THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 40, Number 2 January 27, 1994

Abe Hefter photo

Elvis Plays Freddy Wood

Theatre students Rhys Lloyd (left) and Nazgol Deravian perform a scene from Toronto, Mississippi, a play written by Creative Writing graduate Joan MacLeod. The performance was part of a presentation by the Faculty of Arts on the creative and performing arts for UBC's Board of Governors. Toronto, Mississippi ran this month at the Frederic Wood Theatre.

Faculty of Dentistry

Orthodontic expert appointed as dean

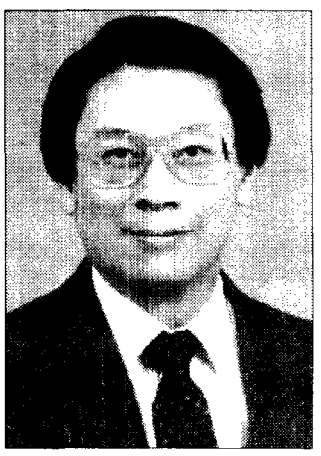
by Connie Filletti

Staff writer

Dr. Edwin Yen, head of the Dept. of Preventive Dental Science at the University of Manitoba, has been appointed dean of UBC's Faculty of Dentistry for a six-year term beginning July 1.

A graduate of Montreal's McGill University where he earned his DDS in 1973, Yen continued his studies at the University of Toronto, completing postgraduate studies in orthodontics and a PhD in oral biology.

He began his academic career at U of T as a lecturer in the Dept. of Orthodontics before joining the University of Manitoba in 1978 as an associate professor in the Dept. of Preventive Dental Science. He became head of the department in 1987.



Yen

Dan Birch, vice-president, Academic, praised him for successfully combining teaching and quality research while maintaining clinical credibility. He cited Yen's international reputation as a scientist studying the fundamental processes underlying the tissue changes that accompany orthodontically induced tooth movement.

"The research is both intellectually and technically demanding," Birch said. "The quality of the work and the relevance to dentistry was quickly recognized by the research community, resulting in continuous grant support from the Medical Research Council since 1979."

For the past three years, Yen has been the Canadian Association of Orthodontists' representative to the Canadian Dental Association committee of dental specialties.

He also currently serves as president of the Manitoba Orthodontic Society and chair of the Medical Research Council's dental sciences review committee.

Yen replaces Dr. Marcia Boyd, a professor of clinical dental sciences, who was appointed dean pro tem in 1992 following the departure of Dr. Paul Robertson who resigned as dean to accept an appointment at the University of Washington.

John Turner, Audrey Thomas among degree recipients

by Connie Filletti

Staff writer

Nobel laureate **Michael Smith**, novelist **Jane Rule** and former Prime Minister **John Turner** are among 17 distinguished individuals to be awarded honorary degrees by the University of British Columbia this year.

Thomas

Nominees are distinguished scholars, creative artists, public servants, prominent persons in the community or the professions and others who have made significant contributions to the university and the province, nationally or internationally.

The honorary degrees will be awarded during UBC's two graduation ceremonies: Spring Congregation, May 24, 25, 26 and 27 and Fall Congregation, Nov. 24.

McLean

Honorary degrees will also be conferred on: **George Bowering**, a B.C. poet and novelist and winner of the Governor General's Award for poetry in 1969 and fiction in 1980; **Margaret Catley-Carlson**, a UBC graduate and former assistant secretary-general of the United Nations; **Wallace Chung**, a UBC professor emeritus of surgery and major contributor to the preservation and promotion of Chinese culture in Canada; **Koichiro Ejiri**, president of the Japan Foreign Trade Council and co-chair of the Canada-Japan Forum 2000; **Otto Forgacs**, senior vice-president of research and development at MacMillan Bloedel Ltd. and a leader in the development of a knowledge-based forest sector in B.C. and Canada; **Diana Kilmury**, the first and only female vice- president of the International Brotherhood of Teamsters; **Verna Kirkness**, former director of UBC's First Nations House of Learning and recipient of B.C.'s Outstanding Educator Award in 1990; **David McLean**, former chair of UBC's Board of Governors and the Vancouver Board of Trade; **Helen Mussallem**, former president of the Victorian Order of Nurses, a Dame of the Order of St. John and a recipient of the Florence Nightingale Medal of the International Red Cross; **Patricia Proudfoot**, former judge of the Supreme Court of B.C., and a judge of the Court of Appeal of British Columbia and Yukon Territory since 1989; **J. Lewis Robinson**, a UBC professor emeritus of geography who established the geography program at the university; **William Saywell**, former president of Simon Fraser University and current president and CEO of the Asia Pacific Foundation of Canada; **Sen Soshitsu**, grandmaster of Chado, the way of tea, who has provided invaluable assistance to the renovations of the tea house in UBC's Nitobe Memorial Garden; and **Audrey Thomas**, a UBC graduate and internationally acclaimed novelist and short story writer.

Forgacs

Kirkness

United Way campaign exceeds $300,000 goal

"Thank You."

As a result of the university's collaborative effort, UBC's United Way campus campaign exceeded its goal of $300,000 by approximately $2,000.

"A big thank you is in order to UBC employees, students, and professors emeriti who contributed to the campus campaign and made it such a rousing success," said campus campaign co-chair Chuck Slonecker.

"UBC is the largest employer group in the Lower Mainland and has shown outstanding leadership in the community through its support of the United Way. The UBC campus campaign topped all employer group contributions in the Lower Mainland this year."

Slonecker said UBC has received outstanding community support for its mission over the years. "This is our way of expressing our thanks and support back to the community," he added.

Approximately 400 volunteers contributed their time and talents to make the campaign a success, with more than 1,500 individuals responding with donations to the United Way.

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Prof. Michael Smith confronts the future in his Nobel banquet speech

Letters

Threat to status quo the cause of backlash

Editor:

As 1993's ugly events in Counselling Psychology and the still more recent whine from a member of the Department of Psychology, James Steiger, "Survey of female faculty yields asymmetric picture" (UBC Reports Jan. 13.) reveal, some men are increasingly disturbed by the threat to their long-standing monopoly of privilege in Canadian universities. Determined to ignore reality, and evade responsibility, they've become enthusiastic queue-jumpers when it comes to claims of pain and discrimination. Despite their self-serving demands, these are not white men taking real precedence in the experience of battering, wage disparity, and sexual harassment, all of which and more would be readily surrendered by real victims. Here in fact are men who cannot bear to be anything else but the centre of attention. They dream of patriarchal power which goes on uninterrupted and uncriticized. For such commentators on our times a fair deal is understandably terrifying. This is the reality of the "backlash" against feminism.

Veronica Strong-Boag
Director, Centre for Research in Women's Studies and Gender Relations

Even mild discussion triggers backlash reaction

Editor:

The attempt to silence women through backlash responses such as James Steiger's Forum article (UBC Reports, Jan. 13) represents the most serious aspect of the chilly climate at UBC. When an incredibly mild, and purposefully as positive as possible, discussion of women's concerns (Campus needs to welcome women, UBC Reports, Oct. 28, 1993) is seen as threatening the status quo of people such as Mr. Steiger, it is not surprising that women are fearful to speak out. I have been cautioned by several prominent UBC feminists to avoid using words like chilly climate and poisoned environment for fear of triggering backlash. Mr. Steiger's article is exhibit A in demonstrating that their fears are not unfounded.

I would like to clarify some of Mr. Steiger's misconceptions. To start with, I hope he teaches his students to distinguish between scholarly research reports and newspaper articles. Attempting to analyse the technical aspects of a survey based on a brief news report is like analysing the techniques of a mime based on a radio broadcast. I would have been happy to provide Mr. Steiger and his class with more information if it were requested. Anyone interested in the survey may contact my office at 822-5415 and request a copy of the Second Annual Report on the Status of Women at UBC.

Mr. Steiger criticizes the survey for not including men in the population studied. His criticism presumes that women are only worthy of study in comparison to men and not in their own right. Was this premise debated in Mr. Steiger's class and were students allowed the academic freedom to disagree with Mr. Steiger without fear of hurting their grades?

My courses on research methods taught that the population to be studied should be defined by the questions being asked. My survey was designed to answer the questions: What are the perceptions and experiences of women faculty at UBC regarding the climate for women, and which issues are of concern to the greatest number of women? If there are men with concerns similar to those of women, the remedies the administration is developing will improve the climate for them as well.

Mr. Steiger worries about the expense of the survey. The survey was performed in a very cost-efficient manner, using mostly in-house effort, the capable and very reasonably priced assistance of the Educational Measurement Research Group and constructive advice provided freely by many of the university's social scientists.

In his Forum article, Mr. Steiger says that he got the message that "men are guilty oppressors and women helpless victims, so any solution must be imposed on men from above." Did he read my article? While the survey covered many issues, I focused my article specifically on those which must be solved by individual actions and can never be imposed from above. No one can force people to give others helpful advice, engage them in scholarly discussions, and include them in friendly social interactions or research collaborations.

There are many reasonable (non-oppressive) men on this campus who genuinely contribute to a positive climate, while there are others who have inadvertently contributed to the chilly climate by being too busy with their own concerns. The same must be said for well meaning members of mainstream society (able-bodied Caucasian heterosexuals of both genders) who forget to include persons of colour, lesbians and gays, and persons with disabilities. We are not helpless victims. Many are taking action to improve the climate of this university.

Although not described in UBC Reports due to limited space, the survey included analysis of the responses by faculty, tenure status, rank, age, and number of years of experience at UBC. This analysis indicated a number of significant differences, especially by faculties. An analysis of responses by department was not included in the design of the survey because of the many departments with no or few women.

Mr. Steiger questions whether the 14 inappropriate behaviours are innocuous. Space limitations prevented publication of the list in UBC Reports, although several of the items were cited in my article. However, all of the behaviours fit the definition of a poisoned environment. Nonetheless, the survey respondents exhibited a remarkable tolerance of these behaviours. Unless they were often the target of five or more of the behaviours the majority agreed that "Overall, I have been treated in an appropriate professional manner by my university contacts." If they were targets of these behaviours only a few times, they had to be subjected to more than eight of the items on the list before the majority disagreed with the statement.

Whether this tolerance is desirable is debatable. It may actually serve to perpetuate the problem, but is unfortunately a necessary defense mechanism for survival in a chilly climate.

Mr. Steiger, we could argue forever over who is unhappiest at UBC and whether women's concerns are relevant to men, or we could all work together to make UBC a better place for everyone. I invite all the members of the UBC community who choose not to be "guilty oppressors" to take action to change the climate.

The Graduate Student Society declared Jan 17-22 "Chilly Climate Week" to open discussion on these issues. Let us now declare February "Warming the Climate Month." Everyone of good will should look around and notice someone in their unit who has been left out of the "inner circles" and include that person in friendly discussions and scholarly interactions. Be sure not to forget staff and students.

Florence Ledwitz-Rigby
Advisor on Women and Gender Relations

CEREMONIES IS MOVING

The UBC Ceremonies Office is on the move to Cecil Green Park.

As of Monday, January 31, 1994 our address will be:

Second Floor
6251 Cecil Green Park Road
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Our phone numbers will not change.

