Property is a unique process and subject to particular Revenue Canada guidelines.

To qualify for the special tax status, a gift of Canadian Cultural Property must be made to a designated recipient. At UBC, only the Library - Special Collections Division, the Fine Arts Gallery and the Museum of Anthropology are such designated recipients.

UBC applies on behalf of the donor to the Canadian Cultural Export Review Board to have the gift certified as Canadian Cultural Property. The Review board, pursuant to their own guidelines, determines the appraised value which the University must use for tax receipt purposes.

While only certain departments may receive Canadian Cultural Property for special tax treatment, no department is precluded from accepting a gift eligible for regular tax receipting that might otherwise have qualified as Canadian Cultural Property.

III. DONATIONS PROCEDURES: ESTATES

Purpose Of Procedures

To establish guidelines for those instances when the University is the beneficiary in a Will, or is appointed executor of a Will, or the trustee of assets.

Procedures

In all cases, the University is notified when the executor applies for a Grant of Letters Probate. In many cases such notification may be addressed to the University's President or Secretary or to the Development Office. Regardless of the addressee, all notifications and correspondence regarding estates are processed as follows:

• All letters, copies of Wills and probate documents are forwarded to the University's Planned Giving Unit in the Development Office.
• The Planned Giving Unit reviews the terms of the Will. If the terms of the Will are complex, or if issues relating to social, environmental or other sensitive matters arise, the Planned Giving Unit may consult with legal counsel and initiate the necessary action to resolve any concerns. The Manager of Planned Giving will make recommendations on the acceptance of a bequest to the persons authorized to accept bequests.

Who May Accept Bequests And Appointments

• Nothing should be done which might be construed as an acceptance of a bequest or an appointment until the decision to accept has been made.
• The President must approve:

a. any bequest or appointment which, in the opinion of the Vice President responsible for the area which will benefit from the gift, exposes the University to an uncertain and potentially significant liability;

b.any bequest or appointment which in the opinion of the Vice President responsible for the area which will benefit from the gift is precedent setting or involves sensitive issues.

• The Manager of Planned Giving has the authority to accept bequests where the value is less than $100,000.

• Persons authorized, to accept bequests that are valued from $100,000 to $500,000, and to accept appointments of the UBC estate administrator as trustee or executor on behalf of the University are:

The President
OR:
The Vice President responsible for the area to benefit from the gift
AND ONE OF:
Any other Vice President
An Associate Vice President
The Director of the Development Office
The Dean or Director whose area will benefit from the gift
The Manager, Planned Giving

• The President must approve the acceptance of any bequest of a value in excess of $500,000.
• The University, as beneficiary of an estate, may attempt, through legal application to the courts, to transfer a gift to the UBC Foundation or other entity for administration, to take advantage of the broader investment power available under the University Foundations Act or for other reasons. Subject to the terms of the Will, the decision to make such application is at the discretion of the persons authorized to accept bequests of a value in excess of $100,000.
• The executor of the Will normally requires the University to issue an official Income Tax receipt and provide a discharge to the executor, should the University decide to accept the bequest.
• The value of the receipt is determined by the fair market value of the bequest at the date of death. If there is an intervening life interest or other condition delaying the actual receipt of the bequest, fair market value is determined on a discounted basis.
• Upon approval to accept a bequest, all documentation is forwarded by the Development Office to the University's Financial Services, Treasury Unit, for administration, which includes record-keeping, review of accounts, execution of releases and investment management.
• Liaison with the deceased's family members is primarily the responsibility of the Development Office, Planned Giving Unit. Other University departments and staff or faculty members may, however, participate as appropriate.
• A report on all bequests and appointments as trustee or executor accepted on behalf of the University will be prepared on a regular basis for the Board of Governors and the Administration by the Development Office.
• In those instances where a Will appoints the "Estate Administrator of the University of British Columbia", or the UBC Foundation as executor or trustee, the Manager, Planned Giving, Development Office, is the designated Estate Administrator for the University.

IV. DONOR AND GIFT ANONYMITY

Purpose Of Procedures

To confirm that the University will, at the request of donors, maintain anonymity, and to note disclosures that will apply.

Procedures

A donor's right to anonymity is observed by the University of British Columbia subject, however, to the following necessary limitations:

• Records, as required by Revenue Canada for charitable receipting purposes, are maintained by the Development Office. Access to these records is restricted to appropriate staff in the Development Office and the Department of Financial Services, and senior executives of UBC.
• The University will comply with any legal obligation to disclose the names of donors and the nature and value of their gifts. (For example; obligations that may arise under The Income Tax Act, The Freedom of Information and Protection of Privacy Act or other relevant statutes.)
• The identity of a donor requesting anonymity may be provided to the Board of Governors on an oral basis if the Board so requests. Such information is privileged and neither appears in the minutes of the meeting nor may be used by Board members or officers outside the meeting of the Board of Governors.
• Prospective donors requesting anonymity are advised by the Development Office that their names, and the nature and amounts of their gifts, will be disclosed as above.

Detailed Procedures

Please contact the Development Office or Financial Services for detailed procedures.

THE UNIVERSITY OF BRITISH COLUMBIA

July 16, 1993

Dear Colleagues:

Further to my letter in UBC Reports on May 6, 1993 asking for comments on the initial draft of a policy on environmental protection, below is the second draft, which incorporates many of the suggestions received.

You may recall that UBC is developing two policies dealing with environmental issues this year. The first one, Environmental Protection, will address issues of compliance with environmental regulations. The second, Sustainable Development, will focus on the performance of UBC operations in a sustainable manner. Your continuing interest and ideas are appreciated. Please write to Libby Nason, Vice Provost, if there are ways in which you feel this policy could be improved.

Yours sincerely,

David. W. Strangway
President

POLICY
ENVIRONMENTAL PROTECTION
DRAFT #2

RESPONSIBLE VICE PRESIDENT

Vice President Academic & Provost
Vice President Administration & Finance
Vice President Student and Academic Services

PURPOSE

• to provide a formal statement of commitment in response to global and local concerns regarding environmental protection;
• to provide leadership in environmental protection;
• to provide a framework for establishing procedures that will ensure consistent response to environmental issues, and demonstrate responsibility and due diligence on the part of the University;
• to ensure compliance with all applicable environmental regulations at all sites of University activity;
•in meeting all legislated requirements as a minimum standard, to provide a platform for sustainable development efforts at UBC.

POLICY

UBC will demonstrate leadership and stewardship in protecting the environment. All individuals in the University community share the responsibility for protecting the environment. Administrative heads of unit are responsible for ensuring compliance with legislation and UBC procedures, and for promoting sound environmental practice in University activities both on and off campus. University operations, including teaching and research, are performed in a manner that minimizes the adverse impact on the environment, consistent with UBC's overall mission.

PROCEDURE SUMMARY

In order to fulfill UBC's mandate for teaching, research and service, procedures and reporting structures for matters of compliance with environmental legislation are necessary to demonstrate due diligence of UBC, its Board of Governors, senior officers, students, and members of faculty and staff, by addressing responsibly activities which have potential for exposure to lawsuits and prosecution.

"Where a corporation commits an offence under this Act, any officer, director or agend of the corporation who directed, authorized, assented to or acquiesced in or participated in the commission of the offence is a party to and guilty of the offence, and is liable to punishment provided for the offence, whether or not the corporation has been prosecuted or convicted." ... Section 122 of the Canadian Environmental Protection Act

Procedures, guidelines and programs addressing specific environmental issues will be developed and updated as required to accomplish the objective of environmental protection, with the full participation of the University community. These will include evaluation guidelines and monitoring

THE UNIVERSITY OF BRITISH COLUMBIA

UBC POLICIES AND PROCEDURES

procedures, effective measures of progress, reporting mechanisms, and contingency plans for accidents that affect the environment.

The Coordinator of Environmental Protection, reporting through the Vice President Administration & Finance, will be responsible for focusing efforts on the most serious problems, promoting development of environmental plans and coordinating activities through administrative heads of unit. These efforts include environmental audits, central monitoring, recording and reporting progress (and instances of non-compliance) on environmental protection issues, providing training to the campus community and serving as the central information source about current and anticipated legislation applicable to UBC as well as providing linkages for sustainable development efforts.

