THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 40, Number 7 April 7, 1994

Gavin Wilson photo

Smart Chopper

Mechanical engineering students David Kishi, left, and Scott Montague display the model helicopter they plan to use in an intelligent unmanned flight contest. The May 19 competition at Georgia Tech in Atlanta requires a helicopter to locate objects, pick them up and transport them to a designated spot — all without pilot control. No one has accomplished the task in four years of competition. The UBC team is developing computer-controlled technology, but is still looking for funding to get to the event.

UBC physicist wins prestigious prize

by Gavin Wilson

Staff writer

For the fourth time in six years, a member of UBC's Physics Dept. has been acclaimed as Canada's most outstanding physicist below the age of 40.

Jeff Young, an associate professor, is the winner of the 1994 Herzberg Prize, which is awarded annually by the Canadian Association of Physicists.

Recent Herzberg winners in the department include Robert Kiefl (1992), Ian Affleck (1990) and Tom Tiedje (1989). Other previous UBC winners are Rudi Haering, Walter Hardy and William Unruh.

Department Head Brian Turrell said the prize "certainly says something about our appointment procedure."

The department looks for not just the best researchers and teachers available, but those with "a spark" who have genuine interest in other fields as well as their own, he said.

"We've built a strong team. We have people with international reputations and their high profile attracts good young people here," Turrell said.

Young's research looks at physics of materials used for information processing, such as computer transistors, semiconductor lasers and fibre optics, to see how fast they can ultimately operate.

One promising direction for the future of information processing is toward the use of nano-structures, devices so small that the processes occurring within them are quantum mechanical in nature, he said.

Young uses ultra-fast laser pulses, as short as a few billionths of a millionth of a second, to study the processes that go on within these materials and the limits of their performance.

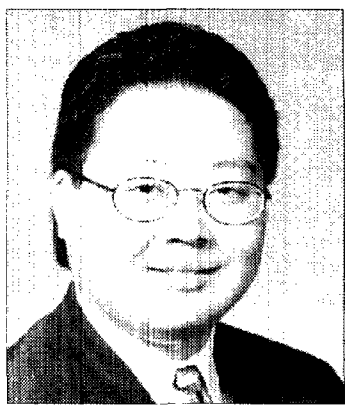
He joined UBC just over a year ago, after nine years at the National Research Council in Ottawa. He received his BSc from UBC's Engineering Physics program in 1979 and his MSc and PhD from the University of Toronto.

The Herzberg Prize is named for Gerhard Herzberg, who in 1971 became the first Canadian to win a Nobel Prize in the physical sciences.

Study looks for unknown causes of heart disease

by Connie Filletti

Staff writer



Ross Tsuyuki

Hope is here for victims of heart disease.

Heart Outcomes Prevention Evaluation (HOPE), is a new four-year study of potential risk factors that may lead to heart attack or stroke causing death.

Ross Tsuyuki, an assistant professor of Pharmaceutical Sciences, is the Pacific regional facilitator of the project which involves 15 researchers across B.C., including several UBC faculty members.

"It is well known that there are factors which increase the risk of cardiovascular disease, such as smoking, high blood pressure, high cholesterol, family history and diabetes," Tsuyuki said. "However, these traditional risk factors do not fully account for all of the cases of heart disease. Clearly there are other, as yet unknown, factors."

Cardiovascular disease claims 140,000 Canadians each year. Approximately 40 per cent of the nation's population will die of the disease, Tsuyuki said.

He will also study the effectiveness of vitamin E in reducing the risk of heart attack and stroke, and of Ramipril, a drug used to reduce high blood pressure.

Patients considered at high risk for heart disease, or those who already have heart disease, will be given combinations of Ramipril, vitamin E or a placebo. Their condition will be monitored for four years.

"We are very excited and optimistic about the potential of these therapies. If they are proven to be effective, we could potentially apply the beneficial effects to a large number of the population who are at risk," Tsuyuki said.

He cautioned, however, that proof of vitamin E's effectiveness needs to be determined through large, randomized

*See **HOPE** Page 2*

Massage doesn't enhance athletic performance: study

by Abe Hefter

Staff writer

It's a message that will probably go unheeded, but results of a UBC study involving competitive swimmers indicate that massage therapy doesn't appear to enhance an athlete's performance in the pool.

"In spite of our inability to find scientific support for the benefits of massage, athletes will continue to use it because it makes them feel better," said Physiology PhD student Jim Potts, who conducted the study with Dr. Jack Taunton, co-director of the Allan McGavin Sports Medicine Centre.

"In competitive sports, that may be the difference between winning and losing," added Potts, who, like Taunton, has extensive medical experience working with Canadian teams at the national and international level.

Most national teams travel with a massage therapist, or a physiotherapist. However, there has been some controversy as to the physiological benefits of massage therapy, said Potts. This, he added, is partly because researchers have had difficulty measuring its effectiveness.

With funding from the American Massage Therapist Association, Potts and Taunton set out to determine how effective three different recovery methods are in reducing lactic acid in the blood of competitive swimmers, following repetitive, high-intensity exercise.

"During exercise, lactic acid is produced by the working muscles. High levels of lactic acid may result in changes in blood acidity that may inhibit muscles from performing at peak levels," said Potts.

"We wanted to assess whether or not massage therapy assists in reducing the levels of lactic acid in the blood to a near-resting state."

The ability of an athlete to recover from the effects of exercise is an important determinant of performance, both during training and competition. This is especially true in competitive swimming because swimmers often have to repeat high-intensity efforts in a short period of time.

Twelve national level competitive swimmers took part in the study. They completed three 200-metre swims and were then randomly assigned to 15 minutes of recovery using massage, active recovery and passive recovery.

Active recovery included a swim-down at just over half speed, while passive recovery consisted of lying on a mattress on the pool deck.

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Letters

AAPS acts on behalf of all M & P staff

Editor:

Thank you for reporting (*UBC Reports*, Mar. 10) on the March 2 forum which AAPS arranged for M & P staff to meet with President David Strangway. We appreciate the coverage of the work our association is doing in negotiating a voluntary agreement of the terms and conditions of employment for all management and professional staff at UBC. We were also glad to have the opportunity to hear David Strangway's views on this and other issues, and we thank him for attending.

However, we should like to draw attention to one inaccuracy in your article. The Association of Administrative and Professional Staff is the bargaining agent representing all members of management and professional staff, who total some 1,120 employees in approximately 50 job families. We were given this recognition by President Strangway himself in a letter dated March 1992 shortly after a substantial majority (70 per cent of continuing full-time M & P staff) voted to have AAPS represent them. Since that time we have been the sole and official representative of the M & P group. The "550 administrators, managers and other professionals on campus" to which you refer in your article are the total number of M & P staff who actually pay dues to the association.

Membership in AAPS, is, as you say, voluntary, and the remaining 570 management and professional staff do not pay dues. They do, however, receive all the benefits and privileges which accrue from being represented, one such privilege including being invited to hear President Strangway speak. However through highly attended forums such as these, and through further future coverage in *UBC Reports* relating to our activities, AAPS hopes gradually to gain more financial support from our colleagues.

Sue Eldridge
President
Association of Administrative and Professional Staff

"Automania" strikes UBC

Editor:

The viability of the five routes into UBC is a function of what can be done for better on-campus accessibility, and an overall strategy for total mobility in Vancouver come 2000 A.D.

As for the (micro) former: A university invariably is a microcosm of its city and should be a lab for testing region-wide logistics. But the recent "planning" shenanigans in UBC are nothing short of criminal, e.g. the centrepiece rose garden replaced by a monument to automania.

As for the (macro) latter: we missed your Feb. 23 meeting while chasing the sun in Arizona, USA — and a timely warning! Phoenix is the fastest growing sprawl in USA, but unlike the fastest growing region in our benign benighted land, it is so strangulated with "freeways" that walking is a forgotten art, and there can be little hope for the public mode beyond bikes racked on infrequent buses.

So enough sermonizing, and more "probable parables." There are many pieces to a non-perfect solution: Micro-car transporters that would linehaul electric urbmobiles and cycles; eliminating paid parking, the greatest curse affecting 70 per cent of cars; and the creek-inlet-conveyor, a key passageway (available through City Plan) that will foster mobility with exercise, the easiest way to preventive medicine.

William E. Cooke, P. Eng.
Vancouver

Lactate

Continued from Page 1

Blood samples were then taken and analysed for their lactate concentration.

The results revealed that active recovery at 65 per cent of maximal swimming velocity is more effective than either massage or passive recovery in reducing lactate levels to resting levels following repetitive, high-intensity exercise. Massage does not appear to be any more effective than passive recovery in reducing lactate levels under the same conditions.

"These results would probably hold true for most repetitive, high-intensity sports, like swimming and track cycling," said Potts.

"However, the results won't change a thing. Many swimmers believe there are benefits to massage therapy and will continue to use it."

Hope

Continued from Page 1

clinical trials.

"I would not suggest that anyone go out and buy large quantities of vitamin E supplements. Anyone who wishes to take vitamin E should see their pharmacist for recommendations on what and how much to take."