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UBC REPORTS

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

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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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Abe Hefter photo

Fidelma Clancy reviews her lines during a rehearsal of The Exile's Delusion written by Creative Writing student Barrie Sherwood. The play was one of 19 performed at the Dorothy Somerset Studio Jan. 19-23. Six of the productions will be selected for ArtsFest and performed at the Frederic Wood Theatre during the festival, Feb. 10-12.

UBC playwrights to take the stage during ArtsFest

by Abe Hefter

Staff writer

The curtain will go up on a half-dozen of UBC's "Brave New Play Rites" next month as part of the UBC ArtsFest, which runs from Feb. 10-12 at various locations on campus.

ArtsFest is an initiative of the creative and performing arts departments of the Faculty of Arts: Creative Writing, English, Fine Arts, Music, and Theatre and Film.

"For playwrights, the opportunity to be involved in the production of a stage play based on their efforts is an essential part of their education," said playwright and faculty advisor Joan MacLeod, whose play, Toronto, Mississippi, recently concluded a 10-day run at the Frederic Wood Theatre.

ArtsFest includes three evening performances of Brave New Play Rites, a selected program of six witty, innovative and thought- provoking plays written by Creative Writing students.

"The students take their productions very seriously," added MacLeod, a sessional lecturer in the Creative Writing Dept.

The Best of Brave New Play Rites features selections from the 19 plays that were written by UBC students and presented at the Dorothy Somerset Studio Jan. 19-23. Each one-act, student-run production is approximately 20 minutes in length.

ArtsFest will also include an exhibition of artworks by Mark Lewis in the Fine Arts Gallery, Main Library; student productions of The Lover, No Exit, and the Empire Builders at Frederic Wood Theatre; Stringfest, featuring violinist Andrew Dawes and pianist Robert Silverman, and a performance by jazz trumpet virtuoso Bobby Shew and the UBC Jazz Ensemble, both at the Music Building Recital Hall.

For more information on these and other ArtsFest exhibits, phone 822-9161.

Worker survives 12,000 volt shock

A Vancouver man is recovering at home after receiving an electrical shock of 12,000 volts in an industrial accident on campus Jan. 13.

Bill Clarke, an employee of Ricketts-Sewell Electric Ltd., electrical subcontractors working on the Green College project, is believed to have been working on a transformer when a rag he was using came in contact with a live conductor, said John Bramley, electrical trades supervisor in UBC's Plant Operations Dept.

Clarke, who sustained burns approximately the size of a dollar coin to his right thumb and wrist and to the calf of his right leg, underwent a skin graft operation at the Vancouver Hospital and Health Sciences Centre on Jan. 15.

The mishap left 14 buildings located primarily in the northwest corner of campus, including the Museum of Anthropology, Parking and Security Services, Computer Sciences, the Faculty Club and the Asian Centre without power for approximately two hours before.

UBC's Dept. of Health, Safety and Environment and the Workers' Compensation Board are investigating the incident.

Car pooling gaining ground, survey shows

by Abe Hefter

Staff writer

Growing numbers of campus commuters are joining forces to curb the increase in the number of vehicles on campus, results from UBC's third annual traffic survey show.

Despite the encouraging results, John Smithman, director of Parking and Security Services, says there is still room for improvement.

Between 1991 and 1992, the total number of commuter vehicles on campus increased by 1,200 to approximately 32,200. According to results of the Oct. 31-Nov. 6 survey, the increase this year slowed to 600 vehicles, bringing the total of commuter vehicles to 32,800 a day.

"Our goal is to see a decrease in the number of vehicles coming to campus next year," said Smithman. "Breaking even would be encouraging, but we won't be satisfied until the numbers start to decline."

A sample of 32,000 commuters indicates that the percentage of single drivers has decreased by 11 per cent since 1991, while the percentage of commuters travelling in groups of more than two has doubled during the period.

"This increase in pooling is very encouraging and the Jack Bell Foundation deserves much credit for the implementation of the van pool program on campus," said Smithman.

"There are 17 vans on the road with six or more passengers but many other groups of people on campus have gotten together on their own to form private van pools."

Smithman said he is concerned that the profile of peak travel times to and from UBC has not changed since the survey was first done in 1991. He feels reducing the requirement of travel at peak times through modified start times would enable faculty, staff and students to take advantage of a less crowded transit system.

"In addition, managers should consider the potential of telecommuting, which would allow employees to do some of their work at home. The result would be further reductions in the number of vehicles on campus, along with cleaner air and less traffic congestion."

The 1993 traffic survey indicates that the number of vehicles on campus per 15-minute period peaks at 11,000 between 11 a.m. and noon on an average weekday. Inbound traffic peaks at 1,750 vehicles per 15-minute period at 8 a.m. and outbound traffic peaks at approximately 1,400 vehicles per 15-minute period just before 5 p.m.

Telling your life story may have therapeutic value

by Abe Hefter

Staff writer

It's boarding time.

You've nestled comfortably into your airplane seat, your eyelids heavy with sleep, when all of a sudden the person next to you wants to talk.

Not just to talk, but to reveal the most intimate of life's details.

To share a life story.

Brian de Vries, an assistant professor in the School of Family and Nutritional Sciences, specializes in life review and is interested in ways in which men and women tell the stories of their lives, and the extent to which storytelling changes during a person's life.

"The prevailing theory is that people tend to review their lives as they get older, or closer to death," said de Vries. "As they grapple with their mortality people want to assure themselves they've left their mark and made an impact."

"The prevailing theory is that people tend to review their lives as they get older, or closer to death. As they grapple with their mortality, people want to assure themselves they've left their mark and made an impact."

- Brian de Vries

Life review can take many forms. It is often vocalized or put in writing in an autobiographical fashion.

"To understand who we are, I believe we have to understand where we're coming from," said de Vries. "I've interviewed approximately 80 adults in recent years to find out where they're coming from, and the different ways people reveal it."

De Vries interviewed men and women in early, middle and late adulthood: ages 18-25, 35-50 and over 65. He then asked each person to identify significant past events and anticipated events on a time line stretching from birth to death, and to talk about them.

He discovered that, in general, women tend to identify more events than men. Women would include events which they've shared with others, including family and friends. Men, on the other hand, focus on personal and professional achievements and accomplishments. Although there were gender differences, there weren't as many age differences, said de Vries.

"You might expect older people to have a greater number of life events than younger people, but when you put their time lines together, they share roughly the same number of events."

It seems, however, that older people look at more of a global picture while younger people tend to highlight more specific events. Life events are clustered in young adulthood for young and old adults alike. And events of the more recent past tend to be larger in proportion.

"Just exactly what constitutes an event needs to be better understood," said de Vries. "What seems to be clear, however, is that life review of these events is independent of age and nearness to death."

De Vries is currently working with a group of seniors to study the therapeutic aspects of the telling of life stories through guided autobiographies.

"I think people who are in a life transition, such as moving into a care facility, or those who have recently lost a loved one, may benefit from this type of structured exercise. By sharing one's life story, you can break down barriers that exist between people."

The guided autobiographies are fashioned in a group setting with participants writing small essays on specific themes and then sharing them with others.

"The group provides motivation for participation and a built-in form of support. I believe the exercise has wonderful therapeutic potential."

Calendar

January 30 through February 12

Sunday, Jan. 30

Museum of Anthropology Concert
Native Education Centre Drummers. MOA Great Hall from 2:30-3:30pm. Free with museum admission. Call 822-5087.

Monday, Jan. 31

Visiting Scientist Chemistry Seminar
DNA Binding And Cleavage Chemistry Of Calicheamicin. Dr. George Ellestad, American Cyanamid Co., Pearl River, NY. Chemistry 225 at 10:30am. Call 822-4511.

Plant Science Seminar
Plants Under Pressure: Convective Gas Transfer In Bulky Organs. Peter Jolliffe, Plant Science. MacMillan 318D at 12:30pm. Refreshments. Call 822-9646.

Astronomy/Geophysics Seminar
CCD Studies Of Cometary Grains. Tobias Kreidl, U. of Arizona. G&A 260 at 4pm. Refreshments at 3:30pm. Call 822-2696/2267.

Mechanical Engineering Seminar
Dynamics/Control Of Tethered Satellite Systems. Satyabrata Pradhan, PhD student. Civil/Mechanical Engineering 1202 from 3:30-4:30pm. Call 822-6671.

Tuesday, Feb. 1

Faculty Women's Club Meeting
Adventure - In Search Of The Polar Bear On Baffin Island; The Grizzly Bear In Alaska, Wanda Keay, author/wildlife photographer. Cecil Green Park main floor at 10am. Call 535-7995.

Pharmaceutical Sciences Seminar
Fluorinated Analogues As Mechanistic Probes In Valproic Acid Hepatotoxicity I. Wei Tang, grad student, Pharmaceutical Chemistry. IRC #3 from 12:30-1:30pm. Call 822- 4645.

Modern Chemistry Lectures
Computers In The Introductory Chemistry Laboratory. Dr. Sophia Nussbaum, Chemistry. Chemistry 250 at 1pm. Call 822-3266.

Oceanography Seminar
A Cart In Front Of The Horse? Seasonal Cycle Of Mixed Layer Temperatures In An OGCM With A Specified Atmosphere. Josef Cherniawsky, Canadian Climate Centre, Victoria. BioSciences 1465 at 3:30pm. Call 822-3626.

Continuing Studies Lecture Series
Six Tuesday sessions. Approaches to Michael Ondaatje: History, Myth-Making And The Body. Glenn Deer, asst. prof., English. Buchanan B-214 from 7-8:30pm. $65; $40 seniors. Call 222-5203.

Continuing Studies Lecture
The Future Of Jobs. Roslyn Kunin, economist, Laurier Inst.; Craig Riddell, head, Economics, UBC; Sharon Singer, asst. prof, Social Work and co-chair BC Income Assistance Adv. Committee. IRC #6 from 7:30-9:30pm. Tickets at the door. Call 222-5272.

Theatre Performance
Continues through Feb. 5th. The Empire Builders by Boris Vian, directed by Alison Aylward, Theatre/Film. Dorothy Somerset Studio at 8pm. $5 adults, $3 students/seniors. Preview Tues. Feb. 1, 2 for $5. Call 822-2678.

Artist's Talk
Blood Artist, Faye Heavyshield. Museum of Anthropology Theatre Gallery from 7:30- 8:30pm. Free to the public. Call 822-5087.

Continuing Studies Lecture
The Japanese Mob Scene. Joshua Mostow, Asian Studies. Lasserre 107 from 7:30- 9pm. Admission $10. Call 222-5203.

Wednesday, Feb. 2

Orthopaedics Grand Rounds
Total Knee Arthroplasty: Lessons From The 1980s: Problems In The 90s. Dr. D.W. Werry, chair; guest speakers TBA. VGH Eye Care Centre auditorium at 7am. Call 875-4272.

Noon Hour Concert
Robert Davidovici, violin; Eric Wilson, violoncello; Rena Sharon, piano. Music Recital Hall at 12:30pm. Admission $2. Call 822-5574.

Microbiology Seminar
Mechanisms Of Poxvirus Virulence. Dr. Chris Upton, Biology, U. Vic. Wesbrook 201 from 12-1pm. Call 822-3308.

Geography Colloquium
Patterning Of Plant Communities And Edaphic Factors Along A High Arctic Coastline. Larry Bliss, Botany, U. of Washington. Geography 201 from 3:30-5pm. Refreshments at 3:25pm. Call 822-5612.

