THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

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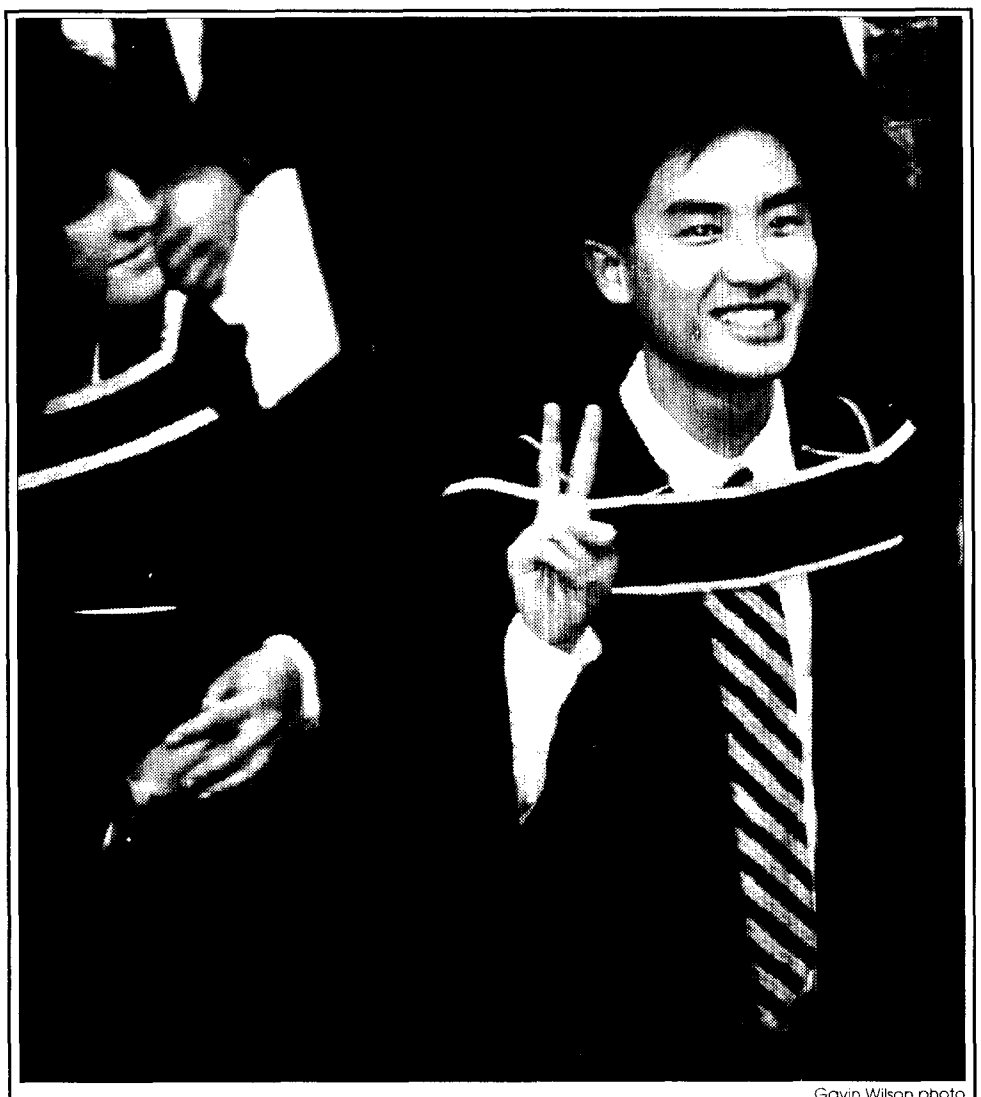

Gavin Wilson photo

Victory Day

Happy student flashes a victory sign after a recent Congregation ceremony at War Memorial Gym. More than 5,000 students filed onto stage May 28-31 to be admitted into convocation by Chancellor Robert Lee. It was the last Congregation for Lee, who is stepping down after a three-year term.

North campus new locale for Liu Centre

Work is expected to soon begin on the Liu Centre for International Studies, funded by a gift from the Liu Foundation.

The Liu Centre will be a comprehensive centre of teaching and research which will draw on UBC's strength in international studies and increase academic space at the north end of campus.

Phase one consists of a major restoration of the former Faculty Club premises for the use of academic units. Space will also be dedicated to provide a gathering place on the campus, including dining facilities, honouring the spirit of the original Koerner family gift of the building to UBC.

In phase two, a site-sensitive building will be erected in the west end of the current parking lot. This residential/hotel facility will cater to conference participants, visitors to the university and registrants in special UBC programs, and be linked to the Faculty Club building.

The building will be subject to an interim Official Community Plan approval process currently being considered by the university and the Greater Vancouver Regional District.

"I am confident that the new Liu Centre for International Studies and the associated facilities will contribute significantly to the university's educational role and will enhance UBC's already strong international reputation," said UBC President David Strangway.

Originally, the Liu Centre, including the residential building, was to be located near Gate 6 on the campus. Meanwhile, proposals for a hotel were being examined for the Faculty Club site.

The Liu Centre will provide a forum for faculty, distinguished visitors and students to engage in study and dialogue. Plans include housing prominent UBC international units at the centre, such as the Centre for Human Settlements, the Institute for International Relations and the South-North Studies program.

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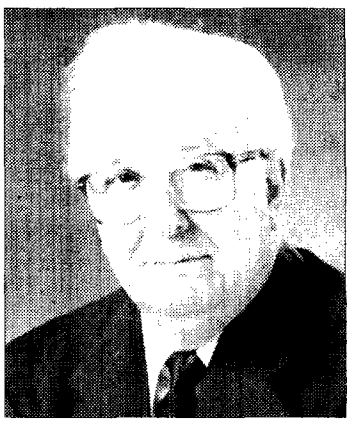
Professor emeritus earns province's highest honour

University Prof. Emeritus Peter Larkin received the Order of British Columbia (OBC) this month, the highest form of recognition the province extends to citizens.



Larkin

Established in 1990, the OBC recognizes those "who have served with the greatest distinction and excelled in any field of endeavour benefiting the people of the province or elsewhere."

Larkin came to B.C. in 1948 as the chief fisheries biologist with the B.C. Game Commission. In 1955, he joined UBC as director of the university's Institute of Fisheries.

Larkin's career at UBC spans four decades and includes administrative stints as head of the Dept. of Zoology, dean of Graduate Studies and vice-president, Research. He currently serves as overseer of the North Pacific Universities Marine Mammal Research Consortium and chair of the science advisory committee of the Northern River Basins Study.

An author of more than 160 papers on fisheries and related topics, Larkin has served on numerous provincial advisory committees dealing with wilderness preservation and ecological reserves. In the area of science and technology, he has served on the B.C. Research Council, Discovery Foundation, the Science Council of B.C. and the Vancouver Hospital and Health Sciences Centre.

Nationally, he has served on the Science Council of Canada, the National Research Council, the International Development Research Centre and the National Task Force on Environment and the Economy.

In 1995 he received the Science Council of British Columbia Gold Medal for career achievement and was inducted into the Order of Canada.

UBC mourns passing of former president

by Gavin Wilson

Staff writer

Former UBC President Douglas Kenny has died at the age of 72. He served as president from 1975 to 1983.

Douglas Kenny, 1924-1996

"UBC owes a huge debt of gratitude to Doug Kenny," said UBC President David Strangway. "He was an outspoken advocate for the cause of higher education in Canada and devoted his entire career to the betterment of the university."

Kenny began his academic career at Victoria College before moving to UBC, where he received a BA in 1945 and an MA in 1947. He received a PhD from the University of Washington in 1952.

He joined UBC as a lecturer in the Dept. of Psychology in 1950 and rose through the academic ranks, becoming a full professor in 1964.

As a researcher, Kenny's interests lay in the areas of personality and learning, developmental psychology and patterns of child behaviour. He published many articles in professional journals and was a visiting lecturer at Harvard University from 1963-65.

Kenny became head of the department in 1965 and laid the foundation for what soon became one of the premier schools of psychology in Canada. Today it is housed in a building that bears his name.

Kenny became dean of Arts, UBC's largest faculty, in 1970. He held the position for five years until his appointment as university president in 1975. After stepping down as president, he resumed his responsibilities as a professor until he retired in 1988.

Always deeply involved in university affairs, Kenny served as a member or chair of a number of key committees. He

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Kenny

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was also active in the Faculty Association, of which he served a term as president.

His commitment to excellence and his deep and abiding affection for his alma mater were recognized with an honorary degree awarded in 1983.

Kenny was also president of the B.C. Psychological Association, a member of the American Psychological Association and honorary president of both the Vancouver Institute and the UBC Alumni Association.

Kenny also served on the governing boards of the Canada Council, Vancouver General Hospital and the Social Sciences and Humanities Research Council.

Market holds true for election

UBC's Election Stock Market made accurate predictions of the number of seats won by political parties in last month's provincial election.

Predictions of seats won at market close, along with the actual numbers, were: NDP 37.5 (39), Liberal 34 (33), Reform 4 (2) and Progressive Democratic Alliance 1 (1).

The popular vote and majority government markets were not very active and did not predict as well as they have in past elections, said Tom Ross, professor in the Faculty of Commerce and Business Administration.

At closing, the stock market had 44 traders who invested $6,324.

This is the second time that investors have been able to trade on UBC's Election Stock Market. In 1993 it predicted the popular vote in the federal election with great accuracy. The market is used to show students how stock markets react to news events.

Liu

Continued from Page 1

It will also provide high-quality space for seminar and conference rooms, meeting facilities and offices for faculty and graduate students. This is expected to be completed by the summer of 1997.

The centre will be centrally located in a part of campus that is gaining prominence as a public place, near the Chan Centre for the Performing Arts, Morris and Helen Belkin Art Gallery, Frederic Wood Theatre, and Museum of Anthropology.

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THE UNIVERSITY OF BRITISH COLUMBIA

Vancouver Hospital and Health Sciences Centre

Applications are invited for the position of **Director** of the **Brain and Spinal Cord Research Centre** at the University of British Columbia and the Vancouver Hospital and Health Sciences Centre (VHHSC). We seek a senior neuroscientist (PhD and/or MD) with an established, international reputation in research.