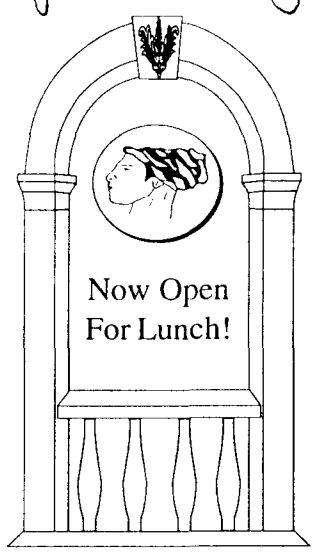
HOPE is one of several studies planned by the Canadian Cardiovascular Collaboration, a team of more than 150 cardiac research specialists from across Canada.

The study, open to people aged 55 or older with a high risk of heart attack, will involve 9,000 patients in North America and Europe. Tsuyuki hopes to recruit several hundred participants in B.C.

The $11-million project is being funded by the Medical Research Council of Canada and pharmaceutical companies Hoescht-Roussel and Astra Pharma.

For more information about participating in the HOPE study, call 520-4734.

Valentino's



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FACULTY MEETINGS WITH UBC PRESIDENT DAVID STRANGWAY

If you are unable to attend the session designated for your faculty, please feel free to participate on an alternative date:

April 11 (Mon.)	Arts, Commerce, Education, Graduate Studies, Law	Old Auditorium Noon - 2:00 pm
April 13 (Wed.)	Agricultural Sciences, Applied Science, Forestry, Science	Old Auditorium 11:30 am - 1:30 pm

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GREEN COLLEGE

Application for Non-Resident Faculty Membership

Green College invites applications from UBC faculty who wish to be non-resident members of the College. The term of membership is two years from September 1, 1994. Selection is based on academic distinction, interdisciplinary interests and receptiveness, commitment to participate in College life, and a balance in membership in terms of discipline, rank and gender. Please send a letter of interest and a curriculum vitae to:

The Membership Committee
Green College
6201 Cecil Green Park Road
Vancouver, B.C. V6T 1Z1
Tel: 822-8660

The deadline for applications is May 31, 1994.

UBC REPORTS

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Faculty, students call for openness, communication

Open governance and increased communication are key to a more democratic teaching institution, say representatives of the Faculty Association and the student Alma Mater Society.

The comments were made following a March 24 public forum for students, faculty and the public to discuss UBC's physical, intellectual, and social condition in the '90s.

About 70 faculty, staff, students and community members attended the forum, sponsored by the Faculty Association and the Alma Mater Society.

"What we're suggesting is a shift from centralism to decentralized, participatory, governance," said Bill Bruneau, president of the UBC Faculty Association.

"A sign of the kind of legislative democracy that we want would be for both the Senate and Board of Governors finance committees to be totally open in the way that they gather their evidence and take their decisions."

Openness and communication must be geared to a specified end "and that end is a sense of community and purpose towards education and research," added Bill Dobie, president of the Alma Mater Society.

A panel of speakers raised a number of issues they felt deserve scrutiny at UBC, including building maintenance, library resources, class sizes, personal security, chilly climate, the teaching environment and accessibility to post-secondary education.

But the heads of the sponsoring organizations said most issues come back to governance of the institution itself.

"Every single organization on campus has to make itself more open, and that includes the board (of governors)," said Law Prof. Dennis Pavlich, one of two faculty representatives on the Board of Governors, who was among the audience members who commented on the panel's presentations.

UBC is a great institution with high quality faculty, staff and students, he said.

"Yes, there are problems," he added, "but don't lose sight of the fact that this is a great place."

The forum was a leadup to campus-wide meetings between President David Strangway and faculty members scheduled for April 5, 11 and 13.

Strangway is also holding breakfast meetings with faculty to listen to their concerns and discuss campus issues. He has met with about 750 faculty during 40 meetings in the past year.

Abe Hefter photo

Helping Hand

Teammates link hands in the last stage of the annual Storm the Wall competition which involves swimming, running, cycling and, finally storming the four-metre wall. This year's Storm the Wall divisional championship was won by the Faculty of Medicine team Fast Deferens, with a time of 12 minutes and one second. Medicine became the first unit in nine years to win the Intramural Sports Triple Crown award with victories in Storm the Wall, the Arts '20 Relay and Day of the Longboat.

Offbeat

by staff writers

Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds...but FOGS will get them every time.

That's just one of a thousand acronyms used daily by members of the campus community when addressing mail, a practice that often delays the arrival of a letter at its intended destination.

"FOGS can stand for Friends of the Garden Society or the Faculty of Graduate Studies," explained Ken Leighton, manager of Campus Mailing Services (CMS).

"Apart from the acronym, which itself may be wrong, there is often no other information. About 60 per cent of the mail we process is incorrectly addressed this way."

That's a lot of letters heading for uncertainty when you consider that 40 per cent of the mail CMS receives is internal, going to 220 departments in 106 buildings on campus.

So don't shoot the messenger. Even with "address hygiene" this bad, Leighton calculates that CMS sorts and delivers the equivalent of one piece of mail per second every working day.

One of the largest facilities of its kind in North America, CMS handles an average of 24,000 pieces of mail daily, or six million pieces a year. If placed end to end, the amount of mail received annually would stretch 1,392 kilometres.

Fold Everything

Mail Technician Allan Doner puts one of Campus Mail Services' high-tech, high-speed machines through its paces. The machine can fold and insert up to six letters in one envelope at a production speed of 10,000 inserts per hour.

New state-of-the-art mail processing equipment installed over the past three years helps Leighton and his crew of 18 full-time staff cope with the volume.

One of the services available includes personalized direct addressing that can target any employee group, then personally address envelopes or letters at a rate of up to 10,000 pieces per hour.

Another automated mail processing service CMS offers is folding and inserting up to six letters in one envelope at a production speed of 10,000 inserts per hour.

CMS can also to provide address database management, mail metering and consulting.

For more information, call 822-2285.

Better yet, drop them a line.

Techniques can help jog spouse's memory

by Connie Filletti

Staff writer

I must be getting old.

It's a common refrain at any age when we forget where we put the car keys or our reading glasses.

"Many of us have been raised with the belief that our memory abilities decline with age, but in most cases this type of memory lapse is natural and nothing to worry about," says Karen Gallie, a Psychology instructor and clinical researcher in UBC's Clinic for Alzheimer Disease and Related Disorders, who has examined the effectiveness of memory-boosting strategies for Alzheimer patients.

Karen Gallie

Gallie cautioned, however, that frequent memory lapses and the importance of the information being forgotten could create stress, especially for spouses who are dealing with memory-impaired partners, leading to strained relationships.

Gallie believes that a lack of resources to help spouses deal with their partners' memory difficulties may compound the stress.

That's why she and colleagues Dr. Lynn Beattie, head of Geriatric Medicine, and Holly Tuokko, a clinical associate professor of Psychiatry, have created a program specifically designed to teach spouses techniques to help improve memory performance in partners experiencing memory loss.

The program is part of a larger research project to develop and test memory-boosting techniques with memory-impaired individuals.

Spouses will learn some of the basic principles underlying most memory strategies as well as how to use external and internal memory aids, Gallie said.

Examples of external memory aids include appointment books, calendars and grocery lists.

"External memory aids are the easiest and most immediate types of strategies to use," Gallie said. "The key to their success is that they must be used consistently and kept in the same place."

Internal memory aids, such as face-name association and picture elaboration, are more sophisticated and require spouses to constantly encourage and guide memory-impaired partners to use them, she said.

The type of internal or external memory aid used and its success varies depending on the severity of the memory impairment.

Gallie has compiled these and other memory-boosting techniques in a handbook that will be used by participants in the study. The researchers hope to recruit volunteers this month.

Spouses who have noticed a pattern of memory loss of at least one month's duration in their partners can call 822-6493 for more information about the study.

Abe Hefter photo

Outstanding Athletes

Sam LeRiche, left, and Conrad Leinemann were named UBC's outstanding athletes for 1993/94 at the Big Block Club awards and reunion dinner March 24 at the Hyatt Regency Hotel. LeRiche, the leading goal scorer on the women's field hockey team, received the Marilyn Pomfret Trophy as UBC's outstanding female athlete. The four-time All-Canadian and Canada West player of the year led the Thunderbirds to the Canada West title. Leinemann, the Canada West volleyball player of the year and a first-team All-Canadian, received the Bobby Gaul Trophy as UBC's outstanding graduating male athlete. Also honoured were field hockey player-manager Sheena Scott, winner of the Kay Brearley Award for outstanding service to women's athletics; retired UBC business manager Buzz Moore, winner of the Arthur Delamont Award for "perennial freshman spirit"; and rugby trainer Sharon Spinder, who won the Carolyn Dobie-Smith Award as the outstanding student trainer.

News Digest

Festiva '94!, a celebration of the multicultural richness of the UBC campus, will be held at International House on April 22.

The program, which begins at 5 p.m., features cultural displays, a food fair where you can sample international cuisine, entertainment and a dance party.

Festiva '94! is hosted and sponsored by the International Student Services Office at International House and co-sponsored by the Multicultural Liaison Office and more than 20 student cultural groups. Tickets are $5 in advance and at $7 at the door. Call the International Student Centre at 822-5021 for more information.