Geophysics Seminar
Ocean-Bottom Geoacoustic Studies In The Canadian High Arctic. Stan Dosso, Defence Research Establishment Pacific. G&A 260 at 4pm. Refreshments at 3:45pm. Call 822-3466.

Pharmaceutical Sciences Seminar
Antioxidants In Heart Disease. Suzanne Malfair, PhD student, Clinical Pharmacy. IRC #5 from 4:30-5:30pm. Call 822-4645.

Institute For Science Lecture
Maya Cosmos: 3000 Years On The Shaman's Path. Dr. Linda Schele, Mayanist, U. of Texas. Orpheum Theatre at 7:30pm. 1/2 price tickets available at UBC Bookstore. Call 280-2801.

Continuing Studies Lecture Series
4 Wednesday sessions. Leonard Cohen: Life Of A Ladies' Man. Ira Nadel, prof. English, CBC book critic. Family/Nutritional Sciences 40 from 7:30-9pm. $45;$20 seniors. Call 222-5203.

Red Cross Blood Donor Clinic
Main lobby upper level Woodward IRC from 10am-4pm. Donors are reminded to bring identification and to eat a substantial meal 1-4 hrs. prior to donating. Call 877-7810.

Continuing Studies Lecture
The Information Highway: Where Does It Lead? Jonn Martell, LAN analyst, UCS; Robert Goldstein, assoc. prof., Commerce. IRC #1 from 7-9pm. Admission $35. Call 222-5203

Thursday, Feb. 3

Pharmaceutical Sciences Seminar
Therapy For Myocarditis: What Is Our Hope? Dr. Bruce McManus, Pathology/Laboratory Medicine, Medicine. IRC #3 from 11:30am-12:30pm. Call 822- 4645.

Faculty Association Information Meeting
RRSP Proposal. Ms. Donna Moley. Mathematics 100 at 1pm. Question period will follow. Call 822-3883.

Physics Colloquium
The Hunt For The Dark Matter. K. von Bibber, Lawrence Lab. Hennings 201 at 4pm. Call 822-3853.

Continuing Studies Lecture Series
Six Thursday sessions. Listening To Classical Music With A Different Perspective. Carol Zacher, Juilliard School of Music. Music 304 from 7:30-9pm. $65; $40 seniors. Call 222-5203.

Friday, Feb. 4

Health Care/Epidemiology Grand Rounds
The Spirit Of Shaughnessy: Did It Survive Closure? Bert Boyd, Transition Coordinator, Shaughnessy Hospital. James Mather 253 from 9-10am. Call 822-2772.

Paediatrics Grand Rounds
Feeding And Swallowing Disorders In Infancy. Robin Glass/Lynn S. Wolf. Children's Hospital/Medical Centre, Seattle. GF Strong Auditorium at 9am. Call 875-2307.

Occupational Hygiene Program Seminar
Working In A Multicultural Environment. Rhonda Margolis, independent consultant in Training/Development. Chemical/Mechanical Engineering 1202 from 12:30-1:30pm. Call 822-9595.

Chemical Engineering Seminar
Biomass Assessment/Feeding Management In Salmon Sea Cage Farming. Dr. R.J. Petrell, asst. prof. Bio-Resource Engineering. Chemical Engineering 206 at 3:30pm. Call 822-3238.

Music Concert
Distinguished Artists. Janina Fialkowska, piano. Music Recital Hall at 8pm. Adults $15, students/seniors $8. Call 822-5574.

Saturday, Feb. 5

Vancouver Institute Lecture
The Discovery Of Klondike Gold: Contributions From First Nations' Oral Tradition. Prof. Cruikshank, Anthropology. IRC #2 at 8:15pm. Call 822-3131.

Monday, Feb. 7

Plant Science Seminar
Meeting The Needs Of Industry: A New Cooperative Approach to Horticulture Education In B.C. MacMillan 318D at 12:30pm. Refreshments. Call 822-9646.

Applied Mathematics Colloquium
A Variational Formulation Of Nonlinear Systems Of Conservative Laws. Dr. Michael Sever, Computer Science, Hebrew University of Jerusalem. Mathematics 203 at 3:30pm. Call 822-4584.

Mechanical Engineering Seminar
Peripheral Milling Of Flexible Structures. Ethan Budak, PhD student. Civil/Mechanical Engineering 1202 from 3:30-4:30pm. Call 822-6671.

English Language Institute Professional Development
Workshop For Language Teachers Also Feb. 9. Public Speaking/Debating. Carr Hall Conference Room from 7-9pm. $65. Call 222-5208 to register. Engineering 1202 from 3:30-4:30pm. Call 822-6671.

Continuing Studies Lecture Series
Six Monday sessions. Medieval Lives. Sian Echard, asst. prof., English. Lasserre 105 from 7:30-9pm. $65; $40 seniors. Call 222-5203.

Chinese New Year Celebration
"Spring Festival Fair At Ditan Gongyuan." Entertainment, free admission. Asian Centre Auditorium. Phone 822-4688 for reservations before Feb.3.

Tuesday, Feb. 8

Botany/Biotechnology Seminar
Nutrient Stress/Adaptation In Cyanobacteria. Dr. Arthur Grossman, Plant Biology, Carnegie Inst. BioSciences 2000 from 12:30-1:30pm. Call 822-2133.

Lectures In Modern Chemistry
Designing And Building New Solids: From Superconductors To Superhard Materials. Dr. Charles Lieber, Chemistry, Harvard U. Chemistry 250 at 1pm. Refreshments at 12:40pm. Call 822-3266.

Continuing Studies Lecture Series
Six Tuesday sessions. Private Identity And National Crises: American Winners Of The Nobel Prize For Literature 1930-93. Deborah Lendon, MA. Hotel Georgia from 2- 3:30pm. $65; $40 seniors. Call 222-5203.

Oceanography Seminar
Radionuclide Mobility In Lake Sediments, John Crusius, Oceanography. BioSciences 1465 at 3:30pm. Call 822-3626.

Microbiology Seminar
An Essential Gene In The Nematode Caenorhabditis Elegans Encodes Kex-2 Like Endoproteases. Dr. Colin Thacker, Medical Genetics. Wesbrook 201 from 12-1pm. Call 822-3308.

Continuing Studies Lecture Series
Six Tuesday sessions. Art Through History: Rembrandt To Rothko. Rebecca Fairbairn, MA. Lasserre 105 from 7:30-9pm. $85; $60 seniors. Call 222-5203.

Wednesday, Feb. 9

Orthopaedics Grand Rounds
Osteolysis Of Bone. Dr. P.T. Gropper, chair. VGH Eye Care Centre at 7am. Call 875- 4272.

Noon Hour Concert
Dietmar Schmuecker, piano. Music Recital Hall at 12:30pm. $2. Call 822-5574.

Centre for Japanese Research Seminar
Organization Of Japanese Business Networks. Michael Gerlach, Commerce/Business Admin. Asian Centre 604 from 12:30-2pm. Call 822-5612.

Geography Colloquium
From Frontier To Periphery: The Symbolic Narrative Of Jewish Settlement In Palestine - Israel. Shloma Hasson, Hebrew University of Jerusalem. Geography 201 from 3:30- 5pm. Refreshments at 3:35. Call 822-5612.

ArtsFest Theatre Performance
Continues through Feb. 12th. The Empire Builders by Boris Vian, directed by Alison Aylward, Theatre/Film. Dorothy Somerset Theatre at 8pm. $5 adults, $3 students/seniors. Call 822-2678.

Thursday, Feb. 10

French Conference
Backlash Against... Post modernism (Calliniros), Deconstruction (Ellis), Feminism (Faludi). Buchanan Tower 799 at 11:30am. Call 822-4025.

Continuing Studies Lecture Series
Six Thursday sessions. International Scene. Six UBC faculties represented. Hotel Georgia York Room from 12-1:30pm. Bring lunch. $65; $40 seniors. Call 222-5203.

Food Science Seminar
Quality Of Irradiated Vegetables. Dr. Robert Cumming. MacMillan 256 at 12:30pm. Call 822-3404.

Policy Studies in Education Seminar
Public Policy Formation In The New Estonia. Dr. Mare Haab, Estonian Academy of Sciences, Tallinn. Ponderosa H Annex 123 from 12:30-2pm. Call 822-2593.

UBC ArtsFest 94
UBC Contemporary Players directed by Andrew Dawes. Music Recital Hall at 12:30pm. Call 822-5574.

Women's Faculty Association Seminar
Women, Pensions And Retirement. Leah Stasik. School of Social Work (Jack Bell 222) at

UBC REPORTS

CALENDAR DEADLINES

Calendar items must be submitted on forms available from the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C. V6T 1Z2. Phone: 822-3131. Fax: 822-2684. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space. Deadline for the February 10 issue of UBC Reports — which covers the period February 13 to February 26 — is noon, February 1.

Calendar

January 30 through February 12

12:30pm. Refreshments. Call 822-3883.

Botany Seminar
Order And Organization In Lodgepole Pine Forests Of West-Central B.C. Alfred Brulisauer, PhD candidate. BioSciences 2000 at 12:30pm. Call 822-2133.

Sustainable Development Research Institute Seminar
Community Risk Perception Of Incinerator Facilities. Dr. Clyde Hertzman, Health Care/Epidemiology. SORT meeting room, HutB5 at 12:30pm. Call 822-8198.

Commerce Lecture
Your Privacy: Can It Survive The Era Of Technological Voyeurism. Eugene Oscapella, lawyer. David Lam Management Research Centre from 1-2:30pm. No fee. Call 822- 8495.

Continuing Studies Lecture Series
5 Thursday sessions. The Crusades. Five UBC faculties represented. Hotel Georgia from 2-3:30pm. $55; $30 seniors. Call 222-5203.

Applied Ethics Colloquium
Winner - Take - All Markets. Robert Frank, Goldman Smith Prof. of Economics, Ethics/Public Policy, Cornell U. Angus 225 at 4pm. Call 822-5139.

Continuing Studies Lecture Series
6 Thursday sessions. Contemporary Art: Always Contentious, Kevin Steinke, MA candidate, Arts. Lasserre 107 from 7:30-9pm. $65; $40 seniors. Call 222-5203.

Continuing Studies Lecture
Astronomy In The Headlines. Jaymie Matthews, PhD, assoc. prof., Geophysics. GeoSciences 135 from 7-10pm. $35. Call 222-5203.

UBC ArtsFest 94
UBC Chamber Strings Eric Wilson, director; Andrew Dawes, violin soloist; Robert Silverman, piano soloist. Music Recital Hall at 8pm. Adult $5, student/senior $3. Call 822-5574.

CICSR Distinguished Lecture Series
New Abstractions For Scalable, Portable Parallel Programming. Dr. Lawrence Snyder, U. of Washington. CICSR/CS 208 from 4-5:30pm. Call 822-6894.

Friday, Feb. 11

Paediatrics Grand Rounds
Steroids And The Developing Lung. Dr. Vugranam Venkatesh, Newborn Services, Children's Hospital. GF Strong Auditorium at 9am. Call 875-2307.

Health Care/Epidemiology Rounds
Measure Quality Of Life For The Assessment Of Health Care Effectiveness. Dr. David Haddon, research assoc., Centre for Health Services/Policy Research. Mather 253 from 9-10am. Call 822-2772.