DETAILED PROCEDURES

Environmental audits will be performed of all areas and activities under the control of the University. Audits will include evaluation of waste, emissions, hazardous materials, emergency response procedures and the adequacy of training of students, faculty and staff. Such audits will measure the extent of compliance with federal and provincial legislation and identify potential environmental risks.

A plan will be developed by the administrative head of unit for bringing all identified deficiencies into compliance with legislation, in consultation with the Coordinator of Environmental Protection, and will be forwarded to the Vice President responsible for the unit for approval of actions, timing, and funding.

Monitoring systems and procedures for handling and reporting accidents/incidents will be established for all activities and areas of concern. Administrative heads of unit are responsible for ensuring that the monitoring is carried out in accordance with established systems and for reporting on the monitoring to the Coordinator of Environmental Protection. Deficiencies detected through monitoring or other means will be corrected as soon as possible.

When the impact or experimental design of activities to be conducted at off campus locations has unknown or potentially harmful environmental consequences, the member of faculty or staff responsible will apply in advance for a certificate of environmental protection from a University screening committee on the environment to review and authorize such activities. Research protocols, consistent with practices approved by the screening committee for individual experiments, may be authorized by the screening committee for experiments which are to be repeated. These steps are necessary because of the university's potential liability for problems arising from off-campus activities.

Administrative heads of unit are responsible for ensuring communication about the goals of environmental protection and appropriate training of all persons working or studying within their units in relevant environmental issues and procedures for recognizing, dealing with and reporting accidents that affect the environment.

Reports of all audits, plans for correcting deficiencies, reports on satisfying monitoring requirements, accident-handling procedures and any minor accidents/incidents will be brought, through the senior officers of the University, to the Board of Governors at its regular meetings. Any accidents/incidents of significant environmental impact will be brought to the attention of the Chair of the Board of Governors by the President or his/her designate immediately.

When potentially harmful conditions arise or are discovered, the administrative head of unit is responsible for notifying individuals who might be affected and keeping them aware of efforts to correct the situation (see also the Industrial Health and Safety Regulations of the Workers' Compensation Board of B.C.).

The Coordinator of Environmental Protection will draw upon the high level of expertise which exists on campus in environmental issues, and use teaching and research activities to contribute to both the greening of the campus and improvements in legislation.

Regular consultations with the campus and surrounding communities about the state of compliance and progress toward it will be arranged by the Coordinator of Environmental Protection. The Coordinator of Environmental Protection will publish annually a report which includes information on the audits conducted, the compliance issues dealt with and outstanding, training and communication activities, and responses to accidents affecting the environment

See also the Policy and Procedures (to be developed) on Sustainable Development.

DEFINITIONS

Due diligence means the care a reasonable person would take, having regard to all the circumstances and information about which that person knew or ought to have known.

Environment means the biophysical conditions under which people or things live or are developed.

Environmental audit means a systematic, objective method of identifying and verifying that regulations, procedures and University guidelines for environmental, health, occupational hygiene, safety and emergency preparedness standards are being followed. The examination involves analysis, testing and confirmation of procedures and practices. In addition, the process evaluates the adequacy of the environmental management system — communications, clear delineation of employee responsibilities, training and quality control.

University community means all persons associated with the University of British Columbia, including students, members of faculty and staff, visitors, contractors, suppliers, tenants, and users of facilities.

INITIAL DRAFT
POLICY ON HUMAN RIGHTS, DISCRIMINATION AND HARASSMENT

RESPONSIBLE VICE PRESIDENT

Vice President Academic and Provost
Vice President Administration and Finance
Vice President External Affairs
Vice President Research
Vice President Student and Academic Services

INTRODUCTION

Freedom of inquiry and of expression are essential freedoms in a university, and conflicting ideas are a vital feature of university life. An environment of academic integrity and vigour inescapably involves the intellectual examination of ideas and facts that some people will find novel and disturbing, possibly leading to disagreements and feelings of discomfort. Nothing in this policy is to be interpreted as limiting or discouraging such intellectual examination.

At the same time, academic freedom must not be exercised in ways which deny similar freedom to others or make its exercise more difficult by creating a hostile environment for work, study or participation in campus life. For UBC to achieve its educational purposes, it is vital that all individuals feel free to express responsibly their views and opinions. This policy is designed to ensure that neither the holding of unpopular opinions nor membership in any group, on the basis of such characteristics as age, "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, or sexual orientation, opinions or values held, will limit an individual's full participation at UBC.

PURPOSE

To develop and maintain a campus work and study place free from discrimination and harassment.

POLICY

Every student and member of faculty and staff has the right to study and work at the University of British Columbia in an environment free from harassment and free from discrimination on the basis of age (this is not meant to affect the University's policy on mandatory retirement), "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, or sexual orientation, opinions or values held, unless there is a bona fide and reasonable justification, such as a specific characteristic which adversely affects academic or work performance.

PROCEDURE SUMMARY

UBC, through those holding line management responsibility and through its Office of Human Rights, will provide educational opportunities that raise the awareness of the university community about human rights issues, promote the dignity and respect for all members of the university community and train administrative heads of units in creating a positive climate for work, study and participation in university life.

UBC will not tolerate harassment or any act of discrimination on the bases set out in the policy above. Equally, UBC will not tolerate complaints of harassment or discrimination lodged in bad faith. Through those holding line management responsibility and through its Office of Human Rights, UBC will develop the capacity of administrative heads of unit to respond appropriately to such acts. In addition, the Office of Human Rights will provide a confidential complaint resolution process (as described in the detailed procedures below) for students, faculty and staff members, and others who have complaints that they have been harassed or discriminated against.

UBC prohibits reprisal or threats of reprisal against any member of the university community who in good faith makes use of any aspect of this policy or who participates in proceedings held under its jurisdiction.

DETAILED PROCEDURES

Education

Supplementing research activities and teaching that are already undertaken at UBC about human rights in various courses and programs at UBC, the Office of Human Rights has responsibility for spearheading information sharing on human rights issues at UBC. It conducts university-wide programs promoting a positive human rights climate, working in conjunction with other units on campus, and reports annually to the campus community on educational efforts, noting incidents which have contributed both positively and negatively to the UBC environment.

Complaints

Nothing in this policy or these procedures is to be construed as preventing individuals from resolving differences on their own, without assistance from third parties, or from raising the matter directly with their administrative head of unit.

THE UNIVERSITY OF BRITISH COLUMBIA

July 16, 1993

Dear Colleagues:

After a considerable period of reflection and consultation, a revised Draft Human Rights Policy has been prepared for your review.

Your comments at this early stage of development are most welcome and should be directed to Libby Nason, Vice Provost.

Yours sincerely,

David W. Strangway
President

The human rights advisor is not a substitute for management authority, and the onus for maintaining a discrimination- and harassment-free environment lies with those charged with responsibility for administration at UBC.

If the procedures specified here are inconsistent with those in an existing collective agreement (copies available through the Department of Human Resources), between the University and its faculty or staff, that agreement will prevail.

(a) Human Rights Advisor — Informal Resolution

A person who believes that he or she has been subjected to comment or conduct falling within the definition of discrimination or harassment may discuss the matter on a confidential basis with a human rights advisor.

The human rights advisor provides advice and assistance to the complainant on how to address the situation, on the policy and procedures, and on what action might be taken. There are many different methods of conflict resolution, including problem-solving techniques, which can be considered . The human rights advisor assists the complainant in weighing the strategies, and may refer the person to line administrators or specialists (e.g. an advisor trained in sexual harassment cases) where appropriate.

The decision on whether and how to pursue the matter rests with the complainant.

(b) Formal, Written Complaints by Individuals

A complaint may be formally lodged with either an administrative head of unit or a human rights advisor, provided it is specified in writing with reasonable detail.

If the complaint is lodged with the administrative head of unit, he/she may deal with the matter in the manner in which any complaint would be handled in that unit, and may call upon the Director of Human Rights to assign a fact-finder to assist in the investigation of the case before coming to a decision about remedies/discipline appropriate in the circumstances.