• • • •

How different health practitioners should interact in dealing with a variety of moral issues is the topic of a conference being sponsored by UBC's Continuing Education in the Health Sciences.

Bridging the Professions: An Interdisciplinary Bioethics Course will explore the sensitivities and ethical principles involved in the health care field. It will also help health care team members develop an appreciation of each other's role in responding to bioethical issues. The conference takes place April 15 and 16 at the Coast Plaza Hotel at Stanley Park. For more information, call 822-2626 or 822-4965.

• • • •

Four UBC students made award-winning presentations at the annual North American Model United Nations (NAMUN), Feb. 10-20 at the University of Toronto.

At NAMUN, universities represent various countries with delegates attending committee meetings to deal with such topics as the environment and discrimination. Resolutions are drawn up and voted on.

Sixteen UBC students attended this year's session. Seven represented the Russian Federation, five represented the Netherlands, and four represented Thailand.

The four UBC award-winning presentations were made by Liliana Daminato (justice), James Ivanoff (disarmament), Dinos Kyrou (economics and finance), and Keri McKenzie (sustainable development).

• • • •

The Clinical Engineering program will be discontinued, effective November 30, 1994, as a result of budget cuts in the Faculty of Graduate Studies.

The recommendation to close the program was made because the resources to run it are not available.

Faced with no prospects for obtaining additional resources from other sources, it has been recommended that the program be discontinued, Dean John Grace told the March 16 meeting of Senate.

Founded in 1979, Clinical Engineering offered a Master of Engineering Program to train engineering graduates to maintain sophisticated patient-care equipment in hospitals. Groups of four to 10 students per year have typically enrolled in the program. No new students were admitted in September 1993. The one continuing student in the program is expected to graduate in the fall of 1994.

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Forum

The threat to higher education

by Philip Resnick

Philip Resnick is a professor in UBC's Political Science Dept. This is an excerpt from Policy Options, Vol. 14, no. 9, Nov. 9, 1993.

In the climate in which universities currently find themselves, enormous attention is being paid to problems of funding. With federal and provincial finances in the red, and deficit reduction a veritable fetish among decision makers in the public sector, it is hard to focus debate on a much more serious threat to higher education. This is the danger to university autonomy that comes with an ever-larger corporate involvement in university funding.

"We are faced with a qualitative jump in the influence both of corporations and of the corporate mind-set over the operation of our higher educational institutions."

-Philip Resnick

For some, who take a hard market approach to every aspect of social life, there is everything to be gained from such corporate involvement. On the assumption that "what is good for corporate Canada is good for Canada as a whole," there is no reason to treat universities or colleges with kid gloves. Corporate involvement will help instill the necessary bottom-line mentality otherwise so sorely lacking in university administrations. It will ensure that areas of teaching and research more closely match potential areas of growth and future profit in the economy. It will import a more clearly cost-effective tone to campuses than is the case when academics are left to their own devices.

The author of this article is not under the illusion that universities and colleges have no role to play in an economy where brain-power and technology are absolutely central. Nor does he have some fond nostalgia for an imaginary past, in which universities were islands unto themselves, unbeholden to the societies in which they were located.

We are however, faced with a qualitative jump in the influence both of corporations and of the corporate mind-set over the operation of our higher educational institutions.

The emergence of a crusading, neo-conservative ideology in recent decades has wrought important changes in the climate in which universities must function. In tougher economic times, there has been a tendency for university presidents and boards of governors to bend over backward in seeking funding from the private sector, which often has a direct stake in the research and training that takes place.

It is not uncommon to find deans of faculties such as forestry on the boards of directors of large forestry companies.

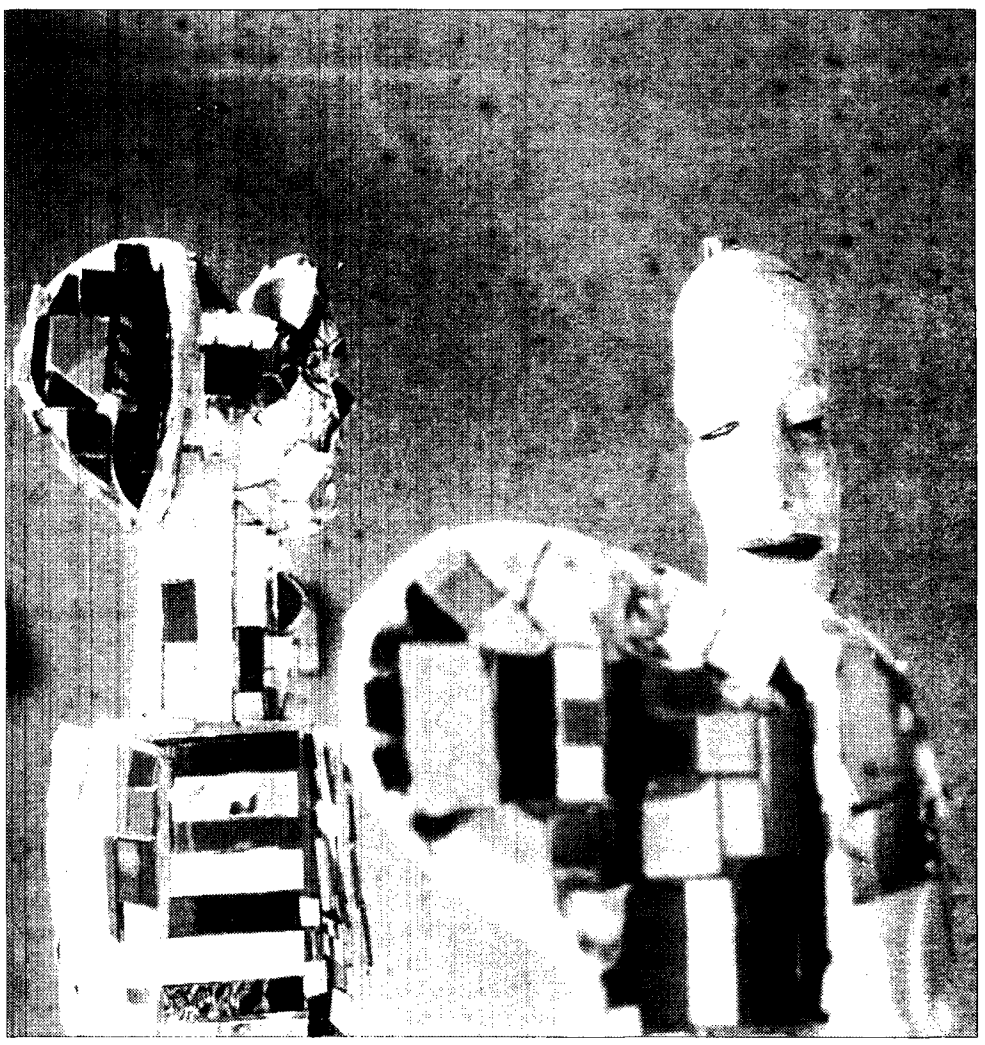
One also finds an increasing number of university presidents who sit on the boards of large corporations. This was not the pattern a few decades ago, but it is a sad reflection of the more market-driven ethos that has come to prevail. Pushed to the extreme, it leads to statements of university philosophy that see the interests of universities and corporations as one and the same.

The inevitable consequence of hands-on corporate input is a tendency to emphasize the utilitarian over the critical, the short-term and profitable over the long-term and theoretical. Yet basic knowledge, in the humanities, in the social sciences, in the pure sciences, and in many other fields does not lend itself to a simple game of "winners and losers." Less still is this true when one thinks of the way in which the game is played on Bay St., Wall St. or in the casino capitalism of the global corporation. As in Antigone's retort to Creon, "the values of higher education are not of today or yesterday, but everlasting." Research and teaching are not something which the corporate sector should be able unduly to shape.

This is not an argument for universities as ivory towers. They need to be accountable, in the fullest sense, to the larger community in which they find themselves. But they do need to be free to carry out their mission of critical teaching and research. Community obligations do not begin and end with the corporate conception of "the greater good." Indeed, there is an overwhelming case for differentiating spheres of activity in a pluralist society, with no one interest able to press its claims too strongly on all others. I fear that, at the current juncture, universities are finding themselves subjected to excessive corporate influence.

So what can be done? At a minimum, one must begin by sounding the alarm, by challenging potential conflicts of interest that flow, for example, from membership of senior university administrators on the boards of private corporations. We talk of conflict of interest codes for politicians; why not for university administrators? One must also subject to careful scrutiny the ties that come with corporate financing, particularly when these involve favouring one kind of research over another, one approach over another. There may be too high a price to be paid for such funding.

But most of all, it behooves the university community itself - its administrators, its faculty, its student body — to be cognizant at all times of the importance of university autonomy today. For the threat to that autonomy may come far more from corporations bearing gifts than from the more familiar ecclesiastical or political forces that threatened intellectual freedom in the past.



Abe Hefter photo

Group Of Five

The lower lobby of the Museum of Anthropology has become the temporary home to five life-sized figures by artist and teacher Sally Michener. Composed of brightly coloured fragments of ceramic tiles and mirror, "Alice, Donna, Helen, John and Adam" stand outside the entrance to the Koerner Ceramics Gallery. The exhibit will be on display through the end of April.