Health Services/Policy Centre Research Seminar
The New Zealand Health Care Reforms: Lessons For British Columbia. Dr. David Haddon, faculty medical consultant to the Government of New Zealand. IRC 414 from 12-1pm. Call 822-4969.

Cognitive Science Conference
Continues on Sat. Modelling Rational/Moral Agents. Co-sponsor: UBC Centre for Applied Ethics. SFU Harbour Centre Campus. Fri. 12-9:30pm; Sat 9am-7pm. Call 822-5139.

UBC ArtsFest 94
PianoForte featuring Jane Coop, Robert Rogers, Rena Sharon and others. Music Recital Hall at 12:30pm. Call 822-5574.

Occupational Hygiene Seminar
Work Place Implications Of AIDS. Dr. Rick Mathias, prof., Health Care/Epidemiology. Chemistry/Mechanical Engineering 1202 from 12:30-1:30pm. Call 822-9595.

Theoretical Chemistry Seminars
Electrical Double Layer Theory: The Current Status. Dr. S. Levine, Chemical Engineering. Chemistry 402 at 4pm. Call 822-3997.

Chemical Engineering
Sustainable Land/Water Use For Food/Fibre Production. Sietan S. Chieng, acting head, Bio-Resource Engineering. Chemical Engineering 206 at 3:30pm. Call 822-3238.

Physics Colloquium
The Quantum Hall Effect: Universal Physics From Dirty Devices. S. Girvin, Indiana U. Hennings 201 at 4pm. Call 822-3853.

UBC ArtsFest 94
UBC Jazz Ensemble with guest Bobby Shew, trumpet soloist; Fred Stride, director. Music Recital Hall at 8pm. Adults $5, students/seniors $3. Call 822-5574.

Saturday, Feb. 12

Law Symposium
Eastern Europe And Russia: A Perspective. Curtis 101 from 9am-5pm. Call Jane Latter at 822-4238/222-9225.

English Language Institute Professional
Development Series For Language Teachers. Public Speaking/Debating. Playbuilding: Using Drama Techniques. Carr Hall Conference Room from 9am-12pm. $50. Call 222-5208 to register.

UBC ArtsFest 94
University Singers with James Fankhauser, director. Music Recital Hall at 8pm. $5 adults, $3 students/seniors. Call 822-5574.

Vancouver Institute Lecture
After NAFTA: Where Do We Go From Here? Dr. Murray G. Smith, dir., Centre for Trade Policy/Law, Carleton U., Ottawa. IRC #2 at 8:15pm. Call 822-3131.

A New Spirit of Giving

IMAGINE

A national program to encourage giving and volunteering.

Notices

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

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

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

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

Duplicate Bridge
Informal game open to the public. $2 fee includes refreshments. Wednesdays at the Faculty Club. Play begins at 7:30pm. Singles welcome but should arrive early to arrange partnerships. Call Steve Rettig at 822-4865.

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

Depression/Sleep Study
Volunteers who suffer from both depression and sleep disturbances, ages 18-55, required for study involving medication treatment. Honorarium. UBC Sleep Disorders Program. Call Carolyn at 822-7927.

Study In Parenting
Couples with a 5-11 yr. old son are wanted for a psychology study on parenting style. Families will be paid for participating. UBC Parenting Lab. Call 822-9037.

The Human Sexual Response
A study by psychology directed toward physiological arousal in women. Volunteers must be between 18-45 and heterosexual. Honorarium. Call 822-2998.

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

Psychology Cognition/Emotion Study
Seeking participants ages 21-60 for studies exploring the cognitive effects of emotions. Participation involves three 90-minute sessions spread over 1-2 weeks. Honorarium of $30. Call Dawn Layzell/Dr. Eric Eich at 822-2022.

Drug Inter-Action Study
Volunteers at least 18 years required for participation in Pharmacology/Therapeutics Study. Eligibility screening by appointment. Honorarium upon completion of study. Call 822-4270.

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

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

Badminton Club
Faculty/staff are welcome to join in the fun at the Robert Osborne Centre-Gym A, on Fridays now through Mar. from 6:30-8:30pm. Cost is $15, plus library card. Call John at 822-6933.

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

Botanical Garden
Open daily from 11-5pm. Shop In The Garden. Call 822-4529.

BUILDING ON THE UBC MISSION

Facts compiled by Campus Planning & Development. For more detailed information contact: K. Laird-Burns, at 822-8228 E-mail: laird@unixg.ubc.ca or "View UBC".

Under Construction

...Advanced Materials Processing Engineering Lab (AMPEL), the latest building under construction, is located adjacent to the Pulp and Paper Centre on East Mall. Completion expected by mid '95 **...The Morris and Helen Belkin Art Gallery,** replacing the old gallery in Main Library is now underway along Main Mall in front of Frederic Wood Theatre. Completion expected late '94 **...The Rose Garden Parkade,** a 950-car underground parkade and complete Rose Garden restoration is well underway beside the Faculty Club. Completion expected '94/08 **...Faculty of Education's Scarfe Expansion & Renovation** at the corner of Main Mall and University Blvd. is underway with expansion of the Teacher Education Office and excavation for the new Education Library. Ongoing construction and renovation until mid '95 **...The Thunderbird Student Housing** complex is starting to take shape along Thunderbird Blvd. Completion expected '94/08. Site preparation for **the National Research Council's Institute for Machinery Research (NRC/MR)** is underway with completion expected late '94 **...Green College,** graduate student residence adjacent to Cecil Green House will soon be complete. Watch for construction to begin on the **Walter C. Koerner Library Centre** and the **C.K. Choi Building for the Institute for Asian Research** later this year. Complete...**Centre for Integrated Computer Systems Research/Computer Science** and **University Apartments II**.

Infrastructure Projects

...**Roads**, the widening and repaving of Wesbrook at Chancellor continues...**Lighting**, Agricultural Walk from SUB to Place Vanier continues until March... Implementation of the new **Urban Systems Plan** begins with exterior signage installed at CICSR, Social Work and Brock Hall. As part of the **Main Mall Restoration Project,** Plant Operations will be replacing four oak trees in declining health in February, in front of the Commerce and MacMillan buildings.

Project Information Meeting

Mid February for the Multi-Tenant Facility; Chemical/Bio-Engineering, St. Mark's Chapel and various utility and infrastructure projects. If you are not already on our mailing list please contact us. More information to follow.

THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE
December 1993

THE UNIVERSITY OF BRITISH COLUMBIA

January 27, 1994

Dear Colleague:

The following report, prepared for me by Sharon E. Kahn, Director of Employment Equity, describes the University's progress toward the achievement of its 1991 Employment Equity Plan. As you will see from the updated Plan, the University is striving to achieve a qualified, representative work force by modifying our human resource practices and systems so that we eliminate artificial barriers to employment opportunities.

To support our diverse work force, the University also is implementing various special measures and remedial actions, including the allocation of funding to hire senior faculty women and to provide adaptive supplies and equipment for disabled employees. Moreover, the University is enhancing the workplace environment for all employees. For example, UBC now offers orientation sessions for new employees and training courses in equity issues for faculty and staff. Finally, the University continues to monitor the implementation of our employment-equity program by collecting, analysing, and reporting data on designated-group faculty and staff.

I believe UBC's employment equity program strengthens the University's commitment to the principles of individual achievement and merit in employment decisions. I urge you to read this report and discuss it with your colleagues. Please direct any questions about UBC's employment-equity program to Dr. Kahn, c/o President's Office.

Yours sincerely,

David W. Strangway
President

OBJECTIVE A:
Review of UBC's employment policies and practices for their potential discriminatory effect on members of designated groups; design of policies and practices to support employment opportunities for designated-group members.

1. Prepare an analysis of central administration policies affecting recruitment, selection, promotion, and terms and conditions of employment, including training, development, compensation, and termination.
Responsibility: Director, Employment Equity
Progress: The Director of Employment Equity, with assistance from the Department of Human Resources and the President's Advisory Committee on Employment Equity, undertook a review of central administration employment policies in 1990. A report of the review was published in *UBC Reports* in November 1990. This review of central administration employment policies and an analysis of the employment equity census formed the basis of UBC's 1991 Employment Equity Plan.

2. Require each department to review its own employment policies and procedures to ensure consistency with UBC's objectives.
Responsibility: Vice Presidents
Progress: The employment systems review, published in November 1990, included a review of academic departments' written procedures. Following that review, the Vice President, Academic and Provost, has required academic departments to complete a Recruiting Summary form when making all recommendations for tenure-track positions.

In September 1992, all deans submitted to the Vice President, Academic and Provost, employment equity plans for hiring women into tenure-track positions. Thereupon, the Director of Employment Equity prepared a summary report of these faculty plans. This report was distributed to both academic and service units in November 1992.

In addition, the Director of Employment Equity prepared a guide entitled *Promoting Equity in Employment*, which provides information on recruitment, selection, and retention of faculty and staff. This guide was distributed to all campus units in February 1993.

3. Discuss or negotiate any proposed employment policy revisions with employee associations and unions as appropriate.
Responsibility: Vice President, Academic and Provost; Vice President, Administration and Finance
Progress: In 1990, the University Administration and the Faculty Association agreed that faculty who take maternity leave during the pre-tenure period may extend this time by one year for each maternity leave.

Since 1992, the University Administration has embarked on a three-year equity funding process to implement pay equity adjustments for five employee groups. In addition, joint labour-management job evaluation committees are creating a new gender-neutral job evaluation system for these groups.

4. Revise written materials on employment to remove sexist terminology and dominant-culture bias and to examine language relating to employees who become disabled and applicants with disabilities.
Responsibility: Director, Employment Equity
Progress: The 1990 employment systems review included suggestions for redrafting collective agreements, Department of Human Resources documents, and academic departments' written employment procedures. The Director of Employment Equity monitors new documents for sexist terminology and dominant-culture bias, as well as for language relating to disability.

Responsibility: Vice Presidents
Progress: In July 1991, the Faculty Framework Agreement and Agreement on Conditions of Appointment were redrafted in non-sexist language. Revisions to these documents, which were approved in July 1993, similarly were written in non-sexist language.

In addition, President Strangway routinely distributes copies of a handbook on non-sexist writing to new deans and heads/directors of administrative units.

5. Review qualifications for every position at the time of recruitment to ensure that they reflect bona fide job requirements.
Responsibility: Vice Presidents
Progress: The University began its Job Evaluation Project in 1990. Through regular newsletter updates, the University continues to communicate to employees its progress toward a new job evaluation system. Since 1992, joint labour-management committees have been reviewing job descriptions for CUPE 116 and 2950 positions, as well as descriptions for management and professional staff positions. In addition, the Associate Vice President, Human Resources, currently is discussing job evaluation projects with other employee groups.

For tenure-track faculty positions, the Vice President, Academic and Provost, reviews every Recruiting Summary form.

6. Review tests used in selection of applicants to ensure applicants with disabilities can compete fairly.
Responsibility: Associate Vice President, Human Resources; Director, Disability Resource Centre
Progress: In 1991, the Department of Human Resources' Assessment Task Force reviewed tests used to select clerical and secretarial staff. As a result, applicants with disabilities who require accommodation to complete an employment test may request special arrangements.

In 1992/93 and again in 1993/94, the University allocated $50,000 to the Disabled Employee Assistance Fund. This fund provides adaptive supplies and equipment that facilitate the recruitment of well-qualified persons with disabilities. With assistance from the Disabled Employee Assistance Fund, the Department of Human Resources purchased a Telecommunication Device for the Deaf so that applicants and employees who are hard-of-hearing may access employment information.