The human rights advisor maintains confidential records on all cases. The files are restricted to current human rights office staff. After a year of inactivity, the file will be closed unless reactivated at a future date by a further complaint by a complainant or a respondent.

THE UNIVERSITY OF BRITISH COLUMBIA

UBC POLICIES AND PROCEDURES

A different human rights advisor delivers to the respondent a copy of the complaint and a copy of the policy and procedures, and provides advice and assistance on how to address the situation. The respondent is asked to let the Office of Human Rights know within three calendar days if he/she intends to respond, and has ten calendar days from date of receipt of the complaint in which to respond in writing. The human rights advisor delivers a copy of the response to the complainant.

Either the respondent or complainant may request conflict resolution services in an attempt to resolve the dispute. Such activities take place only with the consent of both parties, and are without prejudice to any further proceedings on the matter. Written material, oral testimony and the fact that either side failed to agree to informal conflict resolution procedures, or that informal resolution attempts failed, may not be used as evidence in any subsequent hearing.

Retaliation: Related events that take place after the giving of written notice may, without the filing of a further complaint but with due notice to the complainant or respondent, be the subject of mediation or a formal hearing.

(c) Options for Formal Resolution

If the dispute has not been resolved within fourteen calendar days of lodging a formal written complaint with the respondent, the Director of Human Rights notifies the administrative head(s) of unit(s) of both the complainant and respondent and provides the complainant a choice of methods for resolution: (i) fact finding with an administrative decision; (ii) formal hearing by a three-person panel. The complainant decides on the method within seven calendar days. The complainant has the right to withdraw the complaint at any time during the following methods of resolution. The Advisor on Human Rights plays no role in these formal methods for resolution.

(c) (i) Formal Fact Finding and Decision

If the complainant elects fact finding and administrative decision as the method for resolving the case, the Director of Human Rights appoints a fact finder to interview the complainant, the respondent, and any witnesses, and to review any evidence relevant to the case. The fact finder submits a report of findings to the complainant and respondent, their administrative head(s) of unit(s) (Dean in the case of a student), the Vice Presidents concerned and the Director of Human Rights, normally within two weeks.

Following consideration of the report of the fact finder, if the administrative head of unit attributes blameworthy conductto either the respondent or the complainant, the Administrative Head(s) of Unit(s) of the respondent or complainant interview(s) the complainant and the respondent, consults with the Vice President(s) concerned (and if academic departments, the Dean), and staff from the Office Human Rights about appropriate discipline or remedies.

Notification of discipline/remedies imposed by the Administrative Head(s) of Unit(s) is sent in writing to the complainant and the respondent. Normal disciplinary procedures as described in the University Calendar (for students) or in collective agreements or terms and conditions of employment (for members of faculty and staff) are followed.

A student who disagrees with the penalty imposed on him/her has recourse through the Senate Committee on Appeals on Academic Discipline. A member of staff or faculty who disagrees with the penalty imposed on him/her has recourse through the provisions of the collective agreement or terms and conditions of employment.

(c) (ii) Formal hearing by a three-person panel

If the complainant elects formal hearing by a three-person panel, the Director of Human Rights appoints a three-person panel which includes at least one non-University member. The panel selects a chair from within its membership.

Hearings are conducted in a manner which gives those involved a full and fair hearing. Recognizing that circumstances may exist where the complainant and/or respondent may wish assistance in presenting the case, the Director of Human Rights, upon request, assigns a member of the volunteer corps to the complainant/respondent. (The volunteer corps comprises UBC members of faculty, staff and students who have undergone training under the direction of the Director of Human Rights in UBC policies, in pertinent legislation, and in conflict resolution skills.) The parties, if they wish, may be legally represented and, along with the panel, call such witnesses as they see fit.

The panel will determine whether it judges on the evidence that discrimination or harassment as defined in this policy occurred, and, where appropriate, will recommend remedies/discipline to the appropriate University officer. Subject to grievance procedures in collective agreements for members of faculty and staff and subject to a decision of the Senate Committee on Appeals on Academic Discipline for students, the decision of the appropriate University officer on remedies or discipline is final.

(d) Formal Complaint by Human Rights Advisor

The human rights advisor may initiate a formal complaint if evidence of alleged recurrent discrimination or harassment exists. The participation of individual complainants is voluntary.

(e) Other Means of Redress

Individuals have the right to seek redress under the provisions of provincial and federal statutes.

Statistical Information

The Office of Human Rights prepares statistical information about the number of complaints made and information about the general types of complaints, including information on whether formal complaints were made by or against faculty, staff or students. This information is published annually.

DEFINITIONS

An *administrative head of unit* is a Director of a service unit, a Head of an academic department, a Director of a centre, institute or school, a Principal of a college, a Dean, an Associate Vice President, the University Librarian, the Registrar, a Vice President or the President.

Complainant is any person, whether formally associated with UBC or not, who feels harassed or discriminated against in interaction with a UBC member of faculty and staff or a student in his/her university capacity.

Complaint includes complaints respecting: discrimination on the basis of age (this is not meant to affect the University's policy on mandatory retirement), "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, opinions or values held (unless there is a bona fide and reasonable justification, such as a specific characteristic which adversely affects academic or work performance); harassment; retaliation for consulting with a human rights advisor or for participating in proceedings under this policy; breach of an undertaking as to future conduct. A complaint may be made by any person, whether formally associated with UBC or not, in respect of a member of faculty and staff or a student in the course of his/her university work/studies/participation in campus life.

Discrimination is a distinction, whether intentional or not, for which there is not a bona fide and reasonable justification (such as a specific characteristic which adversely affects academic or work performance), based on age (this is not meant to affect the University's policy on mandatory retirement), "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, opinions or values held, which has the effect of imposing burdens, obligations or disadvantages on individuals or groups not imposed on others. Policies or programs, such as the Federal Contractors Program, that have as their object the amelioration of conditions of disadvantaged individuals or groups are not discriminatory within the meaning of the policy.

Harassment is unwelcome behavior, which would be considered by a reasonable person to create an environment unconducive to work/studies/participation in campus life at UBC.

Member of the university community is a student, a member of faculty or a member of staff. It does not include providers of services (such as housing for international students and practicum experiences for student teachers) which UBC taps in the community to accomplish its mission. (In such circumstances where members of the University community find themselves in situations where they are being harassed or discriminated against, the University will withdraw them from the situation, even although the University may not be in the position to invoke the provisions of this policy.)

Respondent is an individual or group against whom a complaint is lodged.

DETAILED PROCEDURES

Please consult with the Office of Human Rights. See also Policy #2 — Sexual Harassment.

THE UNIVERSITY OF BRITISH COLUMBIA

July 16, 1993

Dear Colleagues:

The Department of Food Services wishes to update Policy #101, Vending Machines on Campus, which has been in place since 1977.

The revised version conforms with our current lay-out and summarizes actual practices which have developed over time.

Please send any suggestions you may have to Libby Nason, Vice Provost.

Yours sincerely,

David W. Strangway
President

DRAFT POLICY FOR DISCUSSION
VENDING MACHINES ON CAMPUS

RESPONSIBLE VICE PRESIDENT

Vice President Administration & Finance

POLICY

Vending machines which dispense candy bars and hot and cold drinks may be installed in university buildings with the approval of the administrative head who is the custodian of the building. Vending machines which dispense other types of food products require approval by the Director of Food Services.

PROCEDURE SUMMARY

Application for the installation of vending machines which dispense candy bars and hot and cold drinks are directed to the Food Services Purchasing Department. The UBC Purchasing Department selects a supplier on a competitive basis, and the Food Services Purchasing Department makes arrangement for installation in consultation with the Director of Plant Operations.

Installation and operating costs of such vending machines are the responsibility of the recipients of commissions from sales.

Commissions received accrue to University Food Services revenues except for the following:

- Commissions arising from installations in specified buildings or areas that have received prior approval of the Vice President Administration & Finance. In these cases, commissions accrue to the administrative board or body charged with the responsibility for operating the building or area.
- Commissions arising from installations in student common rooms assigned to student societies accrue to the student society, provided: that the location of the vending machine is in the common room; that it is used almost exclusively by the members of that particular society; and that the student society obtains the approval of the dean responsible for the area.