The Brain and Spinal Cord Research Centre, recently established to enhance the multi-disciplinary development of neuroscience research, will focus on fundamental and applied research avenues common to many neurological and psychiatric disorders. It will also form the hub of neuroscience education and training at UBC and VHHSC. There are approximately 70 active neuroscience faculty members, with their associated research groups, at UBC and VHHSC. UBC has maintained an active inter-departmental graduate program in neuroscience with an annual enrolment of more than 50 graduate students.

The director will develop and lead the research and educational priorities of the Centre and will identify and actively pursue opportunities for fund development. The director will report to the dean of Medicine, UBC, and the vice-president, Research, VHHSC. The successful candidate will also be appointed as a tenured professor within an appropriate UBC department. Salary will be commensurate with qualifications and experience.

Qualified applicants are invited to submit their curriculum vitae, the names of three references, and a summary of their current research program to: **Dr. Martin Hollenberg, Chair, Brain and Spinal Cord Research Centre Search Committee, c/o Faculty of Medicine, University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C., Canada, V6T 1Z3.** Deadline for submission of applications is Aug. 31, 1996 and the anticipated starting date is Jan. 1, 1997.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC and VHHSC welcome all qualified applicants, especially women, aborginal people, visible minorities and persons with disabilities.

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President
The University of British Columbia

The University of British Columbia is one of Canada's leading teaching and research institutions. Incorporated in 1908, it is a publicly supported, comprehensive university comprising twelve faculties, nine schools, and twelve centres and institutes. The University's mission is to be a world-renowned institution of higher education and research.

UBC is affiliated with major teaching hospitals, including one which has a facility on campus. Total credit course enrolment in 1994/95 was 31,000, and there are approximately 2,000 faculty and 5,500 non-academic and support staff. Total expenditures in 1994/95 were $747 million, including $356 million in operating and $135 million in sponsored research. The UBC endowment fund surpassed $300 million in 1995.

As Chief Executive Officer, the President has general supervision over all academic work and is responsible for directing the operation of the University and its business affairs. The President has other powers and duties as may be assigned by the Board of Governors.

The salary and terms of appointment of the President are negotiable.

The University is concerned about the under-representation in administration of women, aboriginal people, visible minorities and persons with disabilities. The University welcomes all qualified applicants, especially members of these designated employment equity groups.

Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, will be received until a selection is made and should be sent as soon as possible to the UBC Presidential Search Committee, c/o:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Janet Wright & Associates Inc.

UBC REPORTS

UBC Reports is published twice monthly (monthly in December, June, July and August) for the entire university community by the UBC Public Affairs Office, 310 – 6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1. It is distributed on campus to most campus buildings and to Vancouver's West Side in the Sunday *Courier* newspaper.

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UBC Reports welcomes the submission of letters and opinion pieces. Opinions and advertising published in *UBC Reports* do not necessarily reflect official university policy.

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Experts gather to share knowledge of pain

by Gavin Wilson

Staff writer

Pain has always been a universal aspect of the human condition, but it is still poorly understood.

This summer, nearly 4,000 of the world's leading experts will gather in Vancouver for the Eighth World Congress on Pain to exchange ideas and information on a wide range of related topics.

The triennial congress, at the Trade and Convention Centre Aug. 17-22, is being held in Canada for the first time since 1979.

"We all know what it is like to experience pain," said Kenneth Craig, one of the congress organizers, a professor of psychology at UBC and president of the Canadian Pain Society. "Unfortunately, people often suffer pain in an uncontrollable or chronic manner. It is the major cause of suffering and disability today."

Chronic pain most often results from backache, headaches, arthritis and neck soft tissue trauma, as well as from terminal illnesses such as cancer and AIDS, Craig said.

"Some forms of pain are of epidemic proportion, such as back pain. In the last 10 years, long-term disability due to spinal problems has escalated dramatically."

The economic cost of caring for people suffering from persistent, uncontrollable pain—for the health care system, hospitals, compensation boards and insurance companies—is staggering, he said.

Despite the tremendous expense, an estimated 20 to 30 per cent of those suffering chronic pain cannot be helped even with the best medical care. Another 20 to 25 per cent rely heavily on medication, which can put them at risk of substance abuse.

Craig said one of the most exciting developments in pain management in recent years is the rise of multidisciplinary pain centres which can offer care superior to that available from any one discipline, such as surgery.

As well as various medical specialties, multidisciplinary pain care includes fields such as nursing, psychology, physiotherapy, rehabilitation medicine, pharmaceutical sciences and dentistry.

The multidisciplinary approach also emphasizes non-pharmaceutical control of pain. Cognitive behavioural interventions, acupuncture and biofeedback, for example, have proven to be effective.

In addition to these important clinical approaches, advances in the basic sciences will be examined, including brain chemistry of pain, new insights into synthetic narcotics, cellular and synaptic mechanisms, basic neurophysiological processes and the use of advanced imaging techniques in the study of pain.

Some of the other topics to be covered at the congress include: arthritis, cancer, chronic pain in patients with physical or mental disabilities, dental and mouth pain, ethical issues in pain, gender and pain, joint and muscle pain, low back pain in the workplace, the use of opiates, pain in children and the elderly, palliative care nursing, phantom pain, postoperative pain and sports injuries.

Offbeat

by staff writers

Tim Miner has liquidated his pig portfolio.

Before UBC's director of Campus Planning and Development retired on May 24, he put his piggies out to pasture—close to 180 of them.

Miner has collected assorted pig paraphernalia for almost 20 years. It all started when someone gave him a porky trinket for his 40th birthday.

Miner's response was immediate: "I said, 'OK, it's crazy, but I'll collect pigs.'"

Before moving on, Miner thought it would be a good idea to sell his collection with the proceeds going towards a bench on campus, perhaps with an appropriate pig epigraph.

Those unfamiliar with Miner's office whereabouts on West Mall had only to look for the pink window frames on the renovated hut north of the Kenny Building. The name plate next to his office door was covered by a pig. The door itself was emblazoned with a "Pig Pen" plate.

Miner's coffee-drinking guests drew their cream and sugar from porcelain pigs and placed their mugs on pink pig coasters.

Elsewhere, pigs abounded: glass pigs, wicker pigs, clay pigs, planter pigs and pig puzzles. Among Miner's more practical pigs were a pig door stop, pig chimes, a pig barrette, a pig bacon press and piggy banks galore. Pig fridge magnets adorned the ceiling lights while an exotic winged pig mobile from Bali twirled in a corner.

Friends contributed other far-flung pigs from China, the Czech Republic, England and throughout the United States.

Miner has kept the first pig he purchased, along with a handful more, as keepsakes.

The rest, he said, have gone to market.

Stephen Forgacs photo

Librarian Frances Woodward oversees the Arkley Collection which contains many unusual children's books, of interest for not only their value as works of literature, but for the insight they provide into social attitudes.

Library houses treasure trove of children's lit

by Connie Bagshaw

Staff writer

What was once the object of child's play keeps Frances Woodward busy at work.

As a custodian of the Arkley Collection, UBC's treasury of early and rare children's books dating from 1713 to 1939, Woodward oversees the purchase, restoration, cataloguing and storage of more than 10,000 volumes currently in the collection.

It is a labour of love for Woodward, who handles each book with a wonderment reminiscent of what their original recipients must have felt upon first meeting Mother Goose and Winnie the Pooh. But the work is demanding and unabating.

"The books are not unlike children themselves," Woodward said. "They need lots of care. Everything in the collection is waiting for some attention."

Among those on the waiting list are the collection's rarest volume, an American first edition of Isaiah Thomas's *The History of Little Goody Two Shoes*, the Salvador Dali limited edition of *Alice in Wonderland* and a privately printed edition of Beatrix Potter's *Tailor of Gloucester*.

Started in the early 1960s, the collection is named in honour of UBC graduate Stanley Arkley and his wife, Rose, a primary school teacher, who in 1976 donated about 3,000 volumes to Main Library and funds to purchase future editions.

From its inception, the collection was built by Sheila Egoff, a professor emerita of UBC's School of Library, Archival and Information Studies who, despite retirement, continues to assist with its care.

Egoff has already published a catalogue of the Canadian children's books in the collection and currently spends several hours each week in Main Library's Special Collections Division compiling a catalogue of the British and American volumes. She is also a tireless fundraiser for the collection.

"Finding the money is a full-time job in itself, but it's the only way to get things done," Egoff said.

Although her love and sheer enjoyment of the books keeps her dedicated to their cause, Egoff also cited the historical importance of children's literature.

"Even if it's not great writing, so many children's books are interesting sociologically," she explained. "As they were written for children, the books often give us clear, simple, straightforward information about such things as the manners and morals of the day."

Egoff offered *The Toilet*, one of the most expensive books in the Arkley Collection, as an example.

At first glance the tiny volume, published in 1821, appears to be a delicately illustrated book about personal beauty and grooming. Turning to the page which invites the reader to learn about "a universal and genuine beautifier," one finds that the secret is "good humour."

A Book of Drolleries, published in 1874, is one of the more bizarre illustrations (by today's standards) of how blacks were depicted in literature at that time.

"It offers insights about how 19th-century American blacks were viewed," Egoff said. "Sometimes sociologists forget to use children's books, which is a shame."

Unlike special collections at most institutions which restrict access, Woodward said that people are encouraged to use the Arkley Collection which also contains textbooks from the 18th century to about 1930, Russian children's books and a British Columbia collection. Books must be requested and used in the Special Collections reading room.

Donations to help build and preserve the collection are needed. For more information, call Woodward at 822-2819.

Calendar

June 16 through July 13

Sunday, June 16

Botanical Excursion
Cypress Park. Fred Ganders, Botany; Stephen Partington, naturalist. Meet at 10am, Park Royal cinemas. Participants should arrange their own transportation and bring their own lunch. To register and for further information call Prof. Iain Taylor, 822-3554.

Monday, June 17

IHEAR Seminar
Accessing Resources For Adults With Hearing Impairments. Gladys Loewen and Catherine Kaulback. BC Cancer Research Centre, 601 West 10th Ave, Lecture Theatre, 4:30pm. For special listening needs and information call 822-3956. Fax 822-5949.

Tuesday, June 18

First Nations House of Learning Lecture
East Meets West. Ravi Shankar, spiritual teacher and founder of the Healing Breath Workshop. First Nations House of Learning, 1985 West Mall, 7:30pm. Call 228-8728.

Friday, June 21

Grand Rounds
Congenital Adrenal Hyperplasmia: From Molecular Biology To Social Policy. Dr. Jeremy Winter, Endocrinology and Diabetes Unit, B.C. Children's Hospital. GF Strong auditorium, 9am. Call 875-2307.

