THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 41, Number 3 February 9, 1995

Gavin Wilson photo

Saying 'No' To Higher Fees

Students at UBC joined thousands across the country in protesting higher tuition fees Jan. 25. Robin Wiley, above, was one of the speakers at a campus rally. Tuition fees are widely expected to double or triple if the federal government carries through with a proposal to cut transfer payments for post-secondary education.

Forestry Faculty to look beyond GPA in admission decisions

by Abe Hefter

Staff writer

Senate has cleared the way for the Faculty of Forestry to accept up to 10 secondary school applicants on the basis of extra-curricular interests, in addition to minimum academic requirements.

The move may be the first step toward a campus-wide broadening of grade-point-average-based (GPA) admission requirements by faculties that admit directly from Grade 12.

"As GPAs escalate, many people are asking if that alone is ensuring that UBC attracts the best students, at the expense of other aspects of a student's life and personal development," said Economics Prof. Robert Will, chair of the Senate admissions committee.

"The desire by the Faculty of Forestry to take part in this pilot project for the 1995-96 academic year could result in other faculties following suit in 1996-97."

Sandy Thomson, president of the UBC Forestry Undergraduate Society, said she is pleased with the new admission policy.

"It will open up opportunities to people with a forestry background who would otherwise not have the sufficient grades to become enrolled in the faculty. It seems that some students who are currently enrolled are not really prepared for the field work that is required for both courses and jobs, even though they have maintained superior grades.

"The students I've spoken to in the faculty support the initiative."

Approximately 10 applicants from secondary school who meet UBC's minimum GPA requirements will be selected for admission on the basis of additional information provided on a supplementary application form. Fifty-five students will be selected on GPA alone.

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UBC scientists study amidst ruins of Kobe

by Gavin Wilson

Staff writer

The earthquake-ravaged ruins of Kobe were "a living laboratory" for a team of UBC civil engineering professors who recently spent more than a week in Japan surveying the aftermath of the Jan. 17 quake.

"It just overwhelmed us when we first arrived," said Peter Byrne in a telephone interview from Kyoto, where the team based its visit.

"There are entire blocks where nothing is standing. And it boggles the mind to see the extent of damage to their freeway and rail systems."

Byrne and his colleagues were part of a team of academics, professional engineers and government engineers sent to Japan by the Canadian Association for Earthquake Engineers.

The team included five UBC civil engineering professors: Donald Anderson, Helmut Prion and Carlos Ventura, who are structural engineers, and Peter Byrne and Liam Finn, geotechnical engineers interested in the behaviour of soil, rock and foundations.

Visiting major quake sites gives researchers rare insights and provides ideas for future research into the behaviour of soils and structures, such as bridges, dams, docks and buildings.

"It's a living laboratory for us," Ventura said. "We do our best to try to simulate certain aspects of an earthquake in the lab, but we can never simulate the effects of a real earthquake.

"Every quake has a new lesson for us."

Some of these scientists have visited other quake sites, most recently in Los Angeles and San Francisco, but the Kobe quake, Japan's worst in 70 years, posed enormous challenges.

The city's major highway link was in ruins, more than 50,000 buildings and homes were destroyed or badly damaged, and railway and utility services were still in a shambles. The death toll topped 5,000 and 300,000 were made homeless.

Based 120 kilometres away from Kobe, the Canadian engineers had to make their way to the city by train and in vans provided by the Canadian embassy. Although they sometimes had a police escort, they often faced massive traffic jams and once had to walk 15 kilometres.

Byrne was particularly interested in Kobe's heavily damaged port facilities, which were built on reclaimed land and artificial islands. Such soils amplify ground movement during a quake and also suffer from liquefaction as they saturate with groundwater.

He warns of a similar fate for many areas of the Lower Mainland, especially Richmond, which are built on sediments of the Fraser River delta.

See ***KOBE*** *Page 9*

Four years in the making

UBC Board approves discrimination policy

by Gavin Wilson

Staff writer

UBC's policy on discrimination and harassment was approved by the Board of Governors at its Jan. 26 meeting, after four years of debate and consultation on campus.

The policy aims to create a study and work environment free from discrimination and harassment, including sexual harassment. It also provides procedures for handling complaints and imposing discipline when discrimination and harassment do occur.

The policy appears as a supplement in this issue of *UBC Reports*.

Endorsed by Senate in January, and by the Faculty Association, staff unions, employee groups and student associations late last year, the policy is the result of a consultative process that began in 1990. It replaces the existing policy on sexual harassment.

"This policy took a long time to develop, but we feel that the outcome is very good. The final version is better than any of the previous drafts," said Vice-Provost Libby Nason.

"Now we need to give it a chance to work, and that requires the co-operation of all members of the university community."

One of the major concerns raised on campus is the policy's potential effect on academic freedom, said Sharon E. Kahn, associate vice-president, Equity.

"Following consultation with faculty members, it became clear that the policy must be consistent with the university's commitment to, and policy on, academic freedom," she said.

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Letters

Association very involved in new policy

Editor:

Re: Prof. Suedfeld's Letter Regarding the Policy on Discrimination and Harassment (*UBC Reports*, Jan. 12, 1995).

Prof. Suedfeld's assertion that the Faculty Association has been silent on this matter is inaccurate. The association is, of course, concerned with the important issues of harassment and academic freedom involved in this university policy. For example, academic freedom is recognized in the Preamble to the Framework Agreement as essential to the pursuit and dissemination of knowledge.

The Faculty Association reviewed each version of the policy from the time the first draft was issued early in 1993. Comments and suggestions were submitted to the university administration, many of which were incorporated into subsequent drafts. Detailed comments were provided by the Association's Status of Women Committee, Personnel Services Committee and the Executive; the Executive met with the administration's Policy Review Committee in June of 1994 to discuss the policy.

Tony Sheppard
President
Faculty Association

Bookstore hours inconvenient for off-campus customers

Editor:

Perhaps some of your readers share my complaint. Since 1983, the year UBC Bookstore moved to its present location, it has opened late Wednesday evenings. Having the UBC Bookstore open late on one weekday was convenient for off-campus customers like myself. Sometime last September, the late openings ended. This was replaced by weekday hours that extended to 6pm daily. Now, January '95, I notice the hours have receded back to 5pm daily. In short, there is no longer evening hours at the UBC Bookstore.

Since my undergraduate days, the UBC Bookstore has had a slim reputation built I think solely on its plentiful and esoteric stock. Why does the bookstore then want to alienate its off-campus customers? When many bookstores in town are both open late and seven days a week, why does the UBC Bookstore think it sufficient to be open Saturdays and office hours on weekdays (closed Sundays)? Why do I even care? Well, I'm tired of standing out in the cold and peeking through plate glass windows looking at books I can't buy.

David Abbott, BSc '88
Vancouver

Mathematics should not be overlooked

Editor:

It was with dismay that I read the article in your Jan. 26 edition concerning the 1995 honorary degrees. Some of the mathematicians on campus had nominated Dr. Ivar Ekeland, who we considered to be an outstanding candidate, for a degree and the university agreed. Unfortunately the article failed entirely to mention the fact that Dr. Ekeland is an active mathematician. Mathematics, by its nature, has difficulty catching the eye of the public. It is the duty of a university public relations organ such as *UBC Reports* to foster public awareness of all the disciplines represented on campus. By failing to seize the opportunity to point out that here is an outstanding mathematician who has made a variety of contributions to society, you have done a disservice to mathematics!

Ulrich Haussmann
Professor and Head
Mathematics

Changing face of campus hard to recognize

Editor:

A drive around the campus of UBC should be a pleasant experience for old graduates and other visitors. We have found it quite frustrating on several occasions.

So many "no entry" signs as well as no continuous route to circumvent the campus. Why couldn't there be some informative direction signs? It seems evident that visitors are really being discouraged to clutter up the campus. No doubt Sundays and holidays would be a more suitable time to visit and not be a hindrance.

We also found it most difficult to identify most of the buildings while driving by. Even those that had names were not too discernible.

As old graduates of the '20s and '30s it should be a pleasure to reminisce on our years at UBC and to see some of the buildings we knew so well. There seems to be a concerted ambition to eradicate any vestige of the formative years.

As long as there is money available the demolition and construction of new buildings will no doubt continue on apace.

No doubt our education at UBC would be considered most primitive by today's standards. We did not have much money in those days but we were all happy that a new university had been built so soon after World War I.

We socialized together at UBC in those days and respected each other. Discrimination and questionable behaviour, if it did happen, was probably minimal.

As the logo on the Quebec license plate states: "Je me souviens".

D.C. McIntyre, BSc (Agr) '29
Vancouver

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UBC Reports is published twice monthly (monthly in December, June, July and August) for the entire university community by the UBC Public Affairs Office, 207-6328 Memorial Rd., Vancouver B.C., V6T 1Z2.

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Policy upholds scholars' integrity

by Connie Filletti

Staff writer

A new university policy on scholarly integrity has received approval from UBC's Board of Governors.

The three-fold purpose of the policy is to:
• promote scholarly integrity among scholars in order to maintain and enhance the impartiality that universities offer society;
• proscribe activities that breach generally acceptable standards of scholarly conduct;
• provide a process for dealing with allegations of scholarly misconduct quickly.

Dan Birch, vice-president, Academic and Provost, said that although the number of people who violate normal standards of scholarly integrity is small, the fact that it occurs makes it essential to have clear procedures for dealing with allegations of scholarly misconduct.

He added that recent events at Concordia University prompted the national granting councils to require all universities to have appropriate policies in place as a condition of eligibility for research grants.

"In the process of developing a policy, we came to realize that it would be helpful to frame it in terms of promoting scholarly integrity rather than forbidding scholarly misconduct," Birch said.

"It is incumbent on the university as a community of scholars to examine the standards that govern our conduct, and to ensure that an appreciation of integrity in research and teaching is an integral part of a graduate education, and of the induction of faculty members into the community."

Birch and a small working group, which included representation from the faculties of Law, Science, Medicine and Arts, began developing the policy in August 1993. Vice-provost Libby Nason coordinated the process.

For complete details of the policy, please see the supplement in this issue of *UBC Reports*.

Students vote to fund autonomous Ubyssey

by Connie Filletti

Staff writer

UBC students have said yes to a campus newspaper autonomous from the Alma Mater Society (AMS) and have approved an annual levy of $5 per full-time student to help support the publication.

In a referendum held last month, students voted in favour of resurrecting the Ubyssey by a margin of 3,252 to 2,118, or 69 per cent.

Founded in 1918, the Ubyssey shut down last April after failed attempts by student council to retain an editor-in-chief to oversee the paper's operations.

"Student council could no longer govern and publish a newspaper that styled itself as the opposition," said Janice Boyle, AMS president-elect. "The relationship between the Ubyssey and council became too abrasive and difficult to manage."

Boyle said the yes vote on the referendum was the best thing campus has seen in the last 10 years.

"It means a positive change for both the AMS and the Ubyssey," she said. "Council can get on with its job of advocating student interests and the Ubyssey can do what it's supposed to do — publish a newspaper."

The society will be governed by a seven-person board of directors composed of three newspaper staff representatives and three voting members of the society elected by the membership.

The seventh member will be a community representative with journalistic experience appointed by the board.

Voting members of the society are defined as persons who are registered in a credit course or who were so registered on the last day of March of the current academic year.

Boyle said that the AMS, which has copyright ownership of the Ubyssey, will allow the transfer of the name to The Ubyssey Publications Society.

The society will be requesting that the Board of Governors approve the $5 levy as part of student fees collected by the university administration. The fee will be prorated for part-time students.

The Ubyssey is expected to publish approximately 60 issues, two papers each week throughout the academic year, beginning in September.

Les Belles Soeurs

Playwright Michel Tremblay's Les Belles Soeurs delighted audiences at Frederic Wood Theatre in January. Caught in the act are: Shannon Woelk (back left), Sharon Feder (under table), Sarah Redmond (seated) and Larissa Ballstadt. Sunspots, a new play by Dennis Foon, opens March 8.

Class Act campaign begins

by Abe Hefter

Staff writer

Sixteen academic units from across campus kicked off the 1995 Class Act graduating class gift campaign Jan. 26.

The goal for this year's campaign is $196,000, with an average gift of $172 per student.

Students from each faculty have chosen a project they feel best represents their faculty's needs.

Students in the Faculty of Medicine are being asked to contribute toward the purchase of a computer. The School of Human Kinetics will turn student pledges into a series of lab improvements. And students in the Faculty of Law have decided their Class Act contributions will go toward the purchase of a pool table.

Four new schools and departments have come on board for this year's campaign: varsity athletics, intramurals, Landscape Architecture and Family and Nutritional Sciences.

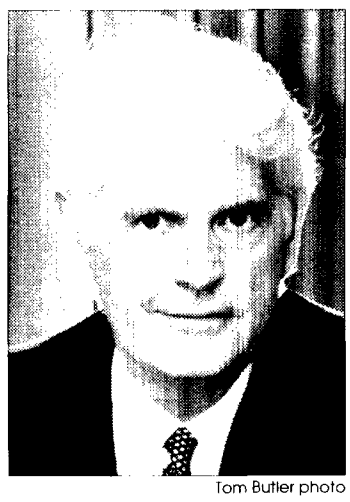
In addition, those graduating students who volunteer eight hours of their time to Class Act are eligible to win a weekend for two at the Chateau Whistler Resort.

For more information on the Class Act campaign, call Simone Carnegie at the UBC Development Office at 822-8630.

Philanthropist Wall committed to excellence

by Connie Filletti

Staff writer



Tom Butler photo

Peter Wall

Vancouver-based international financier Peter Wall, admired for his philanthropic commitment to better his community, is one of 13 distinguished individuals who will receive an honorary degree from UBC this year.

Wall is chairman of Wall Financial Corporation, owner of the 391-room Wall Centre Garden Hotel which anchors the $250-million Wall Centre in downtown Vancouver.

His support of organizations such as the Canadian National Institute for the Blind (CNIB), B.C.'s Children's Hospital, the Vancouver Opera Society, the Vancouver Art Gallery and UBC, among others, has benefitted a broad range of business, cultural, community and academic activities over many years.

The CNIB recently completed construction of its new service centre and headquarters for the B.C. Yukon division, made possible with a generous gift from the Wall Family.

Dedicated on March 1 last year, the Wall Family Place provides rehabilitation services for over 13,000 blind, visually impaired and deaf-blind people.

Wall's philanthropy was also responsible for bringing world-class tenor, and UBC graduate, Ben Heppner to the Orpheum Theatre in 1994 where he gave the same stunning performance he is celebrated for at La Scala and The Metropolitan Opera

In 1991, Wall made a private donation of $15 million to UBC's fund-raising capital campaign, A World of Opportunity.

The gift, which was used to create the Peter Wall Endowment at the University of British Columbia, is the largest donation made to the university in its 80-year history, and is among the largest ever made to a Canadian university.

Wall's endowment will enable scholars in residence to study and conduct research in a wide range of fields spanning the humanities, social sciences, life sciences and physical sciences.

It also provides funding for two new chairs to support the university in its pursuit of academic excellence.

Nobel prize winner Michael Smith, who is also director of UBC's Biotechnology Laboratory, and Commerce Prof. Raphael Amit, director of UBC's Entrepreneurship and Venture Capital Centre in the Faculty of Commerce and Business Administration, were designated Peter Wall Distinguished Professors last June.

The UBC Tributes Committee, which recommends nominees for honorary degrees, cited Wall for his commitment to recognizing and supporting excellence in Canadian society.

He is also being honoured for showing leadership, creativity and innovation in the business world and in the community at large.

Honorary degrees will be conferred during UBC's two graduation ceremonies: Spring Congregation, May 30 to June 2 and Fall Congregation, Nov. 23.

(This is the first in a series of articles featuring UBC's 1995 honorary degree recipients.)

Obituary

George Woodcock: 1912-1995
A Man of Letters

by W. H. New

William H. New of UBC's English Dept. is editor of Canadian Literature, a position he assumed from Woodcock in 1977.

Poet, critic, biographer and historian George Woodcock died at his home on January 28, 1995. He was 82. Celebrated throughout the world for his cogent observations on society and culture, he was perhaps best known for his history of anarchism, his biography of his friend George Orwell, his travel books on China, India, and Latin America, and for the founding of the journal Canadian Literature.

George Woodcock

But he accomplished so much that it is hard to single out one or two works alone to represent him. People who have listened to and watched the CBC over the last three decades will remember George Woodcock as a social commentator, a radio dramatist, and the narrator and scriptwriter of an evocative television documentary on the cultures of the South Pacific. Readers of his books will remember his intellectual range and his lucid style. Those who knew the man himself will remember his wonderful anecdotes, his sharp mind, and his extraordinary, quiet generosity.

The University of B.C. had a special connection with George Woodcock. From 1956 to the 1970s, he lectured in the English Dept., teaching a course on European literature in translation. And in 1959, when the university began to publish Canadian Literature, the first journal devoted solely to the study of Canada's writers and writing, George Woodcock became its first editor. He continued as editor till 1977, and under his guidance the journal thrived, attracting most of Canada's major writers as active contributors.

At his retirement, the university awarded him an honorary DLitt (one of five honorary degrees that he received from various universities across Canada). In 1978 UBC Press also published A Political Art, a celebratory collection of essays, poems, and paintings by his friends (including painters Jack Shadbolt and John Korner, poets Al Purdy and Kathleen Raine, novelists Julian Symons and Margaret Laurence, architect Arthur Erickson, and historian Ramsay Cook).

Behind this illustrious career is the story of the man himself, a man who never forgot his childhood poverty, his Welsh coal-mining roots, or his connection with the ordinary people of the world. Born May 8, 1912, in Winnipeg, he grew up in Shropshire, where his parents, who had not been successful in Canada, had settled after returning to England. Woodcock completed grammar school in 1928, and had no further academic training. He worked as a London railway clerk, at 30 shillings a week, during the 1930s. But gradually, as an aspiring poet, he came to know a number of the leading English writers of the time, people such as Herbert Read and Aldous Huxley, about whom he later wrote. Unlike a number of others, however, he was never willing to settle for conventional answers to social problems. By the 1940s— now a friend of George Orwell and Marie-Louise Berneri—he was a committed pacifist and a champion of philosophical anarchism. He believed, that is, that individual liberty always takes precedence over state authority. This belief shaped his thought and actions for the rest of his life.

In 1949 he and his wife Ingeborg emigrated to Canada, taking up a plot of land near Sooke, trying to turn the stony ground into a market garden. They were hoping (partly on the model of the Doukhobours) to live out in practice the Tolstoyan ideal of true independence. When the garden proved unproductive, he resolved to live as a professional writer, but in Canada in the early 1950s this still remained difficult. Canada nevertheless became his chosen permanent home in 1955. The difference between Canada and the U.S. became apparent when an opportunity to teach at the University of Washington was curtailed; for like so many other Canadians who openly espoused freedom of expression, George Woodcock was prevented by McCarthyite paranoia from re-entering the United States. It was then, despite his ongoing questioning of the powers of institutions, that he joined the faculty at UBC and his publishing career began in earnest.