DETAILED PROCEDURES

Please contact the Director of Food Services.

DEFINITIONS

None

UBC Employment-Equity Census Response Rates by Abella Group

Table 2

ABELLA	% May '90	% Dec. '90	% Dec. '91	% Dec. '92
Upper-Level Managers	100.0	100.0	83.3	100.0
Middle and other Managers	83.2	84.5	81.9	89.6
Professionals	65.3	66.5	63.3	76.8
Semi-Professionals & Technicians	62.8	65.0	58.9	74.2
Supervisors	75.2	78.4	77.4	86.8
Foremen/women	78.6	78.1	72.9	80.0
Clerical Workers	74.1	75.6	70.1	82.1
Sales Workers	78.7	66.7	66.0	77.0
Service Workers	41.9	46.6	41.1	52.2
Skilled Crafts & Trades	41.9	42.8	41.1	56.3
Semi-Skilled Manual Workers	40.0	42.9	34.0	45.6
Other Manual Workers	52.8	55.8	55.2	61.3
TOTAL	**65.6**	**67.2**	**63.3**	**75.7**

Listed below are the Abella categories established by the Employment Equity Act of 1986 and a few examples of UBC positions that fall within each category:

Table 3

Abella*	UBC
01 Upper Level Managers	President, Vice-President
02 Middle and other Managers	Associate Vice-President, Dean, Head, Director, Admin. Asst., Admin. Supervisor, Personnel Officer, Coordinator, Asst. Registrar, Food Service Manager
03 Professionals	Accountant, Genetic Assist., Research Engineer, Programmer/Analyst, Social Science Researcher, General Librarian, Professor, Assoc. Professor, Assist. Professor, Instructor, Lecturer, Research Associate, Physician, Research Nurse, Counsellor
04 Semi-Professionals & Technicians	Research Assist., Research Assist. Technician, Engineering Technician, Lab. Asst., Dental Assist., Medical Artist, Editor, Information Officer, Coach
05 Supervisors	Secretary 5, Word Processing Coordinator, Administrative Clerk, Section Head, Residence Life Coordinator, Executive Chef, Head Hostess
06 Foremen/women	Assist. Head Service Worker, Head & Sub-Head Gardener, Head & Sub-Head Electrician, Head & Sub-Head Carpenter, Area Supervisor, Custodial Supervisor
07 Clerical Workers	Secretary 1, 2, 3 & 4, Clinical Secretary 1 & 2, Clerk Typist, Data Entry Operator, Computer Operator, Library Assist. 1, 2, 3, 4 & 5, Communications Operator, Clerk 1, 2 & 3, Clinical Office Assist. 1, 2 & 3, General Clerk, Program Assist.
08 Sales Workers	Sales Clerk, Bookstore Assist., Sr. Bookstore Assist., Computer Sales Assist.
09 Service Workers	Patrolperson, Cook, Assist. Cook, Kitchen Help, Bartender, Waiter/Waitress, General Worker (Heavy & Light), Sales Attendant, Residence Attendant, Kiosk Attendant
10 Skilled Crafts & Trades	Sheet Metal Worker, Electrician, Carpenter, Plumber, Steamfitter, Maintenance Engineer 1 & 2, Locksmith, Gardener, Painter
11 Semi-Skilled Manual Workers	Truck Driver, Apprentice, Clerk Driver, Farm Worker 2 & 3, Milker
12 Other Manual Workers	Service Worker, Sr. Service Worker, Service Worker-Ice Maker, Labourer

* Abella codes classify jobs according to a variety of criteria, such as responsibilities, education, training, and experience.

Changes in Designated Groups in UBC's Workforce May 1990 - December 1992

Table 4

ABELLA	Women			Aboriginal People			Visible Minorities			Persons with Disabilities		
	May '90	Dec. '92	Net Difference	May '90	Dec. '92	Net Difference	May '90	Dec. '92	Net Difference	May '90	Dec. '92	Net Difference
Upper Level Managers	0	0	0	0	0	0	1	1	0	0	0	0
Middle Managers	285	351	66	9	10	1	22	46	24	21	23	2
Professionals	731	1061	330	17	27	10	205	361	156	66	64	*[2]
Faculty	487	690	203	15	24	9	141	233	92	65	50	[15]
Others	244	371	127	2	3	1	64	128	64	1	14	13
Semi-Professionals & Technicians	507	575	68	3	4	1	167	246	79	22	24	2
Supervisors	110	144	34	1	5	4	22	34	12	5	6	1
Foremen/women	3	2	[1]	0	0	0	3	6	3	1	1	0
Clerical Workers	1235	1357	122	23	21	[2]	248	341	93	39	37	[2]
Sales Workers	47	52	5	0	0	0	23	25	2	1	0	[1]
Service Workers	289	385	96	9	11	2	77	112	35	14	15	1
Skilled Crafts & Trades	4	4	0	0	0	0	8	11	3	7	4	[3]
Semi-Skilled Manual Workers	5	6	1	0	1	1	1	5	4	1	2	1
Other Manual Workers	142	161	19	3	6	3	54	64	10	17	14	[3]
TOTAL	**3358**	**4098**	**740**	**65**	**85**	**20**	**831**	**1252**	**421**	**194**	**190**	**[4]**

*[ ] = negative change

Representation of Designated Groups in UBC's Workforce

Table 5

ABELLA	% Women				% Aboriginal People				% Visible Minorities				% Persons with Disabilities			
	May -90	Dec -90	Dec -91	Dec -92	May -90	Dec -90	Dec -91	Dec -92	May -90	Dec -90	Dec -91	Dec -92	May -90	Dec -90	Dec -91	**Dec -92**
Upper-Level Managers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	20.0	20.0	**16.7**	0.0	0.0	0.0	**0.0**
Middle & Other Managers	50.1	50.5	51.0	49.4	2.0	2.1	1.5	1.6	4.7	5.8	5.8	7.3	4.5	3.8	4.5	**3.7**
Professionals	27.8	31.4	32.3	33.6	1.0	1.1	1.1	1.1	12.0	13.0	13.9	14.5	3.9	3.6	3.0	**2.6**
Semi-Professionals & Technicians	48.3	48.9	49.0	49.2	0.5	0.9	0.5	0.5	25.4	28.3	29.1	28.4	3.4	3.0	3.4	**2.8**
Supervisors	80.3	81.5	83.3	82.8	1.0	0.8	1.6	3.4	21.4	21.3	21.6	22.6	4.9	5.6	5.4	**4.0**
Foremen/women	7.1	4.9	4.2	4.4	0.0	0.0	0.0	0.0	9.1	12.5	14.3	16.7	3.1	3.2	2.9	**2.8**
Clerical Workers	89.0	89.2	88.3	88.6	2.3	2.2	1.7	1.7	24.2	25.9	27.7	27.2	3.8	3.3	3.3	**3.0**
Sales Workers	52.8	58.3	57.4	52.0	0.0	0.0	0.0	0.0	32.9	30.6	25.9	32.5	1.5	1.4	1.7	**0.0**
Service Workers	56.9	54.8	58.0	58.3	4.3	3.5	3.2	3.2	36.2	33.8	33.6	32.5	6.6	6.6	5.6	**4.4**
Skilled Crafts & Trades	2.7	3.5	2.8	2.7	0.0	0.0	0.0	0.0	13.0	13.0	15.6	13.0	11.3	9.7	10.4	**4.8**
Semi-Skilled Manual Workers	12.5	11.9	14.9	8.8	0.0	0.0	0.0	3.3	6.3	11.2	12.5	16.2	6.3	5.6	6.3	**6.5**
Other Manual Workers	38.1	39.1	39.7	46.3	1.6	1.4	1.5	2.9	27.5	27.1	28.1	30.1	8.7	7.8	7.8	**6.6**
TOTAL	48.2	49.1	49.7	50.3	1.5	1.5	1.3	1.4	18.2	19.2	19.9	20.3	4.3	3.9	3.8	**3.1**

Change in UBC's Workforce by Abella Groups May 1990 - December 1992

Table 6

	May '90	Dec. '92	% Change
Upper-Level Managers	5	6	20.0
Middle and other Managers	569	710	24.8
Professionals			
Faculty	2108	2459	*16.7
Others	518	722	39.4
Semi-Professionals & Technicians	1049	1170	11.5
Supervisors	137	174	27.0
Foremen/women	42	45	7.1
Clerical Workers	1388	1532	10.4
Sales Workers	89	100	12.4
Service Workers	508	661	30.1
Skilled Crafts & Trades	148	151	2.0
Semi-Skilled Manual Workers	40	68	70.0
Other Manual Workers	373	348	-7.2
TOTAL	**6974**	**8146**	**16.8**

* When adjusted for the seasonal fluctuation of faculty present in December but not in May, the percentage change among Professionals-Faculty is 4.5%.