The Longest Day Run-Walk 10k/5k
For Alzheimer BC And BC Athletics. Osborne Gym, 7pm. Barbecue afterwards plus door prizes. Call 681-6530.

Tuesday, June 25

School of Theology Lecture Series
50 Billion Galaxies In One Grain Of Sand. Madeleine L'Engle and Archbishop T. David Somerville. Chapel of the Epiphany, 6050 Chancellor Boulevard, 7:30pm. Call 228-9031 ext. 221.

Thursday, June 27

School of Theology Lecture Series
Towards A First World Theology Of Economic Justice. Ched Myers, ecumenical justice and peace activist and author; Denise Nadeau, community and social justice activist and writer. Chapel of the Epiphany, 6050 Chancellor Boulevard, 7:30pm. Call 228-9031 ext. 221.

Friday, June 28

Grand Rounds
Novel Strategies For Prevention Of Lung Infection In Patients With Cystic Fibrosis. Dr. David Speert, Pediatrics. GF Strong auditorium, 9am. Call 875-2307.

Day-Long Public Forum
Ethnic Nationalism And The Politics Of Identity. Sophie Body-Gendrot, Sorbonne; Van Zyl Slabbert, Witwatersrand U, South Africa. Coast Plaza at Stanley Park, 1733 Comox, 9am-5pm. $30; students, $15. Call 822-1450.

Monday, July 1

Continuing Studies Panel Discussion
Canada And Its Party System. Henry Brady and Richard Johnston. Sutton Place Hotel, 845 Burrard St., La Versailles Ballroom, 12:15-2pm. $10. For both this and July 3 discussion $15. Call 822-1450.

Tuesday, July 2

School of Theology Lecture Series
Judas Iscariot: A Personification Of Christian Prejudice. John S. Spong, Bishop of Newark. Chapel of the Epiphany, 6050 Chancellor Boulevard, 7:30pm. Call 228-9031 ext. 221.

Wednesday, July 3

Skin Cancer Screening Clinic for UBC Students, Staff, Faculty
Skin Screening Done By A Dermatologist. Bring Sunglasses To Check UV Protection. Vancouver Hospital/HSC, UBC Pavilion, Student Health Service Room, 9:30-11:30am. Call 822-7011.

Continuing Studies Panel Discussion
How Violent Speech Incites Violent Actions. Henry Brady and Richard Johnston. Sutton Place Hotel, 845 Burrard St., La Versailles Ballroom, 12:15-2pm. $10. For both this and July 1 discussion $15. Call 822-1450.

Thursday, July 4

School of Theology Lecture Series
Spirituality For The 21st Century: An Asian Eco-Feminist Perspective. Dr. Hyun Kyung Chung, EWHA Woman's U., Seoul. Chapel of the Epiphany, 6050 Chancellor Boulevard, 7:30pm. Call 228-9031 ext. 221.

Saturday, July 6

Botanical Excursion
Whistler Mountain. Wilf Nicholls, Botanical Gardens. Meet at Park Royal cinemas, 8am. Participants should arrange their own transportation and bring their own lunch. To register and for further information call Prof. Iain Taylor, 822-3554.

Monday, July 8

Biochemistry and Molecular Biology Seminar
Flavocytochromes: Nature's Electrical Transducers. Stephen V. Chapman, Chemistry, U. of Edinburgh. IRC#4, 3:45pm. Refreshments at 3:30pm. Call 822-9871.

Tuesday, July 9

School of Theology Lecture Series
The Myth Of Jewish And Christian Identity. Paul van Buren. Chapel of the Epiphany, 6050 Chancellor Boulevard, 7:30pm. Call 228-9031 ext. 221.

Thursday, July 11

School of Theology Lecture Series
A Sovereignty Change - Hong Kong '97 In A Biblical Perspective. Dr. Eric Kun-Chun Wong, Chung Chi College, Hong Kong. Chapel of the Epiphany, 6050 Chancellor Boulevard, 7:30pm. Call 228-9031 ext. 221.

Notices

Volleyball
Faculty, Staff and Grad Student Volleyball Group. Every Monday and Wednesday, Osborne Centre, Gym A, 12:30-1:30pm. No fees. Drop-ins and regular attendees welcome for friendly competitive games. Call 822-4479 or e-mail: kdcs@unixg.ubc.ca.

Free Tai Chi at the Grad Centre
Double Tai Chi system along with basic Chi Kung exercise. Taught by John Camp. Mondays, 6-7pm and Thursdays, 12:45-2pm. Join or drop in anytime. Call 822-3203.

Free Meditation Classes at the Grad Centre
Meditation practice will be followed with discussion, breathing, visualization and more. The Sri Chinmou Society. Tuesdays, Penthouse, 7:30-8:30pm. Join or drop in anytime. Call 822-3203.

Free Trager Movement Classes at the Grad Centre
Practice simple, effortless movements that release stress, recreate feelings of aliveness and enhance lightness and flexibility. Tutor Michael Madrone. Wednesdays, Penthouse, 6:30-7:30pm. Join or drop in anytime. Call 822-3203.

Morris and Helen Belkin Art Gallery
Attila Richard Lukacs until Aug. 14. A travelling exhibition organized by the Musée d'art contemporain de Montreal. Tuesday - Friday; 10am-5pm; Saturday, 12-5pm. 1825 Main Mall. Call 822-2759.

Surplus Equipment Recycling Facility
Weekly sales of furniture, computers, scientific etc. held every Wednesday, noon-5pm. SERF, Task Force Building, 2352 Health Sciences Mall. Call 822-2582.

Faculty Development
Would you like to talk with an experienced faculty member, one on one, about your teaching concerns? Call the Centre for Faculty Development and Instructional Services at 822-0828 and ask for the Teaching Support Group.

Fitness Appraisal
The John M. Buchanan Exercise Science Laboratory is administering a comprehensive physiological assessment program available to students, staff, and the general public. A complete fitness assessment with an interpretation of the results takes approximately one hour and encompasses detailed training prescription. A fee of $50 for students and $60 for all others is charged. For additional information or an appointment, please call 822-4356.

Studies in Hearing and Communication
Senior (65 years or older) and junior (20-30 years) volunteers needed. Participants will attend up to three one-hour appointments at UBC. Experiments will examine different aspects of hearing and communication abilities. Honorarium for some studies. Please call The Hearing Lab, 822-9474.

Parents in Long-Term Care Study
Daughters with a parent in a care facility are invited to participate. Study focuses on the challenges of visiting/providing care and its effect on well-being. Involves interviews/responses to questionnaires. Call Allison, Counselling Psychology at 946-7803.

Clinical Trial in Dermatology
A study comparing two oral medications, Famciclovir and Valacyclovir in the treatment of first episode of Herpes Zoster (shingles). Age 50 and over. Division of Dermatology. 835 West 10th Avenue, 3rd floor. Reimbursement for expenses. Call 875-5296.

Chronic Low Back Pain Research
The Dept. of Counselling Psychology is looking for women with chronic low back pain to volunteer to participate in a research project aimed at understanding what factors help or hinder peoples' ability to manage pain on a daily basis. Participants will be asked to meet with a researcher for one interview, and then to complete some questionnaires at home every day for 30 days. If you are a woman 19 years of age or older, have had low back pain for at least six months, experience back pain on a daily basis, have a spouse or partner living with you, and would be willing to invest approximately 10 minutes a day for 30 days, please call 987-3574 for more information. All information will be kept strictly confidential.

Clinical Research Support Group
The Clinical Research Support Group which operates under the auspices of the Dept. of Health Care and Epidemiology provides methodological, biostatistical, computational and analytical support for health researchers. For an appointment please call Laurel Slaney at 822-4530.

Bilingual Language/ International Leadership for Grades 8-12
Japanese and English. July 21-August 10, 1996. BC students join high school teens from Japan and learn Japanese, international leadership and cultural similarities and differences. Cost $975 (may be offset by hosting a Japanese student). Enquiries 822-1545 or BLISS@cce.ubc.ca

Language Programs
Three-week intensive conversational programs in French, Spanish, Japanese, Mandarin, Cantonese, German and Italian begin July 2 in Buchanan D, 3rd floor. For course times and registration, call 822-0800

Explore Your Stress Coping Skills
Psychologists in the Counselling Psychology Department need clerical workers to participate over two months in a study looking at work-related stress. If interested contact Marlene at 822-9199.

Physics Summer Camp for Kids
Spaces are filling for Science Summer Camps for students ages 8-13. The Physics Outreach Program in the Department of Physics and Astronomy is holding four one-week sessions beginning July 8. For camp and fee information, call 822-3853 or e-mail: outreach@physics.ubc.ca.

Garden Hours
Nitobe Memorial Garden, Botanical Garden and the Shop-in-the-Garden are open 10am-6pm daily (including weekends) until Oct. 13. Call 822-9666 (gardens), 822-4529 (shop).

Guided Tours of Botanical Garden
By Friends of the Garden. Every Wednesday and Saturday, 1pm, until Oct. 13. Free with admission. Call 822-9666.

English Language Institute
Homestay. English-speaking families are needed to host international students participating in ELI programs for periods of two to six weeks. Remuneration is $22/night. Call 822-1537.

Parents with Babies
Have you ever wondered how babies learn to talk? ... help us find out! We are looking for parents with babies between one and 14 months of age to participate in language development studies. If you are interested in bringing your baby for a one-hour visit, please call Dr. Janet Werker's Infant Studies Centre, Department of Psychology, UBC, 822-6408 (ask for Nancy).

The Anxiety Disorders Unit
At Vancouver Hospital on the UBC campus is about to begin a major treatment study for obsessive compulsive disorder. Free psychological treatment is provided. For further information, please call 822-1788.

Technical Writing and Speaking Series
Making Effective Oral Presentations. June 24-28. Designed to assist graduate students in engineering in preparation of their oral defences and theses and presentation of papers to professional bodies. Individual video taping is provided, with your blank tape. Donna Shultz, CEME 1212, 4-6pm. $90. Call 822-3347.

UBC REPORTS

CALENDAR POLICY AND DEADLINES

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

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

Deadline for the July 11 issue of UBC Reports — which covers the period July 14 to August 17 — is noon, July 2.