Scores of books followed—almost 150 in total—including Anarchism (1962), Faces of India (1964, a travel book), Canada and the Canadians (1970, a social history), The Rejection of Politics (1972, essays on freedom), Gabriel Dumont (1975, for which he won a biography award), Caves in the Desert (1988, a discovery of China), British Columbia (1990, one of the first histories to recognize the role of the First Nations in shaping B.C. society), three volumes of autobiography, and The Cherry Tree on Cherry Street (1994, his last book of poems, a moving set of meditations on old age and impending death).

In 1994 he was awarded the freedom of the city of Vancouver. It was an honour he accepted with pleasure—though he had earlier refused the "state honour" of the Order of Canada. In this distinction he was true to his philosophy, for he identified the city—as distinct from the nation-state—with civil rights and civil freedoms; hence he considered the city's award the "gift of my neighbours," a celebration of human equality. His own quiet acts of generosity were also assertions of human dignity. With his wife, he set up the Tibetan Refugee Aid organization, the Canada-India Village Aid society, and the Woodcock emergency fund for artists. He worked tirelessly not just to recognize problems but also to resolve them.

This was a man who could talk eloquently and write clearly about ancient cultures and modern politics, historical figures and contemporary art. This was also a gentle and shy man, one who loved animals, who enjoyed mountain walks, and who earned the esteem of the Dalai Lama. His readers admired him; his friends loved him.

When UBC awarded him the DLitt in 1977, the testimonial called him "an established man of letters." The university praised him for his wide range of accomplishment, his "prodigious activity" and "merited fame." "We take pride in that fame," the president said. We still do.

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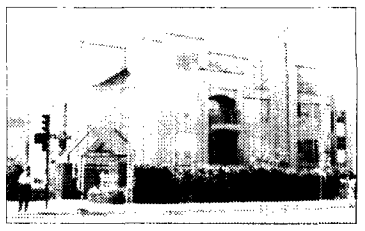

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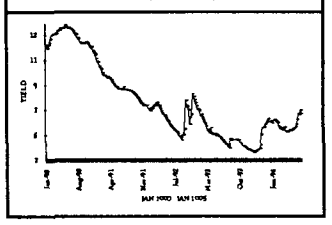

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RATES

Forestry

Continued from Page 1

All applicants who do not meet the early admission cutoff for the faculty's competitive average will be sent a copy of the supplementary form, with an invitation to submit it for possible consideration by the faculty's admission committee. The forestry admission committee will consider all applicants who have a final average that is between the minimum average for admission to UBC (67 per cent) and the competitive average for admission to the faculty.

On the forestry supplementary application form, prospective students will get an opportunity to list their most significant extra-curricular interests and activities, including work experience, during the past two years; describe any awards, honours or recognition that they may have received during the past two years; and indicate why they wish to study forestry at UBC.

Forestry Associate Dean Tony Kozak said one of the faculty's aims is to try to accommodate those students who make forestry their first choice, although their GPA may not be up to the faculty's usual high standards.

"Entry GPA has risen to the point that it now excludes many applicants who would be excellent professionals in the diverse areas of forestry," said Kozak.

The faculty first expressed an interest in interviewing prospective students early last year, in an effort to develop a more well-rounded student body with a diverse cross-section of interests.

However, the initiative came too late for the 1994-95 academic year. A Senate ad hoc committee comprising representatives from across campus was subsequently struck to develop a questionnaire to be used in conjunction with application for admission to the first year of the BSF and BSc (Forestry) programs.

A member of the ad hoc committee, Kozak stressed that the questions contained in the supplementary application form are not set in stone and may be changed from one year to the next, based on the faculty's experiences. Subsequent questionnaires developed by the ad hoc committee will keep in mind the individual faculty's unique needs and requirements.

"Some academic units on campus have already moved some distance away from a common, university-wide admissions policy with respect to high school applicants," said Will.

"Applicants to the School of Music must perform at an audition. Those applying to the Landscape Architecture Program must produce a portfolio and fill out a supplementary application form, which is designed to provide additional information for the program's admissions committee."

Will said the Senate admissions committee is expected to report to Senate in the fall with a more complete proposal for all faculties that wish to consider more subjective criteria when admitting students.

Policy

Continued from Page 1

The discrimination and harassment policy will not limit the rights of faculty, staff and students to discuss potentially controversial matters, and it will not prohibit instructional techniques, as long as the discussion and techniques are conducted in a respectful, non-coercive manner.

Nason said a wide range of individuals and groups on campus were consulted during the policy review, and many of their comments were incorporated in the final draft.

Among those consulted were the Alma Mater Society, the Graduate Student Society, all administrative heads of units, every union and employee group, and researchers with an interest in human rights issues.

At one point, Nason said, UBC was looking at adopting the B.C. Telephone Co. model, where supervisors play the primary role in investigating complaints. But some campus groups wanted a "safe haven" for complainants who may be uncomfortable dealing with supervisors.

As a result, at UBC there are two ways to lodge a harassment or discrimination complaint: through the administrative heads of units or through the Equity Office.

Administrative heads of units will, however, play an increasingly large role in resolving discrimination and harassment complaints. Kahn believes most complaints will be resolved at the departmental level.

"My office is not interested in creating an equity bureaucracy," she said. "Many sexual harassment cases are resolved informally, and we anticipate similar results with this new policy."

Kahn noted that some faculties and departments, such as Education and English, are already designating individuals other than department heads as confidential advisors for equity concerns. As well, the Faculty of Law has asked an ad hoc committee to create a discrimination-free environment.

"The Equity Office will provide training and advice to support units that are looking at ways of promoting the university's objectives of eliminating harassment and discrimination," Kahn said.

Kahn has been asked to report to the Board of Governors after six months and again after one year on how the policy has been put into practice.

In the meantime, she will set up an advisory committee to oversee administration of the policy and establish an equity resource group of off-campus experts.

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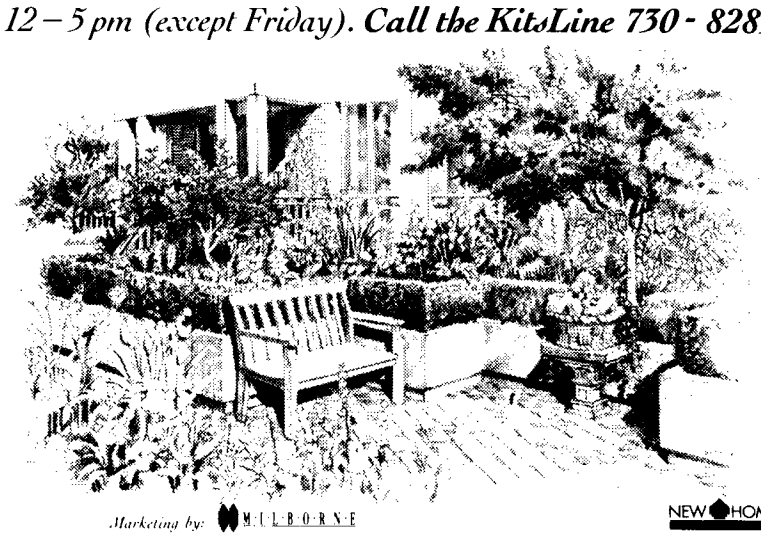

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NEW HOME

Calendar

February 12 through February 25

Friday, Feb. 10

Techniques For Teaching Second Languages Workshop
Second Language Teaching Conference. Carr Hall conference room at 12:30pm. Hosted by The English Language Institute/The Centre for Intercultural Language Studies. Call 822-1525/5457.

Sunday, Feb. 12

MOA Spotlight On India
Asha Lohia And The Pandit Jasraj School Of Music. MOA Great Hall from 2:30-3:15pm. Accompanied by Satwant Singh, tabla; Firoze Kassam, harmonium. Free with museum admission. Call 822-4604.

Music Concert
Beethoven, The Piano And Violin Sonatas. Jane Coop, pianist; Andrew Dawes, violinist. Music recital hall at 3pm. Call 822-5574.

Monday, Feb. 13

Gender/History Seminar Series
Regarding Some Old Husband's Tales: Public And Private In Feminist History. Dr. Leonore Davidoff, Sociology, U. of Essex; founder editor of Gender and History. Buchanan A-204 from 12:30-1:30pm. Call 822-5748/5706.

Physiology Seminar Series
Can An Old Dog Or New Hamster Teach Us Anything About Heart Failure? Dr. Douglas L. Jones, Physiology/Medicine, Western U. Copp seminar room 2002/04 from 12:30-1:30pm. Call Dr. Buchanan at 822-2083.

Mechanical Engineering Seminar
Analytical/Experimental Studies On Wing Tip Vortices. Shizhong Duan, PhD student. CEME 1202 from 3:30-4:30pm. Refreshments. Call 822-6671.

Applied Mathematics Colloquium
High-Order Accurate Schemes For Incompressible Viscous Flow. Dr. John Strikwerda, Computer Sciences, U. of Wisconsin at Madison. Math 203 at 3:30pm. Call 822-4584.

Biochemistry/Molecular Biology Seminar
Glycoprotein Glycosylation: Effects On Cell Proliferation, Substratum Adhesion And Apopotosis. Dr. Jim Dennis, Mr. Sinai, Toronto. IRC #4 at 3:45pm. Refreshments at 3:30pm. Call 822- 9871.

Astronomy Seminar
The Hot Stellar Component In Elliptical Galaxies. Harry Ferguson, Space Telescope Science Institute. Geophysics/Astronomy 260 at 4pm. Coffee at 3:30pm. Call 822- 2267/2696.

Comparative Physiology Seminar
Hypoxic Adaptations Of Fish Haemoglobin. Dr. Roy E. Weber, U. of Aarhus, Denmark. BioSciences 2449 at 4:30pm. Call Dr. Milsom at 822-2310.

Tuesday, Feb. 14

Pharmaceutical Sciences Seminar
Polymer Characterization. Richard Liggins, grad student. IRC #3 at 12:30pm. Call 822-4645.

Continuing Studies Lecture
Introduction To The 19th Century Russian Novel. Part of an ongoing series to March 14. Hotel Georgia from 10:00-11:30am. Call 822-1450.

Continuing Studies Lecture
The Grand Narrative: Art Of The Renaissance In Italy. Part of an ongoing series to March 14. Hotel Georgia from 2-3:30pm. Call 822-1450.

Animal Science Seminar Series
Corticosteroid Effects On Stress Protein Expression In Fish. Carl Mazur, grad student. MacMillan 256 at 12:30pm. Refreshments. Call 822-4592.

Botany Seminar
The Demand-driven Control Of Nutrient Acquisition By Higher Plants. Examples from N&S Nutrition. Dr. Bruno Touraine, Institut National de la Recherche Agronomique, Montpellier. BioSciences 2000 from 12:30-1:30pm. Call 822-2133.

Lectures in Modern Chemistry
Microwave-Induced Plasmas In Spectrochemical Analysis: Fundamental Studies/Analytical Applications. Prof. Joseph Hubert, U. of Montreal. Chemistry 250, south wing at 1pm. Refreshments at 12:40pm. Call 822-3266.

Oceanography Seminar
Water Diversions, Salmon/Politics. Prof. Mike Healy, Westwater Research Centre/Oceanography. BioSciences 1465 at 3:30pm. Call 822-4511.

Gender/History Speaker Seminar Series
Catching The Greased Pig: The Debate Over Domesticity In Feminist History. Dr. Leonore Davidoff, Sociology, U. of Essex, founding editor of Gender and History. Buchanan Penthouse from 4:30- 6:30pm. Call 822-5748/5706.

Applied Ethics Colloquium
The Ethics Of Retroactive Environmental Legislation. Michael McDonald, director, Centre for Applied Ethics. Angus 415 from 4-6pm. Call 822-5139.

Wednesday, Feb. 15

Microbiology/Immunology Seminar
A Complex Self Splicing And Mobile Intron From Didymium Iridis Ribosomal DNA. Finn Haughli, visiting scientist. Wesbrook 201 from 12-1:30pm. Call 822-3308.

Poetry Reading
Race, Class And Gender. Joanne Arnott. Lasserre 105 at 12:30pm. Sponsored by the Canada Council. Call 822-2759.

Noon Hour Concert
Norbert Kraft, guitar. Music recital hall at 12:30pm. Admission $2.50. Call 822-5574.

Canadian Studies Lecture
Establishing Meaning In Story And Song: The Work Of Mrs. Angela Sydney. Julie Cruikshank, Anthropology/Sociology. Buchanan B-212 at 12:30pm. Call 822-5193.

Centre for Japanese Research Seminar
Mental Health And The Law In Japan. Stephen Salzberg, Law. Asian Centre 604 from 12:30-2pm. Call 822-2629.

Pharmaceutical Sciences Seminar
Sedation For Oncology Procedures In Pediatric Patients: Choosing The Best Agent. Vancouver Hosp/HSC Pavilion G-279. Call 822-4645.

Respiratory Seminar Series
A Global Perspective On Indoor Air Pollution: Particulate Exposures In Rural Mexico. Dr. Michael Brauer, Medicine. Vancouver Hosp/HSC Laurel Pavilion, Taylor-Fiddler conference room from 5-6pm. Call 822-7128.

The Quebec Debate
Three Consecutive Wednesdays. Farewell Quebec? Separatism/The Survival Of Canada. Jean Claude Robert; Alan Cairns; Dorothy Henaut; Darryl Duke; Guy LaForest; Philip Resnick. Langara College room A-130 from 7:30-10pm. Sponsored by Continuing Studies. Call 822-1450.

Geophysics Seminar
Why Geophysicists Should Know Something About Geostatistics. FSS International/R. Mohan Srivastiva, Geostatistical consultant. Geophysics/Astronomy 260 at 4pm. Coffee at 3:45pm. Call 822-2082.

UBC Senate Meeting
The Sixth Regular Meeting Of The Senate, UBC's Academic Parliament. Curtis 102, 1822 East Mall at 8pm.

Geography Colloquium
Planet Earth As A Self-Regulating Environmental System: The Science Of Gaia. Dr. Kurt Grimm, UBC Geology. Geography 201 at 3:30pm. Refreshments. Call 822-4929.

Women Students' Office Series
Women students of colour discussion and support group presents Living And Working With A Double Consciousness, Yvonne Brown. Brock Hall 207 at 12:30pm. Call 822-2415.

Thursday, Feb. 16

Continuing Education/ Applied Science Workshop
Continues Feb. 17. Physical Accessibility Series: Building Universal Access. Includes latest developments in provincial government resource materials. CICSR/CS 208 from 8:30am-4:30pm. $310. Call 822-3347.

Transplant Immunology Discussion Group
Rose Of ICAMs In The Activation Of Allogeneic T-Cells. Dr. Fumio Takei, Pathology/Microbiology/Medical Genetics. BC Cancer Research Centre seminar room at 9am. Call 877-6070.

Continuing Studies Lectures
Caravan Cities Of Arabia And Syria. Part of an ongoing series to March 2. Hotel Georgia from 10-11:30am. Call 822-1450.

Geography Conference
Now through Feb. 17. Trouble In The Rainforest: Community And Crisis In British Columbia's Resource Hinterland. Geography 100 from 9am-3pm. Co-sponsored by SFU. Call 822-5804.

Hort Club Workshop
Orchid Propagation: Dendrobium Moniliforme. Greenhouse staff. Horticulture greenhouse 102 from 1:30-2:20pm. Fee $5 for non-members. Call 822-3238.

Biochemistry/Molecular Biology Seminar
Thrombopoletin - At Last: Cloning And Characterization Of The Missing Regulator Of Platelet Production. Dr. Don Foster, director, Molecular/Cellular Biology, Zymogenetics. IRC #1 at 3:45pm. Refreshments at 3:30pm. Call 822-9871.

CICSR Faculty Forum
Monitoring/Improving Television Picture Quality. Dr. Rabab Ward, Electrical Engineering. CICSR/CS-208 at 4pm. Call 822-6894.

Thunderbirds Basketball
UBC Thunderbirds Vs Victoria Vikings. War Memorial Gymnasium, women at 6pm/men at 7:45pm. Adults $6, seniors/students $4, UBC students free. Call 222-2473.

Distinguished Speakers Series
Thinking Your Way Past The Disease Of Post-Modernism. Frithjof Bergmann. Hotel Georgia from 7:30-9:30pm. $10 per lecture or $35 for all four. To register call 822-1450.

Friday, Feb. 17

Software Conference
Now through Feb. 18. Choosing And Learning Software For Qualitative Data Analysis: A Working Conference. Call 822-1150.

Pediatrics Grand Rounds
Useless And Useful Investigations In Pediatric Rheumatology: A Personal Perspective. Dr. Peter Malleson, Pediatric Rheumatology. GF Strong Auditorium at 9am. Call 875-2307.

Psychiatry Conference
Challenges In Psychodynamic Psychiatry. Dr. Glen O. Gabbard, Psychoanalysis/Education, Karl Menninger School of Psychiatry. Vancouver Hosp/HSC Detwiller Pavilion theatre from 4-7pm. Registration $60. Call Denise at 822-0574.

Thunderbirds Hockey
Also on Feb. 18. UBC Thunderbirds Vs Alberta Golden Bears. Thunderbird Winter Sports Centre at 7:30pm. Adults $6, seniors/students $4, UBC students free. Call 222-2473.

Saturday, Feb. 18

Law Symposium
Eastern Europe And Russia: A Perspective. A discussion/analysis with a panel of five. Curtis 101 from 9am-3pm. Call Jane at 222-9225, ans. machine.

Vancouver Institute Lecture
Is Conservation A Lost Cause? From BC To Africa. Prof. Anthony Sinclair, Zoology. IRC #2 at 8:15pm. Call 822-3131.

Monday, Feb. 20

Representative Democracy Lecture Series
Political Science Dept./Ned DeBeck Foundation Speakers' Series: The Crisis of Representative Democracy in Canada. Electoral Reform And Aboriginal Representation. Dr. Roger Gibbins, Political Science, U. of Calgary. Buchanan A104 at 12:30pm. Also Tuesday, Feb. 21, 12-1:30pm, Hotel Georgia. Sponsored by Continuing Studies. Call 822-2345.

Pacific Spirit Noon Hour Series
Hakomi Therapy: A Body-Centered Approach. Sydney Foran, MSW/ coordinator Counselling at Pacific Spirit Family/Community Services. Lower level Social Work 028 from 12-1pm. Call 822-4824.

Biochemistry/Molecular Biology Seminar
The Signal Transduction Pathway In Bacterial Chemotaxis: A Structural And Dynamic View Using NMR. Dr. Rick Dahlquist, Institute of Molecular Biology, U. of Oregon. IRC #4 at 3:45pm. Refreshments at 3:30pm. Call 822-9871.

Applied Mathematics Colloquium
Army Ants: Specialists In Carnage And Conservation. Dr. Nicholas Britton, Centre for Mathematical Biology, U. of Bath, UK. Math 203 at 3:30pm. Call 822-4584.