Adjustment to Hiring Goals for Growth in UBC's Workforce May 1990 - December 1992

Table 7

Original Hiring Goal May '91	% Change in Total Employees May '90 - Dec. '92	Adjusted Goal as of Dec. '92	Net Difference in Total Employees May '90 - Dec. '92
Upper-Level Managers	20		
1 woman		1 woman	-
Professionals (Non-faculty)	39.4		
39 women		54 women	127 women
2 aboriginals		3 aboriginals	1 aboriginal
Supervisors	27		
2 persons with disabilities		3 pers. with disabilities	1 per. with disability
Foremen/women	7.1		
3 women		3 women	[1] woman
3 visible minorities		3 visible minorities	3 visible minorities
1 person with disability		1 per. with disability	-
Sales Workers	12.4		
1 aboriginal		1 aboriginal	-
3 persons with disabilities		3 pers. with disabilities	[1] per. with disability
Service Workers	30.1		
8 persons with disabilities		10 pers. with disabilities	1 per. with disability
Skilled Crafts & Trades	2		
3 women		3 women	-
2 aboriginals		2 aboriginals	-
Semi-Skilled Manual Workers	70		
1 woman		2 women	1 woman
1 aboriginal		2 aboriginals	1 aboriginal
2 visible minorities		3 visible minorities	4 visible minorities
1 person with disability		2 pers. with disabilities	1 per. with disability
Other Manual Workers	-7.2		
5 aboriginals		5 aboriginals	3 aboriginals

[ ] = negative change
- = No change

Representation of Designated Groups at Six Canadian Universities

Table 8

	% Women			% Aboriginal People			% Visible Minorities			% Persons with Disabilities		
	1990	**1991**	**1992**	**1990**	**1991**	**1992**	**1990**	**1991**	**1992**	**1990**	**1991**	**1992**
Dalhousie University		52.8			0.5			6.3			3.5	
Simon Fraser University	44.7	47.3		0.4	0.5		8.0	9.1		2.8	2.7	
University of Alberta		49.8			1.1			12.2			3.5	
University of Toronto		46.6	**46.7**		0.3	**0.3**		15.8	**16.3**		4.9	**4.8**
York University	49.9	50.7		0.3	0.4		12.7	13.6		4.9	4.5	
University of British Columbia	49.1	49.7	**50.3**	1.5	1.3	**1.4**	19.2	19.9	**20.3**	3.9	3.8	**3.1**

Workforce Representation of Designated Groups in Federally-Regulated Employers and at UBC

Table 9

	% Women	% Aboriginal People	% Visible Minorities	% Persons with Disabilities
1987	40.97	0.66	5.00	1.59
1988	41.95	0.72	5.67	1.69
1989	42.53	0.79	6.67	2.34
1990	43.74	0.85	7.09	.239
1991	44.11	0.96	7.55	2.50
UBC 1991	49.70	1.30	19.90	3.80
UBC 1992	50.30	1.40	20.30	3.10

President's Advisory Committee on Employment Equity

Lionel Anker	*IUOE*		
Julia Cruikshank	*Anthropology*	Charles W. Ramey	*Pathology*
Frank Eastham	*Human Resources*	Mary Russell	*Faculty Association*
Margaret Friesen	*Interlibrary Loan*	C. Lynn Smith	*Law*
Jas Gill	*CUPE 2278*	G.E.E. Scudder	*Zoology*
Emilio Gonzalez	*Bookstore*	Angie Todd-Dennis	*First Nations Health Care*
Shelly Hodgson	*CUPE 116*	Ruth Warick	*Disability Resource Centre*
Sharon E. Kahn	*Employment Equity*	Anne Watters	*Education*
Libby Kay	*Association of Admin. & Professional Staff*	William A. Webber	*Office of the VP, Academic & Provost*
A.J. McClean (Chair)	*Office of the VP, Academic & Provost*		

Equity COUNTS

THE UNIVERSITY OF BRITISH COLUMBIA

UBC GAZETTE

BOARD OF GOVERNORS' MEETING
MAY 20, 1993

SENATE RECOMMENDATIONS

The Board approved a recommendation from Senate to set an enrollment quota of 180 students in the first year of the LL.B. program in the Faculty of Law.

The Board approved the following recommendations from Senate concerning the establishment of Centres and Chairs.

- The establishment of a Centre for Labour and Management Studies.
- The establishment of a Centre for Molecular Medicine and Therapeutics.
- The establishment of Chairs in Chinese Research, Chairs in Japanese Research, Chairs in Korean Research, Chairs in South Asian Research, and Chairs in South East Asian Research.
- The establishment of the UBC/St. Paul's Hospital Foundation Chair in AIDS Research.

FINANCE

Law Student Association Fee Change From $12 to $15.

The Board approved, beginning with the Winter Session 1994-95, a fee change from $12 to $15 for the Law Student Association. This proposal has met all the requirements of the AMS Constitution.

PROPERTY

The Board approved the Central Library Phase 1 Design Development Report dated March 1993 as the basis for proceeding to working drawings and tender.

The following contracts were awarded to PCL Constructors Pacific Inc.:

(1) Design and construction of a 943-stall underground parkade on the Rose Garden Site next to the Faculty Club.

(2) Phase I, site preparation and bulk excavation for UBC Thunderbird Student Housing.

POLICY

The Board approved the following policy on "Administration of Policies", and noted the President's procedures for implementation and administration of the policy.

"The UBC Policy Handbook communicates policies and procedures which have university-wide application, and provides a basis for consistent and appropriate decision making on many issues.

Unless otherwise indicated within a specific policy or its procedures, policies and procedures apply to all members of faculty and staff and, where indicated, students at the University. Policies and procedures in the Policy Handbook are for the internal guidance of members of faculty and staff at UBC, and have no impact on the relationship with third parties unless expressly part of a contract with them.

It is the responsibility of all members of faculty and staff to familiarize themselves with the contents of the Policy Handbook and to conduct themselves accordingly. It is the responsibility of all administrative heads of units to communicate with those under their direction about the application of policies and procedures in their units, to ensure compliance, and to take appropriate action if problems arise."

OTHER MATTERS

Agreement

The Board approved a Research Affiliation Agreement between the University and Vancouver General Hospital.

Resignation

As required under Section 24 of the University Act, a declaration of vacancy was entered in the minutes of the Board by reason of the resignation of Mr. Kenneth M. Bagshaw, Q.C. as a member of the Board.

The Board of Governors at its meeting of May 20, 1993 approved the following recommendations and received notice about about the following items.

Catherine Vertesi, Assistant Dean, Faculty of Commerce and Business Administration, July 1, 1993 to June 30, 1994.

Grace Wong, Assistant Dean, Faculty of Commerce and Business Administration, July 1, 1993 to June 30, 1994.

D.J. Randall, Associate Dean, Faculty of Graduate Studies, July 1, 1993 to June 30, 1996.

L.R. Ricou, Associate Dean, Faculty of Graduate Studies, July 1, 1993 to June 30, 1996.

Bob Diebolt, Associate Dean, Faculty of Law, July 1, 1993 to June 30, 1995.