Study points out value of real estate in pension plans

by Abe Hefter

Staff writer

As baby boomers get older, more and more of them are thinking about how financially secure they will be when they reach retirement age.

Commerce and Business Administration Professors Stan Hamilton and Robert Heinkel have teamed up to answer one of the most often-asked questions when it comes to determining the strength of a particular pension plan.

"Does real estate belong in a pension plan portfolio?"

The question has been answered in the most comprehensive study of its kind ever undertaken in Canada.

The answer is yes, according to Hamilton and Heinkel.

The value of Canadian real estate is estimated to exceed $1.6 trillion, yet trusteed pension plans, with a value of approximately $250 billion, hold less than four per cent of their value in real estate assets.

"Real estate is significantly under-represented in pension plans, considering its importance in total value," Hamilton said.

In answering the question, Hamilton and Heinkel laid out the key features of pension plans that are important in designing the plan's asset holdings. These key features include the organization of the plan, the structure of promised benefits, the plan's size, cash flow requirements and maturity.

"The risk profile of a plan's funding obligation is tied into factors such as expected inflation," Heinkel said. "This risk factor affects wages, current and future pension benefits, and the expectations of retirees.

"Real estate is one of the best hedges against inflation. The more your fund is linked to inflation, the more it makes sense to have assets linked to inflation, such as investment-grade real estate."

Hamilton and Heinkel determined that a very conservative pension plan will optimally have five per cent of its asset portfolio in real estate. More aggressive plans, those that accept higher volatility in order to gain higher expected returns, will hold in excess of 20 per cent of their portfolio in real estate.

"However, considering the liquidity and management issues relating to real estate, we concluded that real estate should comprise between five and 15 per cent of the pension portfolio," Hamilton said.

Having concluded that real estate has a role in most pension plans, Hamilton and Heinkel proceeded to ask a second question. What form of real estate is most appropriate: retail, industrial or office?

Unlike the management of financial assets like stocks and bonds, the management of real estate is a hands-on activity, said Hamilton. Choosing a real estate investment vehicle is a matter of matching a pension plan's key features with the specific advantages and disadvantages of a particular real estate investment.

"The type of real estate investment is almost secondary to the initial decision to invest in real estate in the first place," explained Hamilton.

"Real estate is very cyclical. It must be viewed as a long-term investment.

"However, based on our research, we've determined that real estate makes sense for the two basic pension plans available in Canada: the defined benefit plan, which spells out an employee's retirement package at the onset; and the defined contribution plan, in which future payout is based on member contributions and earnings."

The research by Hamilton and Heinkel was done through the faculty's Bureau of Asset Management and included an advisory team of pension plan consultants and administrators, real estate experts, and financiers from Vancouver and Toronto.

Calendar

April 10 through April 23

Sunday, Apr. 10

Botanical Garden Art Show
Leaf, Bud And Blossom. Continued from Sat. and through to Apr. 13. Sponsored by Friends of the UBC Botanical Garden. Garden Reception Centre. Call 822-9666.

Monday, Apr. 11

Green College Lecture
Commerce, Delicacy And The Decline Of Old Mortality. Dr. Ruth Richardson, Institute of Historical Research, U. of London. Graham House Dining Hall at 6pm. Call 822-4225.

Tuesday, Apr. 12

Animal Science Seminar Series
The Role Of The Poultry Extension Specialist In B.C. S. Paulson. MacMillan 260 at 12:30pm. Call 822-4593.

History Colloquium
The Life, Death, Burial And Resurrection Company: Metropolitan Burial In The UK, Since The Great Fire Of London. Dr. Ruth Richardson, Institute of Historical Research, U. of London. Buchanan Penthouse at 12:30pm. Call 822-5748.

Curriculum/Instruction Special Lecture
The Development Of Understanding Kieran Egan, visiting scholar. Scarfe 1003 from 3-6pm. Reception following. Call 822-6502.

Wednesday, Apr. 13

Pharmaceutical Sciences Seminar
The Role Of Rifampin In Systemic Staphylococcal Infections. Detwiller Pavilion Jane De Lemos, PhD student, Clinical Pharmacy. IRC #5 from 4:30-5:30pm. Call 822-4645.

19th Century Studies Colloquium
Victorian Mourning: Etiquette And The Expression Of Grief. Dr. Ruth Richardson, Institute of Historical Research, U. of London. Green College recreation lounge at 8pm. Call 822-4225.

Child Study Centre Kindergarten Open House
Visit UBC's Child Study Centre Model Kindergarten Program. 2881 Acadia Rd. from 1-4pm. Call 822-2311.

Thursday, Apr. 14

AWA Spring Luncheon
Annual general luncheon and meeting of the Academic Women's Assoc. Faculty Club salons A/B from 12-2pm. All members invited. Reservations, call 822-6445.

Friday, Apr. 15

Grand Rounds
Iron Nutrition For The Healthy Term Infant. Dr. Sheila M. Innis, assoc. prof. G.F. Strong auditorium at 9am. Call 875-2307.

Health Care/Epidemiology Grand Rounds
Anchoring Phenomenon: Designing Two-Dimensional Graphics. Dr. Joseph Tan, assist. prof., HCEP; Izak Benbasat, prof., Commerce. Mather 253 from 9-10am. Call 822-2772.

Chemistry Seminar
19F NMR Studies Of Drugs Bound To Enzymes. Dr. Mike Bernstein, Merck Frosst Canada, Pointe Claire, Que. Chemistry 225 at 11:30am. Call 822-3266.

Art Exhibition
Continues to May 21. Dominique Blain. UBC Fine Arts Gallery at the Main Library. Open 10am-5pm. 12-5pm. Sat. Call 822-2759.

Saturday, Apr. 16

French/Spanish/Japanese/Mandarin/Cantonese Conversation Classes
Ten weekly sessions. Develop Your Conversational Abilities, UBC Language Programs/Services. Also offered Wed's. Buchanan D building from 9:30am-12:30pm, Sat.'s; 7-10pm, Wed.'s. Call 222-5227.

Sunday, Apr. 17

Science Lecture Series
Lucy And Lucy's Child: Origins Of Humankind. Dr. Donald Johanson, paleoanthropologist and founding dir. of the Institute for Human Origins. Orpheum Theatre at 7:30pm. Tickets call 280-2801. 1/2 price tickets available at UBC Bookstore.

Tuesday, Apr. 19

Animal Science Seminar Series
Current Status Of In-Vitro Embryo Production In The Bovine. Jamal Kurtu, MSc student, Animal Science. MacMillan 260 at 12:30pm. Call 822-4593.

Wednesday, Apr. 20

Commerce Alumni Business Breakfast
The New British Columbia: The Changes And The Challenges. Milton K. Wong, chair & CEO, MK Wong & Associates, Dean's Advisory Council, UBC Commerce/Business Administration. Hyatt Regency Hotel Regency Centre ballroom from 7:15-8:45am. $20. Limited seating. For reservations call 822-8923.

Orthopaedics Grand Rounds
Arthritis Of The Elbow: Surgical Management In The '90s. Dr. R.W. McGraw, Dr. Bertrand Perry. Vancouver Hospital Eye Care Centre, 7am. Call 875-4272.

Thursday, Apr. 21

DOW Distinguished Lecturer
Teaching Of Electrokinetic Transport Phenomena In Chemical Engineering. Jacob H. Masliyah, prof., Chemical Engineering, U. of Alberta. Pulp/Paper Centre seminar room 101 at 11am. Call 822-8560.

Psychiatry Academic Lecture Series
Functional Magnetic Resonance Studies In Schizophrenia. Peter C. Williamson, assoc. prof., Psychiatry, U. of Western Ontario. Detwiller Pavilion lecture theatre, from 12-1pm. Call 822-7314.

Centre for South Asian Research Seminar
Some Aspects Of Monistic Philosophy Before The Great Sankara. Ashok Aklujar, Asian Studies. Asian Centre 604 from 12:30-2pm. Call 822-3703/4359.

Friday, Apr. 22

Pediatrics Grand Rounds
The Future Of Canadian Pediatrics: Career Choices Among Pediatric Trainees. Dr. Sandra Whitehouse. GF Strong auditorium at 9am. Call 875-2307.

Health Care/Epidemiology Grand Rounds
TBA. Call 822-2772.

Festiva '94!
A celebration of the cultural richness of the UBC campus; international food fair; cultural show, displays. International Student Centre at 5pm. $5. Call 822-5021.

Notices

Student Housing
The off-campus housing listing service offered by the UBC Housing Office has been discontinued. A new service offered by the AMS has been established to provide a housing listing service for both students and landlords. This new service utilizes a computer voice messaging system. Students call 822-9844, landlords call 822-9847.

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

Disability Resource Centre
The centre provides consultation and information for faculty members with students with disabilities. Guidebooks/services for students and faculty available. Call 822-5844.

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

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

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

Human Sexual Response
The dept.'s of psychology and pharmacology are conducting a study directed toward physiological arousal in women. Volunteers must be between 18-45 and heterosexual. $40 honorarium. Call 822-2998.