7. Ensure that all employee groups have access to written information concerning policies and procedures related to their employment, and that disabled employees have access to audiotaped information.
Responsibility: Vice Presidents
Progress: In addition to drafting and rewriting employee handbooks, the Department of Human Resources has initiated a Benefits Communication Project. By the end of 1993, this project will provide all employees with summary descriptions of their benefits coverage. Each employee group has comprehensive disability insurance benefits that provide income replacement when an employee cannot work. In addition, the University is developing a rehabilitation program that will provide assistance to those employees on long-term disability who may be retrained for employment.

In January 1992, Senate approved a policy revision on graduate studies that enables faculty and staff, especially members of designated groups who are not geographically mobile, to more easily pursue studies while employed at UBC. In April 1992, the Dean of Graduate Studies prepared written information for inclusion in employee newsletters on how to make wise use of tuition benefit vouchers for graduate studies.

Responsibility: Head, Crane Library and Resource Centre; Director, Disability Resource Centre
Progress: Crane Library supplies UBC faculty and staff with audio-transcription on-demand of employment-related materials. For example, the Management and Professional Handbook currently is available on audiotape.

8. Ensure that the length of leave for maternity is consistent across employee groups, and that the tenure clock is stopped for one year for faculty who take maternity leave.
Responsibility: Vice-President, Academic and Provost
Progress: In 1990, the University Administration and the Faculty Association agreed to allow women faculty on maternity leave the option of extending their pre-tenure period. Furthermore, in 1993, the Administration and the Faculty Association agreed to extend to a limit of seven years the pre-tenure period, during which all assistant professors must establish a record of successful teaching and scholarly activity. These policies may enable faculty women to begin families during the crucial pre-tenure period without jeopardizing their careers.

Responsibility: Vice President, Administration and Finance
Progress: In 1994 collective bargaining sessions, the University Administration plans to negotiate the equalization of lengths of maternity leave among various staff employee groups.

9. Investigate offering benefits to part-time and short-term employees.
Responsibility: Vice President, Administration and Finance
Progress: In 1991, the University Administration enhanced the benefits it provides to eligible short-term employees. In addition, in 1993, the Board of Governors approved a voluntary reduced workload program with the University providing top-up to benefits.

Responsibility: Vice President, Academic and Provost
Progress: In 1991, the University Administration enhanced the benefits it provides to eligible part-time and clinical faculty. In 1993, the University Administration and the Faculty Association agreed to extend the faculty bargaining unit to include part-time faculty, lecturers, and librarians with appointments of four or more months with a 50% or more workload.

OBJECTIVE B:
Development of special measures and reasonable accommodations to achieve and maintain a UBC work force representative of qualified applicant pools.

1. Hire women to fill at least 35% of vacant tenure-track faculty positions. Also, ensure that academic departments and faculties set appropriate individual goals for hiring women, aboriginal people, members of visible minorities, and persons with disabilities.

Responsibility: Vice-President, Academic and Provost
Progress: Since the 1990/91 academic year, the University has achieved its hiring goal for faculty women: Academic departments have hired 102 women to fill new tenure-track faculty positions. These women represent 38% of new tenure-track faculty.

THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE -- December 1993

Two additional efforts to increase the number of women in tenure-track faculty positions are: a) the creation of the Senior Women's Fund and b) the conversion of qualified lecturers from term positions to tenure-track. Since 1990/91, the Senior Women's Fund has been used to hire seven women at the senior rank of full professor. In July 1993, several lecturers, the majority of whom were women, achieved tenure.

2. Hire the following qualified individuals to non-academic staff positions:

Upper Level Managers
1 woman
Professionals
39 women
2 aboriginal people
Supervisors
2 persons with disabilities
Foremen/women
3 women
3 members of visible minorities
1 person with disability
Sales Workers
1 aboriginal person
3 persons with disabilities
Service Workers
8 persons with disabilities
Skilled Crafts & Trades
3 women
2 aboriginal people
Semi-skilled Manual Workers
1 woman
1 aboriginal person
2 members of visible minorities
1 person with disability
Other Manual Workers
5 aboriginal people

Responsibility: Vice Presidents
Progress: From May 1990 to May 1993, the difference in UBC's work force included a net gain of 663 women, 13 aboriginal people, 348 visible minorities, and a net loss of 6 persons with disabilities. (See accompanying tables.) As of May 1993, the University has achieved some of its 1991 hiring goals for staff:
Professionals (non-faculty)
72 women
Supervisors
1 person with disability
Semi-Skilled Manual Workers
3 members of visible minorities
1 person with disability
Other Manual Workers
2 aboriginal people

3. Include a statement of the University's commitment to employment equity in external advertisements and internal postings.
Responsibility: Vice Presidents
Progress: A statement of the University's commitment to employment equity was approved in 1989 and revised in 1990 and 1992. The current statement—"UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities"—appears in external advertisements as well as in internal job postings for all faculty and staff positions.

Since 1989, the University continues to include a statement of its concern for the under-representation of women in academic administration in external advertisements for deans, heads, and directors.

4. Ensure front line personnel who pre-screen applicants are aware of and committed to employment equity policies.
Responsibility: Vice President, Academic and Provost; Associate Vice President, Human Resources
Progress: The Directors of Employment Equity, Multicultural Liaison, and the Disability Resource Centre provide information and training on equity and human rights issues to both academic and service units. In particular, the Director of Employment Equity on three occasions has offered a course entitled "Selection Interviewing: Ensuring Equity" through the Managerial and Other Skills Training (MOST) Program. The Director of Employment Equity and the Associate Vice President, Human Resources, have encouraged both staff from the Department of Human Resources and all other individuals who are involved in personnel selection to attend. As curriculum materials for this course, the Director of Employment Equity distributes to all participants *Promoting Equity in Employment: A Guide.*

5. For recruiting all positions, establish active measures directed toward the four designated groups. In addition, use employment agencies that specialize in employment services for designated-group members and advertise in publications targeted towards designated groups.
Responsibility: Vice President, Academic and Provost
Progress: Since 1990, the Vice President, Academic and Provost, has required that the Recruiting Summary form accompany all tenure-track recommendations and has supported the appointment of seven senior academic women with exceptional qualifications.

In addition, the Vice President, Academic and Provost, ensures that all search committees for deans, heads, and directors include women as members and seeks external nominations from women academic administrators across Canada. As well, the Vice President on several occasions has distributed to deans, heads, and directors articles on hiring and retaining women faculty and achieving faculty diversity. Moreover, the University Administration offers networking assistance across faculties to encourage job placements for faculty spouses.

Since January 1992, the Director of Employment Equity has made several presentations to meetings of administrative heads of unit and various campus departments using the video "The Chilly Climate." The guide, *Promoting Equity in Employment*, which was distributed to administrators of all units in February 1993, offers additional suggestions for active measures to attract and retain qualified members of designated groups.

Responsibility: Associate Vice President, Human Resources; Director, Disability Resource Centre
Progress: Since 1991, the Directors of Employment Equity and the Disability Resource Centre have participated in the Department of Human Resources' Task Force on Employment Equity Recruitment. As part of the work of this task force, Human Resources has compiled a manual of agencies assisting members of designated groups to obtain employment. A synopsis of the manual is distributed at the Managerial and Other Skills Training (MOST) course "Selection Interviewing: Ensuring Equity."

The Disabled Employee Assistance Fund has been used to provide adaptive supplies and equipment that facilitate the recruitment of well-qualified persons with disabilities since 1992.

6. Investigate establishing a telephone recording system of job postings for visually impaired applicants and a telecommunication device for the deaf.
Responsibility: Associate Vice President, Human Resources; Director, Disability Resource Centre
Progress: Since September 1992, the Department of Human Resources offers a telephone information line. By dialing UBC-WORK, the caller hears a recorded message of the current week's job postings as well as general information on applying for positions at UBC. In addition, the Department of Human Resources offers a Telecommunication Device for the Deaf (TDD) line that can be used by both employees and prospective employees who are hard-of-hearing. The TDD number appears on the weekly job postings and in the UBC directory. The TDD number also will be listed in future editions of the Vancouver Telephone Directory.

7. Monitor recruitment of applicants from the designated groups by tracking the number of individuals from the groups who apply for faculty and staff positions.
Responsibility: Vice President, Academic and Provost
Progress: The Vice President, Academic and Provost, has required academic deans and department heads to complete Recruiting Summary forms for tenure-track positions since November 1990. In September 1991, the Director of Employment Equity prepared a report and made recommendations based on the first 56 completed Recruiting Summary forms. A major recommendation was to continue the requirement for Recruiting Summary forms. This report was distributed to all campus units.

Responsibility: Associate Vice President, Human Resources
Progress: The Director of Employment Equity and the Department of Human Resources' Manager of Employment and Job Evaluation completed a pilot project to track applicants for staff positions. In July 1993, the Director of Employment Equity submitted to the Associate Vice President, Human Resources, a report with recommendations on recruitment of applicants for staff positions.

8. Ensure that personnel committees are supplemented where there is a lack of department or faculty expertise in newly developing, collaborative, and inter-disciplinary fields.
Responsibility: Associate Vice President, Academic
Progress: The 1993 revised Faculty Agreement on Conditions of Appointment provides for an equal number of external referees from faculty members and departments in all personnel cases. As well, the revised Agreement allows for candidates to respond to department and faculty decisions early in the process. In these ways, candidates for tenure and promotion are able to support their personnel cases by choosing some of their own external referees and by providing their department and faculty colleagues with specific and timely information.

9. Investigate steps toward providing faculty and staff with care-giving responsibilities employment options such as part-time work, reduced workload, job sharing, day care, and paternity leave.
Responsibility: Vice Presidents
Progress: Reduced workload or partial leave is available to tenured faculty, and job sharing is available on an ad-hoc basis for management and professional staff. Since July 1993, reimbursable travel expenses include telephone calls allowing employees to stay in reasonable contact with their immediate family and overnight dependent-care expenses. Also in 1993, the Board of Governors approved changes in the reduced workload policy to apply to employees at age 50 with 10 years of service. As well, in 1993, the Board approved an employee-paid benefit top-up incentive program for staff ineligible for the reduced workload program.

10. Provide information on career paths at UBC to assist employees in their career choices. In addition, provide job and career counselling for employees to assist them in identifying career opportunities and preparing for promotions.
Responsibility: Vice President, Administration and Finance; Associate Vice President, Academic
Progress: To date, the Student Counselling and Resources Centre, the Women Students' Office, and the Women's Resources Centre have provided career counselling to faculty and staff. The Managerial and Other Skills Training (MOST) program, which began in January 1993, includes courses in career planning. In the future, MOST will offer courses on UBC career paths. Since November 1993, the Employee and Family Assistance Program has been available to all faculty and staff. This confidential counselling, advisory, and information service provides job and career counselling for employees and their families.

A faculty mentoring program has existed in Dentistry since 1990. Currently, the Centre for Faculty Development is developing a mentoring program for all new faculty. Since 1991, the Associate Vice President, Academic, has compiled data on faculty tenure and promotion by gender.