T.R. Meadowcroft, Head, Department of Mining and Mineral Processing Engineering, July 1, 1993 to December 31, 1995.

Anthony Barrett, Head, Department of Classics, July 1, 1993 to June 30, 1998.

Marguerite Chiarenza, Head, Department of Hispanic and Italian Studies, July 1, 1993 to June 30, 1998.

Graham Kelsey, Acting Head, Department of Administrative, Adult and Higher Education, July 1, 1993 to June 30, 1994.

William Borgen, Head, Department of Counselling Psychology, July 1, 1993 to June 30, 1994.

Murray Elliott, Acting Head, Department of Social & Educational Studies, July 1, 1993 to June 30, 1994.

Donald MacGregor, Head, Department of Visual and Performing Arts in Education.

J. David Barrett, Head, Department of Wood Science, July , 1993 to June 30, 1998.

Peter Boothroyd, Acting Director, School of Community and Regional Planning, July 1, 1993 to December 31, 1993.

Bernard Bressler, Head, Department of Anatomy, July 1, 1993 to June 30, 1998.

Carol Herbert, Head, Department of Family Practice, July 1, 1993 to June 30, 1998.

Kenneth Baimbridge, Head, Department of Physiology, July 1, 1993 to June 30, 1998.

Ian Cumming, Associate Professor, Department of Electrical Engineering, April 1, 1993 without term.

Barbara Paterson, Assistant Professor, School of Nursing, July 15, 1993 to June 30, 1995.

Margery Fee, Associate Professor, Department of English, July 1, 1993 without term.

Jo-Ann McEachern, Associate Professor, Department of French, July 1, 1993 without term.

Steven Hugh Lee, Assistant Professor, Department of Hstory, July 1, 1993 to June 30, 1995.

Asim Ansari, Assistant Professor, Faculty of Commerce and Business Administration, July 1, 1994 to June 30, 1996.

Michael Gerlach, Associate Professor, Faculty of Commerce and Business Administration, July 1, 1993 without term.

Keith Murnighan, Associate Professor, Faculty of Commerce and Business Administration, July 1, 1993 without term.

Shelley Hymel, Professor, Department of Educational Psychology and Special Education, July 1, 1993 without term.

Susan Boyd, Associate Professor, Faculty of Law, July 1, 1993 without term.

W. Wesley Pue, Professor, Facultyof Law, July 1, 1993 without term.

Claire Young, Associate Professor, Faculty of Law, July 1, 1993 without term.

Jorge Daaboul, Assistant Professor, Department of Paediatrics, December 1, 1992 to June 30, 1994.

Carol Park, Assistant Professor, Department of Pathology, July1, 1993 to June 30, 1995.

Janis McKenna, Assistant Professor, Department of Physics, July 1, 1993 to June 30, 1994.

Rosemary Redfield, Assistant Professor, Department of Zoology, March 1, 1993 to June 30, 1995.

RESIGNATIONS

The Board noted the following resignations.

S.M. Berch, Assistant Professor, Department of Soil Science, August 31, 1993.

Therese Louie, Assistant Professor, Faculty of Commerce and Business Administration, June 30, 1993.

Hannah Polowy, Assistant Professor, Department of Educational Psychology and Special Education, May 31, 1993.

Douglas Owens, Associate Professor, Department of Mathematics & Science Education, March 31, 1993.

Eric Todd, Professor, Faculty of Law, May 31, 1993.

William Buchan, Professor, Department of Family Practice, May 31, 1993.

Gordon Pirie, Associate Professor, Department of Paediatrics, May 31, 1993.

Charles Christiansen, Professor and Director, School of Rehabilitation Medicine, July 31, 1993.

T.K. Menon, Professor, Department of Geophysics & Astronomy, May 31, 1993.

John V. Ross, Professor, Department of Geological Sciences, May 31, 1993.

DEATH

The Board learned with regret of the death of Judith Thiele, General Librarian, on April 27, 1993.

Study examines world leaders' language under fire

by Charles Ker

Staff writer

Do political leaders speak differently in the days leading up to a surprise military strike?

According to two UBC professors, American military officials might have anticipated Iraq's attack on Kuwait two years ago had they paid closer attention to President Saddam Hussein's speech patterns just prior to the invasion.

In their paper, Political Rhetoric of Leaders Under Stress in the Gulf Crisis, UBC Political Science Prof. Michael Wallace, Psychologist Peter Suedfeld and graduate student Kimberly Thachuk note that the more stressful the situation, the less complex the communication.

Published in the Journal of Conflict Resolution, the article looks at the speech patterns of top national leaders who fought in, or were directly affected by, the Gulf War.

Suedfeld and Wallace claim Hussein telegraphed Iraq's intention to invade by lowering the complexity of his speech just before the attack. His communication became significantly more complex following the assault. By contrast, measurements of the "integrative complexity" of U.S. President George Bush's speech were high before the invasion and then dropped markedly afterwards.

The professors say these observations confirm a widely held theory that the stress of a crisis produces distinct and significant changes in a leader's decision-making process: long-term plans tend to be ignored in favour of quick-fixes; fine distinctions among items of information or among other participants in the crisis are abandoned, and responses and attitudes become increasingly stereotyped.

Using material printed in the New York Times and supplied by embassies, Suedfeld and Wallace collected nearly every public utterance made about the crisis by 10 key national leaders and their ministers of external relations between June 1990 and April 1991. Also included were the U.S. secretary of defence and the chairman of the joint chiefs of staff.

In a previous study of about 20 surprise attacks this century, Suedfeld found that the attackers' complexity decreased several weeks before the event while the leaders of attacked nations retained higher levels of complexity until the actual onslaught. In wars that began without strategic surprise, the complexity of communication by leaders on both sides usually dropped in the period leading up to the outbreak of hostilities.

"The stressful burden of ultimate responsibility borne by those at the very top does indeed have an impact. . . on an individual's time perception and information processing."

- Political rhetoric study

An important observation of this latest study is that Bush and Hussein showed significantly lower complexity scores than those who had a far smaller role in the key decisions and a smaller stake in the outcome.

"It seems evident that the stressful burden of ultimate responsibility borne by those at the very top does indeed have an impact," the article states. "Information overload, uncertainty and increased time pressure heighten the decision makers' anxiety and sense of threat which in turn has a critical impact on an individual's time perception and information processing."

As well, the researchers collected speeches made by 38 senators and congressmen who debated whether to authorize the use of force in the Gulf.

The "hawks", who voted in favour of force, exhibited significantly lower complexity scores than the congressional "doves" who voted against the resolution.

For 20 years, Suedfeld has been studying the degree to which the complexity and other aspects of information processing and decision making are affected by environmental, personality and social factors.

Wallace is the author of many books and articles in the area of arms races and causes of war. He is presently working on a book on naval forces and potential crises in the 21st century.

Abe Hefter photo

Once More From The Top

UBC Summer Music Camp instructor Jean Telford (standing) gives a group of 11-to-13-year-old saxophone students some pointers during a musical interlude on the Main Mall. The one-week camp, which concluded July 9, attracted 260 students of all ages. The camp, the first of its kind held at UBC, is expected to become a regular summertime fixture on campus, according to Prof. Martin Berinbaum of the School of Music.

UBC athletes shuffle off to Buffalo for World University Games

by Abe Hefter

Staff writer

UBC is being well represented at this month's World University Games in Buffalo, New York.

A total of 17 athletes, three coaches and one staff member have joined Bob Philip, director of Athletics and Sport Services, in Buffalo from July 8-18.

The following athletes are representing UBC in the following sports:

Athletics: Duane Amphlett, Zeba Crook and Allan Klassen;

Diving: Megan Gordon, Paige Gordon and Karl Fix;

Fencing: Laurie Shong;

Rowing: Michelle Brindamour, Jeff Hilton, Jack Walkey and Shawn Walsh;

Soccer: Nancy Ferguson, Jennifer Hafting, Andrea Neil, Michelle Ring and Tom Kim;

Swimming: Turlough O'Hare;

Volleyball: Jenny Rauh;

Water Polo: Darren MacMillan and Adam Sidky;

In addition, women's basketball coach Misty Thomas, gymnastics coach Jeff Thomson and cross-country coach Merek Jedrzejek are serving as assistant coaches to Team Canada and athletic therapist Georgina Gray is a member of the medical team.