Dermatology Clinical Trials
Athlete's Foot. Volunteers between the ages of 18-65. Lab tests required. Reimbursement for qualified volunteers upon completion of study. Call 875-5296.
Acne Study. Must be 25 yrs. or younger. 5 visits over 12-week period. No placebo involved. Honorarium. Call 875-5296.
Basal Cell Carcinoma Study. Superficial Tumours. 18yrs./older. 6 visits over 16 weeks. Honorarium upon completion. Call 875-5296.
Psoriasis Study. 18yrs./older. 5 visits over 8-week period. Working with a new topical medication (Dovonex). Above studies take place at 855 West 10th Ave. Call 875-5296.

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

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

Nitobe Garden
Open weekdays only from 10am-3pm. Call 822-6038.

Botanical Garden
Open daily from 10am-6pm. Shop In The Garden, call 822-4529; 822-9666, the gardens.

UBC REPORTS

CALENDAR DEADLINES

Calendar items must be submitted on forms available from the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C. V6T 1Z2. Phone: 822-3131. Fax: 822-2684. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space. Deadline for the April 21 issue of UBC Reports — which covers the period April 24 to May 7 — is noon, April 12.

Leeza MacDonald photo

Graduating students raise $186,931 for faculty projects

UBC's graduating students went over the top this year.

More than 1,100 graduates contributed $186,931 to Class Act, a student fund-raising initiative now in its third year.

All faculties participated in the campaign for the first time, with Dentistry leading the way with a 100-per-cent participation rate.

The students, who pledged an average of $166 over three years for projects chosen by the students of each faculty, surpassed their goal by more than $20,000.

Donations will go to such projects as the MBA/MSc Employment Research Centre in the Faculty of Commerce and Business Administration; a bursary for Forestry students; Engineering student scholarships; computers and equipment in Pharmaceutical Sciences; a Science student bursary fund and an Arts student bursary fund.

THE UNIVERSITY OF BRITISH COLUMBIA

POLICY ON HUMAN RIGHTS

Draft #3

SUBJECT:
Human Rights, Discrimination, and Harassment

RESPONSIBLE VICE PRESIDENT:
Vice President Academic and Provost
Vice President Administration and Finance
Vice President External Affairs
Vice President Research
Vice President Student and Academic Services

INTRODUCTION:

This policy is designed to ensure that the participation of every student and member of faculty and staff at the University of British Columbia is not limited by harassment or by discrimination on the basis of age, "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, or sexual orientation.

Freedom of intellectual inquiry and expression are essential freedoms in a university, and conflicting ideas and opinions are a vital feature of university life. Nothing in this policy is to be interpreted as limiting or discouraging intellectual examination. For UBC to achieve its educational purposes, all individuals must feel free to express responsibly their views and opinions.

At the same time, academic freedom must not be exercised in ways that deny freedom to others or make its exercise more difficult by creating a hostile environment for work, study, or participation in campus life.

PURPOSE:

To provide and maintain a work and study environment free from discrimination and harassment.

POLICY:

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 harassment and free from discrimination on the basis of age (this is not meant to affect the University's policy on mandatory retirement), "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, or sexual orientation, unless there is a bona fide and reasonable justification. Policies or programs that have as their object the amelioration of conditions of disadvantage do not violate this policy.

PROCEDURE SUMMARY:

UBC will: provide educational opportunities that raise the awareness of the university community about human rights issues; promote respect for all members of the university community; and offer training to administrative heads of units to create a positive climate for work, study, and participation in university life.

On the bases set out in the policy above, UBC will not tolerate harassment or discrimination. Through those holding line administrative responsibility and through its Equity Office, UBC will develop the capacity of administrative heads of unit to respond appropriately to such acts. In addition, the Equity Office will provide advice and a confidential complaint resolution process for students, faculty, and staff members who believe that they have experienced harassment or discrimination.

UBC prohibits reprisal or threats of reprisal against any member of the university community who in good faith makes use of any aspect of this policy or who participates in proceedings held under its jurisdiction. Persons who lodge complaints of harassment or discrimination in bad faith will be subject to discipline.

The Equity Office is not a substitute for line administrative authority, and the responsibility for maintaining a discrimination- and harassment-free environment rests with those charged with responsibility for administration at UBC.

Under this policy, administrative heads of unit are expected to take appropriate action whenever they become aware of harassment or discrimination issues in their units, even in the absence of an individual complaint. They may seek the assistance of the services provided through the Equity Office, such as consultation or fact-finding, in order to discharge their responsibilities.

DETAILED PROCEDURES:

EDUCATION

The Equity Office has responsibility to provide information to the campus community about human rights issues at UBC. It offers programs to foster a positive human rights climate and operates in conjunction with other units on campus.

COMPLAINTS

Existing Collective Agreements

If the procedures specified here are inconsistent with those in an existing collective agreement (copies available through the Department of Human Resources), that agreement will prevail. Members of faculty and staff covered by a collective agreement have the option of representation in accordance with the terms of the relevant collective agreement.

Resolving Differences on Own

Nothing in this policy or these procedures is to be construed as preventing individuals from resolving differences on their own, without assistance from third parties. Complainants may also address their complaints to their administrative head of unit. Complainants are encouraged to address their concerns directly to the person(s) causing the concern.

Informal Resolution — Equity Advisor

Persons who believe that they have been subjected to comment or conduct falling within the definition of discrimination or harassment may discuss the matter on a confidential basis with an Equity Advisor.

The Equity Advisor provides advice and assistance to the complainant on the policy and procedures and on possible actions that might be taken. The Equity Advisor assists complainants to weigh options and strategies, and may refer the person to line administrators or specialists (e.g. an advisor trained in sexual harassment cases) where appropriate.

Complainant Right to Withdraw

The decision on whether and how to pursue the matter rests with the complainant. The complainant has the right to withdraw a complaint at any time, subject to the University's right to proceed.

THE UNIVERSITY OF BRITISH COLUMBIA

April 7, 1994

Dear Colleagues:

Draft #3 of the Policy on Human Rights, Discrimination and Harassment is printed here for your review and comment.

This draft was created by using Draft #2, which had been published in September's UBC Reports, as a base. Many of the suggestions received have been incorporated in Draft #3, and appear underlined.

Please send any advice you may have to Libby Nason, Vice Provost, by April 30 latest.

Yours sincerely,

David W. Strangway
President

University Responsibility to Proceed

The University has a legal responsibility to provide an environment free from discrimination and harassment, and, in certain circumstances, may be obliged to proceed in the absence of a complaint, or over objections or withdrawal by the complainant.

The University, through its administrators and Equity Office staff, will consider the needs of both the complainant and the University in deciding whether to proceed, taking into account both the need for protection against retaliation on the part of witnesses and complainants and the need for due process on the part of respondents.

Unknown Source(s)

Where the identity of the people responsible for acts is unknown to the administrative head of unit, the Associate Vice President Equity will arrange an investigation with counselling and educational support as appropriate, and will notify appropriate authorities both inside and outside the University.

Filing a Formal, Written Complaint

Formal complaints are lodged with the Equity Office. Complaints are specified in writing with reasonable detail. It is recommended that complainants seek assistance of an Equity Advisor in formulating a formal complaint.

Time Limit

Complaints are lodged within one year of the most recent incident. Requests for extensions of the one year limit may be granted by the Associate Vice President Equity.

Notice to Respondent

An Equity Advisor (other than the one advising the complainant) delivers to the respondent a copy of the complaint and a copy of the policy and procedures, and provides advice and assistance on how to address the situation. The respondent is asked to let the Equity Office know within three calendar days if he/she intends to respond, and has 14 calendar days from date of receipt of the complaint in which to respond in writing. The Equity Advisor delivers a copy of the response to the complainant.

Conflict Resolution Services

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

No Retaliation

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

Files

The Equity Advisor maintains confidential files on cases lodged with the Equity Office. The files are restricted to current Equity Office staff.

Notification of Administrative Head of Unit

If the dispute has not been resolved by the complainant and respondent within 14 calendar days of the lodging of a formal written complaint, the Associate Vice President Equity notifies the administrative head(s) of unit(s) of both the complainant and the respondent, as well as their respective Vice Presidents (and Deans if students, faculty or staff are in academic units).

Appointment of Fact Finders

The Associate Vice President Equity appoints two fact finders to interview the complainant, the respondent, and any witnesses, and to review any evidence relevant to the case. The fact finders submit a report of findings to the complainant and respondent, their administrative head(s) of unit(s), their Vice Presidents (and Deans if students, faculty or staff are in academic units), and the Associate Vice President Equity, normally within one month.

Continued on Page 8

THE UNIVERSITY OF BRITISH COLUMBIA

Policy on Human Rights

CONSIDERATION BY ADMINISTRATIVE HEAD(S) OF UNIT(S)

The Administrative Head(s) of Unit(s) who has authority, given the complainant and respondent, to decide the case: reviews the report of the fact finders; interviews the complainant and respondent to discuss the report; consults the Vice President(s) concerned (and if academic departments, the Dean); and consults with the staff from the Equity Office before deciding if discipline or remedy is warranted, and if so, the appropriate discipline/remedy in the circumstances.