Astronomy Seminar
Structure And Origin Of The Galactic Halo. Steven Majewski, Carnegie Observatories. Geophysics/Astronomy 260 at 4pm. Coffee at 3:30pm. Call 822-2267/2696.

Comparative Physiology Seminar
The Impact Of Flight Kinematics On Respiratory Pattern And Me-

UBC REPORTS

CALENDAR POLICY AND DEADLINES

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

Calendar items must be submitted on forms available from the UBC Public Affairs Office, 207-6328 Memorial Road, Vancouver, B.C. V6T 1Z2. Phone: 822-3131. Fax: 822-2684. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space.

Deadline for the February 23 issue of UBC Reports — which covers the period February 26 to March 11 — is noon, February 14.

UBC Reports
Supplement Section

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THE UNIVERSITY OF BRITISH COLUMBIA

LAND USE AND DEVELOPMENT OBJECTIVES

Draft #2, January 26, 1995

INTRODUCTION

The attached document is a second draft that reflects the comments provided in response to the first draft. A further round of campus consultation will take place to be followed by a third draft for consideration at the March Board of Governors meeting. If adopted at that meeting this document would become the input to the public process to be initiated under the joint UBC/GVRD agreement on a process to develop an Official Community Plan. This draft was approved by the Board for public discussion.

I. OVERVIEW

The University of British Columbia, as an academic enterprise, is an important local, regional, provincial, and national resource. The great cities of the world are those in which their universities are centres of academic and cultural interaction. Historically, the University has always been an important part of the City of Vancouver. The concept of the major academic and educational institution as an essential component in a growing, dynamic and vibrant city will continue to be a key element of the mission of the University.

The growth of the University parallels the growth of the Greater Vancouver Regional District. The University can reasonably expect to continue experiencing a wider diversity of educational, recreational, and cultural activities on the campus. The pressures of regional growth and change, as well as increasing utilization of the campus by the wider community, challenge the University to continue to build and develop its traditional reciprocal link to the city.

As a place, the University is beautiful, admired across the country; however, there are many parts of the campus with unrealized potential. While the sense of community is continuing to develop with many more people living on campus, there is the impression of a place alive and inhabited only during working hours. The campus land use needs to be integrated with the Greater Vancouver Regional District's Livable Region Strategy for growth management subject to accomplishing the University's mission.

In response to its mandate to be the senior institution of higher education and research in a vibrant Pacific city, the University will responsibly develop land in order to support the academic and research mission. The long term land use objectives are synergistic with UBC's growing role in teaching and research as defined by the mission and for the benefit of all the people of British Columbia.

2. DEVELOPMENT PARAMETERS

a) Development must honour the site by considering many of its natural features such as view corridors, landscape, topography, the Pacific Ocean, Pacific Spirit Park (one of the world's great urban parks), and as an integral element of the City of Vancouver and of the Greater Vancouver Regional District.

b) Development must be consistent with the planning principles (see appendix).

c) Development must be responsive to the existing heritage of the site including features such as buildings, boulevards, Botanical Gardens, Nitobe Gardens, the Mall structure, the great open spaces (playing fields, etc.) transport routes, Library Square, North Lawn, Rose Garden, South Lawn, Playing Fields.

d) Development should be towards flexible use and to accommodate core academic and support growth through infill and intensification within the confines of the current Main Campus area north of Thunderbird Boulevard.

3. LAND USE OBJECTIVES

The 383 hectare campus will be developed so that about 30% will be for long term leases for market housing to develop resources to help meet the mission statement and at the same time to help the GVRD in its urgent quest to achieve a compact metropolitan region.

The University will assist in meeting this regional objective by:

accommodating a share of residential growth slated for Vancouver that is also compatible with UBC's primary mission to support its academic enterprise. The University will ensure that all land uses utilize as compact a form as possible.

All income from long term leases will be used for endowments, for long term assets which directly support the mission, and which allow the University to expand its human resources through programs such as endowment claims. Under University policy, endowments are managed as appreciating assets. For example, each faculty position added to the University contributes in a very significant way to the growth and development of the province by way of teaching, research, and the associated indirect economic activity.

The remaining 70% of the campus will be reserved for future academic and related institutional use (about 40% has been developed but with considerable opportunities for diversification; about 30% is available for future use). These future uses include academic buildings, research buildings in a research park environment, student housing and other similar needs that will emerge over the long term.

In support of these objectives we will:

1) Develop and reinforce a distinct campus landscape character, distinguished by a mix of urban streetscapes and open spaces.
2) Ensure a mixed use concept of land development which precludes isolated single purpose enclaves.
3) Create human scaled road networks which function as multi use public places as well as movement corridors.
4) Reduce the barrier effects of and land consumed by major traffic arteries and create physical and visual linkages across them.
5) Incrementally reduce surface parking lots through such measures as the construction of parkades, encouragement of bicycles and transit, reduction of oversized roadways, transit supportive development, and the establishment of a viable resident population.
6) Increase transportation choice by providing opportunities for people to live close to the core of Vancouver, and hence reduce the travel from suburban centres.
7) by supporting the Region's Traffic Demand Management measures such as utilizing high occupancy vehicles, increasing parking charges, and exhibiting preference for transit, bicycle and pedestrians, and by providing for a modern regional transit terminus and a flexible and distributed transit service on campus.
8) by providing optimal public safety by careful location and design of building types, movement systems, utilities, public services and lighting.

4. DEVELOPMENT OBJECTIVES

UBC must develop its land in a manner that synergistically increases the vitality and viability that is reflected in UBC's mission statement. This must be done in a way that sees the land base being integral to a sense of community not only on campus but as an integral part of its great urban region. Everything added must contribute in an organic way to the health and managed growth of the greater community. The framework is as follows:

- Approximately 85 hectares (22%) to academic and support use north of Thunderbird Drive in the existing main campus.
- Approximately 50 hectares (13%) to student housing north of Thunderbird Drive, in the existing main campus.
- Approximately 30 hectares (8%) to university housing east of Wesbrook Drive.
- Approximately 25 hectares (7%) to Botanical Gardens south of Thunderbird Drive.
- Approximately 5 hectares (1%) to Plant Operations.
- Approximately 25 hectares (7%) to athletic facilities and fields south of Thunderbird Drive.
- Approximately 50 hectares (13%) to research south of Thunderbird Drive.
- Approximately 10 hectares (3%) to existing Hampton Place for market housing.
- Approximately 50 hectares (13%) to market housing south of Thunderbird Drive.
- Approximately 50 hectares (13%) south of Thunderbird Drive as a reserve for future market housing, part or all of which may be used for low intensity academic or research use in the interim.
- Adjacent to the campus, on land owned by the University, fraternities and the Provincial Government, approximately 3 hectares (1%) to be developed for affordable housing in a joint venture between the University and the Province.
- Development of market and student housing in the theological precinct.

PLANNING PRINCIPLES

A. A PLANNING MISSION

i. Institutional Stewardship - In order to reinforce the University's Mission, planning will promote the use of the land resource so as to optimize academic, social, and cultural opportunities for the institution.

ii. Integrated Community - Planning will promote a university community composed of a balance of activities designed to support the needs of the mind, spirit, and body.

iii. Sensitive Development - Planning will promote the development of university land in a way which will balance the needs of the present with those of the future within a total framework of environmental sensitivity.

iv. Financial Support - Planning will enhance the ability of the University to develop its lands to marketable uses in order to generate income to assist in the fulfilment of the academic mission and the financial stability of the University.

B. THE CHARACTER OF THE UNIVERSITY COMMUNITY

i. The Integrity of the University Precinct - Planning will respect and enhance the physical assets of the campus which will be unified by a distinct landscape characterized by defined view corridors.

ii. A Diverse Community - Planning will promote the development of a liveable, convenient, connected, and healthy community.

iii. An Appropriate Use and Density of Development - Planning will promote land uses and density of development which meets institutional objectives in conjunction with regional planning goals.

iv. The Distribution of Activities - Planning will promote a pattern of mixed use characterized by a balance of institutional and non-institutional needs and development, including market uses.

v. Provision of Adequate Services - Planning will promote the provision of public services and infrastructure which respond to the needs of institutional and non-institutional development.

vi. A Complete Community - Planning will ensure the development of a social fabric characterized by a blend of public and private places, institutional and community focal points, and a variety of inter-connecting movement systems.

vii. Public Safety - Planning will ensure that consideration is given to optimal public safety.

C. PUBLIC ACCOUNTABILITY

i. An Official Community Plan-Through agreement with the Greater Vancouver Regional District to develop an Official Community Plan, the University will support an open planning process accountable to the public. The planning process will consider and respect the concerns of the adjacent neighbours, the surrounding community, and the faculty, students and staff of the University.

ii. Project Reviews - The University will ensure that all proposed projects receive a public presentation which illustrates how those projects conform to the Community Plan.

Guide to UBC's Policy on Discrimination and Harassment

Introduction

UBC is committed to providing its students, staff, and faculty with the best possible environment for study and work, an environment that fosters friendship and collegiality. Therefore, it seeks to eliminate behaviours, policies, and practices that interfere with the pursuit of educational and employment opportunities.

All UBC students, staff members, and faculty share responsibility for promoting a learning environment of mutual trust and respect. At the same time, those faculty and administrative staff who supervise others bear major responsibility for ensuring that their instructional and managerial practices comply with human rights legislation.

UBC's procedures for handling complaints of discrimination and harassment, including sexual harassment, offer an internal mechanism for complaint resolution that supplements other University and extra-University mechanisms, such as those procedures offered by employee associations and unions, the courts, the B.C. Council of Human Rights, and the B.C. Ombuds Office. Just as the University takes complaints of discrimination and harassment seriously, so too, the University takes seriously any actions or inactions that obstruct its procedures for handling complaints.

Definitions

"Discrimination" and "Harassment" refer to intentional or unintentional behaviour for which there is no reasonable justification. Such behaviour adversely affects specific individuals or groups on the basis of characteristics defined by the 1992 B.C. Human Rights Act. These characteristics include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. "Harassment" also includes "Sexual Harassment." "Sexual Harassment" is unwanted sexual behaviour, particularly sexual behaviour accompanied by promises of academic or employment opportunities or by threats of loss of such opportunities.

What follows is a summary of procedures for complainants—those who bring forward complaints of discrimination or harassment—and for respondents—those alleged to have engaged in discriminatory or harassing behaviours.

Complainants

Informal Resolution. If you believe that you have experienced discrimination or harassment and you have not been able to resolve the situation satisfactorily, you may consult either your administrative head or an Equity Advisor. Both administrative heads and Equity Advisors have the responsibility to listen in confidence to your concerns. If they believe that these complaint procedures apply and if they have your permission, administrative heads and Equity Advisors will attempt informal resolution. Many complaints are resolved informally.

Mediation. If informal resolution proves unsatisfactory, you may ask the Equity Office to resolve your complaint through mediation between yourself and the respondent.

Formal Investigation and Decision. After discussing your case with an Equity Advisor, you may apply for a formal investigation by filing a written request with the Equity Office. Your Equity Advisor then informs the respondent and requests a written response. If this response is not satisfactory to you, the Equity Advisor informs the respondent's administrative head and the Associate Vice-president, Equity, who will appoint an independent investigator. The investigator interviews you, the respondent, and any other persons who may have information about your complaint, and then presents a written report to an independent, three-person panel. If the panel concludes you have suffered discrimination or harassment, the panel sends a recommendation to the respondent's administrator. Prior to deciding upon disciplinary and/or remedial measures, the respondent's administrator meets individually with you, the respondent, and the Associate Vice-president, Equity.

Respondents

Informal Resolution. If a UBC student or member of staff or faculty brings forward a complaint of discrimination or harassment against you, no informal resolution that adversely affects your academic, employment, or professional interests may take place without your consent.

Mediation. Mediation takes place only when the complainant and the respondent agree to participate in the process. Similarly, no resolution can be implemented without your consent.

Formal Investigation and Decision. If a complainant files a written request for a formal investigation, you have ten working days to respond in writing to the complaint. If your written response is not satisfactory to the complainant, the Equity Office informs your administrative head of the complaint against you and appoints an independent investigator and three-person panel to receive the investigator's report. Should the panel uphold the complaint, an administrative head may discipline you.

Appeals

If either complainants or respondents disagree with the administrator's decision, they may appeal the decision through grievance procedures established by collective agreements, or by the UBC Senate, and/or by agencies outside UBC, such as the provincial Ombuds Office or the B.C. Council of Human Rights. In addition, all students, staff members, and faculty can seek legal redress on their own behalf.

Confidentiality

At all times, complainants, respondents, administrative heads, and Equity Advisors have the responsibility to maintain confidentiality. Nonetheless, concerns for an individual's health, safety, and security may compel the University to disclose information about complaints. As well, other measures, such as arbitrations, court proceedings, or procedures under the Freedom of Information and Protection of Privacy Act may require the University to release information about complaints.

Further Information

For further information about UBC's procedures for handling complaints of discrimination and harassment, including sexual harassment

- read UBC's Policy on Discrimination and Harassment (1995)
- consult with your student association, employee association, union, or one of the following student service units: Disability Resource Centre, First Nations House of Learning, International Student Services, Student Health Services, Student Resources Centre, or Women Students' Office
- phone the Equity Office (822-6353) to make an appointment with an Equity Advisor
- discuss your concerns with your administrative head. Administrative heads include the following: Academic Department Head, Director, Principal, Dean, Associate Vice President, University Librarian, Registrar, Vice President, and President.

POLICY ON DISCRIMINATION AND HARASSMENT

RESPONSIBLE VICE PRESIDENT:
All Vice Presidents

INTRODUCTION

(1) The University of British Columbia is committed to providing its employees and students with the best possible environment for working and learning, an environment that allows friendship and collegiality to flourish. The University therefore does not condone discrimination and harassment, including sexual harassment, of any kind. Indeed, the University regards discrimination and harassment as serious offenses that are subject to a wide range of disciplinary measures, including dismissal or expulsion from the University.

(2) The fundamental objectives of this University policy are to prevent discrimination and harassment from occurring, and to provide procedures for handling complaints and imposing discipline when they do occur. These objectives are to be achieved in a number of ways. The University is committed to providing programs that raise campus awareness of the nature of and problems associated with discrimination and harassment, including sexual harassment, and to educating administrators in the objectives and implementation of the policy. The University also provides support and counselling for those affected by discrimination and harassment and establishes procedures for handling complaints.

(3) In addition, the University has the obligation to ensure that its policy and procedures are fair and are applied fairly. It is therefore necessary to provide an environment in which victims of discrimination and harassment, including sexual harassment, feel free to bring complaints forward. It is equally important that those against whom allegations are made have a full and fair opportunity to meet those allegations.

(4) In this policy, the word discrimination refers to intentional or unintentional treatment for which there is no bona fide and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the British Columbia Human Rights Act (1984, amended 1992.) The grounds protected against discrimination by the British Columbia Human Rights Act include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. The Act contains a number of exemptions and defenses. For example, the University's Employment Equity Policy, which has as its object the amelioration of conditions of disadvantage, is exempt from a complaint of discrimination under the Act. Similarly, the Supreme Court of Canada upheld the University's policy on mandatory retirement, and therefore, it also is exempt under the Act.

(5) In this policy, the word harassment refers to physical, visual or verbal behaviour directed against a person for which there is no bona fide and reasonable justification. Such behaviour adversely affects specific individuals or groups as defined by the British Columbia Human Rights Act. (See paragraph 4 for protected grounds.)

(6) In this policy, sexual harassment refers to comment or conduct of a sexual nature, when any one or more of the following conditions are satisfied:
- the conduct is engaged in or the comment is made by a person who knows or ought reasonably to know that the conduct or comment is unwanted or unwelcome;
- the conduct or comment is accompanied by a reward, or the expressed or implied promise of a reward, for compliance;
- the conduct or comment is accompanied by reprisal, or an expressed or implied threat of reprisal, for refusal to comply;
- the conduct or comment is accompanied by the actual denial of opportunity, or the expressed or implied threat of the denial of opportunity, for failure to comply;
- the conduct or comment is intended to, or has the effect of, creating an intimidating or hostile environment. Such comment or conduct may include sexual advances; requests for sexual favours; suggestive and/or derogatory comments or gestures emphasizing sex or sexual orientation; or physical contact.

(7) Discrimination and harassment, including sexual harassment, can occur between individuals of the same or different status, and both men and women can be the subject of harassment by members of either gender. Discrimination and harassment, including sexual harassment, can involve individuals or groups; can occur during one incident, or over a series of incidents including single incidents, which, in isolation, would not necessarily constitute discrimination or harassment; and can occur on campus or off, during working hours or not.

(8) The impact of behaviour on the complainant defines the comment or conduct as discrimination and harassment, subject to the test of a reasonable person.

(9) This policy is to be interpreted in a way that is consistent with the UBC Calendar statement on academic freedom. (See definition section.) Neither this policy in general, nor its definitions in particular, are to be applied in such a way as to detract from the right of faculty, staff, and students to engage in the frank discussion of potentially controversial matters, such as age, race, politics, religion, sex and sexual orientation. These are legitimate topics and no University policy should have the effect of limiting discussion of them or of prohibiting instructional techniques, such as the use of irony, the use of conjecture and refutation, or the assignment of readings that advocate controversial positions, provided that such discussion and instructional techniques are conducted in a mutually respectful and non-coercive manner.

(10) Neither this policy in general, nor its definitions in particular, are to be applied in such a way as to detract

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from the right of those in supervisory roles to manage and discipline employees and students subject to managerial and instructional practices.

PURPOSE

(11) To provide and maintain a study and work environment free from discrimination and harassment, including sexual harassment.

POLICY

(12) Every student and member of faculty and staff at the University of British Columbia has the right to study and work in an environment free from discrimination and harassment, including sexual harassment. The University and all members of the University community share responsibility for ensuring that the work and study environment at UBC is free from discrimination and harassment. Specifically, Administrative Heads of Unit bear the primary responsibility for maintaining a study and work environment free from discrimination and harassment, including sexual harassment; Administrative Heads of Unit are free to act, and should act, on this responsibility, whether or not they are in receipt of individual complaints; and the knowledge and experience of the Equity Office are available to all members of the University community.

ACCESS TO COMPLAINT PROCEDURES

(13) A complaint of discrimination or harassment pertaining to University work, studies, or participation in campus life may be lodged by any member(s) of the University community against other member(s) of the University community and/or the University.

(14) A complaint may be lodged even when there has been apparent acquiescence of the complainant in the conduct or comment in question.

(15) Contractors, their employees and agents, and visitors to the University also are expected to conduct themselves in any University-related activity in a manner consistent with this policy. Allegations of discrimination and harassment, including sexual harassment, against such persons will be dealt with by the University as potential breaches of contract, and/or may result in suspension of University privileges, such as access to the campus.

(16) Although contractors, their employees and agents, and visitors to the University who suffer discrimination or harassment do not have access to these complaint procedures, such individuals are encouraged to consult with an Equity Advisor or express their concerns directly to the Associate Vice President Equity.

COMPLAINT PROCEDURES

(17) Complaints of discrimination and harassment, including sexual harassment, can be resolved by employing any or all of the following procedures: (A) informal resolution, (B) mediation, (C) investigation and decision.