Bob Philip is attending in his capacity as president of the Canadian Interuniversity Athletic Union.

More than 5,000 athletes from 106 countries are participating in the World University Games.

Thriving eagle population requires vigilance:study

by Abe Hefter

Staff writer

A healthy bald eagle population lives in the Lower Mainland and Fraser Valley, according to a study conducted for the provincial Ministry of the Environment.

However, with more than half the eagle nest sites on private property, there are no guarantees that the area's bald eagle population will continue to thrive, according to graduate student Barry Booth.

"The bald eagle population in the Lower Mainland-Fraser Valley region is one of the most productive in the world," said Booth.

"However, only 20 per cent of the eagle nest sites in this area are formally protected. In areas that are not protected, nest sites are being disturbed to the point of abandonment, nest trees are being destroyed, and future habitat is being eliminated.

"A strategy is clearly needed to ensure the long-term health of this bald eagle population. It is imperative that the public understand the conservation issues facing the bald eagle," he said.

In an effort to develop a conservation strategy for the bald eagle in the Lower Mainland and Fraser Valley, the B.C. government commissioned Booth and collegue Anthea Farr to pinpoint existing nesting sights as part of a two-year project and determine potential threats to these nests.

Working with Forestry Prof. Fred Bunnell out of the Centre for Applied Conservation Biology in the Faculty of Forestry, Booth and Farr surveyed 55 nesting sites by air and on foot. Interviews were conducted with land owners, naturalists, industry officials, city and municipal planners, biologists, and B.C. Forest Service officials to obtain information on nest histories, locations and possible threats.

The results indicate at least 28 active bald eagle nest sites between Vancouver and Hope. Another 19 bald eagle nests are inactive, but at least 14 of these are believed to be alternate nests within active territories. There are also 27 nests of unknown status.

"Of the 55 nests analysed, 28 are on private property," Booth said.

"Although the wildlife act forbids the cutting down of trees that are home to eagle nests, the surrounding area often isn't protected, which is where the potential threat lies."

Booth said any disturbance in the nesting area, especially during the critical periods of the nesting season, could cause the eagles to abandon their nests.

He has recommended a five-point bald eagle conservation strategy, including improved inventory of bald eagle habitat use; public education and involvement; improved municipal involvement; new approaches to encourage protection of bald eagle habitat on private lands; and the formation of a bald eagle working group.

Kanjee to coach women's field hockey

by Abe Hefter

Staff writer

Hashmuk Kanjee, the former coach of the Canadian national men's field hockey team, has been named to replace Gail Wilson as the UBC women's field hockey coach.

Wilson will teach full time in the School of Human Kinetics after 16 years as T-Bird head coach.

The coaching move is one of several announced by the Dept. of Athletics and Sport Services.

Kanjee guided Canada's national men's team from 1989 to 1991. From 1984 to 1989, he served as head coach and provincial development co-ordinator for the British Columbia Field Hockey Association.

A graduate of the University of Alberta, Kanjee, 42, is certified as a level four coach by the National Coaching Certification Program and this year achieved the distinction of master coach by the National Coaching Institute of Victoria.

Meanwhile, Colleen Venne has agreed to a one-year term as interim women's volleyball coach, replacing Donna Baydock, who will take a year-long leave of absence. Venne comes to UBC from the University of Alberta where she coached the Alberta Pandas junior team and served as an assistant with the Pandas varsity squad last year.

Mike Coflin has agreed to a three-year contract as head coach of the T-Bird hockey team following two years on the job in an interim capacity.

Dick Mosher will return to his position as men's soccer coach following a one-year sabbatical leave. Mosher will also return to his faculty position in the School of Human Kinetics.

Interim soccer head coach David Partridge, who guided the T-Birds to their fourth consecutive national title last year, will continue working toward a doctorate degree in the School of Human Kinetics.

Kim Gordon, who has served as acting intercollegiate co-ordinator since 1991, has been officially appointed intercollegiate co-ordinator.

Classified

The classified advertising rate is $15 for 35 words or less. Each additional word is 50 cents. Rate includes GST. Ads must be submitted in writing 10 days before publication date to the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C., V6T 1Z2, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the August 12, 1993 issue of UBC Reports is noon, August 3.

Miscellaneous

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AMS

The Alma Mater Society of UBC has established a Publications Board to oversee the production of its campus-wide publications, such as The Ubyssey. This Publications Board has the following duties:

- the incorporation of AMS Publications
- the overall coordination of all AMS Publications while maintaining editorial autonomy for each Publication

The Publications Board has been created for three purposes. Firstly, it will provide all AMS Publications with technical, logistical, financial and educational support. Secondly, it will more clearly separate the AMS's role as both publisher and government, removing political influence from administrative decision-making. Lastly, it requires all AMS publications to be accountable to the community they serve.

The Publications Board is searching for three UBC's Alumni Representatives, one of whom must be involved in the commercial press. The term for the UBC Alumni Representatives is three years.

Resumés can be forwarded to the UBC Alumni Association Executive Director, Deborah Apps. The deadline for applications is July 30, 1993. For further information, contact Deborah Apps at 822-8929, or AMS Vice President, Janice Boyle at 822-3092.

Six UBC faculty inducted as fellows of Royal Society

Six UBC faculty members were among 62 Canadian researchers inducted as fellows of the Royal Society of Canada at a recent ceremony in Ottawa.

The new fellows were elected by Royal Society members on the basis of their significant contributions to their fields of study.

New UBC fellows are: Prof. Emerita Marketa Goetz-Stankiewicz, Dept. of Germanic Studies; Prof. Fred Weinberg, Dept. of Metals and Materials Engineering; Associate Prof. Michael Church, Dept. of Geography; Adjunct Prof. David Farmer, Dept. of Oceanography; Prof. Gordon McBean, head, Dept. of Oceanography; and Prof. William Cullen, Dept. of Chemistry.

The Royal Society has also awarded Chemistry Prof. Stephen Withers the Rutherford Memorial Medal in Chemistry for 1993.

The Rutherford medals are given annually by the society to recognize outstanding research in any branch of chemistry and physics. Preference is given to candidates in the earlier stages of their careers.

Withers was cited for his important contributions to the understanding of the mechanisms of enzyme action. By combining biochemical and physico-chemical methodologies, he has become one of the leading young researchers in the study of enzymic processes.

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CANADA'S LARGEST UNIVERSITY CONFERENCE CENTRE

People

by staff writers

University Prof. **Charles McDowell** has been appointed to the Order of Canada.

A chemical physicist, McDowell, who is among the 39 new members of the order, was head of the Dept. of Chemistry at UBC from 1955-1981. He was appointed University Professor in 1981.

His research includes chemical kinetics, mass spectrometry, molecular structure, and electron and nuclear magnetic resonance spectroscopy.

McDowell's current research and literary activity include the history of the Landry-Guillain-Barr Syndrome.

A native of Belfast, Northern Ireland, McDowell is senior fellow of the American Institute of Physics, and a fellow of the Royal Society of Chemistry, U.K., the Royal Society of Canada, the Chemical Institute of Canada, and the European Academy of Arts, Sciences and Humanities in Paris.

McDowell

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Chemistry Prof. **Chris Brion** has won the 1993 John C. Polanyi Lecture Award from the Chemical Institute of Canada for excellence in research in physical and theoretical chemistry or chemical physics.

Brion is just the second recipient of the award; the first was Polanyi, who won the Nobel Prize in Chemistry in 1987.

Brion uses electron momentum spectroscopy to image atomic and molecular orbitals, look at molecular wavefunction evaluation and design and investigate chemical reactions at the level of electrons. His work finds application in wide areas of radiation chemistry, physics and biology.

A principal investigator in the National Network of Centres of Excellence in Molecular and Interfacial Dynamics, he has published more than 220 scientific papers.

As part of the award, Brion received $3,000 and addressed the annual conference of the Canadian Society for Chemistry held recently in Sherbrooke, Que.