NOTIFICATION OF DISCIPLINE/REMEDY

Notification of discipline/remedy imposed by the Administrative Head(s) of Unit(s) is sent in writing to the complainant and the respondent with copies to the Associate Vice President Equity and the deans and vice presidents involved. Normal disciplinary procedures as described in the University Calendar (for students) or in collective agreements or terms and conditions of employment (for members of faculty and staff) are followed.

APPEAL MECHANISMS

A student who disagrees with an imposed penalty or that a violation of the policy took place, has recourse through the Senate Committee on Appeals on Academic Discipline. A member of staff or faculty who disagrees with the penalty imposed on him/her has recourse through the provisions of the collective agreement or terms and conditions of employment. Whether or not dealt with by any University processes, the complainant may have recourse to any external process which may be available.

CONTRACTORS

Contractors or visitors to the university who feel they have been harassed or discriminated against by a member of the university community do not have access to the complaint procedure of this policy, but may consult with the Equity Office or express concerns directly to the President's Office. Contractors and visitors are expected to conduct themselves in any university-related activity in a manner consistent with this policy. Allegations of harassment or discrimination on the part of contractors will be dealt with by the University.

ANNUAL REPORTS

The Equity Office publishes annually statistical information about the number of complaints made, types of complaints, and outcomes. It also reports annually on its educational activities, noting incidents which have contributed both positively and negatively to the UBC environment, and summarizes formally-decided cases.

FOR MORE INFORMATION

Contact the Equity Office. See also Policy #2: Sexual Harassment.

DEFINITIONS:

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

Complaint under these procedures means complaints respecting: harassment; or discrimination on the basis of age (this is not meant to affect the University's policy on mandatory retirement), "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, or sexual orientation; or retaliation for consulting with a human rights advisor or for participating in proceedings under this policy; or breach of an undertaking as to future conduct. A complaint may be made by any student or member of staff or faculty in respect of a member of faculty and staff or a student in the course of his/her university work/studies/participation in campus life. The presentation, examination, or discussion of ideas, theories, facts, interpretations and the like arising in an academic context that may result in disagreement or discomfort for some individuals is not grounds for a complaint of discrimination or harassment under this policy.

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

Discrimination is a distinction, whether intentional or not, for which there is not a bona fide and reasonable justification, based on age (this is not meant to affect the University's policy on mandatory retirement), "race", colour, ancestry, place of origin, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, that imposes burdens, obligations or disadvantages on specific individuals or groups. Policies or programs that have as their object the amelioration of conditions of disadvantage do not violate this policy.

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

Member of the university community is a student, a member of faculty or of staff or a group composed of any of the above.

Respondent is a student, a member of faculty or staff, or a group composed of any of the above against whom a complaint is lodged.

THE UNIVERSITY OF BRITISH COLUMBIA

POLICY ON SNOW - Initial Draft

RESPONSIBLE VICE PRESIDENT:
Vice President Administration & Finance

PURPOSE:

To delineate responsibility for decisions concerning cancelling classes and curtailing services in the event of snow and to outline guidelines for communication and staffing over heavy snowfall days.

POLICY:

The University will remain open during snow storms but may cancel classes on a university-wide basis and/or curtail non-essential services in response to the conditions.

PROCEDURE SUMMARY:

The University remains open during extreme snow conditions, since there is continuing activity to service which requires some employees to work. Examples of this activity are the food service needed for students in residence, the functioning of the central heating plant and maintenance of security.

Certain extreme weather conditions may dictate the cancellation of classes (both credit and non-credit) on a university-wide basis and the curtailment of non-essential services.

In this situation, the decision will be made by the President or his/her delegate. The decision will be communicated within the university community by telephone/facsimile by the Vice Presidents, Deans, Heads and Directors. The decision will be communicated to local radio and television stations by Community Relations. All communication with the media will be from the Office of the President or Community Relations.

DETAILED PROCEDURES:

In the event of deteriorating conditions overnight, every effort will be made to communicate the decision to the radio and television stations by 6:00 a.m.

Heads of administrative units are to formulate their own guidelines about which individual members of faculty and staff must report for work when classes are cancelled and/or services curtailed because of snow.

These individuals are expected to come to work because of the essential nature of their responsibilities. Members of faculty and staff who have not been designated by their administrative head of unit as essential for snow services may choose to stay at home under this circumstance, and may arrange with their administrative head of unit to make up the time (if scheduling permits), take a vacation day or to take the day off without pay.

In the event of deteriorating conditions during a person's normal workday, the administrative head of unit has the authority to permit members of faculty and staff who are not designated as essential for snow services to leave early without loss of pay, upon receiving the communication originating in the President's Office.

A member of staff who is expected at work but unable to come because of snow is expected to advise the administrative head of unit as soon as possible. Also, a member of staff may be delayed in getting to work because of snow.

In both cases, with the agreement of the administrative head of unit, the member of staff may receive compensation for the day by using vacation time or accumulated time owing, or may make arrangements to make up the time.

THE UNIVERSITY OF BRITISH COLUMBIA

April 7, 1994

Dear Colleagues:

Suggestions for the initial draft of a "Snow' policy for UBC were provided by a small working group:

Alvia Branch, Registrar's Office
Anton Dolfo-Smith, Commerce
Paula Martin, Community Relations
David Miller, Parking and Security Services
Don Mosedale, Continuing Studies
Libby Nason, President's Office (Chair)
Margaret Ostrom, Human Resources
Chuck Rooney, Plant Operations

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

Yours sincerely,

David W. Strangway
President

THE UNIVERSITY OF BRITISH COLUMBIA

POLICY ON COMMUNICATIONS - Initial Draft

RESPONSIBLE VICE PRESIDENT:
Vice President External Affairs

PREAMBLE:
The University is a forum for critical discussion, debate and unbiased inquiry. UBC is responsible for advancing and disseminating knowledge. Effective relations with the community, particularly through dialogue, are an important element in this process.

PURPOSE:
- to acknowledge formally UBC's responsibility to inform its internal community (students and members of faculty and staff) as well as the external community (local, provincial, national and international);
- to ensure UBC's openness to information and opinions from students, members of faculty and staff and the external community and to foster meaningful exchanges of ideas and knowledge.

POLICY:
The goal is to promote the exchange of information to support and enhance UBC's mission of being a world-renowned institution of teaching and research. To this end, UBC disseminates information about its teaching and research activities, as well as other matters of interest to its communities, in the most effective, cost-efficient and timely manner possible. UBC welcomes ideas and input, striving for openness in its exchanges with individuals and groups, both internally and externally, while respecting legislated bounds of privacy, proprietary rights on intellectual property, safety and security, and encouraging a diversity of views.

PROCEDURE SUMMARY:

A formal communications strategy is under development in order to enhance the quality of communication between UBC and its various constituencies. Elements for consideration in such a system will include:

- definition of the communities UBC relates to;
- analysis of the information needs of each community;
- a strategy for disseminating information and for receiving feedback, both internally and externally;
- a plan for promoting an understanding of teaching activities, research accomplishments and other matters such as administrative policies so that UBC can accomplish its mission and be seen as accomplishing its mission;
- a plan for receiving input and disseminating information during crises or over difficult issues;
- coordination of institutional messages, thereby enhancing understanding and support amongst the many publics of UBC;
- analysis of the various methods of communication and their effectiveness in particular situations;
- a schedule of activities planned to support the strategy over one and three year periods;
- a means of consulting to gain support amongst the communities about the strategy itself;
- a means of updating the strategy, in consultation with the appropriate communities.

THE UNIVERSITY OF BRITISH COLUMBIA

April 7, 1994

Dear Colleagues:

Printed here for your review is the initial draft of a Communications Policy, which will provide the policy framework for a communications strategy which is under development for UBC.

The initial draft was prepared with the assistance of a small working group:

Bob Carveth, Director of Science Communication, Faculty of Science
Steve Crombie, Manager, Media Relations & Publications, Community Relations
Gerry Gorn, Chair, Marketing Division, Faculty of Commerce and Business Administration
Libby Nason, Vice Provost, (Chair)
John McNeill, Dean, Faculty of Pharmaceutical Sciences and Chair of the Deans' Subcommittee on Communications
Deborah Sweeney, Manager, Donor Relations and Communications, Development Office

Please send any suggestions for improvement to Libby Nason, Vice Provost.

Yours sincerely,

David W. Strangway
President

DETAILED PROCEDURES:
The communications strategy will be prepared over Spring/Summer 1994 and readied for the information of the Board of Governors at its September meeting.

DEFINITIONS:
None

THE UNIVERSITY OF BRITISH COLUMBIA

POLICY ON RELIGIOUS HOLIDAYS - Initial Draft

RESPONSIBLE VICE PRESIDENT:
Vice President Student
& Academic Services

PURPOSE:
To enable students and members of faculty and staff to observe the holy days of their religions.

POLICY:
In constructing the academic calendar, UBC takes into account legal statutory holidays, days "in lieu" where appropriate, and days which it has agreed through collective bargaining to grant statutory holidays to members of faculty and staff, in determining days on which the University is closed or classes cancelled.