THE UNIVERSITY OF BRITISH COLUMBIA

POLICY #3 — DISCRIMINATION AND HARASSMENT
Draft Revision

THE UNIVERSITY OF BRITISH COLUMBIA

June 13, 1996

Dear Colleagues,

Following extensive consultation, Associate Vice-president Sharon Kahn and Vice-provost Libby Nason have drafted revisions to the University's Policy on Discrimination and Harassment. The entire policy with revisions is printed here for your review.

Key points in the revision

- In keeping with its original design, the revision narrows coverage under this policy to discrimination and harassment on grounds protected by the *B. C. Human Rights Act.*
- At the same time, the revision reinforces the duty of administrative heads of unit to take disciplinary or remedial action when necessary.
- To accurately reflect the investigative procedure in place, "decision" has been changed to "recommendation."
- The capacity of the investigator and of the Panel to examine evidence is enhanced.
- Both respondent and complainant may have a representative present.
- The revision requires that both complainant and respondent participate and provide evidence in a timely manner.
- The associate vice-president, Equity, will have the authority to stay or terminate UBC's formal proceedings.
- A definition of systemic discrimination is added, and the definition of sexual harassment is streamlined.

All draft changes are in italics. Please send any comments and suggestions to Libby Nason, vice-provost, by June 28.

Sincerely yours,

David W. Strangway
President

Note: New language is in italics
Approved: January 1995

RESPONSIBLE:
All Vice Presidents

PURPOSE:
The fundamental objectives of this University policy are to prevent discrimination and harassment *on grounds protected by the B. C. Human Rights Act*, and to provide procedures for handling complaints and imposing discipline when *such* discrimination and harassment do occur.

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.

POLICY:
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. 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 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.

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.

This policy addresses discrimination and harassment on grounds protected by the B.C. Human Rights Act.

BACKGROUND:
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; *can be direct or systemic*; and can occur on campus or off, during working hours or not.

The impact of behaviour on the *complainant subject to the reasonable person test (see definition section)* defines the comment or conduct as discrimination and harassment.

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.

Neither this policy in general, nor its definitions in particular, are to be applied in such a way as to detract from the right and obligation of those in supervisory roles to manage and discipline employees and students subject to managerial and instructional practices.

ACCESS TO COMPLAINT PROCEDURES:
A complaint of discrimination or harassment *(see definition)* 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.

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

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.

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:
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 *recommendation.*

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.

A. Informal Resolution: Administrative Head of Unit or Equity Office
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 *investigation.* The possible means of achieving informal resolution are numerous. Examples include advice to the complainant, such as referral for counselling or letter to the respondent; investigation by the Administrative Head of Unit; relocation of the complainant and/or the respondent; disciplining the respondent; *or referral to other University policies and procedures, such as the policy on student discipline in the UBC Calendar or the Policy on Scholarly Misconduct; 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.

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

In keeping with their administrative responsibilities, Administrative Heads of Unit take disciplinary or remedial action upon informing the individual affected. 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.

B. Mediation: Equity Office
At any time after a complaint has been received by the Equity Office, the parties can attempt to resolve the complaint through a process of mediation, provided that both parties consent to such a process. *The Associate Vice President selects a mediator who is external to UBC and trained in alternate dispute resolution techniques.* Appointed mediators and the format of the mediation process are acceptable to both the complainant and the respondent.

A mediated settlement arrived at between the complainant and the respondent is written out, signed by the complainant and the respondent, and counter-signed 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.

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

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. Formal Investigation and Recommendation: Equity Office
Request for Investigation and Recommendation
At any time after the complaint has been made, if the complainant wishes to have the complaint investigated, 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.

Within five working days, the Equity Office delivers a copy of a request for investigation to the respondent.

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.

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

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

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POLICY ON DISCRIMINATION AND HARASSMENT — DRAFT REVISION (cont.)

complainant may choose to pursue either informal resolution or mediation, in which case an Equity Advisor puts into effect the appropriate procedures.

Investigation
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 *an investigator who is external to UBC.*

The purpose of the investigation is to provide information to Administrative Heads of Unit who are charged with making sound managerial decisions about issues under this policy.

The investigator *examines* the complainant, the respondent, and such other persons as she or he considers may have information pertaining to the complaint. The investigator *re-examines* or seeks additional witnesses in order to confirm evidence or explore discrepancies. The investigator prepares a written *report that includes a judgement on both the applicability of the policy and the facts of the case, disputed and undisputed.*

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

The investigator submits the report to a Panel comprised of three people (one of whom is external to UBC) appointed by the Associate Vice President Equity. This Panel meets with the complainant and with the respondent *to examine each on the evidence in the investigator's report and on related allegations.* 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 *or a history of any previous discipline from the Associate Vice President, Equity. As well, the Panel may meet with anyone else it deems necessary.*

The Panel *formulates recommendations* 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.

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.

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.

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.

The Panel distributes its recommendations and reasons to the Associate Vice President Equity, the complainant, the respondent, and Administrative Heads of Unit *with authority to receive the recommendation.*

Recommendation
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 respondent, confers with the Associate Vice President Equity and the appropriate Dean or Vice President, and considers the Panel's recommendations.

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 appropriate Dean or Vice President,* the complainant, the respondent, the investigator, and the Panel.

Appeal
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:
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 stages.

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.

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
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.

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
Administrative Heads of Unit deal immediately with allegations of discrimination and harassment, including sexual harassment, by investigating, *by applying University policies or procedures, by attempting to effect an informal resolution,* and by taking preventive, interim, disciplinary and/or remedial measures including when appropriate, ordering the behaviour to stop.

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.

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
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.

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

B. Initiation of Procedures by Administrative Heads of Unit
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 *recommendation.*

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.

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, follows the procedures for 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 *recommendation,* assists him or her in so doing.

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.

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
The complainant and respondent are at all times during these procedures entitled *to have a representative present.*

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

The respondent is entitled to the support and assistance of *an advisor external to UBC who is appointed by the Associate Vice President Equity.*

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

Participation in the Process
To ensure due process, both complainant and respondent are expected to participate and provide evidence in a timely manner. In cases where either the complainant or respondent does not participate or provide evidence within a reasonable time, the investigation and recommendation process nevertheless may proceed.

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
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.

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

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.

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

Confidentiality
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,

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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.

Confidentiality is not the same as anonymity: For a complaint to go forward to mediation or investigation and recommendation, 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.

Subject to the policy on confidential files (to be approved), 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.

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.

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

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

Use of Documents
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.

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

Multiple Proceedings
A complaint under this policy may also be pursued in extra-University processes.

The fact that a complaint is being pursued under these procedures does not preclude the complainant from pursuing an extra-University process. *Similarly, where complaints are brought by a respondent against a complainant, these complaints may be dealt with by a single Panel.*

Where two or more complaints have been lodged against the same respondent, these complaints may be dealt with by a single Panel. Where complaints are brought by a respondent against a complainant, these complaints may be dealt with by a single Panel.

Conflict of Interest
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.

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.

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
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
Once a case has been decided, the complainant or the respondent may request 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.

Discipline Options
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.

Stay or Termination of Proceedings
The Associate Vice President Equity, following consultation with the Associate Vice President Academic and Legal Affairs, may stay or terminate UBC's formal investigation and recommendation proceedings.

Options Available Outside the University
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
General or specific complaints about the application of these procedures may be addressed to the Associate Vice President Equity.

THE EQUITY OFFICE:
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 *to individuals and departments* 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.

PRESIDENT'S ADVISORY COMMITTEE ON DISCRIMINATION AND HARASSMENT:
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.

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. Behavior 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 behavior 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 recommendation 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. *A written complaint must identify the protected ground under the B. C. Human Rights Act that is the basis of the complaint and provide sufficient detail for an investigation.*

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 means a reasonable person in the position of the complainant would have experienced the impact of the behavior described by the complainant, or a reasonable person in the position of the respondent would or ought to have known that the behavior might have such an impact. The perspectives of both complainant and respondent must be taken into account.

Sexual Harassment refers to comment or conduct of a sexual nature by a person who knows or ought reasonably to know that the conduct or comment is unwanted or unwelcome. The conduct or comment detrimentally affects the work or study environment or leads to adverse job- or study-related consequences for the victims of harassment.

Systemic Discrimination refers to policies or practices that appear neutral, but which contain unjustifiable or unreasonable barriers that lead to adverse job- or study-related consequences for members of groups protected by the B. C. Human Rights Act.

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FINAL REPORT OF THE REVIEW COMMITTEE — HEALTH, SAFETY AND ENVIRONMENT DEPT.

INTRODUCTION

The Health, Safety and Environment Department of The University of British Columbia was formed in 1993 when responsibility for the University's Environmental Program was added to the Department of Occupational Health and Safety, which was established in 1985. The Health, Safety and Environment Department (henceforth abbreviated HSE) has responsibilities in a number of areas including:

- Asbestos management
- Biosafety
- Chemical safety
- Diving safety
- Environmental programs
- Occupational hygiene
- Personal security
- Radiation safety
- WCB claims and return-to-work of injured workers

According to the HSE Mission Statement, the mandate of the Department is "to lead the development and implementation of health, safety and environmental programs for the University community."

A review of the Department was initiated by the Vice-President Administration and Finance in the fall of 1995 with the following terms of reference:

1. To review the mandate, organizational structure, strategic plans, staffing and budget, including cost recovery programs of the Department.
2. To evaluate the overall effectiveness and accountability of the Department and, in particular, to review the areas of environmental management, accident and disease prevention, research support and WCB claims administration.
3. To identify opportunities for improved service, process improvement, and relationships with campus consumers.

The reviewers were also asked to include comparisons, where possible, with other comparable universities and organizations.

The review team consisted of:

- Gail Bellward, Professor, Pharmaceutical Sciences
- Bob Buckley, former Chief Safety Officer, Cominco
- Suzanne Dodson, Facilities and Preservation Manager, Library and former Chair of the University Health and Safety Committee
- David Gorman, Director, Health and Safety, University of Toronto
- John Grace (Chair), Dean of Graduate Studies and Professor, Chemical Engineering
- Don Mavinic, Professor, Civil Engineering and Chair, Environment Committee
- David Measday, Associate Dean of Science and Professor, Department of Physics and Astronomy
- Chuck Rooney, Director, Plant Operations

The campus at large was informed of the review in a letter dated November 1, 1995 from Vice-President Gellatly addressed to all Deans, Heads and Directors. This letter invited written submissions. The UBC members of the committee met on December 7, 1995 to plan the process. The on-site portion of the review process was carried out on February 12 and 13, 1996.