A. Informal Resolution

(18) Informal resolution is a resolution to which the complainant consents, and is arrived at with the assistance of an Administrative Head of Unit and/or an Equity Advisor, but without the use of either mediation or adjudication. The possible means of achieving informal resolution are numerous. Examples include advice to the complainant, referral for counselling, investigation by the Administrative Head of Unit, letter to the respondent, relocation of the complainant and/or the respondent, disciplining the respondent, or any other appropriate and just measures. Informal resolution can occur without knowledge to anyone other than the complainant and the Administrative Head of Unit, or the Equity Advisor who receives the complaint.

(19) In all cases, the Administrative Head of Unit considers whether the complaint arises from a systemic problem, and if so, seeks the assistance of the Equity Office to resolve it.

(20) No informal resolution of a complaint that adversely affects the academic, employment, professional, or other interests of the respondent shall proceed without the consent of the respondent.

(21) The Equity Advisor or the Administrative Head of Unit (or designate) assists the complainant in clarifying the allegations, and their related consequences, and in considering the applicability of various options, such as an apology from the respondent or reassignment of duties.

(22) Written records of informal resolutions are kept in confidential files of the Equity Office.

B. Mediation

(23) At any time after a complaint has been received, the parties can attempt to resolve the complaint through a process of mediation, provided that both parties consent to such a process. Mediators are drawn from the Equity Resource Group and are selected by the Associate Vice President Equity. They are trained in alternate dispute resolution techniques that relate to the issues covered by this policy. Appointed mediators and the format of the mediation process must be acceptable to both the complainant and the respondent.

(24) A mediated settlement arrived at between the complainant and the respondent is written out, signed by the complainant and the respondent, and countersigned by the mediators. If a potential settlement entails action to be taken by the University, the University becomes a third party to the mediation and also must agree for there to be a settlement.

(25) A copy of any agreement reached during mediation is provided to each of the signatories and to the Equity Office, and remains confidential.

(26) No person involved in a mediation proceeding shall give evidence or introduce documents from that proceeding during any other subsequent University proceeding where that evidence or those documents would disclose that any person had agreed or refused to agree to mediation or, if mediation occurred, what took place during the mediation.

C. Investigation and Decision

Request for Investigation and Decision

(27) At any time after the complaint has been made, if the complainant wishes to have the complaint investigated and decided, the complainant has the right to file a written request with the Equity Office. Requests include detailed accounts of the conduct or comment on the part of the respondent that forms the basis of the complaint.

(28) Within five working days, the Equity Office delivers a copy of a request for investigation and decision to the respondent.

(29) The respondent has the right to respond to the request in writing, provided such right is exercised within ten working days from receipt of that request. The respondent may acknowledge or deny the validity of the complaint in whole or in part, provide new information, or propose a resolution of the complaint.

(30) Within five working days from receipt of the respondent's written reply to a request for investigation and decision, the Equity Office delivers a copy of that reply to the complainant.

(31) On receipt of the respondent's written reply, the complainant may accept the reply as full resolution of the complaint, or on the basis of the respondent's written reply, the complainant may choose to pursue either informal resolution or mediation, in which case an Equity Advisor puts into effect the appropriate procedures.

Investigation

(32) When informal resolution or mediation has failed to resolve a complaint, the Equity Office informs the respondent's Administrative Head of Unit, and the Associate Vice President Equity assigns a member of the Equity Resource Group to investigate.

(33) The investigator interviews the complainant, the respondent, and such other persons as she or he considers may have information pertaining to the complaint. The investigator re-interviews or seeks additional witnesses in order to confirm evidence or explore discrepancies. The investigator prepares a written recommendation indicating whether or not in his/her opinion the policy applies to the complaint and the facts of the case.

(34) Interviews are private and held away from the work areas of those involved.

(35) The investigator submits and discusses the report with a Panel comprised of three people (one of whom is external to UBC) appointed for two-year renewable terms by the Associate Vice President Equity. This Panel meets with the complainant and with the respondent to discuss the contents of the report. At its discretion, but especially in cases of relevant, new information arising that has not been explored with both the complainant and the respondent, the Panel may request supplementary reports from the investigator. In addition, the Panel may request a history of any previous discipline.

(36) The Panel decides on the following:

- whether the policy applies in the circumstances;
- whether on the balance of probabilities, and with the onus of proof being on the complainant, there has been a violation of the policy;
- whether discipline or remedies are appropriate.

(37) If the Panel concludes that other University policies or procedures bear on the complaint, the Panel identifies them and refers the relevant parties to the University office with responsibility therefor.

(38) In the event that the Panel recommends that the complaint be upheld, it may recommend both a form of discipline for the respondent and a remedy for the complainant. It also may recommend any other measures it considers appropriate in the circumstances. Such recommendations are made in writing and supported by reasons.

(39) In the event that the Panel recommends the complaint be dismissed, it may recommend counselling, support, education, and such other measures as it considers appropriate for the complainant and/or the respondent. It also may recommend such measures as it considers appropriate to restore the complainant's or respondent's unit to effective functioning. Such recommendations are made in writing and supported by reasons.

(40) In the event that the Panel recommends not only dismissal of the complaint but contemplates finding the complaint to have been made in bad faith, it shall meet with the complainant and provide an opportunity for the complainant to respond prior to making its recommendation. It may recommend both a form of discipline for the complainant and a remedy for the respondent. The Panel also may recommend any other measures it considers appropriate in the circumstances. Such recommendations are made in writing and supported by reasons.

(41) The Panel distributes its recommendations and reasons to the Associate Vice President Equity, the complainant, the respondent, and their Administrative Heads of Unit.

Decision

(42) For students, the Administrative Head of Unit with authority to receive the Panel's recommendations is the President; for members of staff, it is the Director or Head of Department; for faculty, the authority may be either the President or the Dean/Head, depending on the nature of the discipline contemplated. The Agreement on Conditions of Appointment states that only the President may discipline a faculty member by dismissal or suspension without pay. The individual receiving the Panel's recommendations meets with the complainant and with the re-

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spondent, confers with the Associate Vice President Equity and his or her own Vice President, and considers the Panel's recommendations.

(43) The individual receiving the Panel's recommendations may take such disciplinary and remedial measures as he or she considers appropriate. A written report of measures taken with supporting reasons is distributed to the Associate Vice President Equity, the complainant, the respondent, their Administrative Heads of Unit, the investigator, and the Panel.

Appeal

(44) A student who denies that a violation of the policy took place or who disagrees with an imposed penalty has recourse through the Senate Committee on Appeals on Academic Discipline. A member of staff or faculty has recourse through the provisions of the collective agreement or terms and conditions of employment. To the extent provided for in collective agreements, complainants also may have recourse to appeal the decision. As well, the complainant and respondent may have recourse to extra-University processes.

INITIATION OF COMPLAINT PROCEDURES

(45) While it is possible for anyone to seek anonymously the advice and assistance of an Equity Advisor, only those complaints in which the complainant's identity is disclosed may be taken through the mediation and investigation/decision stages.

(46) Only those complaints lodged within one calendar year of an event, or in the case of a series of events, the last event in a series are processed. The Associate Vice President Equity may grant extensions beyond this one-year limit.

(47) The procedures in this policy can be initiated by persons directly affected (by the conduct or comment that forms the basis of the complaint) or by Administrative Heads of Unit.

A. Initiation of Procedures by Persons Directly Affected

(48) Persons directly affected by the conduct or comment that forms the basis of the complaint may lodge the complaint with either an Administrative Head of Unit or with an Equity Advisor.

(49) At any time, complainants may choose to withdraw from these complaint proceedings. Nevertheless, the University's legal responsibility to provide an environment free from discrimination and harassment, including sexual harassment, may obligate the University to proceed in the absence of a complaint from the persons directly affected. In such cases, the Administrative Head of Unit and the Equity Advisor decide whether to proceed, taking into account the need for protection against retaliation on the part of witnesses and the need for due process on the part of respondents.

Response of Administrative Heads of Unit

(50) In responding to complaints of discrimination or harassment, including sexual harassment, Administrative Heads of Unit are encouraged to seek the assistance of the Equity Office.

(51) Administrative Heads of Unit deal immediately with allegations of discrimination and harassment, including sexual harassment, by investigating, and when appropriate, ordering the behaviour to stop, and taking preventive, interim, and/or remedial measures.

(52) The Administrative Head of Unit provides the complainant with a copy of this policy and explains available options. In addition, with the consent of the complainant, the Administrative Head of Unit attempts to effect an informal resolution of the complaint.

(53) If the complaint cannot be resolved informally, and the complainant wishes to access mediation or to make a written request for investigation and decision, the Administrative Head of Unit directs the complainant to the Equity Office.

(54) If the Administrative Head of Unit believes that these complaint procedures do not apply, the Administrative Head of Unit confers with an Equity Advisor about the matter and explains to the complainant why this policy has no application. In addition, the Administrative Head of Unit deals with the complaint on the basis of the appropriate University policy, if necessary by referring the complainant to another University office or support service, and informs the complainant of the existence of extra-University support and complaint services.

(55) If at any time, the complainant is dissatisfied with the actions taken by an Administrative Head of Unit, the complainant can lodge the same complaint with an Equity Advisor or extra-University agencies.

Response of Equity Advisors

(56) The Equity Advisor provides the complainant with a copy of this policy and explains available options. In addition, with the consent of the complainant, the Equity Advisor attempts to effect an informal resolution of the complaint. As well, the Equity Advisor recommends to the Administrative Head of Unit measures to protect the safety, academic, and other interests of the complainant pending resolution of the complaint.

(57) If the complaint cannot be resolved informally, and the complainant wishes to access mediation or to make a written request for investigation and decision, the Equity Advisor assists the complainant in so doing.

(58) If the Equity Advisor believes that these complaint procedures do not apply, the Equity Advisor explains to the complainant why this policy has no application. In addition, the Equity Advisor refers the complainant to another University office or support service and informs the complainant of the existence of extra-University agencies.

B. Initiation of Procedures by Administrative Heads of Unit

(59) Administrative Heads of Unit may lodge complaints with an Equity Advisor to resolve allegations of discrimination or harassment, including sexual harassment. An Administrative Head of Unit who lodges a complaint is identified as the complainant, and the persons directly affected by the conduct or comment that forms the basis of the complaint may be called upon as witnesses in any subsequent investigation or decision.

(60) When an Administrative Head of Unit becomes a complainant, she or he surrenders any rights or responsibilities assigned to administrators by these procedures. The individual to whom this complainant reports assumes the latter's rights and responsibilities. Any disputes that arise over the applicability of any of the procedures shall be referred to the Associate Vice President Equity, whose decision shall be final.

(61) If an Administrative Head of Unit lodges a complaint with an Equity Advisor, and the Equity Advisor believes that these complaint procedures apply, the Advisor, in consultation with the complainant, considers the appropriateness of an informal resolution of the complaint, and where appropriate follows the procedures provided for informal resolution or mediation; advises and assists the complainant in taking necessary measures to protect the interests of those directly affected by the complaint; and if the complaint cannot be resolved informally or by mediation, and the complainant wishes to make a written request for investigation and decision, assists him or her in so doing.

(62) If the Equity Advisor believes that these complaint procedures do not apply, the Advisor explains to the Administrative Head of Unit why this policy has no application and refers him or her to another University office or extra-university agencies.

(63) Where the identity of the persons responsible for acts of harassment is unknown to the Administrative Head of Unit, the Associate Vice President Equity arranges an investigation and notifies appropriate authorities both inside and outside the University. In addition, the Administrative Head of Unit, in consultation with the Associate Vice President Equity, arranges for measures intended to restore the unit to effective functioning.

GENERAL PROVISIONS

Right of Parties to Support and Assistance

(64) The complainant and respondent are at all times during these procedures entitled to support and assistance.

(65) The complainant is entitled to the support and assistance of an Equity Advisor.

(66) The respondent is entitled to the support and assistance of a member of the Equity Resource Group.

(67) Members of unions and employee associations have all rights to representation that their collective agreements confer.

Obstructing the Process

(68) Any person whose willful actions or inactions obstruct the application of these procedures or who willfully breaks an undertaking or agreement shall be subject to discipline.

Retaliation

(69) No one shall suffer reprisal for refusing to violate this policy or for bringing forward, in good faith, a complaint or concern about discrimination or harassment, including sexual harassment. The University considers retaliation or the threat of retaliation at any stage to be a serious offense because it prevents potential complainants, witnesses, and administrators from acting on their concerns.

(70) All persons involved in these procedures shall report threats and other safety concerns immediately to the Equity Office and relevant administrators.

(71) Administrative Heads of Unit deal immediately with allegations of retaliation by investigating, and when appropriate, ordering the behaviour to stop, and taking preventive, interim, disciplinary and/or remedial measures.

(72) In its deliberations and recommendations, the Panel shall consider any allegations of retaliation.

Confidentiality

(73) All members of the University community involved in a case are expected to maintain confidentiality, particularly within the work or study area in question and in shared professional or social circles. These members include Equity Advisors, support staff, Administrative Heads of Unit, and witnesses, as well as the respondent and the complainant. Although at times difficult to avoid, the breach of confidentiality undermines the provision of due process, and thus proves a disservice to both the complainant and the respondent.

(74) Confidentiality is not the same as anonymity: For a complaint to go forward to mediation or investigation and decision, the identity of the complainant and the details of the complaint must be released to the Equity Advisor, the respondent, and those involved in the application of these procedures.

(75) Terms of confidentiality, including the need to disclose information that restores a unit to effective functioning, may be agreed on in informal or mediation agreements between the complainant(s) and respondent(s), or recommended by the Panel, or ruled on by the Administrative Head of Unit.

(76) The University, through the Associate Vice President Equity, may take necessary steps to ensure the health, safety, and security of any member of the University community.

(77) For educational purposes, the Equity Office may discuss specific cases and their resolutions without identifiers.

(78) Confidentiality may not apply to persons subject to extra-University judicial processes.

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Use of Documents

(79) Documents are used only for the purpose for which they were created and are retained by the Equity Office. Access to Equity Office files is restricted to current members of the Equity Office staff. In cases involving repeat complaints or security and safety issues, a University Vice President may review Equity Office files.

(80) Documents may be required by law to be released to extra-University processes.

Multiple Proceedings

(81) A complaint under this policy may also be pursued in extra-University processes.

(82) The fact that a complaint is being pursued under these procedures does not preclude the complainant from pursuing an extra-University process.

(83) Where there are multiple complaints against an individual, a unit, or the University, the complainants shall clarify whether the complaints comprise a systemic complaint or a series of individual complaints.

(84) Where two or more complaints have been lodged against the same respondent, these complaints may be dealt with by a single Panel.

Limited Role of Resource Group Members

(85) No member of the Equity Resource Group shall act in more than one capacity in any given case.

Conflict of Interest

(86) Members of the University community are governed by the terms of the University Conflict of Interest Policy. Individuals in an intimate or sexual relationship with a person in a subordinate position shall disclose the relationship to the Administrative Head of Unit and shall cooperate with those measures the Administrative Head of Unit considers appropriate to avoid conflict of interest in matters such as supervision and evaluation.

(87) When power differentials exist amongst or between faculty, staff, and students, those holding positions of authority shall not abuse, nor seem to abuse, the power with which they are entrusted. Such relationships include, but are not limited to, those between a coach, an academic advisor, an instructor/professor, a counsellor, a residence advisor, a tutor, a thesis/practicum supervisor, a research head, or a director and his or her subordinate, junior colleague, or student. Anyone who enters into a sexual relationship with a person where a professional power differential exists must realize that, if a charge of sexual harassment is subsequently lodged, it will be extremely difficult to defend the conduct on grounds of mutual consent.

(88) An inappropriate sexual relationship may create a negative work or study environment for others and give rise to a complaint under this policy.

Interim Solutions

(89) The complainant, respondent, or unit may require immediate measures to preserve safety, morale, or efficiency while a situation is being resolved, investigated, or decided. Such measures, whether carried out by the Administrative Head of Unit or by the Equity Advisor, should not be viewed as judgment of the credibility of the complainant or respondent, who may appeal such measures with the Associate Vice President Equity. His or her decision is final, subject to the provisions of collective agreements.

Remedy Options

(90) Once a case has been decided, the complainant or the respondent may require measures be taken to correct damage done to her or his career development, academic record, physical or emotional health, reputation, or finances. Arrangements are negotiated with the appropriate University officer. (See paragraph 42.)

Discipline Options

(91) Discipline is appropriate to the offense and relevant circumstances of the case, and is applied after an admission or judgment of wrongdoing. Considerations in determining discipline include, but are not limited to, work history, previous discipline, past cases, respondent's acknowledgment of wrong, relationship of parties, degree of aggression and physical contact, number of events, impact on the complainant, and intent of the respondent.

Options Available Outside the University

(92) Nothing in this policy shall be construed to remove any rights of appeal or rights to grieve that members of the University community have independent of this policy, or to remove any rights to take action against the University or members of the University community in other processes within or without the University.

Concerns and Complaints about Procedures

(93) General or specific complaints about the application of these procedures may be addressed to the Associate Vice President Equity.

THE EQUITY OFFICE

(94) The Equity Office has responsibility for

- providing advice and assistance to Administrative Heads of Unit and others seeking direction in the handling of cases;
- advising and assisting those who bring forward complaints during all stages of the procedures, including the initiation of a complaint, as well as the undertaking of informal resolution, and arranging for mediation or investigation;
- ensuring that the policy and procedures in this document have been appropriately and effectively implemented;
- providing information and advice on the complaint process and limitations to confidentiality to any member of the University community;
- providing education on the prevention and remediation of discrimination and harassment, including sexual harassment;
- publishing annually in UBC Reports statistical and summary reports on the number of complaints made, types of complaints, outcomes, educational activities, and an evaluation of this policy and its procedures.

EQUITY RESOURCE GROUP

(95) The Associate Vice President Equity appoints knowledgeable professionals who do not work at UBC to serve as members of the Equity Resource Group for renewable terms of two years.

(96) The Associate Vice President Equity ensures that at least four members of the Equity Resource Group are available to advise respondents, mediate cases, and investigate cases.

PRESIDENT'S ADVISORY COMMITTEE ON DISCRIMINATION AND HARASSMENT

(97) The Associate Vice President Equity ensures that the President's Advisory Committee on Discrimination and Harassment reflects the diversity of members of the University with regard to gender, culture, ethnicity, disability, and sexual orientation.

(98) The tasks of this Committee are to

(a) advise and assist the Associate Vice President Equity in creating and implementing an educational program designed to make all members of the University aware of
- the nature of discrimination and harassment, including sexual harassment;
- measures that should be taken to prevent discrimination and harassment from occurring; and
- the procedures to be followed and possible outcomes involved in the event of a complaint.

(b) advise and assist the Associate Vice President Equity in the evaluation of Equity Office services, procedures, and educational programs.