Recognizing the religious diversity of the UBC community, UBC permits students who are scheduled to attend classes or write examinations on holy days of their religions to notify their instructors in advance of the holy day of their wish to observe it by absenting themselves from class or examination. Instructors provide opportunity for such students to make up work or examinations missed without penalty.

UBC permits members of faculty and staff who are scheduled to work on holy days of their religions to notify their administrative heads of unit in advance of the holy days of their religion of their wish to observe it by absenting themselves from work. Administrative heads of unit make efforts to accommodate such requests.

PROCEDURE SUMMARY:
Students are required to give two weeks' notice of their intention to absent themselves under the terms of this policy.

Administrative heads of unit, in trying to accommodate a request take into consideration financial costs, disruption of any collective agreement, work interruption, employee morale and, where safety is an issue, the magnitude of the risk and the identity of those who bear it. Normally, such requests are met by granting a day off without pay, or a vacation day, or the opportunity to make up the time.

Because the difficulties in re-scheduling work vary by unit, each unit will establish a reasonable requirement for advance notice by members of faculty and staff.

DETAILED PROCEDURES:
The Registrar's Office will distribute a multi-faith calendar to each administrative head of unit annually.

DEFINITIONS:
None

THE UNIVERSITY OF BRITISH COLUMBIA

April 7, 1994

Dear Colleagues:

In recognition of the diversity of the UBC community and with advice from the Registrar, an initial draft of a policy on religious holidays has been published here for your review.

Please note that while the University closes only for specific statutory holidays (as listed in the Calendar), this draft policy would permit individual students and members of faculty and staff to absent themselves from classes/examinations/work to observe holy days of their religions.

Please forward your comments to Libby Nason, Vice Provost.

Yours sincerely,

David W. Strangway
President

Library changes on track

by Abe Hefter

Staff writer

Redevelopment of the circulation system remains a major focus of activity as the University Library progresses through its five-year technology plan.

"The Library made progress on all objectives of its technology plan," University Librarian Ruth Patrick stated in the 1992-93 report to Senate. "This included the redevelopment of the circulation system, and an upgrading of UBCLIB, the online public access catalogue."

The goals and plans outlined in the report by Patrick, and presented at the March 16 meeting of Senate, state that improvements in services for 1993-94 will include the continued development of the electronic library.

"The Library will continue to integrate electronic services into all parts of its information services," wrote Patrick.

A new version of UBCLIB was introduced in January 1993, with improved search options and a merged catalogue inquiry file. Three months later, UBCLIB was modified to allow direct access to a number of online commercial services and library catalogues.

These changes enable UBC to share databases with other academic libraries, such as Simon Fraser University and the University of Victoria, and are the first step toward expanded resource sharing.

In September 1993, access from UBCLIB to ViewUBC, a campus-wide information service, was introduced. It allows UBC students and faculty to gain access to Internet from terminals in the Library or from their home or office computers, without specialized equipment or software.

The Library will continue to focus on users to ensure that information services and library access are consistent with user needs. This includes maintaining a balance between traditional collections and services, and the electronic library, said Heather Keate, assistant university librarian for public services.

"The two are essential in a university setting because the information resources required to support teaching and research are being produced in a variety of formats," Keate said.

Other service goals for 1993-94 include the implementation of a document delivery and retrieval service to the UBC community on a cost-recovery basis; reduced cost and increased efficiency in the delivery of materials not available in the Library's collections; and the development of strategies for involving Library users in planning for new services.

UBC Library facts and figures from the 1992/93 annual report:

Number of reference questions fielded daily by Library staff: **1,290**.

Total number of questions fielded by Library staff: **179,112**.

Number of items on loan from the Library system per day: **6,000**.

Main Library general circulation: **724,308**.

Interlibrary loans to other libraries: **32,915**.

Collections operating expenditures: **$6,735,336**.

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Author of

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

The deadline for the April 21, 1994 issue of UBC Reports is noon, April 12.

Services

STATISTICAL CONSULTING PhD thesis, MSc, MA research project? I cannot do it for you but statistical data analysis, statistical consulting, and data management are my specialties. Several years experience in statistical analysis of research projects. Extensive experience with SPSS/SAS/Fortran on PCs and mainframes. Reasonable rates. Call Henry at 685-2500.

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INCOME TAX RETURNS prepared for as low as $30. Electronic filing now available, refunds as quickly as 10 working days. Pick up and delivery from UBC, professionally prepared. Phone Len at 241-0025.

Miscellaneous

WILLS AND ESTATE PLANNING Seminar. Is your will up to date? Have you arranged to reduce your estate taxes? Special guest speaker: Mr. James D. Burns, BA, LLB. Monday, April 11, 7:30 pm, at West Point Grey Community Centre, 4397 W. 2nd Ave., phone 224-1910 to register. Your host: Edwin Jackson, Estate Planning, Retirement Income, Life Insurance, 224-3540.

OPEN HOUSE at Dorset Learning Institute, City Square (12th & Cambie), 1-4pm, Saturday, April 9. Pre-register for free intermediate/advanced ESL demo lessons. Learn about April and May evening courses. RSVP 879-8686.

Housing Needed

RESPONSIBLE HOUSESITTER available for long-term position May 1, '94. Plants and pets OK. Excellent references. Call Terry at 731-9420.

URGENTLY NEEDED place to live. Professional couple with young daughter requires place to live from May-Aug. while their home is being renovated. Would be pleased to house sit. Responsible & conscientious. Please call Ed at 669-5151 ext. 32 (office).

Accommodation

POINT GREY GUEST HOUSE Elegant accommodation for discerning guests. 5 minute drive from UBC. Close to shops, sports facilities and restaurants. Includes TV, tea/coffee making. Single $35, Double $50. Weekly and monthly rates available. Vancouver, B.C. (604) 222-3461.

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HOUSE FOR RENT 2153 W. 47th Ave, Vancouver. Large, clean, 3 bedrooms, 2 1/2 bathrooms, rec. room. 2 fireplaces, 5 appliances, Available May 1. Call Sussex Realty Mon. - Fri., 263-8800 (9am - 5pm).

VICTORIA APT. for rent. 2 bdrm apt. in Fernwood. Top floor of triplex with washer and dryer in suite. 20mins by bus to UVIC, walk to downtown. Furnished incl. linens, china, ckware, etc. Avail. May 15 - Aug. 31, will rent all or part of this period. $850/mo. incl. util. Call 384-7473 Vic., or 687-4008 Van. after May 5.

Make your move.

Abe Hefter photo

Making Music

The UBC Symphonic Wind Ensemble, conducted by Martin Berinbaum, performed at the Old Auditorium March 25. Selections included Fanfare for the Common Man, Music from Miss Saigon and Root Beer Rag.

Composer scores a hit with Ice Capades ballet

by Abe Hefter

Staff writer

Michael Conway Baker, who wrote the score for the first full-length ice ballet, is about to dazzle audiences in Japan and Europe.

Baker, a sessional instructor in the School of Music, wrote the score for the Ice Capades show Cinderella: Frozen in Time, which wraps up a hugely successful North American run next month before heading overseas.

Baker

Critics have called Cinderella: Frozen in Time an enchanting blend of beautiful skating and a timeless story in the framework of a classical ballet.

For the Ice Capades, it's a far cry from the Smurfs, a traditional staple in past years.

Baker, a Genie, Gemini and Juno award-winning composer whose long list of achievements includes dozens of acclaimed music scores for film and television, began his association with Ice Capades two years ago, just as Olympic figure-skater Dorothy Hamill was about to begin negotiations to purchase the ice skating troupe.

"Dorothy and her choreographer, Tim Murphy, began a search for a classical composer who could create romantic music for an ice ballet," Baker said. "I sent them a demonstration tape and the next thing I knew, they were on an airplane from Los Angeles to Vancouver."

With Baker's electric piano and Hamill's blades, the three took their positions at the Arbutus Club skating rink, where Hamill skated to an improvised Baker score.

"It went very well. However, at the time, we envisioned perhaps a one-hour television special. We had no idea that we would end up with a full-length, two-hour ballet on ice."

After Hamill purchased the Ice Capades in March of 1993, that's exactly the route they took. In the end, Baker had less than three months to write the music to a script that was constantly changing as characters were added and others deleted.

"It got very hairy," Baker reflected. "I was a basket case."

However, by August of last year, Baker had made his way to Abbey Road studios in London, England, where the composition was recorded by the world famous Sinfonia of London Orchestra.

Three hundred shows and 750,000 spectators later, Cinderella: Frozen in Time has exceeded Baker's wildest expectations.

"Despite the commercial aspect of this venture, I am thrilled that we've been able to reach so many people with this music, people who might not normally be interested in symphonic music," he said.

"The Ice Capades is still very much a family show. However, this program has also appealed to those who appreciate ballet and the symphony. It's been very gratifying."

In case you missed the Vancouver stop of the show, you can catch it on television. The ice ballet has been filmed for an upcoming one-hour special for ABC.

SUB opens space for studying

Students hitting the books this month will find additional space on campus for their studies.

Food Services has agreed to make cafeteria space in the Student Union Building available for students, after hours, on a trial basis through the month of April.

The university's operating budget will cover the costs associated with the project.