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Peter Frost, associate dean, Faculty of Commerce and Business Administration, is the winner of the David L. Bradford outstanding educator award for 1993.

Frost received the award in recognition of his exemplary work as a teacher and mentor in the field of organizational behaviour. He was also cited for his efforts in extending his educational beliefs and values through his writings, his work with the Academy of Management Teaching Committee and his leadership in the Organizational Behaviour Teaching Society.

In addition, faculty members **Larry Moore** and **Larry Shetzer**, along with PhD student **Richard Stackman**, are winners of the Fritz Roethlisberger Memorial Award for their article Frond Lake: An Environmental Roleplay.

The award is given each year to the author(s) judged to have contributed the best paper on the teaching of organizational behaviour and management published in the preceding year in the Journal of Management Education.

This is the first time these two awards, sponsored by the Organizational Behaviour Teaching Society, have been granted to faculty at the same school.

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If you've noticed that staff members at the **UBC Bookstore** are walking a little taller lately, it could be a result of kudos they received from the Canadian Booksellers Association.

The CBA recently gave its Board of Directors Volunteer Award to the store's staff in recognition of their contributions to the association during the past year.

"The award is usually presented to an individual, but we have so many people working for the CBA they decided to recognize our entire staff," said Bookstore Manager Debbie Harvey.

Bookstore staff have been involved not only on various CBA committees, but also in organizing the recent association conference held in Vancouver.

Singled out for their contributions were Harvey and staff members Greg Willett, Jennifer Pike, Kathie Marteinsson and Wendy Truelove.

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Bernard Bressler has been appointed head of the Dept. of Anatomy for a five-year term effective July 1.

Bressler received an M.Sc. in Anatomy and a PhD in Physiology from the University of Manitoba, and pursued postdoctoral studies in the Dept. of Neuroscience at McMaster University in Hamilton, Ont.

He was a faculty member at the University of Saskatchewan before joining UBC's Dept. of Anatomy in 1976. Bressler served as associate dean of research and graduate studies in the Faculty of Medicine between 1987 and 1990 and as associate vice-president research, health sciences for the past three years. The position was created to attract research funding from the pharmaceutical industry.

Bressler, a past president of the Canadian Association of Anatomists and the Canadian Federation of Biological Societies, currently chairs the cell physiology committee of the Medical Research Council of Canada.

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First-year music student **Libby Yu** is winner of the 1993 CBC Young Performers Competition, piano division.

Yu, who won the competition last month in Ottawa, is a pupil of Prof. Kum-Sing Lee of the UBC School of Music. The 18-year-old pianist will tour B.C. in the fall and is scheduled as the prize performance for the UBC Wednesday Noon Hour Series at the Recital Hall on March 9, 1994.

Among Yu's other accompishments are first-place finishes in the Canadian Music Competition (1990), CFMTA National Mozart Piano Recital Competition (1991), and Concours de l'Orchestre symphonique de Montreal (1991). Last year she was the top prize winner at the Eckhardt-Gramatte National Piano Competition for the performance of Canadian music.

Profile

Landscape architect champions new vision for city

Design for living

by Gavin Wilson

Staff writer

When Moura Quayle was just beginning her career in a job with the B.C. parks branch, she was disappointed that her bosses weren't as eager to embrace innovation as she was.

"I quickly became frustrated with the inability of the system to tolerate new ideas," said Quayle, now an associate professor of landscape architecture at UBC. Then, catching herself, she lets out one of her ready laughs. "Sound familiar?"

Indeed, it is a familiar theme in a career that has often run against the grain of the established order. The difference is that these days a lot more people are paying attention.

Well-known on campus for her teaching abilities, Quayle's reputation outside UBC has grown rapidly in recent years. Partly, it is built on her work with various community groups, but her rise to prominence really came as chair of the City of Vancouver's Urban Landscape Task Force.

The task force produced a report called Greenways - Public Ways, a visionary re-thinking of the city's public spaces and relation to nature at a time when big-city problems were threatening Vancouver's liveability.

The report did not go unnoticed. Quayle was recently named one of the YWCA's Women of Distinction. She also won the 1993 Canadian Society of Landscape Architects President's Award. The task force won the Canadian Society of Landscape Architects Honour Award both nationally and regionally.

Jane Weitzel photo

Moura Quayle:

"This is a matter of changing attitudes, attitudes of politicians and, most importantly, attitudes of the bureaucrats. In my view, many members of the public are already on side."

Working with the community comes naturally to Quayle, who is articulate and engaging. She brims with vitality, sometimes commuting by bike to her campus studio as early as 6:30 a.m.

Although now one of Vancouver's best-known landscape architects, Quayle fell into the profession almost by accident. After graduating from high school in Nanaimo, she enrolled in first-year Science at UBC, but quickly discovered she was "just not a scientist."

At a loss for what to do next, she took a battery of vocational counselling tests, which narrowed her choices to music, journalism and architecture. A counsellor suggested landscape architecture, and her life headed in a new direction.

After completing her undergraduate degree at the University of Guelph, Quayle worked for several years before enrolling in graduate school at the University of California, Berkeley.

She remembers the Bay area as an exciting place, "active and urban...a hub of design activity." One of her professors there, Randy Hester, influenced the way she approaches her work.

"He showed me that the designer is not the only expert in making communities that work," she said. "Members of the community can have a great deal of expertise. If a project is done carefully, and at a neighbourhood scale, a whole lot more can happen."

When Quayle arrived at UBC in 1983 to take a joint position with the Landscape Architecture Program and the School of Architecture, she used those ideas to set up a community design workshop for third-year students.

That first term, Quayle and her students helped design two community gardens, one in the inner city neighbourhood of Strathcona, the other on the roof of the Manhattan apartment co-op on Robson Street.

"As designers we discussed ideas with the communities and asked question like, 'Where will you store tools? Where will children play? Where will you have tea? How will it be organized so you can plan for expansion?'"

The students' role is generating ideas and testing them out with communities. At the end of the school term, students leave a visual product (a plan and sketches) with community members to assist them in the next phase of the project, such as funding.

"It's a good exercise for designers because, when you work at the community level, at some point you have to let go and walk away."

With this feeling for the community and her outspoken opinions on other civic projects, Quayle was a natural choice for Mayor Gordon Campbell when he appointed her to chair the Urban Landscape Task Force.

Its report, Greenways - Public Ways, contained a vision of what Vancouver could be like in the year 2010 if steps were taken to improve the quality of life.

She credits colleague Douglas Paterson, former director of the Landscape Architecture Program, with providing many of the good ideas in the report.

"He's my mentor," she said. "He has great ideas, and I try to word them in a way people can hear them."

Based on principles of ecology, Greenways - Public Ways proposed a city of urban villages, each containing the necessities of everyday life, places where people could work, shop, play, learn and socialize. Other goals included more trees, a lively street life and natural landscapes rather than manicured parks.

One of the key proposals was the creation of a system of greenways, public park-like corridors for bikes and pedestrians that would knit the city's neighbourhoods, parks and cultural centres together.

Other ideas found in the report include reclaiming streets for cyclists and pedestrians, uncovering some of the 120 kilometres of streams that once flowed in Vancouver, and building a canal that would link False Creek and Burrard Inlet.

Unlike some government reports, which are filed and soon forgotten, the task force volunteers are still active and determined to see the city adopt its proposals.

"I haven't let go of this. I can't let go!" said Quayle.

Progress is slow, however, and Quayle now feels they could have done a better job of getting civic officials to buy into the report's recommend-ations.

"I can't quibble with what is happening, I know they're working on it, but they're not re-allocating enough resources," she said.

"Recently I saw the city repaving MacDonald Street and I had to ask myself why. If I had a choice as a taxpayer, I would put that money into another method of transportation instead.

"This is a matter of changing attitudes, attitudes of politicians and, most importantly, attitudes of the bureaucrats. In my view, many members of the public are already on side."

As ever, it is difficult to convince others to accept new ideas, but Quayle is not as easily frustrated as she was once was.

"I'm finding out how to realize public ideas, how to make things happen," she said, smiling.

"It's a learning process."