The review committee is grateful to Dr. Wayne Greene and his staff and to the other persons who provided input and helped organize the review process.

INPUT TO THE COMMITTEE

Only three letters were received in advance in response to the announcement of the review. One of these came from the Academic Women's Association and was focused on personal security issues; the second was prepared by the Director of UBC Housing and Conferences and was more general in scope, commenting on the role and performance of HSE; the third was from the Library, again reflecting the experience of the users with HSE. One of the interviewees, the Director of Parking and Security, brought three other letters from his staff. The lack of response from the campus community appears to reflect a mixture of satisfaction, apathy, and lack of familiarity with respect to HSE.

The interview schedule, given in the Appendix, was set up in such a way that the Committee could interview the Director and senior HSE staff, the two persons to whom the Department reports, some representative "user" groups (from academic departments–Chemistry, Mechanical Engineering, Medical Microbiology, Pathology; from Unions–CUPE 116 and 2950; Food Services; Women Students' Office), parallel service departments (Campus Planning and Development, Parking and Security, and Plant Operations) and regulatory bodies (WCB and the Vancouver Fire Department). Interviews were generally 30 minutes in length and allowed vigorous interaction with the review committee.

OVERALL ASSESSMENT

A large and complex university like UBC is subject to a formidable variety of safety risks, health hazards and environmental concerns. These arise from the wide-ranging research enterprise, from the construction and renovation of buildings, from the various service functions, and from a host of related issues. Governmental regulations must be complied with, even though these have often been written with other (primarily industrial or commercial) organizations in mind. Moreover, the University should be taking a leadership role with respect to the health and safety of its employees, students and users and in responding to environmental issues. HSE is the unit at UBC which is intended to provide knowledgeable leadership in these areas, on the one hand ensuring that the university environment is safe, healthy, environmentally friendly, and demonstrating leadership, while on the other hand, not interfering unnecessarily in the essential teaching and research functions of faculty and students.

The Review Committee found that HSE performs these difficult and delicate functions in a conscientious and sensitive manner. Staff are well trained, well led, highly motivated and dedicated to their duties. The Committee heard a number of wishes expressed that HSE take on new roles and tasks, but it never heard criticism of the skill and service provided by the unit. In an overall sense, the Committee finds that HSE is providing valuable service to the university community, within its limited resources and authority to accomplish its mandate.

UNIVERSITY POLICIES RELEVANT TO HEALTH, SAFETY AND ENVIRONMENT

The primary University policies which govern the operation of HSE are:

- Policy #6: Environmental Protection Compliance
- Policy #7: University Safety
- Policy #9: Chemical Waste Disposal
- Policy #10: Procedures for Working with Biohazardous Materials
- Policy #11: The Committee on Radioisotopes and Radiation Hazards
- Policy #12: Pest Control
- Policy #15: Smoking
- Policy #3: Acquired Immune Deficiency Syndrome (A.I.D.S.)

The Review Committee notes that the Environmental Protection Compliance policy is written in a more stringent and legalistic manner than the University Safety Policy, possibly because of recently appreciated "due diligence" requirements and personal liability provisions on the Board of Governors. Four vice-presidents are responsible for the former policy whereas only one, the Vice-President Administration and Finance, is listed as responsible for the latter, suggesting that the former may be regarded as more important. This different emphasis also appears to be reflected in the allocation of resources within HSE. In the view of the Committee, the requirement of the University to protect the health and safety of its own workers and students should be no less stringent than its responsibility to comply with and uphold environmental standards.

Recommendation #1: Policies 6 and 7 should be reviewed to bring them into line with each other with respect to language, consistency of action, seriousness of approach and the role and responsibilities of administrators. It should be unequivocally clear that the health and safety of employees, students and the public are at least as important as environmental protection and that responsibility for compliance lies with the line of management up to and including the President and all of the Vice-Presidents.

Personal and environmental health are a major concern of people today and their general level of trust of "authorities" in this regard is low. In the past, the University has not provided "cutting edge" leadership with regard to such things as use and disposal of solvents and other chemicals, maintenance of clean air in buildings, safety education and work re-entry after injury. Recently the University has developed a number of excellent programs through HSE, but these are clearly in response to precedents set in society related to due diligence and the increasing legislation reflecting society's concerns. This is not good enough. Because we are the largest collection of arms-length experts in the various disciplines in the Province and because of the wide variety of potentially dangerous chemicals and procedures, the University has the responsibility to develop new and more effective methodologies and should be a model of forward thinking and action. Positive changes in this respect will not occur without a forward-thinking attitude on the part of administrators, coupled with adequate funding.

Recommendation #2: University policies and the mandate of HSE should not only reflect the need to provide compliance with relevant legislation and due diligence of administrative officers, but they should stress the role of the University in providing leadership to the society at large in issues related to health, safety and the environment.

Recommendation #3: Policy #9 on Chemical Waste Disposal is dated 1977 and should be reviewed to ensure currency.

ROLES AND RESPONSIBILITIES

Under the Environmental Protection Compliance policy, "administrative heads of unit are responsible for ensuring compliance with legislation and UBC procedures both on and off campus." The policy further holds administrative heads responsible "for ensuring communication about the goal of compliance with environmental legislation and appropriate training of all persons working or studying within their units in relevant environmental issues and procedures for recognizing, dealing with and reporting accidents that affect the environment." Similarly, the University Safety policy requires heads, among other items, to:

- provide a safe, healthy and secure working environment;
- ensure regular inspections are made and take actions as required to improve unsafe conditions;
- ensure that health, safety, and personal security considerations form an integral part of the design, construction, purchase and maintenance of all buildings, equipment and work processes;
- ensure compliance with WCB and other applicable legislation;
- establish department or building safety committees;
- ensure adequate resources are available to implement appropriate procedures.

It is probable that many administrative heads are not fully aware of these responsibilities. The University's current practice is to send out its imposing compilation of administrative policies about once per year without commentary. There are no job descriptions for most academic department heads and a tendency to underplay the responsibilities when trying to persuade faculty members to take on the role of head or director.

Recommendation #4: Administrative heads of units should be explicitly informed in writing of their roles and responsibilities with respect to health, safety, environmental and other (e.g., equity) issues before they begin their terms. A university-wide document should be prepared outlining these duties and should be automatically forwarded to all new appointees and, on a regular basis, to continuing heads. The document should also cover goals, list manuals and other resources, outline the role of HSE, and make clear the University's commitment to safety, health and environmental stewardship.

There was some ambiguity in the documentation supplied by HSE with respect to its own role. According to the University Safety Policy, HSE "assists departments to implement and maintain effective health, safety and personal security programs, liaise with the regulatory authorities on behalf of the University and support the activities of the University's Safety Committees". Under the Environmental Protection Compliance policy, the Manager, Environmental Programs (an HSE staff member) is "responsible for focusing efforts on the most serious problems, promoting development of environmental plans and coordinating activities through the administrative heads of unit. These efforts include environmental audits, central monitoring, recording and reporting progress (and instances of non-compliance) on environmental protection issues, providing training to the campus community and serving as the

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central information source about current and anticipated legislation applicable to UBC, as well as providing linkages for sustainable development efforts."

The above roles are important and appropriate for the HSE Department. In addition, as it is the University, not individual departments, which is held accountable by regulatory authorities such as the WCB, another important role of HSE is to provide central oversight of compliance to safety and environmental regulations. Regulations in this area are often complex, and specialized expertise is needed to address some areas, such as radiation safety and disposal of biomedical wastes. A centralized unit also has an important role to play in raising awareness of health, safety and environmental issues. If administrative heads of units take their responsibilities seriously, enforcement by another unit will rarely be needed. The Committee appreciates the supportive educational style of HSE which has gently changed attitudes. The University policies permit HSE to intervene more strongly when serious problems are identified, and the committee was told that this has occurred on occasion, though with possible over-reluctance.

Recommendation #5: While the major day-to-day responsibilities of Health, Safety and Environment have to do with providing expertise, advice and encouragement to the university community to comply with relevant legislation and to show leadership in health, safety and environmental areas, it should be explicitly recognized that the Department is mandated to take strong actions when necessary.

The Committee is pleased to note that the various university-wide advisory committees dealing with various health, safety and environmental issues function quietly and effectively. Care is needed to ensure that representation on these committees is broadly representative, with due attention to the collective expertise assembled. Members of these committees provide major service to the University community, often with little or no recognition. Some administrative heads, directors and deans are making a concerted effort to recognize the onerous time commitment of faculty and staff on these committees. This is applauded. This Committee strongly encourages such recognition.

REPORTING STRUCTURE

Dr. Wayne Greene, Director of HSE, currently reports to Frank Eastham, Associate Vice President Human Resources, who in turn reports to Terry Sumner, Vice-President Administration and Finance. The review committee considered whether the reporting structure adequately reflects the importance of the issues of health, safety and the environment within the University and whether the structure may impose bureaucratic hurdles to taking prompt and decisive actions where warranted, e.g., in emergencies or where critical problems come to light. The Committee notes that while Dr. Greene himself reports through Mr. Eastham to the VP Administration and Finance, most of the safety committees for which he is responsible report to the Vice President Research. It noted also that none of those interviewed, including Dr. Greene, Mr. Eastham and Mr. Sumner, had any major concerns with the current arrangement. The Committee does not propose any major changes. Nevertheless it believes that the accountability of the University could be enhanced by the following:

Recommendation #6: It should be explicitly recognized that the HSE Director is empowered and obliged to report directly to the President or to any of the Vice-Presidents significant risks to health, safety or environment which, in the opinion of the Director, require their intervention to ensure an appropriate response. The Director should also be required to report to the appropriate Vice President and/or the President the particulars of any event which has resulted in injury or illness which is life-threatening or likely to lead to significant permanent disability, and any event which could well put the University at serious risk arising from civil liability, administrative law or other proceedings.

ACCIDENTS AND INJURIES

The Review Committee is concerned about the jump in the number of days lost due to accidents which occurred from 1992 to 1993. The increase in that one year was from 2,594 to 6,498 (a factor of 2.5 increase which then rose further to 6,756 in 1994 but then declined to 6,114 in 1995. Over the same period, the days lost per claim rose from 13.44 to 29.25). There were corresponding major increases in medical costs and wage compensation. While it is difficult to make direct comparisons with other institutions and employers, the UBC lost days and accident rate appear to be high, and this is also reflected in WCB assessments. Accidents among custodial workers, food service workers and maintenance crews have been especially worrisome, with back injuries seemingly most prevalent.