11. Disseminate information across campus on training and development opportunities to inform employees of courses available, and develop training opportunities in gender, cross-cultural, and disability awareness for faculty and staff. In addition, investigate offering courses in English as a second language and cross-cultural communication for UBC employees.
Responsibility: Vice Presidents
Progress: Since March 1989, the University has sponsored the attendance of five faculty and staff at the Kingswood Management Training Program. This five-day residential program, offered by the Hastings Institute, demonstrates the principles of effective human resource management within a multicultural work force.

Since January 1993, the Managerial and Other Skills Training (MOST) program has offered courses in UBC culture and values, as well as job-related and personal skills. Courses on valuing diversity and on understanding disability issues in the workplace are foundational to each of five certificate programs.

Beginning in September 1992, the English Language Institute, in conjunction with the Multicultural Liaison Office, began offering specialized courses for UBC employees, including international teaching assistants, limited-term-only clerical staff, receptionists, and food service workers. In September 1993, the initial workplace language training program—Better English Skills Training (BEST)—was offered to 45 employees. Because there is already a waiting list for BEST, the Department of Human Resources plans to expand the workplace language training program in the future.

12. Investigate establishing reduced-time appointments for employees who are taking time out to upgrade their education or work skills. Also, investigate establishing an employee's self-funded leave plan for study, upgrading, or retraining for a career change.
Responsibility: Vice Presidents
Progress: Several faculty and staff—in Nursing and the First Nations House of Learning—have received partial support to upgrade their educational credentials.

13. Investigate instituting a policy of job exchange to provide opportunities for employees to develop new skills and acquire work experience.
Responsibility: Vice Presidents
Progress: In 1993, a staff repositioning project was proposed in anticipation of significant budget reductions. This pro-

THE UNIVERSITY OF BRITISH COLUMBIA

EMPLOYMENT EQUITY PLAN UPDATE -- December 1993

posal provides employees and departments opportunities for job exchange, where there is mutual agreement and benefit.

OBJECTIVE C:
Establishment of a UBC work environment that supports the successful integration of designated-group members.

1. Draft policy on employment equity.
Responsibility: Director, Employment Equity
Progress: UBC's Policy on Employment Equity was approved in July 1989 and revised in November 1990. Since May 1993, University policies are available in print and audio-transcription, as well as by on-line computer and voice synthesizer.

2. Disseminate information about UBC's employment equity program in newspaper and newsletter articles; include information on UBC's employment equity program in publicity materials, guides, manuals and handbooks.
Responsibility: Director, Employment Equity
Progress: Since 1989, *UBC Reports* has carried nine articles describing UBC's employment equity program and six inserts monitoring progress toward its 1991 employment equity plan. In addition, numerous articles have appeared in various campus newsletters including those of employee groups, such as the Association of Administrative and Professional Staff, the Faculty Association, CUPE 2950, and CUPE 116; and those of campus units, such as the Disability Resource Centre and Human Resources. As well, descriptions of UBC's employment equity program appear regularly in campus handbooks and reports, such as the Handbook of Support Services, the Faculty and Staff Handbook, and the Annual Report on the Status of Women.

3. Develop and provide employment equity sessions for employees at all levels; speak about employment equity to campus groups, interest groups, and employee associations and unions.
Responsibility: Director, Employment Equity
Progress: Since 1990, the Director of Employment Equity has met with representatives from every employee group and campus unit. With the initiation in 1993 of regular orientation sessions for faculty and staff, the Director of Employment Equity provides information on the employment equity census to newly-hired employees.

4. Ensure department heads and directors understand and communicate to new and continuing employees UBC's Employment Equity Policy.
Responsibility: Vice Presidents; Vice Provost
Progress: Since 1989, the Director of Employment Equity has been attending regular meetings of administrative heads of unit. On several occasions, the Director has presented information on UBC's progress toward the achievement of equity goals. In addition, she has submitted numerous updates on employment equity activities to the President and Vice Presidents. In October 1993, the Director of Employment Equity participated in a panel discussion of policy issues at a professional development seminar for academic administrators.

In 1994, the University Administration plans to provide performance management workshops for all administrative heads of unit. These sessions will include information on human rights and equity issues.

5. When revising documents on conditions of employment and collective agreements include reference to UBC's Employment Equity Policy in a conspicuous place.
Responsibility: Associate Vice President, Academic; Associate Vice President, Human Resources
Progress: In 1994 collective bargaining sessions, the Administration plans to negotiate the inclusion of reference to UBC's Employment Equity Policy.

6. Provide faculty and staff involved in personnel decisions with training in human rights practice and gender, cultural, and disability issues.
Responsibility: Vice President, Academic and Provost
Progress: In July 1990, the Deans of Science and Agricultural Sciences appointed an associate dean for women's issues. In September 1991, the President appointed a part-time advisor on women and gender relations. In 1992, the Dean of the Faculty of Commerce and Business Administration issued a statement on human rights and provided training programs for faculty and staff. Likewise, the Dean of the Faculty of Education established a committee on gender and race relations, and in a similar move, the Dean of Medicine established an ad-hoc committee on gender issues. In 1994, the Dean of Medicine plans to appoint a part-time associate dean for gender issues.

Responsibility: Vice President, Administration and Finance; Vice President, Student and Academic Services; Director of Employment Equity
Progress: Since January 1993, the Department of Human Resources has offered several courses that provide training in human rights practice for faculty and staff. For 1994, the Department of Human Resources plans to increase the number and scope of courses on human rights issues, as well as to track the representation of employee groups and departments taking advantage of this training.

The Director of Employment Equity has made presentations on equity issues in hiring and selection for both the Managerial and Other Skills Training (MOST) courses and sessions offered by the Centre for Faculty Development and Instructional Services. Like its staff counterpart, the Centre for Faculty Development and Instructional Services includes gender and culture issues in each of its seminar series offered to faculty. Also, both the staff and faculty development projects include the Directors of Employment Equity, Multicultural Liaison, the Disability Resource Centre, and Advisors on Sexual Harassment, and on Women and Gender Relations in their orientation sessions for new staff and administrators.

7. Revise the employment application form to ensure that it does not discourage qualified persons with disabilities.
Responsibility: Associate Vice President, Human Resources; Director, Employment Equity; Director, Disability Resource Centre
Progress: In June 1992, The Department of Human Resources revised both the employment application form and the job posting form to encourage qualified members of designated groups, including persons with disabilities.

8. Continue to improve access for persons with disabilities to the UBC campus and to the Department of Human Resources. In addition, ensure that bulletin boards with job postings are accessible to persons using wheelchairs.
Responsibility: Director, Disability Resource Centre; Director, Campus Planning and Development
Progress: The Department of Human Resources has improved bulletin boards and signage to ensure easier access for persons who have physical or sensory disabilities.

In July 1990, the University established a fund for physical access retrofitting to develop a barrier-free campus ($200,000 in 1992/93 and $300,000 for 1993/94). Subsequently, in 1992, the Disability Resource Centre, and Campus Planning and Development created an Advisory Committee on Physical Access with a mandate to develop a draft campus-wide plan for universal access and guidelines to assist in renovations. For several years now, new on-campus housing for students, faculty, and staff has included accessible units.

In related initiatives, the Disability Resource Centre completed an environmental scan of student service offices and academic departments, undertook a review of physical accessibility at UBC, developed a guide to assist users with on-campus access, and sponsored a hearing access project. Moreover, the Disability Resource Centre appointed a half-time access officer to consult with campus groups concerned with physical access to campus buildings and facilities. Since 1992, the Disabled Employee Assistance Fund has been used to provide adaptive supplies and equipment that facilitate the recruitment of well-qualified persons with disabilities and the accommodation of employees with disabilities.

9. Promote awareness across campus of technical aids and potential funding sources for workplace modifications, equipment, and other supports for employees with disabilities.

Responsibility: Director, Disability Resource Centre
Progress: Since its establishment in 1990, the Disability Resource Centre has offered numerous workshops on disability awareness. Working in conjunction with the Director of Employment Equity and the Department of Human Resources, the Centre also has provided numerous consultations on the employment of persons with disabilities at UBC. In addition, the Disability Resource Centre, in conjunction with Student Placement Services, plans to develop an employment strategy for UBC students with disabilities.

Responsibility: Head, Crane Library and Resource Centre
Progress: Crane Library provides a collection of technologies and devices, including materials in alternate formats, to assist students, faculty, and staff. In addition, Crane adjusted its mandate and mission in 1991 to supply UBC faculty and staff with audio-transcription on-demand of employment-related materials.

10. Review procedures currently in place for dealing with individual complaints of discrimination.
Responsibility: Vice Presidents
Progress: In January 1993, the Vice President, Academic and Provost, invited representatives from campus units involved in the area of human rights to attend a retreat. Discussion ensued on the revision of university policies and the reorganization of university practices to better promote human rights and equity.

11. Draft policy on discrimination.
Responsibility: Vice President, Academic and Provost; Vice Provost
Progress: In February 1991, Senate approved a Statement of Freedom from Harassment and Discrimination. Drafts of a policy on human rights have been published in *UBC Reports* in March 1992, July 1993, and September 1993.

In January 1990, the University became the first employer in British Columbia to provide benefit coverage for same-sex spouses. In 1993, the President established a lecture series on lesbian and gay studies.

12. Promote the President's Advisor on Women and Gender Relations as a support for women at UBC.
Responsibility: Vice President, Academic and Provost
Progress: In September 1991, the President appointed a part-time Advisor on Women and Gender Relations, who chairs the President's Advisory Committees on the Status of Women and Women's Safety on Campus. The Advisor has examined climate issues in surveys of several employee groups, and in 1992, the Advisor initiated an annual report on the status of women at UBC.

In September 1990, the Dean of Graduate Studies began an equity review of graduate scholarship policies and practices. This review resulted in several revisions to nomination procedures, as well as the conditions and terms of the awards. Similarly in May 1992, the Vice President, Research, initiated changes to the nomination procedures for the Killam Research Prizes. These changes eliminate potential barriers to nominations of women and members of minority groups.

In addition, the President continues to meet regularly with the Academic Women's Association. As well, the University continues to be a sponsor of the YWCA Women of Distinction Awards and the West Coast Women's Legal and Education Fund.

13. Promote the Multicultural Liaison Office, the First Nations House of Learning, and UBC Policy on Sexual Harassment and availability of advisors.
Responsibility: Vice President, Academic and Provost; Director, Multicultural Liaison; Director, First Nations House of Learning; Advisors, Sexual Harassment
Progress: The University promotes ongoing activities to support liaison between the University and the multicultural community, and participation of First Nations students and employees. In addition, the University promotes ongoing activities to prevent sexual harassment. These units—Multicultural Liaison, First Nations House of Learning—and the Advisors on Sexual Harassment provide regular updates on their activities to the campus community. For example, articles in *UBC Reports* in May 1993, highlighted the opening of the First Nations Longhouse, the graduating of the first Native medical student, and the enrolling of 250 First Nations students in law, education, and health care programs.

14. Continue to improve campus safety.
Responsibility: Vice Presidents
Progress: In 1991, the Advisor on Women and Gender Relations organized the President's Advisory Committee on Women's Safety on Campus to review existing safety programs; to gather data on issues affecting personal, physical, and psychological safety; and to make recommendations for the development of safety improvements. As a result, the University has increased publicity about current programs, including the security bus, the Walk-Home program, the "Trouble Line," as well as counselling for acquaintance sexual assault. In addition, the University has improved safety measures, such as bicycle patrols by campus Parking and Security, and parking spaces close to buildings for those individuals who work after regular hours. A pilot project to improve lighting along Agricultural Road from the Student Union Building to Place Vanier Residences began in December 1993.