DEFINITIONS

Academic freedom at UBC is defined in the UBC Calendar: "The members of the University enjoy certain rights and privileges essential to the fulfilment of its primary functions: instruction and the pursuit of knowledge. Central among these rights is the freedom, within the law, to pursue what seem to them fruitful avenues of inquiry, to teach and learn unhindered by external or nonacademic constraints, to engage in full and unrestricted consideration of any opinion. This freedom extends not only to the regular members of the University but to all who are invited to participate in its forum. Suppression of this freedom, whether by institutions of the state, the officers of the University or the actions of private individuals, would prevent the University carrying out its primary functions. All members of the University must recognize this fundamental principle and must share responsibility for supporting, safeguarding and preserving this central freedom. Behaviour which obstructs free and full discussion, not only of ideas which are safe and accepted, but of those which may be unpopular or even abhorrent, vitally threatens the integrity of the University's forum. Such behaviour cannot be tolerated."

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

Complaint for investigation and decision under these procedures means a written complaint by an individual or group that he/she/they have been discriminated against or harassed including sexually harassed; or that there has been retaliation for consulting with an Equity Advisor or for participating in proceedings under this policy; or that there has been a breach of an undertaking as to future conduct.

Contractors include vendors of goods and services to the University, volunteers, homestay families, persons in the community guiding practicum and internship placements, and others with similar connections to the University.

Discrimination refers to intentional or unintentional treatment for which there is no bona fide and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the British Columbia Human Rights Act (1984, amended 1992.) The grounds protected against discrimination by the British Columbia Human Rights Act include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. The Act contains a number of exemptions and defenses. For example, the University's Employment Equity Policy, which has as its object the amelioration of conditions of disadvantage, is exempt from a complaint of discrimination under the Act. Similarly, the Supreme Court of Canada upheld the University's policy on mandatory retirement, and therefore, it also is exempt under the Act.

Harassment refers to physical, visual or verbal behaviour directed against a person for which there is no bona fide and reasonable justification. Such behaviour adversely affects specific individuals or groups as defined by the British Columbia Human Rights Act. (See definition of discrimination for protected grounds.)

Member of the University community is a student, a member of faculty, or a member of staff.

Reasonable person test gives unprejudiced and as neutral as possible consideration to a complaint. Without limiting the scope of issues relevant to the case, the investigative panel and the Administrative Head of Unit must take into account the perspectives of both the complainant and respondent.

Sexual Harassment refers to comment or conduct of a sexual nature, when any one or more of the following conditions are satisfied:

- the conduct is engaged in or the comment is made by a person who knows or ought reasonably to know that the conduct or comment is unwanted or unwelcome;
- the conduct or comment is accompanied by a reward, or the expressed or implied promise of a reward, for compliance;
- the conduct or comment is accompanied by reprisal, or an expressed or implied threat of reprisal, for refusal to comply;
- the conduct or comment is accompanied by the actual denial of opportunity, or the expressed or implied threat of the denial of opportunity, for failure to comply;
- the conduct or comment is intended to, or has the effect of, creating an intimidating or hostile environment.

Such comment or conduct may include sexual advances; requests for sexual favours; suggestive and/or derogatory comments or gestures emphasizing sex or sexual orientation; or physical contact.

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Policy and Procedure Handbook addition

Policy on Scholarly Integrity

RESPONSIBLE VICE PRESIDENT:
Vice President Academic & Provost
Vice President Research

PREAMBLE:
The University recognizes that teaching, research, scholarship and creative activity are most likely to flourish in a climate of academic freedom. Since the conditions for proper teaching, research, scholarship and creative activity are quite different depending upon the discipline, individual investigators are expected to assume direct responsibility for the intellectual and ethical quality of their work.

The university community has always recognized the necessity for maintaining the highest ethical standards in the conduct of scholarly activities. The University of British Columbia has developed this policy to communicate expectations, increase awareness of integrity issues, and encourage scholars (be they students or members of faculty and staff) to assume personal responsibility.

PURPOSE:
- to promote scholarly integrity among scholars, in order to maintain and enhance the value of impartiality that universities offer society;
- to proscribe activities which breach generally acceptable standards of scholarly conduct;
- to provide a process for dealing with allegations of scholarly misconduct quickly.

POLICY:
UBC is responsible for developing awareness among all students and members of faculty and staff involved in teaching and scholarly activities of the need for the highest standards of integrity, accountability and responsibility.

UBC holds scholars responsible for scholarly and scientific rigour and integrity in teaching and research, in obtaining, recording and analyzing data and in presenting, reporting and publishing results, through such means as:
- evaluating the work of students in a fair manner;
- giving appropriate recognition, including authorship, to those who have made an intellectual contribution to the contents of the publication, and only those people; using unpublished work of other researchers and scholars only with permission and with due acknowledgement; and using archival material in accordance with the rules of the archives;
- obtaining the permission of the author before using new information, concepts or data originally obtained through access to confidential manuscripts or applications for funds for research or training that may have been seen as a result of processes such as peer review;
- maintaining confidentiality guarantees to research subjects;
- using research funds in accordance with the terms and conditions under which those funds were received;
- revealing to the University, journals, sponsors, funding agencies or those requesting opinions, any conflict of interest, financial or other, that might influence their decisions on whether the individual should be asked to review manuscripts or applications, test products or be permitted to undertake work sponsored from outside sources. (See Policy #97, Conflict of Interest.)

UBC investigates allegations of scholarly misconduct in a timely, impartial and accountable manner and takes appropriate action, including any necessary steps to preserve evidence, when it finds that scholarly misconduct has occurred.

PROCEDURE SUMMARY:
In order to maintain integrity in teaching, research, scholarship and creative activity and to avoid misconduct, members involved in teaching, research, scholarship and professional/creative activity shall in particular:
- evaluate the work of students fairly;
- recognize and acknowledge the intellectual contribution of others;
- not use new information obtained through access to confidential manuscripts or applications seen as a result of peer review;
- use scholarly and scientific rigour in obtaining, recording and analyzing data and in reporting results;
- ensure that authors of published work include all and only those who have intellectually contributed;
- maintain integrity in using research funds.

Acts of scholarly misconduct may be committed with varying degrees of deliberateness. It is recognized that the borderline between carelessness and negligence, on the one hand, and intentional dishonesty, on the other, may be very narrow. The result is objectionable in any case, even if different degrees of discipline are appropriate.

Careful supervision of new members of faculty and staff by their supervisors and department heads is in the best interest of the institution, the supervisor, the trainee and the scholarly/scientific community. The complexity of scholarly and scientific methods, the necessity for caution in interpreting possibly ambiguous data, the need for advanced analysis, and the variety of protocols for reporting research data all require an active role for the supervisor in the guidance of new investigators.

Principal and co-investigators who have failed to exercise reasonable care in directing and supervising researchers who have committed academic misconduct share in the blame and should be disciplined accordingly.

A factor in many cases of alleged scholarly/scientific misconduct has been the absence of a complete set of verifiable data. The retention of accurately recorded and retrievable results is of utmost importance. For instance, in many scientific departments, a record of the primary data must be maintained in the laboratory and cannot be removed.

A gradual diffusion of responsibility for multi-authored or collaborative studies could lead to the publication of papers for which no single author is prepared to take full responsibility. Two safeguards in the publication of accurate reports are the active participation of each co-author in verifying that part of a manuscript that falls within his/her specialty area and the designation of one author who takes responsibility through reasonable care for the validity of the entire manuscript.

Formal procedures for the investigation of allegations of scholarly misconduct are essential to assure the protection of the rights of all those involved in the case until the basis of the allegations can be examined and a resolution of the problem can be determined.

DETAILED PROCEDURES:

Source of Allegation(s)
The initial report of suspected misconduct may come from various sources within or without the University. For example, the allegation may come from an individual member of faculty or staff, a student, a member of the general public, a media report, a group of individuals, a granting source or from a University administrator.

Initial Disposition of Allegations
Allegations of scholarly misconduct received by an Administrative Head of Unit may be handled in one of three ways:
- the Head may look into the matter and deal directly with it, reporting the disposition of the case to the Dean;
- the Head may look into the matter and make a recommendation for its disposition to the Dean;
- the Head may make a recommendation to the Dean that it be referred to the Vice President Academic & Provost for investigation.

Authority of the Dean and Vice President Academic & Provost
The Dean and the Vice President Academic & Provost have the authority: to close down and declare "off limits" facilities used for research; to obtain and retain relevant documentation (eg lab notes, computer disks, hard drives) related to an investigation; to request that members of the university community appear before an investigative committee and answer its questions or supply materials to it.

Allegations Referred to the Vice President Academic & Provost
The Vice President may choose to refer the matter back to the unit or to dismiss the allegation. If in the judgement of the Vice President or designate the allegations have sufficient substance to warrant investigation, he/she informs the student(s) and/or employee(s) named in the allegation, in writing. The written notice summarizes the allegation in sufficient detail to allow the individual(s) concerned an opportunity to respond. Responses received are forwarded to the investigative committee if established.

Appointment of Investigating Committee
The Vice President Academic & Provost or designate appoints an Investigative Committee consisting of three experienced members, one external to UBC, and all at arms length from both the person(s) alleging misconduct and the person(s) alleged to have misconducted themselves. The terms of reference of the Investigative Committee are to determine if scholarly misconduct has occurred, and if so, its extent and seriousness. The Committee elects one of its members as Chair.

As this is an internal investigative process, proceedings are conducted in private and persons alleged to have misconducted themselves are not entitled to representation by legal counsel when they meet with the Investigative Committee.

In cases of collaborative research involving other institutions, it may be desirable to conduct either parallel investigations, or a joint investigation, with appropriate changes to the procedures outlined below. Whichever method is chosen, UBC will cooperate fully with other institutions.

Investigation within Sixty Days
Due to the sensitive nature of allegations of scholarly misconduct, the inquiry by the Investigative Committee should be completed and a draft report prepared within sixty days of the initial written notification to the respondent(s). In complex cases a full report may not be possible in this time frame, but some assessment must be prepared within three months.

Considerations for the Investigative Committee
The Committee aims to review all scholarly activity with which the individual has been involved during the period of time considered pertinent in relation to the allegation, including any abstracts, papers or other methods of scholarly communication. A special audit of accounts may also be performed on the sponsored research accounts of the involved individual(s).

The Committee has the right to see any University documents and question any students or members of faculty and staff during its investigation.

The Committee ensures that it is cognizant of all real or apparent conflicts of interest on the part of those involved in the inquiry, including both those accused and those making the allegations.

It may seek impartial expert opinions, as necessary and appropriate, to ensure the investigation is thorough and authoritative.

In the investigation process, the persons alleged to have engaged in misconduct have the right to know all allegations against them and the right to respond fully.

Review of Draft Report
The involved individual, any collaborators or supervisor related to the investigation are given reasonable opportunity to review and comment on the draft report.

Findings and Recommendations of the Investigative Committee
The Investigative Committee, upon reviewing all the elements in the case, will report on its finding of whether or not scholarly misconduct occurred, and, if so, its extent and seriousness. If the allegations are proven on a balance of probabilities, the Investigative Committee shall also make recommendations in its report on the need to:
- withdraw all pending relevant publications;
- notify editors of publications in which the involved research was reported;
- redefine the status of the involved individuals;
- ensure that the units involved are informed about appropriate practices for promoting the proper conduct of research;
- inform any outside funding agency of the results of the inquiry and of actions to be taken;
- recommend any disciplinary action to be taken.

If the allegations are not substantiated, the Committee may make recommendations in its report on the need for remedies.

Continued next page

Policy on Scholarly Integrity (cont.)

The report is considered a private, not public document.

Materials from the Investigation
The Chair of the Committee will keep copies of all materials that have been collected and hand them over to the Vice President Academic & Provost or designate within the President's Office, along with the Committee's report.

Report to the Appropriate Administrative Head of Unit within 75 days
For students, the Administrative Head of Unit with authority to receive and act on the Committee's report is the President; for members of staff, it is the Director or Head of Department; for members of faculty, the authority may be either the President or the Dean/Head, depending on the nature of the discipline contemplated. (The Agreement on Conditions of Appointment states that only the President may discipline a faculty member by dismissal or suspension without pay.) The individual receiving the Committee's report consults with the President, the Vice President Academic & Provost, the Vice President Research, the Dean, and if appropriate the Head of Department, about its report. In cases where scholarly misconduct is judged to have occurred, the Vice President Academic & Provost, the Vice President Research, the Dean, the Head and the President will discuss appropriate action based on the nature and seriousness of the misconduct.

Appeal of Discipline
Discipline imposed for scholarly misconduct may be appealed:
- By Faculty members in the Bargaining Unit: through the grievance procedure outlined in Section 21 of the Agreement on the Framework for Collective Bargaining with the Faculty Association or Section 10 of the Agreement on Conditions of Appointment.
- By Staff Members in Unions: through the grievance procedure established in the relevant collective agreements.
- By Management and Professional Staff: through the grievance procedure established in the Framework Agreement (yet to be negotiated).
- By Employees not covered above: directly to the President in writing.
- By Students: through the Senate Committee on Student Appeals on Student Discipline.

Protection of Reputation
When no scholarly misconduct is found, every effort will be made by the Vice President Academic & Provost to protect the reputation of the individual named from undue harm, as well as the reputation of the University. The Provost, Dean and Head may consult about any remedial steps that need to be taken in the circumstances.

Good Faith
In all proceedings and subsequent to a final decision, the University will undertake to assure that those making an allegation in good faith and without demonstrably malicious intent are protected from reprisals or harassment. False allegations made purposefully will give lead to discipline for the individual making the allegation by the University.

Annual Report
In order to disseminate information about issues this policy is intended to address, the Vice President Academic and Provost publishes annually a report summarizing the facts of cases of scholarly misconduct and their disposition.

Cross-References
See also, Policy # 87 - Research, Policy #88 - Patents and Licensing, Policy # 97 - Conflict of Interest, Statement on Academic Freedom in UBC Calendar.

DEFINITIONS:
Scholarly misconduct, interpreted in light of practices that are appropriate within scholarly communities, includes:
- plagiarism;
- fabrication or falsification of research data;
- conflict of scholarly interest, such as suppressing the publication of the work of another scholar;
- the unfair evaluation of a student's work;
- failure to obtain approvals for research involving animal and human subjects or to conduct such research in accordance with the protocols prescribed;
- other practices that deviate significantly from those which are acceptable as appropriate within scholarly communities;
- specific definitions or clarifications adopted by a Faculty of any matter in the points above and any other matter specifically defined by a Faculty as misconduct in scholarly activity, in order to ensure proper recognition of the standards appropriate to the scholarly communities within that Faculty, taking into account Codes of Professional Conduct where applicable; but
- "misconduct" does not include any matter involving only an honest difference of opinion, mistake or an honest error of judgment.

Scholarly Activity includes all activity that were it to be undertaken by a faculty member would be appropriate for inclusion on a curriculum vitae or in an Annual Report to the Head as teaching, scholarship, research or other creative/professional activity.

Falsification means alteration, selective omission or misrepresentation of research data or citations.

Fabrication means inventing or forging of research data or citations.

Plagiarism means representing the thoughts, writings or inventions of another as one's own.

Principal Investigator means the person who has ultimate responsibility for a research project. In the case of a project funded by an external or internal grant, normally the holder of the grant. In the case of a project that is not funded, the initiator of the project. The principal investigator is usually the supervisor of the research team (which may include other faculty members) and is usually a faculty member.

This is the newly-revised section of Policy #97, Conflict of Interest that deals with Procedures for Extra-University Activities, effective from 26/01/95

Extra-University Activities

Full-time appointments involve a year-round (except for the vacation period) commitment to teaching, research, service, support activities, and participation in the life of the University.

Outside Professional Activities (Introduction)
Outside professional activities are extra-University activities which involve the same kind of specialized skills and knowledge that the faculty or staff member practices in the employ of the University.

Activities such as consulting, private contracts, professional practice, directorships on boards when not at UBC's request, being an officer of a company whose business relates to teaching/research interests of faculty, teaching at other institutions, are examples of outside professional activities.

Professional activities not considered "outside" include: being an external reviewer for a department at another university; editing a journal in one's field of study; teaching in UBC's continuing studies programs; participating as a committee member or member of the executive of one's regional, national or international organization; being an external reviewer for a promotion or tenure case; acting as a peer reviewer for a granting agency or publisher; being a director on a board at UBC's request.

Activities not related to work done at the University such as volunteer work, community work and the running of businesses are considered extra-university activities that are not "professional" for the purpose of this policy.

The University recognizes that the competence and effectiveness of faculty and staff may be enhanced by their participation in certain kinds of outside professional activities. For example, they can contribute to the professional development of the individual through the acquisition of new skills, external contexts and techniques or provide additional opportunity for application of knowledge to practical situations, and thus increase the individual's effectiveness in teaching, research, service and support endeavours. They can also open up academically-relevant opportunities for graduate students.

Furthermore, such participation frequently advances the purpose of the University in serving the needs of the larger community which it is a part through fostering the transfer and application of knowledge.

Yet, extra-University activities may produce consequences that are not to be measured merely in terms of hours expended. The expenditure of emotional energies, the obligations contingent on accepting external fees and salaries, and the distraction of non-University occupations may all interfere in the proper discharge of the primary University duties.

The essential principle of the University's policy on outside commitments to tasks outside the responsibilities of faculty or staff members to the University - that is their responsibilities to students, the discipline, colleagues, service and support - must be such that their University responsibilities are completely satisfied.

Outside Professional Activities, Members of Faculty
All faculty members shall disclose in writing the extent, nature, and timing of all outside professional activities, whether or not there were any, to the administrative head of their unit annually so that the individual's obligations and the extent of those obligations to outside organizations are known by the University. The form used for this purpose is the "Annual Report to the Department Head and Dean Regarding Extra-University Activities for the Period July 1, xxxx to June 30, xxxx", available from the Faculty Relations in the President's Office.

Prior written approval of the University (granted by the administrative head of the unit) is required in the following cases:
- when University services and facilities will be used for outside professional activities, except when such uses are already provided for in existing regulations of the University, Faculty or Department (such as approved secretarial assistance for a faculty member editing a journal); this approval may be given provided appropriate arrangements for such uses and for their payment (including reimbursement at fair rates for labour, materials, equipment and space) are made;
- when rescheduling or delegating any regular duties (e.g. classes, office hours or university service activities) will result;
- when the total outside professional activity for a faculty member in any one year becomes substantial, that is, more than an accumulated 52 days per year, inclusive of evenings, weekends and vacation periods;
- when a faculty member will be off campus for a period of 30 consecutive days (excluding holidays);
- when outside professional activities are increased during a period of study leave.

Outside Professional Activities, Members of Staff
Prior written approval of the University (granted by the administrative head of the unit) is required whenever a member of staff wishes to engage in outside professional activities during normal hours of work.

All members of staff shall disclose in writing the extent, nature, and timing of all outside professional activities to the administrative head of their unit annually so that the individual's obligations to outside organizations and the extent of those obligations to outside organizations are known by the University. Administrative heads of unit may require members of staff to complete the form "Annual Report to the Department Head and Dean Regarding Extra-University Activities for the Period July 1 xxxx to June 30 xxxx", available from Faculty Relations in the President's Office.