It is recognized that not all accidents are reported; safety training has stressed the importance of incident and accident reporting, and this may have caused some of the increase in reported accidents. Moreover, a small number of serious accidents can make a major change in days lost. Nevertheless, the committee notes the importance of identifying and eliminating hazards, encouraging safe practices and indoctrinating employees and students with the importance of safety.

A higher priority needs to be assigned to the development of a comprehensive accident prevention program particularly targeted towards those departments accounting for the majority of reported accidents and resulting lost work days. While the primary responsibility for accident prevention rests with the department head, HSE can provide valuable support in achieving this objective. However, an examination of HSE's organization chart shows that only one position, that of Occupational Hygiene Officer, is dedicated to the general area of occupational safety and hygiene, as opposed to the more specific and specialized positions of Biosafety, Chemical Safety, Diving Safety, and Radiation Safety, all primarily focused on the academic units. In striking contrast, there are six positions associated with the Environmental Programs Group and four in the Asbestos Management Group. This observation is not meant to suggest that the latter groups are over-staffed but that the Occupational Hygiene function is under-resourced. Even the title of the one position implies that the priority is hygiene rather than accident prevention. A comment was in fact made by the W.C.B. Regional Manager during our interview that, although the University's health and safety program was generally good, the primary focus is on hygiene, not on safety. HSE's Self Study and Strategic Plan both recognize the need for a more effective accident prevention program with a more active role for HSE in its development.

Recommendation #7: HSE should review its resource allocation to determine if additional resources could be directed to Occupational Safety, with an emphasis on providing support to departments for more effective accident prevention programs.

RETURN-TO-WORK

Recent initiatives in encouraging rehabilitation and graduated return-to-work of injured workers have been effective and greatly appreciated by the work-force. A proposal for the development of a comprehensive return-to-work program is under consideration. Despite these initiatives we note that the very effective employee carrying out the return-to-work functions is only supported on soft money. In view of the escalation in days lost per claim, noted above under "Accidents and Injuries", and the importance (social and psychological as well as financial) of an effective return-to-work program, we recommend:

Recommendation #8: Rehabilitation and a graduated return-to-work program for injured workers should be strongly encouraged. The staff position responsible for these functions should be a high priority for regular funding, both within HSE and for the University.

SAFETY COMMITTEES

Eighty-five safety committees have been established across the University. HSE assists these by providing manuals and encouraging their proper functioning. Unfortunately, only about one-quarter of these committees appear to be operating effectively. While the ineffective ones are most often in low-risk areas, it is clear that there are potential problems associated with the failure of most safety committees to function effectively . The low level of activity is associated, it would seem, with such factors as low perceived priority for this work, lack of recognition for the substantial workload, lack of meaningful involvement of management, lack of follow-up to safety committee recommendations, lack of regular reporting, and failure to notice and follow up when a safety committee becomes inactive.

The review team is concerned by the general level of non-operation and ineffectiveness of safety committees. It notes that HSE recently assigned safety committee liaison duties to its staff, with each staff member expected to attend some meetings of four to six safety committees with which he/she is the liaison person. While this action is helpful, we recommend a number of further steps:

Recommendation #9: Safety committees, in conjunction with managers and supervisors, must continuously emphasize "prevention" through regular group meetings, inspections, policy updates, etc. The emphasis on safety in the working environment should be expanded.

Recommendation #10: Ideally, the administrative head should be a member of any safety committee whose jurisdiction spans her/his entire organization. Where this is not possible, he/she should be represented by a delegate who will be seen as having real authority and influence, acting as the committee chair or secretary.

Recommendation #11: Safety committees chairs must be expected to prepare an annual report which should summarize the actions and achievements of the committee, ongoing issues, outstanding items awaiting management response or action, a self-assessment by the committee, and objectives for the coming year. This report should be directed upward to the administrative head or next level up, with a copy to HSE and to all committee members for information. Interim reports should be provided at other times as the need arises.

Recommendation #12: Administrative heads, directors and deans should be expected to institute remedial actions in response to the reports.

Recommendation #13: Administrative heads, directors and deans should be asked to recognize appropriately the work of committee members on safety issues.

Recommendation #14: In addition to encouraging and supporting safety committees to fulfill their role, HSE liaison persons should monitor the effectiveness of committees and their compliance with University policies and WCB regulations. Deficiencies should be reported to the administrative head with recommendations for corrective action.

CHEMICAL SAFETY

Although there have been very few serious accidents at UBC involving noxious chemicals, the possibility of a major incident remains high. It is distressing that many fume hoods have been found to be malfunctioning or are misused. It is, in addition, inexcusable that WCB has found it necessary to write over 40 orders in the last five years concerning respirators. UBC should be a leader in setting high standards rather than contravening safety regulations. We must set a much better example to the community and maintain a safe working environment, with fully functioning safety equipment meeting all legislative requirements. Flouting of the law sets a poor standard for students who should be trained by example to obey the law and work ethically with concern for the safety of colleagues.

Recommendation #15: The University should move as quickly as possible to maintain fume hoods fully functioning and to deal with respirator problems.

HOSPITALS AND EXTENDED CAMPUS

Where research space in the hospitals is controlled by UBC, safety and health issues are supposed to be under the control of the University. In reality, HSE seldom becomes involved because of the physical separation and overlapping jurisdiction with the safety committees of the hospitals themselves. This situation may have led to some unsafe working conditions and to citations from WCB.

Recommendation #16: UBC employees, students and clinical faculty working in hospitals must be told clearly whose safety, health and environmental policies they are subject to. Where it is UBC, the occupants should receive the same degree of assistance and attention as on-campus employees.

Increasingly, UBC graduate students, faculty and other research personnel are engaged in fieldwork and projects at other sites — Bamfield, Haney research forest, industrial employers, ocean-going vessels, etc. While such work is technically covered under the relevant University policies covering health, safety and environment, there is little of a practical nature that HSE can do to help in such locations or to assure that safety and health standards are being met. Thus the responsibility lies entirely with local faculty and staff, whose attention is needed to establish and sustain safe and healthy working conditions.

Recommendation #17: HSE should draw up a new policy or amend existing policies to make it clear that research and teaching work for the University done off-campus are subject to the same policies as on-campus work and outlining any special procedures. The policies should emphasize the responsibility of all faculty, staff and students in conforming to WCB regulations and in maintaining a safe and healthy working environment, wherever the work occurs.

ROLE VIS-À-VIS OTHER SERVICE UNITS

The Review Committee feels that HSE should be playing a stronger role in the design and renovation of buildings. There currently appears to be little HSE input, except with respect to fume hoods. Many safety and ventilation problems originate in faulty

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design or maintenance. HSE should be involved in the planning of new buildings and renovations at an early stage to ensure greater attention to safety, health and environmental design criteria. It should also be encouraging effective maintenance in areas where this could improve safety and health. The Committee was told that Campus Planning and Development would welcome the involvement of HSE at any stage in their planning process.

Recommendation #18: Health, Safety and Environment should be encouraged to assume an earlier and more significant role in the planning and design of new buildings and in the renovation and maintenance of existing facilities.

There appear to be good working relationships between HSE and such service units as Parking and Security, Housing and Conferences, and Plant Operations.

PERSONAL SECURITY

HSE was recently given responsibility for personal security on campus, a function transferred from Parking and Security. The Review Committee was pleased to note the recent progress made in this area, aided by a provincial government special fund (Safer Campuses Initiatives) and a hard-working manager. There are still concerns on campus, especially by women with respect to lighting, but there appears to be a strong resolve to address these issues and to make the campus more secure for all who use it, night or day.

Recommendation #19: HSE should continue to be expected to provide leadership in personal security issues and should be given recurring resources to work with Campus Planning and Development, Parking and Security, the Alma Mater Society, and other units and organizations, to implement continuing improvements in campus lighting, bus services, telephones, etc. Actions need to be well communicated to the campus at large.

TRAINING

The responsibility to ensure that employees are properly trained rests with the unit head and, in the case of students, with the supervisor or instructor. HSE coordinates a series of training programs for staff and graduate students. Some of the courses, e.g. in radiation safety, chemical safety and diving safety, are given regularly by HSE staff members, frequently involving resource people from the University at large (often from the relevant committees) to provide some input. Most of the courses have hands-on practical components as integral parts of the courses. Some specialized courses (e.g., in use of ladders, chain saws, driver safety) are sponsored and arranged at the departmental level, and these bring in instructors from outside the University.

Recommendation #20: In areas outside those where HSE can offer training courses, HSE should assist departments by providing resources to locate qualified instructors and training materials.

The training courses offered by HSE are highly regarded. The only suggestions that the Committee heard was that these be offered more frequently and at off-campus locations (e.g., in the hospitals). Providing more courses is not currently possible with the current level of funding.

Recommendation #21: More funding will be needed if HSE is to meet the strong demand for additional course offerings.

WASTE MANAGEMENT

The Review Committee is pleased to commend HSE for its forward-looking initiatives in handling special (hazardous) waste streams from the University. The solvent recovery and chemical recycling operations are especially notable. Even though the costs for these operations significantly exceed the cost recoveries, the leadership provided and non-monetary benefits are beneficial to the University at large.

Recommendation #22: The solvent recovery and chemical exchange programs should be continued, with appropriate public education and expansion of the recycling data-base.

HSE currently operates a pathological incinerator on the south campus. This is at least 20 years old and, despite recent (1994) modifications in the equipment and changes in operating procedures to enhance performance, the incinerator does not conform to modern standards.

A task force was formed in 1988 to develop an integrated plan of action to meet anticipated waste reduction and management needs. The task force recommended replacement of the existing incinerator with one incorporating the best available technology. With the aid of special funding from the Ministry of Advanced Education, UBC undertook the design, permitting and public consultation process. However, the project was shelved in 1994 on the basis of recommendations of the Provincial Waste Reduction Commission. Furthermore, existing incinerators which do not meet emission standards are being phased out, with the result that UBC's biomedical and research waste incinerator will have to be shut down completely in June 1996. Having no adequate waste disposal facilities in B.C. is a continuing problem which can only be addressed at the provincial and federal government levels. However, the University is directly affected by these governmental decisions and has many experts who can provide input on the various options.