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EMPLOYMENT EQUITY PLAN UPDATE -- December 1993

15. Examine feasibility of expanding childcare facilities for UBC employees.
Responsibility: Vice President, Student and Academic Services
Progress: As of September 1993, the University provides licensed spaces for 250 children in eleven daycare facilities. As well, plans for new student, faculty, and staff housing, as well as plans for the recently opened First Nations Longhouse, include childcare facilities.

OBJECTIVE D:
Adoption of monitoring and accountability mechanisms to evaluate and adjust UBC's Employment Equity Program.

1. Establish a President's Advisory Committee on Employment Equity to advise the President on the implementation and maintenance of employment equity at UBC.
Responsibility: Associate Vice President, Academic
Progress: Since 1989, President Strangway biannually has invited representatives from employee unions and associations to join appointed members-at-large on his Advisory Committee on Employment Equity. This Committee is chaired by the Associate Vice President, Academic.

2. Ensure that employment equity practices continue to conform to British Columbia's human rights legislation and UBC's Policy on Employment Equity.
Responsibility: Associate Vice President, Academic; Associate Vice President, Human Resources
Progress: The UBC Board of Governors reviewed the employment equity program in 1989 and again in 1991. In 1993, the Vice President, Academic and Provost, reported to the Board on a human rights policy and a revised sexual harassment policy along with an accompanying organizational plan for offices related to human rights and equity, including employment equity, sexual harassment, multicultural liaison, and women and gender relations.

3. Ensure the continuation of resources adequate to sustain educational and monitoring work of the Employment Equity Office on an ongoing basis.
Responsibility: Vice Presidents
Progress: The University appointed the current Director of Employment Equity for a five-year term in January 1989. In 1993, the Vice President, Academic and Provost, reported to the Board of Governors on a revised organizational structure for human rights and equity offices that will ensure the continuation of adequate resources for employment equity activities beyond the term of the current director.

4. Include in annual department plans the identification of opportunities to increase the number of designated-group members, and investigate establishing budget processes to reward departments and faculties that have consistently demonstrated equitable personnel practices and outcomes.
Responsibility: Vice Presidents
Progress: In 1994, the University Administration plans to monitor annual department plans for the inclusion of opportunities to increase the number of members of designated groups and to reward units that have demonstrated equitable personnel practices and outcomes.

5. Distribute the employment equity census to newly-hired employees and those who are moving into the census pool. In addition, contact employment equity census non-respondents to encourage their participation and develop presentations and materials targeted to non-respondent groups to encourage participation.
Responsibility: Director, Employment Equity
Progress: Since February 1990, the Director of Employment Equity regularly has sent employment equity census questionnaires to all faculty and staff, to newly-hired employees, and to those employees who move into the census pool. These distributions occur monthly. Beginning in March 1990 and continuing every three months thereafter, the Director of Employment Equity has sent a follow-up census questionnaire to those employees who have not yet completed one. In December 1992, a two-year follow-up distribution brought the overall response rate to the census to 76% (8,000 full-time and part-time, continuing and temporary staff) and the response rate to 80% for monthly, continuing employees.

6. Investigate initiating formal exit interviews to examine reasons why employees voluntarily choose to leave UBC.
Responsibility: Vice Presidents
Progress: Some departments conduct exit interviews. For example, the Department of Human Resources has conducted exit interviews since May 1991. In October 1991, the Vice Presidents, Administration and Finance, and Student and Academic Services, distributed guidelines for exit interviews to their service unit directors.

The Associate Vice President, Academic, in conjunction with the President's Advisor on Women and Gender Relations and the Director of Employment Equity, is investigating a pilot project to interview faculty who have left UBC.

7. Prepare reports to President Strangway on employment equity activities including:
- update on internal work force data in comparison with external availability pool data;
- data on the recruitment, selection, training, promotion and termination of designated-group members;
- results of employment equity initiatives;
- proposals for adjustments and refinements to UBC's employment equity program.

Responsibility: Director, Employment Equity
Progress: The Director of Employment Equity has published six reports on UBC's progress toward its 1991 employment equity plan and hiring goals as inserts in *UBC Reports*. In addition to numerous update reports to President Strangway, the Director of Employment Equity also has produced reports on the Recruiting Summary forms for tenure-track positions, the deans' hiring plans for faculty women, the applicant tracking project, promoting equity in employment, and UBC's practices in the employment of persons with disabilities.

TABLE 1

UBC EMPLOYMENT EQUITY CENSUS

Total Response Rate	
May 1990	65.6%
Dec. 1990	67.2%
Dec. 1991	63.3%
Dec. 1992	75.7%
May 1993	76.7%

Continuing Monthly Paid Response Rate	
Dec. 1992	80.1%
May 1993	80.9%

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

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

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

President's Advisory Committee on Employment Equity

John Borrows	First Nations Law Program
Betty Carter	Faculty Association
Julia Cruikshank	Anthropology & Sociology
Frank Eastham	Human Resources
William Edbrooke	IUOE
Margaret E. Friesen	Interlibrary Loan
Jas Gill	CUPE 2278
Emilio Gonzalez	Bookstore
Shelly Hodgson	CUPE 116
Sharon E. Kahn	Employment Equity
Libby Kay	Association of Admin. & Professional Staff
Barry C. McBride	Science
A.J. McClean (Chair)	Office of the VP, Academic & Provost
Charles W. Ramey	Pathology
G.E.E. Scudder	Zoology
Ruth Warick	Disability Resource Centre
Anne Watters	Education
William A. Webber	Office of the VP, Academic & Provost

Equity COUNTS

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TABLE 2 Representation of Designated Groups in UBC's Workforce

ABELLA	% Women		% Aboriginal People		% Visible Minorities		% Persons with Disabilities	
	May '90	May '93	May '90	May '93	May '90	May '93	May '90	May '93
Upper Level Managers	0.0	0.0	0.0	0.0	20.0	16.7	0.0	0.0
Middle Managers	52.0	50.7	2.1	1.5	6.0	7.8	4.7	4.3
Professionals (Faculty)	22.9	26.2	1.2	1.3	11.5	12.5	4.6	2.9
(Other)	49.3	49.3	0.8	0.5	20.1	22.7	2.9	2.3
Semi-Professionals & Technicians	47.9	49.1	0.6	0.7	27.2	28.2	4.0	3.3
Supervisors	82.9	81.7	2.7	3.1	22.0	21.4	4.0	4.4
Foremen/women	3.9	4.8	0.0	0.0	18.4	17.6	2.6	2.9
Clerical Workers	88.8	88.0	2.2	1.8	27.5	27.5	4.6	3.2
Sales Workers	56.2	53.2	0.0	0.0	33.9	30.3	1.5	0.0
Service Workers	57.3	59.2	4.8	2.7	43.5	35.2	5.7	3.3
Skilled Crafts & Trades	2.6	2.6	0.0	0.0	14.3	12.2	12.9	7.8
Semi-Skilled Manual Workers	8.3	6.5	0.0	0.0	9.1	16.7	9.1	10.0
Other Manual Workers	45.5	46.7	1.7	2.7	31.5	29.1	10.7	8.1
TOTAL	48.4	50.4	1.6	1.4	20.2	20.7	4.7	3.4

TABLE 3 Changes in Designated Groups in UBC's Work force May 1990 - May 1993

ABELLA	Women			Aboriginal People			Visible Minorities			Persons with Disabilities		
	May '90	May '93	Net Difference	May '90	May '93	Net Difference	May '90	May '93	Net Difference	May '90	May '93	Net Difference
Upper Level Managers	0	0	0	0	0	0	1	1	0	0	0	0
Middle Managers	341	365	24	11	10	[1]	32	51	19	25	28	3
Professionals (Faculty)	474	598	124	16	23	7	154	226	72	62	53	[9]
(Other)	274	346	72	3	3	0	80	130	50	11	13	2
Semi-Professionals & Technicians	496	570	74	4	6	2	176	241	65	26	28	2
Supervisors	155	152	[3]	4	5	1	33	34	1	6	7	1
Foremen/women	2	2	0	0	0	0	7	6	[1]	1	1	0
Clerical Workers	1139	1375	236	21	23	2	257	358	101	43	42	[1]
Sales Workers	50	50	0	0	0	0	23	23	0	1	0	[1]
Service Workers	285	404	119	10	9	[1]	91	119	28	12	11	[1]
Skilled Crafts & Trades	4	4	0	0	0	0	10	11	1	9	7	[2]
Semi-Skilled Manual Workers	5	4	[1]	0	0	0	2	5	3	2	3	1
Other Manual Workers	151	169	18	3	6	3	56	65	9	19	18	[1]
TOTAL	3376	4039	663	72	85	13	922	1270	348	217	211	[6]

*[ ] = negative change

TABLE 4 Progress Toward May 1991 Hiring Goals

Hiring Goal May 1991	Net Difference in Total Employees May 1990 - May 1993
Upper Level Managers 1 woman	0
Professionals (tenure-track faculty new hires) 35% women	38% women
Professionals (non-faculty) 39 women 2 aboriginal persons	72 women 0
Supervisors 2 persons with disability	1 person with disability
Foremen/women 3 women 3 visible minorities 1 person with disability	0 [1] visible minority 0
Sales Workers 1 aboriginal person 3 persons with disability	0 [1] person with disability
Service Workers 8 persons with disability	[1] person with disability
Skilled Crafts & Trades 3 women 2 aboriginal persons	0 0
Semi-Skilled Manual Workers 1 woman 1 aboriginal person 2 visible minorities 1 person with disability	[1] woman 0 1 visible minority 1 person with disability
Other Manual Workers 5 aboriginal persons	3 aboriginal persons

[ ] = negative change

Classified

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

The deadline for the Feb. 10, 1994 issue of UBC Reports is noon, Feb. 1.

Bed & Breakfast

GARDEN'S END Bed and Breakfast. Enjoy your stay in Vancouver while using our self-contained cottage in Kerrisdale. No pets or smokers. $60 single, $15 each additional person (maximum four people). 263-7083.

Services

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

WEST SIDE IMPORT CAR SERVICE Repairs-Aircare-Fuel Injection-Performance Tuning. Quality import service by German Journeyman Mechanic provided at a reasonable rate. Complimentary vehicle pick-up and delivery on request. For private appointment call Klaus at 222-3488.

A PROFESSIONAL JOB without the professional price. Specializing in interior painting and plaster work. 15 years experience. Free estimate. Call Richard at 737-0612.

For Rent

OFFICE SPACE Office for rent at 5885 University Blvd. at Gate 1 to UBC. Access to fax and copier. Available immediatley. Call 224-1614.

Miscellaneous

EMPLOYMENT EQUITY OUTREACH All First Nations faculty and staff employed by UBC are invited to participate in a focus group on Feb. 16 from 3:00-4:30 pm in the library seminar room of the First Nations Longhouse. The purpose of the focus group is to explore their employment experiences in applying, interviewing and working at UBC. Information gained from the focus group will be used to facilitate the recruitment of qualified First Nations individuals to the UBC work force. For more information call Margaret Sarkissian, Human Resources, 822-0560.

Faculty Club Events

New Members' Night February 10, 4:30 - 6:30

The Board of Directors and Faculty Club invite you to an informal reception to 'meet and be met' and to acquaint yourself with the facilities and services your club offers.
All members are heartily invited to join us!