Activities Not Related to the Member's Profession
Activities of a non-professional nature (such as running a business, or performing voluntary or community work), which do not enhance the competence and effectiveness of faculty and staff members in their work at the University, will neither interfere in any way with their commitment to full-time employment at the University nor use any resources of the University.

Calendar

February 12 through February 25

chanics In Pigeons/Magpies. Dr. Dona Boggs, U. of Montana, Missoula. BioSciences 2449 at 4:30pm. Call Dr. Milsom at 822-2310.

Tuesday, Feb. 21

Representative Democracy Lecture Series
Political Science Dept./Ned DeBeck Foundation Speakers' Series: The Crisis of Representative Democracy in Canada. The Recruitment Of Women To Representative Institutions. Dr. Lynda Erickson, SFU. Buchanan A104 at 12:30pm. Also Wednesday, Feb. 22, 12-1:30pm, Hotel Georgia. Sponsored by Continuing Studies.Call 822-2345 or 822-1450.

Animal Science Seminar
Conservation Management Of Rare And Endangered Deer In SE Asia. MacMillan 256 at 12:30pm. Call 833-4593.

Pharmaceutical Sciences Seminar
An Insight Into Problem-Based Learning. Lynda Eccott, lecturer, Pharmaceutics/Biopharmaceutics. IRC #1 from 12:30-1:30pm. Call 822-4645.

Centre for Chinese Research Seminar
Cultural Patterns In The Development Of China's Universities: Some Reflections On the First Century, 1895-1995. Dr. Ruth Hayhoe, Higher Education Group, The Ontario Institute for Studies in Education. Asian Centre 604 from 12:30-2pm. Call 822-2629.

Botany Seminar
The Parsley 4CL1 Promoter: How Does A Small DNA Fragment Direct Complex Expression Patterns? Dave Neustaedter, grad student. BioSciences 2000 from 12:30-1:30pm. Call 822-2133.

Lectures in Modern Chemistry
An Introduction To Organic Nonlinear Optical Materials. (3M lecture in Materials Science). Dr. Seth Marder, Jet Propulsion Lab, CalTech. Chemistry 250, south wing at 1pm. Refreshments at 12:40pm. Call 822-3266.

Oceanography Seminar
Iron Chemistry In The Ocean: Special Reference to Bioavailability For Phytoplankton. Dr. Isao Kudo, Chemistry, Fisheries, Hokkaido U., Japan. BioSciences 1465 at 3:30pm. Call 822-4511.

Applied Ethics Colloquium
The Ethics Of Collectivism: The Politics Of The North. Avigail Eisenberg, Political Science. Angus 415 from 4-6pm. Call 822-5139.

Medical Genetics Seminar
What's New In Prenatal Diagnosis. Dr. Doug Wilson, Medical Genetics. Wesbrook 201 at 4:30pm. Refreshments at 4:15pm. Call 822-5312.

Wednesday, Feb. 22

Geography Colloquium
That Dangerous Fantasy Called Authenticity: Aboriginality And The Tourist Gaze. Dr. Jane Jacobs, U. of Melbourne. Geography 201 at 3:30pm. Refreshments. Call 822-4929.

Representative Democracy Lecture Series
Political Science Dept./Ned DeBeck Foundation Speakers' Series: The Crisis of Representative Democracy in Canada. Politics At The Boundaries: Restructuring In The Canadian Women's Movement. Dr. Janine Brodie, York U. Buchanan A204 at 12:30pm. Also Thursday, Feb. 23, 12-1:30pm, Hotel Georgia. Sponsored by Continuing Studies. Call 822-2345 or 822-1450.

Continuing Studies Lecture Series
Six Wednesdays includes March 29. International Scene: Ethnicity. Jim Frideres, U. of Calgary; David Schweitzer; Keith Preston; Patricia Kachuk; Leonard Angel and Jean LaPonce all of UBC. York Room, Hotel Georgia from 12-1:30pm. $65; seniors, $45. Lunch not included. Call 822-1450.

Forest Sciences Seminar Series
Clearcutting Engelmann Spruce/Sub-Alpine Fir Forests:Is It Sustainable? MacMillan 160 from 12:30-1:30pm. Call 822-9377.

Centre for Japanese Research Seminar
Recent Development Of Rice Imports In Japan. Dr. Jota Ishikawa, Hitotsubashi U./Economics, UBC. Asian Centre music studio from 12:30-2pm. Call 822-2629.

Microbiology/Immunology Seminar
Apoptosis As A Mechanism For LPS-Mediated Cytotoxicity Of Bovine Endothelial Cells. Elizabeth Frey, Microbiology/Immunology. Wesbrook 201 from 12-1:30pm. Call 822-3308.

BC Transplant Rounds
Anti-Hypertensive Medications And Their Use In Patients Renal Disease. Dr. Sherida Fox/Dr. Nilu Partori, Vancouver Hospital. Vancouver Hosp/HSC Taylor-Fidler theatre from 12-1pm. Lunch provided. Call 877-2100.

Financial Planning Lecture
RRSP, RRP, LIF, RRIF or Annuity? Sponsored by the Faculty Assoc. in conjunction with Continuing Studies. Jim Rogers, financial planning consultant. Angus 110 from 12:30-1:20pm. Call822-1433.

Noon Hour Concert
Marilyn Engle, pianist. Music recital hall at 12:30pm. Admission $2.50. Call 822-5574.

Poetry Reading
Deanna Ferguson reads from her work in progress. Lasserre 105 at 12:30pm. Sponsored by the Canada Council. Call 822-2759.

Centre for Japanese Research Seminar
Trade Dispute Between Japan And US. Dr. Jota Ishikawa, Hitotsubashi U, Economics. Asian Centre music room from 12:30-2pm. Call 822-2629.

Faculty Development Seminar
Ethical Issues In Graduate Student Supervision. Michael McDonald, Centre for Applied Ethics. David Lam lower level seminar room from 3-5pm. Use outside entrance behind Trekkers. To register call 922-9149.

Institute of Applied Mathematics Faculty Presentations
Qualitative Analysis In Mathematical Programming. Dr. Frieda Granot, Commerce. Math 203 at 3:30pm. Call 822-4584.

Women's Studies Lecture
Is Idolatry A Racist Judgement: New Approach To Religion. Elaine Dupuis, professor, Women's Studies. Centre for Research in Gender Relations/Women's Studies from 3:30-5pm. All welcome. Call 822-9171.

Centre for Southeast Asian Research Seminar
The Changing Face Of Urban Vietnam: Slides From Hanoi And Ho Chi Minh City. Dr. Michael Leaf, Centre for Human Settlements. Asian Centre 604 from 3:30-5pm. Call 822-2629.

Respiratory Seminar Series
The Role Of NO In Control Of The Airway Circulation. Dr. Lisa Baile, research associate, Medicine. Vancouver Hosp/HSC Laurel Pavilion, Taylor-Fiddler conference room from 5-6pm. Call 822-7128.

Continuing Studies Lecture Series
Continues Wednesdays to Mar. 29. Islam, PA3433: Its Origins, Principles And Influence on Lives Of Its Adherents. Emile Nucho, MA. Family/Nutritional Sciences 60 from 7:30-9:30pm. $85. Call 822-1450.

Women Students' Office Series
Women students of colour discussion and support group presents the film Chilly Climate. Brock Hall 207 at 12:30pm. Call 822-2415.

Thursday, Feb. 23

Continuing Studies Series
Continues through Feb. 25. Earthquake/Seismic Series. Parkhill Hotel, Dynasty Ballroom from 1-5pm Thur; 8:30am-5pm Fri/Sat. $240 includes lunch on Feb. 24/25. Call 822-3347/3449.

CICSR/CS Invited Speaker Seminar Series
Fifth of eight. Cooperative Agents: Machines And Human. Prof. Ruzena Bajcsy, GRASP Laboratory, U. of Pennsylvania. CICSR/CS 208 from 11:30-1pm. Call 822-0557.

E.S. Woodward Lecture Series
The Changing Face Of Canadian Federalism. The Fiscal Dimension. Robin Boadway, Sir Edward Peacock, professor of Economic Theory, Queen's. Buchanan A-104 from 12:30-1:30pm. Sponsored by Economics. Call 822-4121/4129.

UBC International Forum Lecture
Globalization And Fragmentation: The Role Of Development Institutions. Prof. Gerald Helleiner, Economics, U. of T. IRC #1 from 12:30-2PM. Call 822-9546.

Asian Research Seminar
Asia Pacific Region: Myth About A Nonexistent Region. Dr. Alex Alraf (Rafik Aliev), honorary research associate. Asian Centre 604 from 12:30-2pm. Call 822-2629.

Ethnic Studies Program Speakers Series
Ethnic Assimilates Indigenous: A Study In Intellectula Neo- Colonialism. Winona Stevenson. First Nations House of Learning Sky-Wet-Tan at 1pm. Call 822-5129.

Faculty Development Seminar
Are There Any Questions? Asking Stimulating Questions In The Classroom. Clarissa Green, Nursing. David Lam lower level seminar room from 3-5pm. Use outside entrance behind Trekkers. To register call 822-9149.

Physics Colloquium
Social Dilemmas. Bernardo A. Huberman, Xerox Palo Alto Research Center. Hennings 201 at 4pm. Call 822-3853.

Canadian Studies Workshop
Is A Literary History Of Canada Still Possible? William H. New, English. Green College small dining room at 8pm. To join your colleagues for dinner before the lecture in the college dining hall, please reserve in advance (3-days). Call 822-5193.

Law Conference
Human Rights, Economic Development And The Law. Panel of 4 speakers including Stan Ridley, president of BC Hydro International. Hotel Vancouver Waddington room from 5:30-9pm. Adults $20, students $7. Sponsored by Asia Pacific Law Club/Law Faculty. Registration required. Call 264-9627.

Friday, Feb. 24

Pediatrics Grand Rounds
Infant Nutrition And Iron Deficiency In Vancouver. Dr. Sheila Innis, Pediatrics. GF Strong auditorium at 9am. Call 875-2307.

Intercultural Language Studies Lecture
Learning/Teaching Strategies In Second Language Instruction: What Makes Us Better Students Or Instructors? Dr. Manfred Prokop, German Studies, U. of Alta. Lecture in English. Buchanan B-212 at 12:30pm. Call 822-6403.

Art History Lecture
Pictorial Entrapment: The Prospect Of Double Meanings In Northern Renaissance Art. Prof. Peter Parshall, Art History, Reed College, Portland. Sponsored by The President's Advisory Committee on Lectures/Green College Lectures in Medieval/Renaissance Studies. Lasserre 102 at 12:20pm. Call 822-4095.

Occupational Hygiene Programme Seminar
Communication Strategies For Workers With English As A Second Language. Tanis Sawkins, instructor, Vancouver Community College. CEME 1202 from 12:30-1:30pm. Call 822-9595.

Pharmaceutical Sciences Seminar
Antihypertensives And Their Clinical Uses. Sung Kim, grad student, Pharmacology/Toxicology. IRC #1 from 12:30-1:30pm. Call 822-4645.

Law Seminar Series
Outing. Prof. Bruce MacDougall, Law. Curtis 149 from 12:30-1:30pm. Call 822-3151.

Korean Research Seminar
US/Korea Relations In The 1950s: The Eisenhower Era. Dr. Steven Lee, History. Asian Centre 604 from 12:30-2pm. Call 822-2629.

Faculty Development Seminar
Improving Student Learning In The Classroom. Joe Parsons, U.Vic. David Lam lower level seminar room from 2-4pm. Use outside entrance behind Trekkers. Call 822-9149.

Chemical Engineering Weekly Seminar
Partial Oxidation Of Alkanes On Pt And Rh At Millisecond Contact Times. Prof. Lanny Schmidt, Chemical Engineering, U. of Minn. ChemEngineering 206 at 3:30pm. Refreshments at 3:15 rm. 204. Call 822-3601.

Mathematics Colloquium
Infinite Bernoulli Convolutions. Dr. Boris Solomyak, Mathematics, U. of WA, Seattle. Refreshments at 3:15pm Math annex 1115. Call 822-2666.

Theoretical Chemistry Seminars
Lattice Cellular Automata: Theory/Application To Diffusion Phenomena In The Brain. L. Dai, Mathematics. Chemistry 402, central wing at 4pm. Call 822-3997.

Music Concert
Collegium Musicum. John Sawyer/Morna Edmundson, directors. Music recital hall at 8pm. Call 822-5574.

Saturday, Feb. 25

Vancouver Institute Lecture
Reforming Social Policy: Can The Federal Government Deliver? Dr. Robin Boadway, Sir Edward Peacock Prof. of Economic Theory, Queen's. IRC #2 at 8:15pm. Call 822-3131.

Notices

Counselling Psychology Study
Midlife Daughters/Daughters-In-Law. Daughters, who are caring for a parent in a care facility, are needed for a study on stress and coping. Involves one evening small group discussion with women similar to yourself. Call Allison at 822-9199.

Faculty and Staff Volleyball
Mondays/Wednesdays Gym B, Osborne Centre at 12:30pm. Drop-in or attend regularly for recreation. Call 822-4479.

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.

UBC Zen Society
Zazen (sitting meditation) will be held this term every Monday 1:30-2:30pm in the Tea Gallery of the Asian Centre. Beginners welcome, cushions provided. Meet at 1:30pm outside the Asian Centre Auditorium. Call 228-8955.

Women Students' Office
We are taking registration for February groups including Assertiveness Training, Assertiveness Training Practice Lab and Women of Colour. Personal counselling and advocacy are available to women students. Call 822-2415 or drop by Brock Hall 203.

Nitobe Garden
Winter hours are Mon-Fri from 10am-2:30pm. Admission is free. Call 822-6038.

Leza Macdonald photo

UBC recently presented the federal government with a cheque for $188,000 as a result of a licence agreement on new technology. On hand for the presentation were (l-r), Robert Miller, vice-president, Research; Jon Gerrard, secretary of state for Science, Research and Development; Nobel laureate Michael Smith, director of the Biotechnology Laboratory; and Bill Palm, director of the University-Industry Liaison Office.

Government gains from new technology

by Gavin Wilson

Staff writer

As a federal government minister, Jon Gerrard is usually dispensing the largesse, but recently he was on the receiving end of a cheque from UBC.

Bill Palm, director of the University-Industry Liaison Office (UILO) gave Gerrard, secretary of state for Science, Research and Development, a cheque for $188,000 at an informal ceremony held at the Pacific Northwest Biotechnology Exposition in downtown Vancouver.

The payment from UBC results from a licence agreement reached between the university and the 3M company for a computer-image enhancing technology, which was developed by Lorne Whitehead, holder of the Natural Sciences and Engineering Research Council (NSERC)/3M Structured Surface Physics Chair in the Dept. of Physics.

A second cheque, for approximately $200,000, will be delivered to the federal government on April 1.

The payments are being made under the terms of an agreement reached in 1990 with Canadian Patents and Development Ltd. (CPDL), the federal government's now-defunct technology transfer organization. During its existence, CPDL also carried out commercialization activities for Canadian universities, including UBC.

"We are extremely pleased to present this cheque to the federal government," Palm said. "This successful commercialization of a UBC technology demonstrates the benefits of universities, industry and government working together to move Canadian research discoveries and ideas into the marketplace."

When CPDL was disbanded five years ago, all technologies reverted to the universities under an agreement that half of the future returns on projects originally managed and patented by CPDL would be paid to the government.

The Pacific Northwest Biotechnology Exposition, a trade show held to showcase the region's burgeoning biotechnology industry, was hosted by the B.C. Biotechnology Alliance, an association of producers and users of biotechnology.

It was attended by about 500 delegates representing research firms, manufacturers, government agencies and universities.

One of the featured speakers was UBC's Nobel laureate Michael Smith. Other UBC participants included Helen Becker, managing director of the Canadian Bacterial Diseases Network, and Michael Hayden, director of the Centre for Molecular Medicine and Therapeutics as well as the Canadian Genetic Diseases Network.

Meanwhile, the federal government has launched the Technology Partnerships Program (TPP), which will promote collaboration between Canadian universities and small- and medium-sized businesses.

The program is designed to encourage Canadian businesses and universities to join forces to develop and market promising technologies, creating new products, services and jobs.

It will take advantage of the fact that 26 per cent of all Canadian research and development spending occurs in university facilities.

Ottawa will provide a total of $18 million for the TPP over the next three years. This is expected to lever a matching $18 million from participating businesses, while universities will contribute technical personnel services and facilities.

The program is being funded by Industry Canada along with the three university research granting councils:NSERC, the Social Sciences and Humanities Research Council and the Medical Research Council.

Technology transfer staff appointed

UBC's University-Industry Liaison Office (UILO) has appointed two new technology transfer managers; Helen Lee and Peter Wells.

Lee brings experience in patent and trademark practices in the biomedical industry. She most recently served as a legal consultant on intellectual property protection for biomedical inventions and as a biomedical industry analyst.

Wells joins UBC after having established and managed the technology transfer office at the University of Saskatchewan since 1988, where he was responsible for evaluating, patenting and licensing technologies, negotiating research contracts and assisting in the creation of spin-off companies.

The UILO acts as the link between industry and UBC's many research resources, helping technology transfers from university research labs and affiliated research organizations to industry by identifying protecting, developing an commercializing technologies and ideas.

Forum

A Cross Road in the Forest

The Path to a Sustainable Forest Sector in BC

by Clark Binkley

Clark Binkley is dean of UBC's Faculty of Forestry. The following is an excerpt from remarks he prepared for the conference, "Trouble in the Rainforest: Community and Crisis in British Columbia's Hinterland." The conference takes place at UBC Feb. 16-17 in room 100 of the Geography Building. Call 822-5804 for more conference information.

Large expanses of virgin forest remain in only a few places — in B.C. and elsewhere in Canada, in eastern Russia, in the Amazon and in parts of Africa. Those in B.C. lie on the cusp of an irreversible slide into the established historical pattern of resource depletion and attendant social disruption. But, unlike most other developed parts of the world, in B.C. there still is an opportunity to make the changes needed to sustain a vast wild estate while continuing a prosperous society based on forest resources.

In 1992 the B.C. government announced a review of long-term timber supply on all Timber Supply Areas (TSAs) and Tree Farm Licences (TFLs) — virtually the entire land base which supports industrial activities related to the province's forest sector. Reports collectively suggest that current policy regimes will result in long-term reduction of close to 24 per cent in provincial total harvest levels, with a significantly greater impact on the Coast than in the Interior. A 1994 study examined a variety of economic impact analyses related to harvest reductions. It concluded that a 25 per cent reduction in harvest levels will mean a loss of up to 92,000 jobs and $4.9 billion in gross domestic product (GDP) in the province with more-than-proportional impacts on governmental revenues (i.e. the net loss of taxes on GDP grossed up by increases in social service costs for unemployed workers). Although even Vancouver's economy relies heavily on the forest sector, the impacts would be felt most strongly in the 39 of 55 rural communities in B.C. where the forest sector is the dominant basic industry. The study further indicates that a 25 per cent reduction in harvests will increase the provincial budget deficit by about $2 billion.