Recommendation #23: The University should offer the expertise of its faculty and other employees to the provincial government in order to help evaluate the best methods for dealing with our wastes.

WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM (WHMIS)

A WHMIS program was initiated at UBC in 1988 as a result of federal and provincial legislation. This involved massive effort on the part of HSE and the University, as each department appointed a WHMIS coordinator who attended a one day "train-the-trainer" course and then became a resource for the department, while also being responsible for providing training to other employees in the department. The University has moved a considerable distance towards compliance with this legislation, but there is still some way to go.

One of the principal requirements of WHMIS legislation is the requirement for proper labeling of chemicals and material safety data sheet (MSDS) management. In a decentralized institution like UBC, complying with the labeling and MSDS requirements is a major challenge. Large numbers of unique chemicals are delivered to many different worksites from many suppliers in containers of various shapes and sizes. Suppliers, especially those based outside Canada, commonly fail to provide labels or MSDS sheets in proper form.

HSE has attempted to help departments by purchasing, on CD-ROM, MSDS information from several sources and making this available to departments across the University. However, the job of coordinating compliance across the University is daunting. WCB has issued directives to UBC requiring improvements to the WHMIS program and citing various areas of non-compliance. In response, HSE has been attempting to improve the University's level of compliance, especially in the approximately 30 science and applied science departments where there is significant use of chemicals. It is urgent that HSE improve and extend its information exchange program within and outside the University to minimize the considerable duplication of effort which currently characterizes the response to the WHMIS/MSDS requirements.

Recommendation #24: Minimizing duplication of effort and achieving full compliance with WHMIS requirements should be high priorities for HSE. If necessary, the University should find short-term resources and continue summer initiatives to enable an acceleration in this effort. Electronically-based networking inside the University and with other institutions should be established and maintained to aid in the transfer of MSDS and other information.

DISASTER PREPAREDNESS/EMERGENCY RESPONSE

The Review Committee is concerned by the University's lack of preparedness for a major emergency that could strike at any time (e.g., earthquake, hurricane, airplane crash, major explosion or spill). Until 1992 0.5 FTE was devoted to the preparation of a disaster preparedness plan. However, the effort was cut in 1992 to only 0.15 FTE and the plan was never delivered to the Board of Governors. There has been almost no follow-up, and the University is blissfully unprepared: Administrators have no idea what their roles might be, and a special "operations centre", which was to be available for such exigencies, has never been equipped.

The due diligence requirements of the Board of Governors and the senior administration suggest that this degree of preparedness is totally inadequate. We note also that a small academic "Disaster Preparedness Resource Centre" operated from within the Centre for Human Settlements (4th floor of Library Processing Centre) is likely to close when the faculty member who has been its driving force retires later in 1996.

Recommendation #25: It is imperative that the University devote the resources needed to revive, complete, approve and maintain an effective emergency response/disaster preparedness plan for the campus at large. This must include not only the completion of the plan but also the development of an ongoing training program in emergency preparedness for all who work, study and live on campus.

HEALTH PROMOTION

HSE has generally been so busy responding to compliance issues on matters of safety, air quality, etc. that it has rarely had time to devote to health promotion among the University workforce. There have been occasional efforts to provide smoking cessation, ergonomics and stress control training, but no sustained program. Working with the Employee and Family Assistance Program, the unions and UBC's very successful Institute of Health Promotion Research, HSE should be playing a greater role in improving the determinants of health among UBC's staff. Experience at other worksites suggests that the returns in terms of a healthier and happier workforce, reduced days lost due to illness, and reduced stress at work and at home amply reward investment in such programs.

Recommendation #26: An effective health promotion program should be established for the University with participation by HSE, as well as other relevant groups and units.

FUNDING AND RESOURCES

It is clear that HSE is carrying out important functions in a professional and effective manner. A number of the recommendations in this report would add to the responsibilities of the Department, and more resources (principally staff positions in such areas as emergency preparedness, safety, training and return-to-work) are needed to allow HSE to accomplish the required tasks. We were told that the University of Washington, a university of comparable size to UBC, has about 55 FTE positions in its corresponding department, excluding those working with its asbestos program. The comparable number at UBC is 18 to 22. While we fully recognize the funding constraints within this University, a forward-thinking employer must find the resources needed to protect and advance the lives of its workforce and clients. Some investment now could provide long term benefits and avoid costly incidents in the future. Modest growth is needed in HSE to meet the expanding needs in some areas and the requirement for increased efforts with respect to WHMIS/MSDS, disaster preparedness, return-to-work and health promotion.

Recommendation #27: The Department needs modest increases in its staffing over the next few years to cope with increasing responsibilities in protecting and promoting the health and safety of the University workforce and its compliance with environmental regulations.

At the same time, care must be exercised not to transfer to HSE those functions and responsibilities which belong to unit heads.

CONCLUSIONS

Good health, safety and environment programs generally share the following characteristics (Robinson, 1996):

- a strong leader who is able to direct a multifaceted and technically complex program;
- a centralized, prevention-oriented organization;
- adequate facilities for office, laboratory and hazardous waste storage;
- a strong policy supported by the CEO and management;
- good working relationships;
- agreed-upon goals and objectives;
- demonstrated commitment to professional development;
- an effective reporting line.

It is the review team's view that UBC's Health, Safety and Environment Department does well with respect to these criteria at a time when there are ever-increasing legislative requirements and expectations for reporting and for improvements in protecting personnel and the environment. What HSE does is done well within the resources available to them. The major factor preventing them from being more proactive is their limited resources.

It is also the Review Team's view that improving the overall effectiveness of the Health, Safety and Environment program at the University will require increased attention to their responsibilities by Heads, Directors and other administrative personnel at all levels. The Director and HSE staff can assist in bringing this about, but the leadership in this effort must come from the President, Vice Presidents and Board of Governors.

Robinson, D., Northeast Winter Health and Safety Conference, Montreal, Jan. 24-26, 1996.

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POINT GREY UPPER FLOOR OF HOUSE. 2 bedrooms, hardwood floors, high ceilings. Large kitchen. Fireplace. Skylights. Private entrance. Private garden. Two decks. Patio. Garage. Laundry. Dishwasher. $1385/month includes hydro. Available 1 July. (360)945-2172 (collect).

BRIGHT 2 BR self-contained bsmt. suite with own entrance. 7 blocks from UBC gates, on bus route. No smoking, no pets. Available July 1; refs. reqd. $800. 224-6274.

SUBLET - KITS 2 BEDROOM, 1 1/2 bathroom 2-level condo with garden. Fully furnished. Close to UBC, beach, shops, bus. Ideal for visiting professor. N/S, pets okay. $1150/m plus utilities. Available Sept. 1 - Dec. 31 (extension negotiable). 731-3493.

ONE BEDROOM LUXURIOUSLY FURNISHED apartment sublet Sept. 1/96-April 30/97. Located Vancouver west of Denman near Stanley Park, downtown and seawall. Nice southerly view, quiet location. $870/month includes parking, heat, phone, cable, electricity. Non-smoker, no pets, references required. Starting June 20 phone/fax (416)767-2729.

PANORAMIC VIEW HOME close to UBC. 3-4 bedrooms, 3 bathrooms and fully furnished. 12-14 months lease. No pets, non-smoking. $3000. per month plus utilities. Tel. 738-8717 or 222-9293.

News Digest

A task force has been established to prepare a revised memorandum of understanding between UBC and the Greater Vancouver Regional District (GVRD) concerning an official community plan for the campus.

The university and the GVRD entered into a cooperative agreement in December 1994 to develop broad guidelines for future development of the UBC area.

Three representatives each from the GVRD and the university's Board of Governors will serve on the task force. Designated from the UBC board are Joanne Emerman, Harold Kalke and Michael Partridge.

Specifically, the task force will: review the terms of reference and timelines for a governance study on the area as proposed by the GVRD to the Ministry of Municipal Affairs with the support of UBC; recommend interim arrangements regarding UBC land use decisions; and ensure continuing efforts to complete the OCP by the fall of 1996 with resolution of all outstanding issues.

Accommodation

SUITE FOR RENT, NEAR VGH and Douglas Park available July 1, 1996. 2 BR bsmt. suite for rent, $800/mo. 7 blocks from VGH in Douglas Park area, for quiet, N/S tenants, no pets, references essential. Phone 879-1442 Dr. Reiner.

SUNNY NEW 3 BEDROOM, 2 LEVEL furnished suite with rooftop deck, Kits. near Alma/UBC. Available July 19-Aug 2 and Aug 11-Aug 25. Times flexible. 2 weeks/$1000.00. Call Sherry 730-7901.

BRIGHT, SUNNY CLEAN AND QUIET. Self-contained N.S. loft near UBC. 350 sq. ft. of furnished living space with bathroom and limited kitchen facilities. Avail. immed. 224-8080.

FURNISHED 2-3 BR HOME, near UBC and downtown; 5 appl., fenced backyard. NS/no pets. References required. $1300/mo. Avail. Aug. 1996-July 1997. 737-4920 evenings.

CONDO RENTAL. Furn. 960 sq.ft. near Richmond Centre: 2 BR, 2 bath, in-suite washer/dryer, microwave, balcony, secure parking, pool, hot-tub/sauna, weight room. Avail. Sept. 1 for 1-2 years. $850/month. Call (604)244-0269.

Accommodation

FOR RENT. FURNISHED 2 FLOORS of house, overlooking park in Dunbar. Quiet, 6 rooms, spacious deck, W/D, fax/ans machine, carport. Utilities, gardener, cleaning lady twice/mo., cable. Close to UBC and amenities. Ideal for visiting professor/professional couple. Avail. Aug. 15/96, N/S, N/P. refs. $1800. Tel/Fax (604)987-3546.

House Sitters

SOMEONE TO LOOK AFTER your home. Starting immediately until Sept. 4th year medical student needs to be in Vancouver close to hospital. N/S. Cats are great. References avail. Call 589-2206.

PROFESSIONAL, NON-SMOKING COUPLE seeks short/longterm house sitting opportunity to begin September 1/96 (flexible). Excellent references. Call 732-5743. Leave message.

NEED SOMEONE RESPONSIBLE to look after your home, garden and/or pets? Non-smoking UBC staff person available after June 20. References available. Call Sandra at 822-2780.