If the trial is successful, the university may look at continuing the arrangement during the winter term on a session-by-session basis, said Byron Hender, executive co-ordinator, Office of the Vice-president, Student and Academic Services.

"We might expand services next year to include photocopiers and computer access to make the SUB study area more convenient," Hender said.

On-site supervision will be provided by Food Services staff.

"The Library supports additional study space on the campus," said Heather Keate, assistant university librarian for public services. "This type of additional informal work space is particularly welcome."

Study space at SUB will be available Monday through Thursday, 4 p.m.-11 p.m., and Saturday and Sunday, noon-6 p.m.

People

by staff writers

Education Prof. Emerita **Verna Kirkness** and Prof. **Paul Lin** of the Institute of Asian Research have been appointed to UBC's Senate by the provincial government.

Kirkness recently retired as director of the First Nations House of Learning. Before that, she headed the Ts"kel graduate program and the Native Indian Teacher Education Program in the Faculty of Education.

Kirkness has dedicated her career as a teacher, administrator and government advisor to issues surrounding aboriginal education.

Lin is an honorary professor who heads the China Program for Research and Dialogue at UBC's Institute of Asian Research. He also serves as an honorary professor at the Institute of World History, Chinese Academy of Social Sciences, Beijing.

Lin taught at McGill University for 18 years and was director of its Centre for East Asian Studies. The former rector of the University of East Asia in Macau, Lin has devoted much of his life to promoting open communications and relations between China and the West.

• • • •

Johan de Rooy, a lecturer in the Faculty of Commerce and Business Administration, has been appointed president of the B.C. and Yukon Division of the Canadian Cancer Society for a two-year term.

de Rooy

A UBC graduate (BEd '76), de Rooy has been teaching at the university since 1984. He also lectures at the Institute of Chartered Accountants of B.C., the Certified General Accountants Association of B.C. and the Certified Management Accountants Association of B.C.

In addition to his duties as president, de Rooy chairs the division's Interagency Committee, the liaison group for the B.C. Cancer Agency, the B.C. Cancer Foundation and the Canadian Cancer Society.

• • • •

Lynn Smith, dean of UBC's Faculty of Law, has been appointed by the Vancouver YWCA to assist with the major gift phase of its $27-million capital campaign.

She joins a team aiming to raise $6 million for Touching Lives, Building Futures, which will fund programs and services for women and children in the Lower Mainland.

Smith, a widely respected judicial educator, has made major contributions to women's equality in the legal system and in the university community.

• • • •

Sheila Egoff, professor emerita of Library, Archival and Information Studies, has been named to the Order of Canada.

A graduate of the University of Toronto and University College, London, Egoff joined UBC in 1962. In 1967 she published The Republic of Childhood, the first full-length study of children's literature in English.

Since then she has added four book titles to her credit. Her most recent publication is a catalogue of Canadian children's books.

• • • •

Paul Watkinson, professor and head of the Dept. of Chemical Engineering, is the winner of the Jules Stachiewicz Medal for 1994.

Watkinson

The award is given jointly by the Canadian Society for Chemical Engineering and the Canadian Society for Mechanical Engineering to recognize contributions in the field of heat transfer, including design, research, manufacturing and teaching.

Watkinson will receive the award at the 44th annual Canadian Chemical Engineering Conference in Calgary Oct. 2-5.

• • • •

Richard Kerekes, director of UBC's Pulp and Paper Centre, has been appointed by the Canadian Pulp and Paper Association to the joint committee of the Journal of Pulp and Paper Science (JPPS).

The committee will oversee the transformation of the JPPS, a bi-monthly Canadian publication devoted to the science of pulp and paper, into a monthly Canada-U.S. journal, and will subsequently oversee the operation of the publication.

On assuming his new duties, Kerekes relinquishes his role as associate scientific editor, a position he has held since 1985.

• • • •

The Colorado School of Mines has announced it will present UBC's **Keith Brimacombe** with an honorary Doctorate of Engineering.

Brimacombe

A professor in the Dept. of Metals and Materials Engineering, Brimacombe is also director of the Centre for Metallurgical Process Engineering and holds the Alcan Chair in Materials Process Engineering.

In 1993 he was president of the Minerals, Metals and Materials Society, which has 13,000 international members, and in 1995 he will be president of the Iron and Steel Society.

Brimacombe will receive the honorary degree at the school's commencement ceremonies, May 6.

Profile

Going the distance

Whether running a marathon or UBC's Computer Science Department, Maria Klawe sets a quick pace

by Gavin Wilson
Staff writer

You have to have energy, stamina and determination to run a marathon.

Maria Klawe has them in spades, and they serve her well whether she's crossing the finish line, writing intricate mathematical equations, raising two children, or pursuing her interests in art.

Klawe, who recently accepted a second term as head of UBC's Dept. of Computer Science, runs 80 to 112 kilometres a week when she is training for a marathon.

As well as the exhilaration and sense of accomplishment long-distance running brings her, she finds it teaches her lessons she can take to the office.

"It helps me when I'm facing a tough situation at work. I know I'll just have to stick it out, grit my teeth and get to the other side," she says.

Such determination has paid off since she arrived at UBC to take the head's job in 1988. Klawe has transformed the department, infusing it with her enthusiasm and energy.

Growing up in Edmonton, Klawe had an instant affinity for mathematics and physics. It was as if she already knew the concepts even before the teachers explained them.

Despite her gifts in science, Klawe seriously considered art as a career, taking fine arts courses right up to the university level.

She still paints, and in many styles: water colours, landscapes, portraits, abstracts.

"I don't think of it as a hobby," she says emphatically.

Examples of her work hang in the Computer Science head's office. A mural of cartoon and fantasy figures graces one wall of a computer science lab. And other Klawe murals can be found in universities from Edmonton to Yale.

Despite her love of art, after a couple years at the University of Alberta she knew that mathematics was her destiny.

"It has such a wonderful structure, a great beauty, and it's creative," she says. "Math has a language that only other mathematicians can understand. I always knew I could never marry someone who was not a mathematician."

Like many of her generation — it was 1971 — Klawe dropped out of university in third year to explore alternative lifestyles. She did leather work and travelled around the world, but her passion for mathematics would not die.

"I found myself surreptitiously buying math books," she said. "I discovered that I wanted to do math more than anything and I didn't want to live my life without it."

Klawe returned to university and went on to complete her PhD. That landed her a tenure track job with a small university in Rochester, Michigan, but she felt stifled by the suburban Midwest and started looking for a way out.

By chance, she heard that there was great demand for computer science PhDs. She applied to the University of Toronto for a second doctorate.

"I knew nothing about computer science," she admits. "When I arrived, I had never written a program or even read a book about computers."

Klawe ravenously devoured everything she could find on the subject and quickly completed all of her graduate course requirements.

Before she completed her degree, she was receiving job offers. When U of T found this out, they quickly made her an assistant professor in what was then one of North America's top 10 computer science departments.

Another turning point in her life occurred shortly after, when she met American Nick Pippenger, a brilliant computer theorist and IBM researcher. Within six weeks they had decided to marry.

Together, they took jobs at IBM's Almaden Research Centre in San Jose, California, the heart of the Silicon Valley.

It was the early 1980s, and Big Blue was still riding high, the undisputed leader of the computer world. Five years after her arrival at IBM, Klawe was leading a group of 25 researchers.

"They were wonderful years to be with IBM," she says.

When it came time to look for new challenges, Klawe and Pippenger had many prestigious offers to consider. UBC was in the running, but could not match the others for prestige or money. Klawe, however, longed to return to Canada.

Unable to decide, they considered where they could have the most impact, and UBC topped the list. Still, it took a last-ditch telephone call from Academic Vice-president Dan Birch to convince them to come.

The arrival of two such high-profile researchers was hailed as the hiring coup of the decade for Canadian computer science. The local media saw it as a sign that UBC was on the road to recovery after the lean early 1980s.

Fortunately for Klawe, she has lived up to her advanced billing.

In her first five years as head, the department has rapidly expanded: lab facilities have increased, 17 new faculty members have been hired, twice as many undergraduate and graduate students have enrolled and more than twice as much research funding has come in.

"It's a totally different place, it's humming all the time," Klawe said. "And there's incredible interaction with industry, the community, and other universities."

Klawe believes the department's future lies in working with other departments — at other universities and within UBC — rather than by competing with them.

Her collaborative philosophy extends to the way she runs the department. Klawe favours management by consensus, with everyone from faculty to undergraduates and support staff having a say in the decision-making process.

"IBM was really hierarchical, and I hated that," she said. "It's the wrong way to run a group of talented researchers.

"When I came here, while I wanted to turn the department structure upside down, I didn't want to make it the Maria show or Maria's department. I want people to feel that it's their department.

"If they have an idea, and if they're willing to put their personal energy into it, they can make it happen," Klawe said.

Despite her many responsibilities and interests, Klawe still finds time to be involved in research. She has organized a collaborative research project called E-GEMS that looks at the potential of electronic games to help children learn math and science.

The E-GEMS team includes researchers in computer science and education, as well as teachers and professional game designers.

As she points out, it combines many of her life's passions — computer science, math, art, education and children — in a single project.

John Chong photo

Maria Klawe

"Math has a language that only other mathematicians can understand."