Historically, B.C.'s forests have been managed extensively under the implicit assumption that virtually the whole forested land base would, one day, be available for timber production. While licensees are now required to regenerate all areas logged to a "free to grow" stage and massive reforestation efforts under the various federal/provincial agreements have virtually eliminated the backlog of "not satisfactorily re-stocked" (NSR) lands, B.C.'s use of silvicultural technology lags that in virtually every country with which B.C. competes. Rapid adoption of improved technology is key both to international competitiveness of B.C.'s forest sector, and to responsible stewardship of the environment. Forest-sector research and development (R&D) expenditures in B.C. are small. A significant gap with our competitors exists both for forest-related R&D and for forest-products R&D. Yet rapid development and adoption of leading-edge technology is a fundamental element of the path to a sustainable future.

For example, improved silvicultural technology — from better inventory and yield information to sophisticated techniques of molecular genetics — can sustain current harvest levels on a smaller land base, freeing land for allocation to other uses. The power of this technology has not been extensively used in this province, but has in other parts of the world. For example, because of an aggressive, high-technology plantation program, forest companies in New Zealand no longer log in that country's native forests, but instead rely entirely on plantation forests. Their agreement to refrain from logging in natural forests had virtually no economic impact on the country. In contrast, such an agreement in B.C. would close over 90 per cent of the forest industry, largely because the province has made no similar investments in R&D and forest management.

In husbanding its forests, B.C. faces an ancient challenge. Some of the needed changes are now underway. Land-use planning through the Commission on Resources and the Environment (CORE) process will provide greater long-term political certainty in the forest sector. Increased certainty is prerequisite to the high level of capital investment — in forests and in new, sophisticated processing equipment that sustainability, in its broadest sense, requires. The Forest Practice Code will provide a framework for guiding management in the different land-use zones.

But these policy changes must be carefully implemented and strongly re-enforced if they are to be successful. Once land-use zones have been established, various interests will no doubt seek to poach across the boundaries. Government must distinguish legitimate needs to revise land-use zones from simple rent-seeking. Economic instruments such as those increasingly used for pollution abatement may be helpful in drawing these distinctions.

Change is always uncomfortable, and when the stakes are as high as they are in the B.C. forest sector, discomfort invites paralysis. Progress towards a sustainable future will require new ways of thinking about old problems. The forest industry must embrace the righteousness of forest conservation and preservation, and environmentalists must accept the desirability of a robust, efficient forest products industry. Governments must respect the stewardship capacity of the private sector, and the private sector must respect the necessity of governmental regulation of the public goods produced by forests.

(A full copy of this text is available from Rm. 207 of the MacMillan Building. 2357 Main Mall or by calling 822-2467.)

Campus security warns of rise in computer theft

by Connie Filletti

Staff writer

In an effort to combat the rising incidence of theft on campus, UBC's Parking and Security Services (PASS) is offering advice on alarm devices to any campus unit with security concerns.

PASS will provide information on the cost and design of UBC security-approved alarm devices, and will provide installation and monitoring of the systems.

John Smithman, director of PASS, hopes that by offering the new service, consistency and standardization of alarm systems will become campus-wide.

Computer thefts at UBC are increasing, said Brian Smallridge, UBC's risk and insurance manager, who added that a number of the individual claims have been high in dollar amount.

Nineteen claims were received in 1993/94 compared to 15 the previous year. Smallridge expects in excess of 20 claims this year.

"After normal working hours forced entry is often used to gain access to offices and laboratories where many of the losses occur," Smallridge said.

"The most recent equipment models of high value are being targetted while older equipment is often left undisturbed," he added.

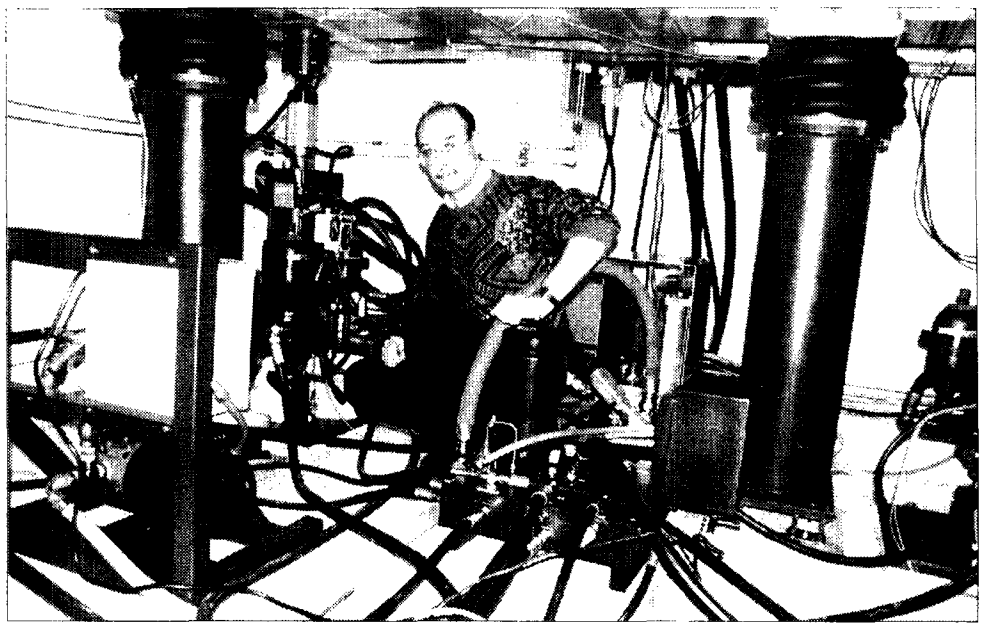
"The most recent equipment models of high value are being targetted while older equipment is often left undisturbed."

- Brian Smallridge

Due to the high incidence of computer claims, the deductible paid by UBC departments increased on Feb. 1.

Smallridge said the increase will not apply if the department in which the theft occurs has a PASS-approved alarm system installed or on order at the time of loss.

For information about security systems, call PASS at 822-6623.



Gavin Wilson photo

Howard Nichol, a Civil Engineering Dept. lab technician, inspects equipment beneath the earthquake table, a sophisticated apparatus that simulates the movement of real earthquakes for testing structural technologies and techniques.

Quake simulator upgraded

UBC's earthquake table, which helps researchers simulate the effects of real quakes, has received a $500,000 upgrade.

Located in the Earthquake Engineering Laboratory, the table is used by Civil Engineering faculty and graduate students to see how different construction materials and techniques withstand the forces unleashed by earth tremors.

The recently completed upgrade is a unique application of systems designed for the aerospace industry to test vibration resistance.

The addition of fully digitized controls and four new actuators, hydraulic pistons that move the two-tonne stiffened aluminum table, will enable it to more accurately reproduce the movements of a real earthquake.

Previous to the upgrade, the table has only been capable of reproducing motions in one direction. Now, three movements are added to the mix: roll, pitch, and up and down.

The upgrade of the 25-year-old equipment is being funded by the National Research Council, B.C. Hydro and the Science Council of B.C.

Kobe

Continued from Page 1

"We're in an unusual situation here, with 200 metres of sediment, which will amplify any motion, and sand on top, which will liquefy," he said. "If you think Japan was bad, the Fraser delta could be even worse."

Before he left for Japan, Finn said he would also look at foundation soils to see how they were affected by amplification and liquefaction.

"I'm very interested in what happened to that freeway," Finn said of the elevated expressway that fell onto its side, one of the most dramatic images beamed around the world in the aftermath of the quake.

Despite Japan's much vaunted earthquake preparedness, that type of design — a heavy structure sitting on piers — acts like an upside-down pendulum and is "not very good for a seismic area," Finn said.

Ventura was looking for information from seismic instruments that are sometimes built into structures in earthquake zones. He compared them to the black boxes that aid air crash investigators.

Such instruments record how a structure shook during different phases of the quake and offers clues as to why it failed or was damaged or why it performed well.

"They really tell you the story," he said.

The visiting team members are just some of the members of the Civil Engineering Dept. who conduct earthquake-related research. More than half of the department does at least some work in this field.

Anderson and colleague Robert Sexsmith recently conducted tests for the seismic retrofitting of the Oak St. Bridge for the Ministry of Highways. They looked at four types of retrofit, each using different material and techniques, to see which would best bring the bridge up to standards.

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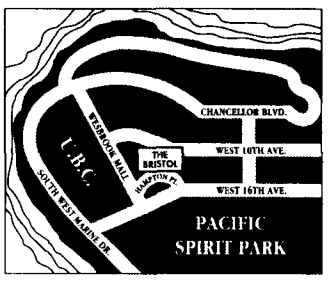

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MILLENNIUM

AMS veteran Boyle wins top position in student elections

by Connie Filletti

Staff writer

Third-year science student Janice Boyle has moved to top spot on student council after serving two terms as Alma Mater Society (AMS) vice-president.

Boyle was elected last month to serve a one-year term as AMS president beginning Feb. 22.

Thalia Kunimoto, a second-year arts student, succeeds Boyle in the vice-president's job.

Also elected to AMS executive positions are: Tara Ivanochko, first-year science, as director of finance; Am Johal, fourth-year education, as director of administration; and David Borins, fourth-year arts, as co-ordinator of external affairs.

Michael Hughes, a PhD candidate in laser and plasma physics, has been elected to serve a third, one-year term as student representative to the Board of Governors.

Joining Hughes is Heather Hermant, a third-year science undergraduate, also elected for a one-year term.

In Senate elections, five student candidates for senator-at-large have been confirmed, as well as nine student representatives from individual faculties.

There were no Senate nominations for the faculties of Commerce and Business Administration, Education and Forestry.

AMS Executive

Janice Boyle
- president

Thalia Kunimoto
- vice-president

Tara Ivanochko
- director of finance

Am Johal
- director of administration

David Borins
- co-ordinator of external affairs

AGING AND HUMAN MEMORY

Public Lecture

Dr. Fergus I. M. Craik

Professor of Psychology
University of Toronto

Thursday, March 16, 1995
12:30-13:30 IRC #1

Sponsored by President's Advisory Committee on Lectures, School of Audiology and Speech Sciences, Department of Psychology

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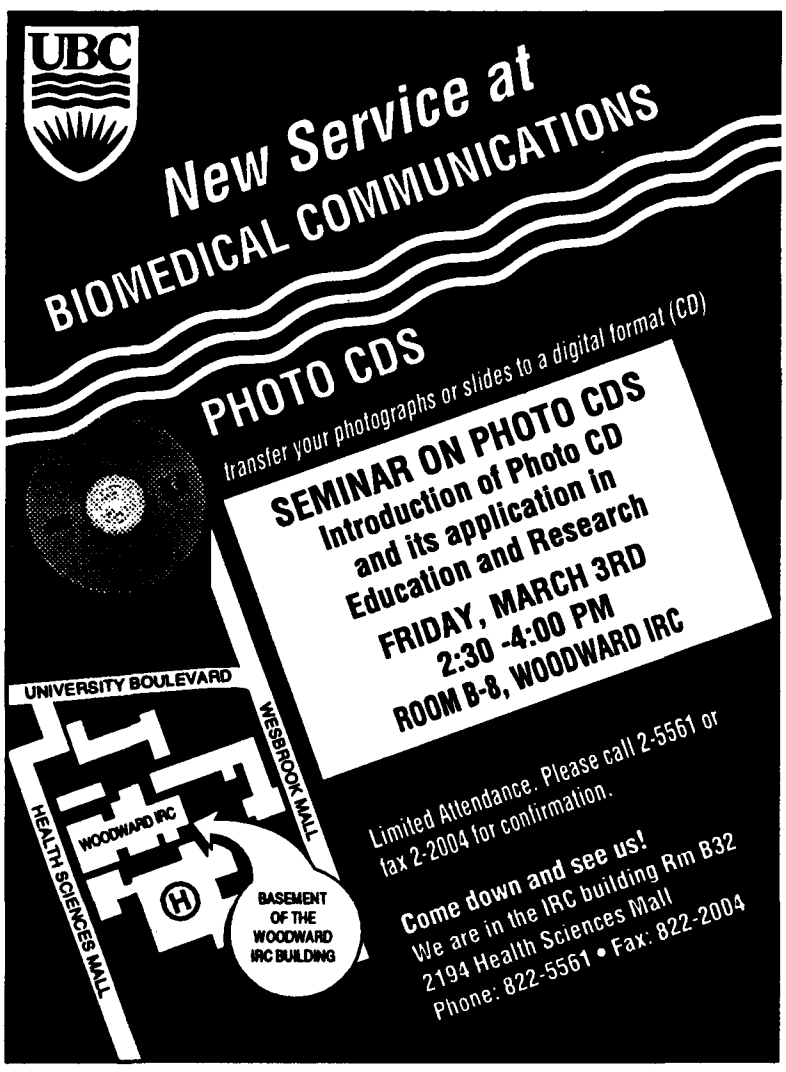


Classified

The classified advertising rate is $15.75 for 35 words or less. Each additional word is 50 cents. Rate includes GST. Ads must be submitted in writing 10 days before publication date to the UBC Public Affairs Office, 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 Feb. 23, 1995 issue of UBC Reports is noon, Feb. 14.

Services

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

EDITORIAL SERVICES Substantive editing, copy editing, rewriting, dissertations, reports, books. I would be delighted to look at your manuscript, show you how I could improve it, and tell you what I would charge. Please call me for more information. Timothy King, 263-6058.

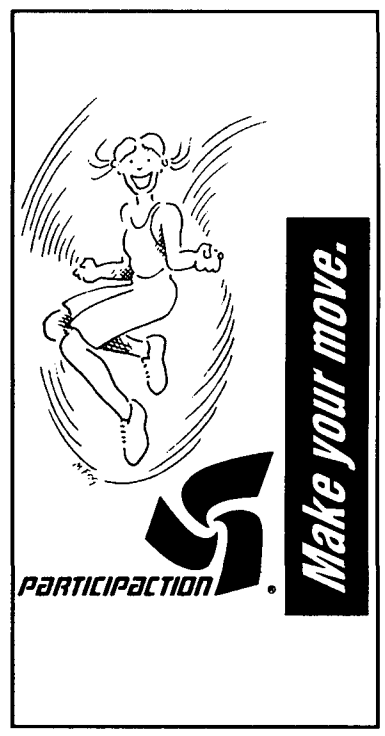
SINGLES NETWORK Single science professionals and others interested in science or natural history are meeting through a nationwide network. Contact us for info: Science Connection, P.O. Box 389, Port Dover, Ontario, N0A 1N0; e-mail 71554.2160@compuserve.com; 1-800-667-5179.

BRITISH EXPATRIATES who worked in the U.K. Will you have a claim to a British State Pension? Did you know that it will be "frozen" in Canada? Call the non-profit Canadian Alliance for British Pensioners at 224-3110.

INCOME TAXES/Financial planning. Get expert help with your 1994 income tax return from a qualified financial planner. We also offer assistance regarding investment strategies, retirement planning etc. Call Brian at Cann Financial Group, 733-PLAN.

For Sale

BY OWNER Save $1,000s - Sunny 2bedrm, 2 bath condo. 16th Ave. 25 mins. to UBC. Quiet, 3 skylights, gas f/p, washer/dryer ensuite, d/w and neat sunroom. 855 sq.ft., NO GST! Asking $179,500. NO AGENTS! Call Anne at 874-6888.



Accommodation

UBC SINGLE STUDENT Residences. Rooms are available in the UBC single student residences for qualified applicants for both room and room and board contracts. Vacancies can be rented for immediate occupancy in the Walter H. Gage, Totem Park, Place Vanier, Fairview Crescent, and Ritsumeikan-UBC House residences. Applicants who take possession of a room before March 1 are entitled to reapplication privileges which provide them with and "assured" housing assignment for the 1995/96 Winter session. Please contact the UBC Housing Office for information on rates and availability. The Housing Office is open from 8:30am - 4:00pm weekdays, or call 822-2811 during office hours.

GARDEN SUITE Available now. Furnished, excellent condition garden suite, private entrance, 7 minutes from UBC. 1 bedroom, study, living dining area, kitchen and bath. N/S-N/P. Tel. 734-3513.

HOUSE FOR RENT 3 or 4 bedrm home with den. Large, formal living and dining rooms, fireplace. Large deck off kitchen over south exposed, fenced yard. No smokers, no pets. Available March 1 -June. $1,900. 3458 West 33rd. Tel: 266-7099.

UBC EXECUTIVE (husband/wife) couple require a 2 bedrm/den townhouse or condominium with lease $1,500 - $2,000 range (West Side). Non-smokers, no pets, meticulous housekeepers, would seriously consider an option to purchase. Please phone: 682-8087 or fax details 682-8010.

Housing Wanted

HOUSING WANTED Two UWO law professors (non-smokers) seek furn. accommodation (house, apt. - minimum 2 bedrms - or house exchange) in Vancouver during sabbatical Sept. '95-May '96. Call Winnie Holland or Greg Brandt (519) 679-9595 or email: lawwhh@uwoadmin.uwo.ca

HOUSE EXCHANGE March, April March preferred. Battle, Sussex, England, 3bedrm. and den, fully furnished, 2.5 bath. Rural setting, 1hr. 15min. to London by half-hourly train. Sea 5 miles. Garden mainten-ance and cleaning incl. Car available. Seeking Vancouver house, West Side preferred. Call Jane at 684-2781.

HOUSE SITTER Mature, responsible man available March 1 or earlier to care for your home and belongings while doing research on campus. Experienced in property management and pet care. Please call 873-0536 and leave message. Bob.

Accommodation

POINT GREY GUEST HOUSE A perfect spot to reserve accommodation for guest lecturers or other university members who visit throughout the year. Close to UBC and other Vancouver attractions, a tasteful representation of our city and of UBC. 4103 W.10th Ave. Vancouver, B.C. V6R 2H2. Phone or fax (604) 222-4104.

GREEN COLLEGE GUEST HOUSE Located near the Museum of Anthropology, this is an ideal spot for visiting scholars to UBC. Guests dine with residents and enjoy college life. Daily rate $50.00, plus $13/day for meals Sun. -Thurs. Call 822-8660 for more information and availability.

WONDERFUL, CHARACTER house on West Side, 3 bedrms, 2 baths, large modern kitchen with French doors to deck, fenced garden, facing beautiful park. Fully equipped. Prefer 6 mos. lease from March 1,'95 - Sept. 1,'95. Term negotiable. Rent $2,200. Tel: 267-0342.

GAGE COURT HOTEL offers year-round accommodation in one bedroom suites with kitchenettes. Ideal for visiting professors and seminar groups. Located on campus, across from the Student Union Building. Daily rate is $69/suite. For reservations call (604)822-1010.

BRIGHT, SPACIOUS, ground floor, 2 bedrm apartment, 5 blocks from UBC. Fully furnished and equipped. Washer/dryer, piano. May 1 to Sept. 30 (or later). n/s,no pets. Child welcome. $1,000. Tel: 228-0782.