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RICHMOND — RICHMOND HONDA 270-1367
BURNABY NORTH — HAPPY HONDA 294-2111
LANGLEY — LANGLEY HONDA 530-6281
WHITE ROCK — WHITE ROCK HONDA 536-2111
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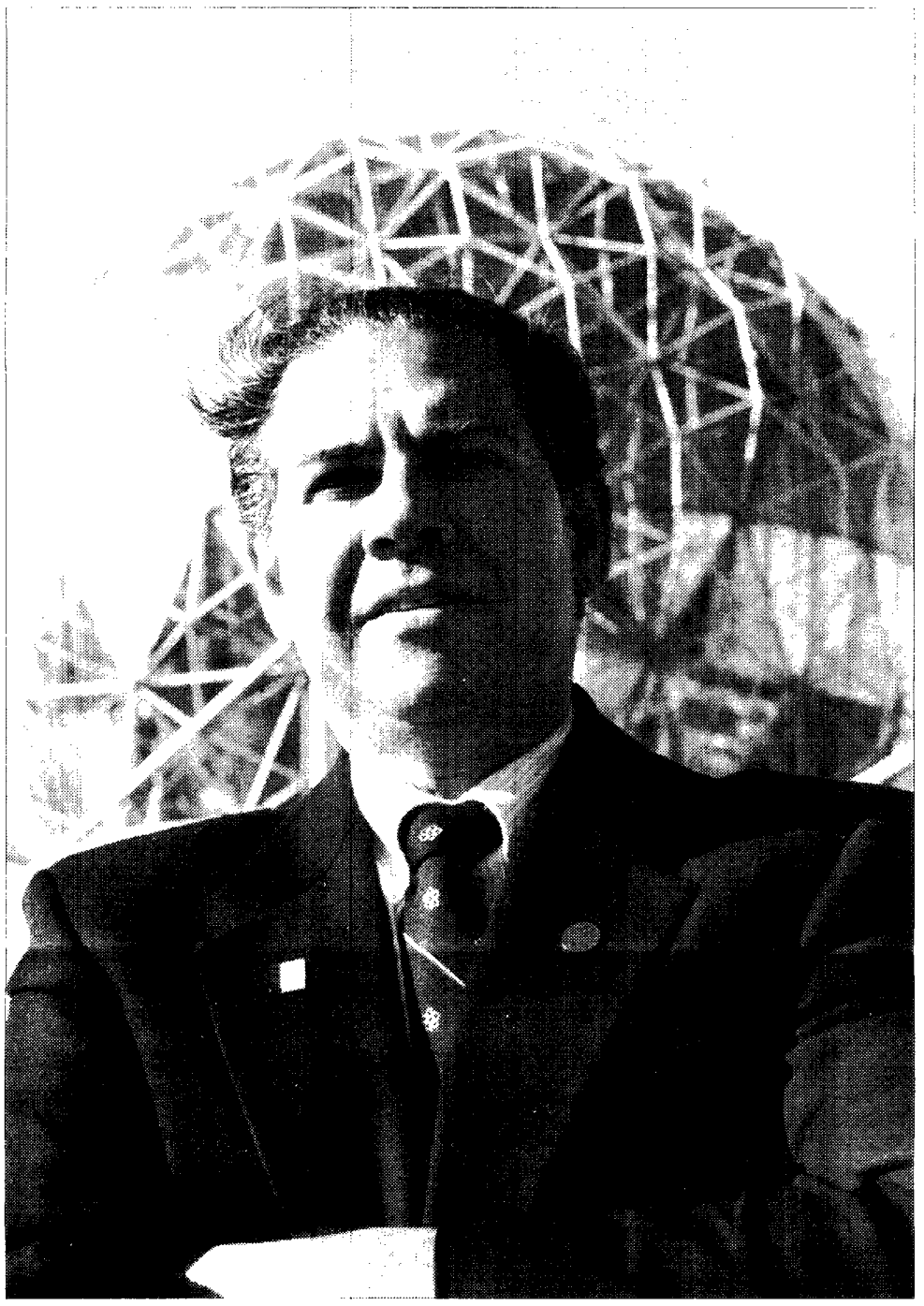
Profile

Mission possible

Sid Katz is on a quest to turn us on to science



Charles Ker photo

Under Sid Katz's watchful eye, Science World programs and exhibits are reaching a bigger and broader audience while remaining a vital part of the immediate community.

by Charles Ker

Staff writer

Pharmacologist, broadcaster, author, administrator, fundraiser, UBC researcher, communicator, folk singer and baseball expert. Surprise, surprise—Sid Katz doesn't like to be pigeonholed.

Listening to the smooth-talking educator (his title of preference) outside Vancouver's Science World, one might be tempted to add "entrepreneur" to Katz's resumé.

"This area over here is being planned as a possible research park—partly residential—and we're involved with discussions," Science World's chief executive officer explains. "The city also wants to make False Creek more accessible to boating so they might put in a ramp for kayaking and boat construction as part of a community college program."

Guiding his visitor towards the entrance to Science World, Katz gestures towards the neighboring Concord Pacific Place development where he is negotiating to have Science World activities plugged into the new community.

Says Katz: "If we're good, we should be accessible and we have to be good because we're discretionary. My job is to develop the overviews and vision required to make this place sing."

Katz recently celebrated his fifth anniversary at the helm of the non-profit science centre and the place is a virtual opera house.

With an annual operating budget of nearly $7 million, Science World claims 92 per cent self-sufficiency, soon to be 100, due in large part to the innovative exhibits and programs introduced under Katz's leadership—exhibits which promote the centre's credo of "I do, I understand."

The biggest and newest of these is the $1.6-million "Mine Games" exhibit which gives visitors a hands-on opportunity to learn how to discover gold or copper and build a proper mine within a set budget. The adjacent "hot seat" amphitheatre—linked to schools through the BC Tel Ubiquity System—lets students engage in on-line, town hall debates about the pros and cons of building a mine and other controversial issues. Last March, the secretary of state for science occupied the hot seat for an on-line discussion on careers in science.

Katz's objective for all centre initiatives is twofold: first, to present science and technology to children and families in an exciting, interactive format; and second, to make Science World a central focus for science awareness by plugging it into the local scientific community. He credits a 20-year affiliation with UBC as a professor in the Faculty of Pharmaceutical Sciences as a key factor to achieving these goals.

"The fact that I've been able to maintain a role in the scientific community through my research on campus gives me credibility when I ask for faculty assistance for this or that project."

Born, raised and educated in Montreal, Katz enrolled at McGill University at the age of 17. Studies were augmented with work at the family clothing store, student protests and a passion for folk music.

His master's thesis, published in the *American Journal of Physiology*, looked at the effects of sex hormones on gastric acid secretions in guinea pigs. The findings helped explain the root cause of morning sickness during pregnancy. But it is in the area of cell regulation—how different cells in the body relate from a biochemical standpoint to the outside world—that Katz made his mark.

Early research focused on brain cells, but when Katz's father died of heart disease at 57, his son decided to take aim at the chemistry of cells in the heart. Katz looked specifically at how the different enzymes present in all cells interacted with calcium—high concentrations of which can lead to strokes, migraine headaches, and a host of heart diseases.

Katz's discovery that the enzyme calmodulin regulated calcium in a specific area of the heart, thereby changing its ability to relax or contract, won him international recognition.

While he has relinquished teaching duties at UBC, Katz's laboratory above the UBC Bookstore remains active. For six years he has been contributing studies on cystic fibrosis, asthma and calcium regulation as a member of Inspiraplex, the Montreal-based Networks of Centres of Excellence in Respiratory Health.

But it is Sid Katz, broadcaster, who is familiar to most. Again, he credits UBC for helping launch his broadcast career which began in 1980 after a university Open House.

The persistent professor convinced a local cablevision operator into giving him a 90-minute slot to interview various UBC scientists live about their research and give viewers a chance to call in with questions. The result was a 20-part series of lectures and interviews called Frontiers in Medicine.

His real media breakthrough, however, came in 1988 when Ben Johnson tested positive for steroid use at the Seoul Olympics.

"I did the national news that night and my phone just kept on ringing," says Katz, whose commentary on the scandal led to regular broadcasting spots on CBC Radio's Morningside, The Early Edition, As It Happens and The Inside Track programs. In 1989, he became a health and science reporter for the BCTV Noon News and in 1990 the health columnist on the CTV National News. He has also done a number of documentaries for Knowledge Network and the Discovery Channel.

"From the moment we wake up until we go to bed we use science and yet it is not foremost in our minds nor is it part of our culture," says Katz, winner of numerous national awards for the public promotion of science. "I have always seen myself as a mechanism for dialogue, to show phenomena of science and to turn people on to scientific possibilities."

Before his arrival at Science World in 1991, the centre was viewed more as a tourist venue than a learning centre. That's not the case any more.

Apart from the 60,000 school children who parade through the facility each year, Katz has introduced numerous outreach programs for youth and adults.

The centre runs five-day summer retreats for elementary school teachers from B.C. and across Canada.

Held in the Malcolm Knapp Research Forest in Maple Ridge and Roche Lake in Kamloops, the retreats bring teachers in contact with scientists from UBC and elsewhere so they might learn about advanced research in a particular area.

Close to a third of the 400 scientists involved in Science World's Scientists and Innovators in the Schools program are UBC faculty members. So far this year, participating scientists, technologists and technicians have visited 4,500 classrooms in the province.

UBC scholars are also used as expert resources for Science World's fledgling interactive science magazine, *Science, Eh?* The magazine allows school-age children across Canada to talk to each other about their science projects or go on-line to read or participate in discussions taking place in Usenet newsgroups.

"It's not just a web site but totally interactive," says Katz, who adds that the project is being commercialized and targeted to Grades 6-9. "There are many ways to excite, educate and raise awareness of science, and this is a real breakthrough."

When Katz took over the top job at Science World, he was down to four hours sleep a night. Broadcasting, teaching, public speaking and research left time for little else.

Now that he's no longer a full-time teacher at UBC and has cut back on broadcasting gigs, he has more time to spend on the finer things in life.

He starts every morning of the year with an hour and 15 minutes of either swimming, cycling or running. Most Fridays, he and his family escape to their house and kayaks on Mayne Island.

When he gets to the office at Science World on weekdays, however, the daily "shot-list" awaits—a detailed, breakdown of the day's activities.

"This is a big job which has taken every skill I have and some I've had to learn," says Katz. "I try to lead by example and that means I'm more hands-on than hands-off."

Surprise, surprise.