Gung Hai Fat Choi
to you all!
Ring in the Chinese New Year of the Dog, February 10
Enjoy the Faculty Club's Chinese lunch and dinner buffet in the Cafe.
For reservations call 822-3803

maya cosmos

3000 Years on the Shaman's Path

A Lecture with

Dr. LINDA SCHELE

Wednesday, February 2nd, 7:30 pm
Orpheum Theatre
UBC discount 50% through UBC Bookstore. Tickets also from CBO at 280-2801
Presented by
The Institute for Science, Engineering and Public Policy
Co-sponsored by
BC Tel, KCTS/9, University of British Columbia, Simon Fraser University, British Columbia Institute of Technology and Science World.
Special thanks to Hotel Vancouver.

Diver, rower, wrestler vie for Athlete of the Year award

by Abe Hefter

Staff writer

Diver Paige Gordon of West Vancouver is a finalist in the senior athlete category for the 1993 B.C. Athlete of the Year awards.

Gordon joins hockey player Paul Kariya and rower Derek Porter as the finalists named in voting by a panel of media and sports officials.

The winner will be announced Feb. 26 at the Hotel Vancouver.

Gordon, a second-year Arts student, capped off a 1993 season with a fourth-place finish at the World Cup competition in China. She won a medal in every national and international event she entered last year and is currently ranked fourth in the world.

In addition, swimmer Turlough O'Hare of Richmond is among the three finalists for the university athlete of the year in British Columbia. O'Hare, who is currently training with the University of Toronto swim club for the 1994 Commonwealth Games in Victoria, capped his Canadian Interuniversity Athletic Union career as a UBC swimmer last year with victories in the 200-, 400- and 15-hundred metre freestyle events at the CIAU championships in March in Toronto. That performance gave the two-time Olympian a total of 10 gold medals during his five-year CIAU career.

Abe Hefter photo

Diver Paige Gordon, a second-year Arts student, is currently ranked fourth in the world.

O'Hare will be up against University of Victoria rower Kelly Mahon and Simon Fraser University wrestler Justin Abdou in the final balloting.

COMMUNITY WORKSHOPS

UBC REAL ESTATE CORPORATION

HAMPTON PLACE

The UBC Real Estate Corporation invites members of the community to a series of workshops to consider the height of the buildings to be designed and erected on Lots 8, 9 and 10 (adjacent to Pacific Spirit Regional Park) at Hampton Place. To conduct this process we have retained the services of Ted McLean and Associates Ltd. and Stephen Marks and Associates Ltd. Ted McLean and Stephen Marks, through their INTERACTIVE CHOICES program, will have the responsibility for co-ordinating this process.

The workshops will seek views of the community relative to the design of the buildings before a final plan is adopted.

The first series of workshops will be held in the Board Room of the University Golf Club, 5185 University Boulevard, Vancouver.

The dates and times of the workshops are:

Saturday, February 5, 1994	1:00 pm - 2:30 pm 3:00 pm - 4:30 pm
Monday, February 7, 1994	3:30 pm - 5:00 pm 7:30 pm - 9:00 pm
Tuesday, February 8, 1994	7:30 pm - 9:00 pm
Wednesday, February 9, 1994	3:30 pm - 5:00 pm 7:30 pm - 9:00 pm
Thursday, February 10, 1994	3:30 pm - 5:00 pm 7:30 pm - 9:00 pm

Please call Rachael Burnett at 731-3512 to register for one of the workshops. Because the workshops are limited to 25 per session, it's essential to register in order to attend. We encourage your participation. We hope to receive the ideas of as many people as possible.

UBC REAL ESTATE CORPORATION

News Digest

AIDS researchers at UBC have secured the 11th International AIDS Conference for Vancouver, scheduled for July, 1996.

The conference, expected to attract 15,000 delegates, will be co-chaired by UBC Faculty of Medicine members Dr. Martin Schechter, Dr. Julio Montaner, Dr. Michael O'Shaughnessy and Dr. Michael Rekart.

"The world is trying to mobilize against this disease. This is one more way that Canadians can contribute toward this international effort," Rekart said.

• • • •

Koerner's Pub, located at the Graduate Student Centre and operated by the Graduate Student Society, is participating in a new program introduced by Labatt Breweries to encourage responsible use of alcohol by Canadian university students.

UBC is one of 13 western Canadian post-secondary campuses participating in the Labatt initiative.

As part of the program, Koerner's Pub now offers dealcoholized beer products.

• • • •

UBC's Pacific Educational Press has released the first in a series of books dealing with results from an international study based at UBC looking at mathematics and science education worldwide.

The Third International Mathematics and Science Study (TIMSS) is investigating and comparing the math and science education of students in elementary and secondary schools in more than 50 countries.

Curriculum Frameworks for Mathematics and Science is edited by UBC Prof. David Robitaille.

Nobel winner Smith urges new prizes for the 21st century

The following speech was delivered on Dec. 10 in Stockholm, Sweden by Biochemistry Prof. Michael Smith at the Nobel banquet honouring 1993's Nobel Prize winners. Smith, who shares the Nobel Prize in Chemistry with American Kary Mullis, was recognized for his discovery of a technique called site-directed mutagenesis which enables scientists to reprogram the genetic code. He was one of 13 award recipients asked by the Nobel Foundation to address the 3,800 banquet guests which included the King and Queen of Sweden.

Your Majesties, Your Royal Highnesses, Ladies and Gentlemen.

On behalf of Dr. Kary Mullis and myself, I would like to express our deep gratitude to the Royal Swedish Academy of Sciences and to the Nobel Foundation for the honour that has been bestowed on us today.

Dr. Georges Charpak, in his speech of 1992 in acknowledgement of his prize in physics, conjured up, with elegant Gallic flair, an image involving the number 137, the ancient Nordic gods Odin and Freja, and his work on subatomic particles. Not being French, such imagery is not within my compass. However others, most specifically Michael Crichton and Steven Spielberg in the novel and subsequent film Jurassic Park, have conjured with dramatic impact, an image of the use of the polymerase chain reaction (PCR) to recreate the dinosaurs.

Michael Smith

One could imagine a less dramatic reincarnation that is more relevant to this uniquely special occasion. Suppose that one could use PCR to resuscitate Alfred Nobel and that one could use site-directed mutagenesis to cure the heart disease to which he and his brother fell victims. What would he, a vigourous 159-year-old, have to say as he contemplated the approaching 100th anniversary of the commencement of the awarding of Nobel Prizes. I hope that he would have enormous satisfaction in the honour and prestige that his bequest has brought to his memory, to the Nobel Foundation, to the two Swedish Academies, to the Karolinska Institute, to the Norweigan Nobel Committee and to the Swedish and Norwegian people. I hope that he would be both surprised and pleased to see that this year molecular biologists have won the prizes in chemistry and in physiology or medicine, which speaks to the adaptability of the prize-selection process in the face of the unpredictable dynamics of scientific discovery. And he would be pleased, I'm sure, by the action of the Bank of Sweden in instituting a new prize in 1968, the Alfred Nobel Memorial Prize in Economic Sciences.

I believe that Alfred Nobel, in contemplating this munificent act of the bank and in contemplating what might happen in the next 100 years, would be concerned about the problems of that next century. And, of course, there is one problem that would attract his attention beyond all others. That is the impact of the uncontrolled growth and demands of the human population on the finite capacity of planet Earth. We, Homo sapiens, destroyed the majority of the large mammalian species in North American and Australasia just over 10,000 years ago. We, Homo sapiens, now are destroying the other species that presently exist on this planet at a rate of about 15,000 to 20,000 per year. Given that the current estimate of the total number of species on the planet is about two million, this rate, by the end of the next century, will be equivalent in biological effect to the catastrophic event(s) of 65 million years ago that eliminated not only the dinosaurs but also the ammonoid cephalopods, many echinoids, and many genera of foraminifera and of calcareous phytoplankton, the kind of mass extinction that previously in the earth's history has required five million years for recovery, such recovery resulting in a completely different biota from that preceding it.

I believe that Alfred Nobel, being aware of the unique and enormous impact of his prizes on world thought and opinion, would wish to see a new prize or new prizes instigated to commemorate the 100th anniversary, perhaps related to studies on the control of human population, perhaps on biodiversity, perhaps on the environment, perhaps on sustainability.

I, thus, want to express my deep-felt gratitude for the award of the prize in chemistry in the form of a wish on behalf of Alfred Nobel. This wish is intended only as the greatest of compliments to those who value and support the Nobel Prizes, because of the enormous power for good that the prizes represent. I hope that the 100th anniversary can be celebrated by the endowment of new prizes that address these problems of the next century as I think Alfred Nobel would see them, if only we could have worked magic with the polymerase chain reaction and with site-directed mutagenesis.

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Martin Dee photo

Planning For The Future

B.C. Minister of Forests Andrew Petter spoke on the Forest Practices Code to more than 200 students at the MacMillan Building while visiting campus Jan. 17. The presentation was organized by Students for Forest Awareness. Petter also met with Vice-President, Academic, Dan Birch and the deans and representatives of the Forestry and Applied Science faculties.

Thunderbird project meets housing goal

by Abe Hefter

Staff writer

By the end of 1994, approximately $100 million in new student, faculty and staff housing will have been built at UBC during a 10-year period.

And by the time the Thunderbird housing complex is completed in the fall, the university will have achieved its goal, as set by the Board of Governors, to provide housing for 25 per cent of the daytime student body.

"The Thunderbird housing project completes the student housing picture on campus, for now, in that it will offer unfurnished long-term accommodation year round for single students, and couples, in addition to traditional shared furnished suites for singles," said Mary Risebrough, director of Housing and Conferences.

"This is a new option for UBC students."

The Thunderbird project will house between 600 and 800 students. Current single student housing exists at Fairview Crescent for 780 students, Place Vanier, which includes room and board, for 920 students, Ritsumeikan-UBC House for 205 students, Totem Park Residence for 1,140 students, and Walter Gage Residence for 1,414 students.

"Residences are still perceived by many students to be isolated communities, almost like suburbs," said Risebrough. "In the future, we will continue our efforts to physically link these communities.

"The Thunderbird complex begins to address the situation by bringing together the student housing on the south edge of the main campus."

Acadia Park, adjacent to Fairview Crescent, offers accommodation for 531 student families, for a community of approximately 1,800 people.

On the faculty and staff side, the Point Grey and Pacific Spirit Apartments, which opened in the fall, bring the number of housing units available on campus to 268, including Acadia House and Sopron House. In addition, another 12 child care spaces will become available at the Pacific Spirit Apartments this month, bringing the number of full-time child care spaces to 264.

Risebrough said the university will strive to meet the ongoing housing needs of faculty, staff and students, as identified through surveys and market research studies, while maintaining affordability.

"Single student rents on campus are on par with those in the Greater Vancouver area," said Risebrough. "However, resident students on campus are given the opportunity to pursue educational opportunities and co-curricular programs that promote personal growth and academic success through the Residence Life division of the Dept. of Housing and Conferences," she added.

Risebrough says as far as family housing is concerned, rents are 25 per cent lower, on average, than in Greater Vancouver.

"UBC offers a variety of housing alternatives on campus. The department's next task will be to assess waiting lists and continue to channel efforts into student family housing, which remains a priority."