Events

HIV/AIDS CONFERENCE 9th Annual BC HIV/AIDS Conference. Focus on Drug Users. Nov. 5-7, '95. Sponsored by Continuing Education in Health Sciences, UBC; The Province of BC Ministry of Health; BC Centre for Excellence in HIV/AIDS; and St. Paul's Hospital, Vancouver, BC. At: Westin Bayshore Hotel, 1601 W. Georgia St., Vancouver, BC. For further information call: (604)822-4965 or Fax: (604)822-4835.

SEATING SYMPOSIUM 12th International Seating Symposium, March 7-9,'96. Vancouver, BC. Call for Submissions, Deadline: June 1, 1995. Sponsored by: Sunny Hill Health Centre for Children; UBC, Division of Continuing Education in the Health Sciences; University of Pittsburgh, School of Health and Rehabilitation Sciences; RESNA. For further information, contact: 12th International Seating Symposium, Continuing Education in Health Sciences, The University of British Columbia, Rm. 105 - 2194 Health Sciences Mall, Vancouver, BC, Canada V6T 1Z3. Tel: (604)822-4965 or Fax:(604)822-4835.

Top coach credits success to teamwork

by Abe Hefter

Staff writer

How would you feel if you were named the Sport BC Coach of the Year?

Thrilled? Honoured, perhaps? How about just a little sheepish?

"Sometimes it's a little embarrassing to be given credit for what our teams are accomplishing," said Dick Mosher, winner of the 1994 Sport BC Coach of the Year award for his efforts with UBC's men's and women's soccer teams.

"A coaching award is really a team award. It's also an acknowledgement that the UBC soccer program is in pretty good shape."

Pretty good shape may be an understatement.

Dick Mosher Abe Hefter photo

Last year, Mosher guided the men's team to a Canadian Interuniversity Athletic Union title, his fourth since taking over as coach in 1986. And he came within an eyelash of emerging with a CIAU soccer sweep as the women fell to Dalhousie in their championship game.

While assistant coach, and eldest son, Mike Mosher guided the men to a 5-0 victory over the University of Alberta in last year's title game at UBC, Dick Mosher was in Edmonton with the women's squad for their championship game against Dalhousie.

Sports Information Officer Don Wells fed him the scores from UBC during the game, and Mosher knew the men were in control of their game against Alberta. However, the women came up just short, losing 5-4 on penalty kicks after playing to a 2-2 tie through overtime.

Mosher will continue to coach both the men and women next year.

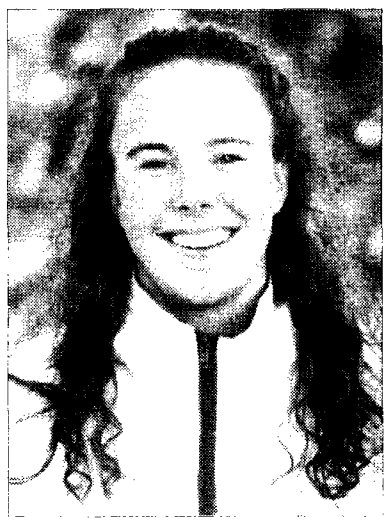
"It's not that difficult a task, thanks to the efforts of my assistant coaches, Mike, Bob Birada and Tod Hanvey. They have helped make my job enjoyable."

UBC swimmer buoyed by gold medal performances

by Abe Hefter

Staff writer

UBC swimmer Sarah Evanetz capped a solid-gold performance at the Canada West conference championships with female athlete of the week honours in the Canadian Interuniversity Athletic Union (CIAU).



Sarah Evanetz

Evanetz, a 19-year-old second-year sensation from Vancouver, won four individual gold medals and shared first place in a relay event at the Canada West Championships Jan. 20-22 in Lethbridge, Alta. Named female swimmer of the meet, Evanetz won the 100 and 200 metre butterfly, the 100 and 200 metre freestyle, and was a member of the winning 4 x 100 metre medley relay team. She also shared a silver medal on the 4 x 100 metre freestyle relay team.

Her performance helped the women take team honours, well ahead of runner-up University of Calgary.

"Sarah has her health back and is swimming the way she's capable of swimming," said UBC swim coach Tom Johnson.

"She struggled with health issues all summer as a result of chronic tonsillitis. But her confidence is back. Her performance in the freestyle relay was nothing short of world class."

In that event, Evanetz made up four seconds while swimming anchor to lead the team to a silver-medal finish.

"It was an awesome showing," Johnson said.

The men's team finished fourth at the Canada West championships, with first-year swimmer Greg Hamm taking the gold in the 200-metre backstroke, and silver in the 100-metre backstroke and 400-metre freestyle.

UBC emerged from Lethbridge with 10 women and five men with qualifying status for the CIAU championships March 3-5 in Quebec City.

"Our final shot at qualifying will come Feb. 11 at a dual meet against the University of Washington here at UBC," said Johnson. "I hope we can get those totals up to 12 women and eight men by the time the national championships roll around."

People

by staff writers

Michael Isaacson, head of the Dept. of Civil Engineering, has been appointed editor of the Canadian Journal of Civil Engineering for a five-year term.

As the official publication of the Canadian Society of Civil Engineering, the journal allows civil engineers in Canada and other countries to communicate their findings to the international research community.

Issacson

One of 14 journals published by the National Research Council of Canada, the journal is a bimonthly publication with more than 3,000 subscribers in 48 countries.

It publishes papers from industry, government and universities on a broad range of civil engineering topics: computer applications, construction, engineering mechanics, environmental engineering, hydrotechnical engineering, materials, structures, transportation and engineering design.

Isaacson, who is a member of the Board of Directors of the Canadian Society of Civil Engineers, served as associate editor of the journal for several years. His research focuses on coastal and ocean engineering with an emphasis on ocean waves and wave effects on structures.

The journal's editorial board is made up of engineers and researchers with specializations that cover the full spectrum of civil engineering. It includes two UBC faculty members, professors Donald Mavinic and Alan Russell, who will provide editorial advice concerning environmental engineering and construction management, respectively.

• • • •

Asst. Prof. Allison Tom, with the Dept. of Educational Studies in the Faculty of Education, has been awarded the 1994 Marion Porter Prize by the Canadian Research Institute for the Advancement of Women. The prize recognizes the most significant feminist research article in a given year from a journal or anthology "on the basis of academic and scholarly excellence, importance of the issue to women and originality of theme." Tom's article, "Women's Lives Complete: Methodological Concerns", deals with the distortions that can arise when women's work is studied in comparison to men's.

• • • •

A prize given to the best young Canadian mathematician has been awarded to **Michael Ward**, an assistant professor in the Dept. of Mathematics.

Ward, 34, is the co-winner of the 1995 Andre Aisenstadt Mathematics Prize, which is awarded annually by the Centre de Recherche in Montreal.

Ward received a BSc in mathematics from UBC and a PhD from the California Institute of Technology. He then spent three years at Stanford as a Szego Assistant Professor and two years at the Courant Institute of New York University.

He was recently in Hong Kong where he gave an invited lecture to the International Symposium on Mathematics and Applications of Analysis.

He is also the only Canadian invited speaker, and the youngest, at July's International Congress of Industrial and Applied Mathematics in Hamburg, Germany. The congress is the most prestigious in the field of applied mathematics.

• • • •

Linda Svendsen, assistant professor in the Dept. of Creative Writing, has been appointed to a three-year term as a director on the board of British Columbia Film. British Columbia Film is the provincially funded society charged with encouraging the indigenous film industry. Svendsen, author of a short story collection titled Marine Life, also wrote the screenplay adaptation of Margaret Laurence's The Diviners.

Svendsen

• • • •

Developmental psychologist **Lawrence Walker** has been awarded the 1994 Kuhmerker Award presented by the Association for Moral Education. The association is an international scholarly organization devoted to theory and practice in the field of moral development and education. Walker's research looks at the role parents and peers play in children's moral functioning.

News Digest

More than 30 international experts on domestic violence and human rights issues met on campus last month to develop a global training and advisory service to prevent and address domestic violence. The meeting of the International Domestic Violence Advisory Committee was convened at UBC's International Centre for Criminal Law Reform and Criminal Justice Policy. The centre is one of eight co-operating institutes in the United Nations' worldwide network in the field of crime prevention and criminal justice.

• • • •

A new award recognizing outstanding teaching in Canadian universities has been created by the Canadian Council of Professional Engineers (CCPE).

The Faculty Teaching Award will honour contributions to the teaching of engineering. The first award will be presented this year.

Candidates will be judged on their teaching skills, textbook writing, course design, curriculum development, and lab design and supervision. Nominations will be submitted by groups of three or more, at least one of whom must be a student.

The Faculty Teaching Award is the latest addition to the CCPE's national awards program. The CCPE licenses and oversees practice by more than 155,000 professional engineers in Canada.

Profile

The Dental Detective

Dr. David Sweet seeks the truth, the whole truth and nothing but the tooth

by Connie Filletti
Staff writer

Dr. David Sweet likes to give people something they can really sink their teeth into.

Usually, it's a piece of base plate wax, two millimetres thick and eight by 16 centimetres wide.

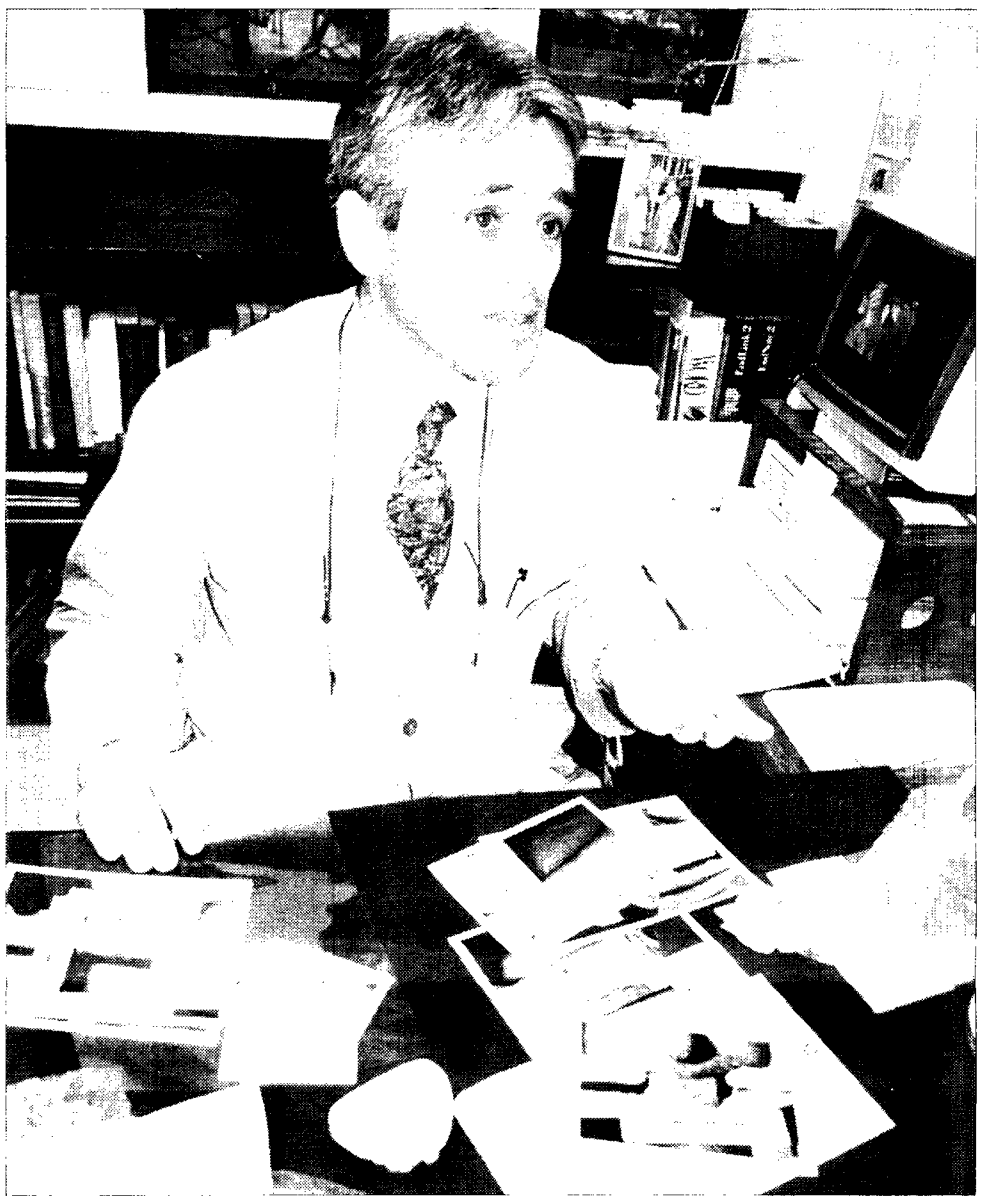
The wax impressions — called exemplars when submitted as court exhibits — are just one of the many tools that Sweet, a forensic odontologist, uses in his dental detective work to place a suspect at the scene of the crime.

No object escapes his scrutiny. He has analysed evidence left by teeth and related oral tissues on chewing gum, cigarette butts, telephone receivers, ski masks and hold-up notes that bank robbers have held between their teeth — presumably while stuffing their pockets with their ill-gotten gains — then left behind.

Sweet's interest in forensic odontology began while he was in private practice in his hometown of Cranbrook, B.C., when the local police asked him to assist in identifying the remains of a car accident victim.

"I wanted to learn more about what I could do to use my dental knowledge in a unique way to help society," he says.

In 1984, the offer of a full-time appointment as a clinical lecturer in UBC's Faculty of Dentistry, from which Sweet graduated in 1978, lured him back to Vancouver and gave him the opportunity to pursue his new interest.



Stephen Forgacs photo

Forensic odontologist Dr. David Sweet uses life-size photographs and dental models to match suspects with victims of crime. An expert in analysing dental evidence from crime scenes, Sweet often assists police agencies.

Even though five years have passed since Sweet gave his first testimony in a criminal case, his recollection of it remains vivid.

The case involved a deceased child whose mother was charged with felony homicide and child physical abuse.

Sweet analysed a human bite mark on the child's neck behind the left ear and concluded that the mother's teeth had caused the injury.

"I know the jury was affected by the testimony," he says. "Most people have a difficult time acknowledging that anyone could seriously harm a helpless, three-year-old child, let alone kill the child and bite its neck with such force as to lacerate the skin."

What happened to Sweet outside that courtroom had an even greater impact on him.

"A woman took my arm in one hand and my shoulder in the other. With tears in her eyes she said something that I will never forget: 'Dr. Sweet, it is a very great thing that you have done'."

He has been involved in about 26 criminal cases since then, some of which have taken him as far afield as Marbella, Spain.

One homicide trial Sweet is currently involved with is taking place on the Caribbean island of St. Lucia, where the defendant faces the death penalty if convicted.

While some may think that giving expert testimony under these circumstances places an additional pressure on the level of confidence he must have in his conclusions, Sweet says that he weighs the spectre of capital punishment equally with a defendant's prospects of life in prison.

"I honestly try to think of these two outcomes as equal, therefore, I must always be absolutely certain of my conclusions and totally confident in the techniques I have used to analyse the case materials.

"I must remember that there are many aspects to a case, and that my testimony is part of the process. The rest, including the sentence, is up to society. What does burden me is the heinous nature of the crimes."

Closer to home, Sweet is a forensic odontology consultant for the Provincial Coroners Service and for the RCMP and the Vancouver and Victoria police departments.

Demand for his expertise is increasing but, he claims, not because he is one of only four board-certified forensic odontologists in Canada.

Sweet credits police agencies and the courts for their increased interest in the importance of forensic dental evidence in the war against crime.

And with the launch of a new initiative he is spearheading, Sweet intends to arm them with the most sophisticated forensic weapons science can supply.

The Bureau of Legal Dentistry (BOLD) will be the first facility in Canada to provide recognized training in forensic odontology.

Scientists at the research centre will also focus on refining current techniques, and developing new methods, for collecting, preserving and analysing dental evidence.

"Since the time of Sir Arthur Conan Doyle, people have believed that crimes are solved by extraordinarily intelligent sleuths who use their powers of reasoning and deduction to outsmart perpetrators," he says.

"In fact, they are actually teams of scientists and police experts who jointly apply their relative areas of knowledge and expertise to the reconstruction and investigation of crime.

"BOLD will provide a conduit through which the dental experts on the team may bring the power of science further into the realm of the justice system."

He predicts that the results of their work, which will be shared worldwide with police agencies and experts in a variety of forensic disciplines, will have significant consequences.

"The advances produced in this laboratory will help the police solve crimes and the justice system deal with the persons responsible. More crimes will be solved and more criminals will be apprehended," Sweet says.

Inaugural research projects include the identification of missing children; 3-D computer models of bite mark evidence; the use of dental impression materials in forensic investigations; and recovery of DNA evidence from teeth.

Sweet also plans to continue his pioneering work in the forensic analysis of DNA taken from saliva left in bite marks and suck marks on human skin.

In recent experiments conducted for his PhD in forensic medicine from the University of Granada, Spain, Sweet discovered a new, more objective type of bite mark analysis than methods now in use.

His research could have a profound effect on the ability of police agencies to exonerate or implicate criminal suspects.

"Currently, dentists use physical matching techniques to compare the injuries on the victim's skin to the suspect's teeth which, in some cases, have limitations due to the distortion and elasticity of the skin, and the subjective nature of the comparative analysis," Sweet says.

"The depth or size of a bite mark is a very important consideration when using physical matching, but it is also one of the problems since, in many cases, the bite may not result in measurable injuries."

Sweet has shown that DNA analysis of saliva does not depend on these physical variable characteristics, thereby providing a better chance of identifying the suspect.

And because his research demonstrates that saliva is always left during biting or sucking, it doesn't matter what force was used.

Another advantage derived from Sweet's technique is that it does not produce contamination from the victim.

"Even if it did, I have discovered that the problem would be minimal since a sample of the victim's DNA, collected from a DNA-rich source such as blood or tissue, is included in the analysis."

Sweet says that forensically significant results can be obtained from a dry spot of saliva equivalent in size to the nail on a person's little finger.

Once all of the genetic evidence is recovered, the DNA must be compared to a known standard — a sample from the suspect.

But Canada's Charter of Rights and Freedoms allows suspects to avoid giving a sample for comparison purposes.

Sweet is encouraged, however, by a document currently before the federal government which proposes to establish a DNA database of known felons.

"It would remove the opportunity for them to hide behind the charter. Using such a database in the future, investigators could compare a DNA fingerprint found at the scene of a crime to those recorded for previous offenders."

On more than one occasion, Sweet has had to rely on his good sense of humour to deal with the often difficult and disturbing nature of his forensic work.

And he is gracious to others who can't resist repeating the myriad of puns his profession generates — a technique he uses himself to educate.

Sweet calls one lecture he delivers to the legal community The Truth, the Whole Truth and Nothing but the Tooth.

"It helps to bring the idea of dental evidence into the realm of the criminal justice system," he says.

It's just one more way that Sweet gives the victims of crime a voice that was violently taken from them.