THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 42, Number 8 April 18, 1996

Survivors of breast cancer form team

by Gavin Wilson

Staff writer

UBC researchers are dramatically challenging the belief that women treated for breast cancer should not do vigorous exercise by sponsoring a dragon boat racing team composed entirely of breast cancer survivors.

Many of the team members have taken part in a research project at the Allan McGavin Sports Medicine Centre that is attempting to show that exercise can actually help women recover from breast cancer.

"The original idea behind this was to dispel some of the myths about what you can and can't do after having gone through treatment," said Sherri Niesen, a PhD student and exercise physiologist conducting the research under the supervision of Dr. Donald McKenzie.

"Women are often told that they can't lift more than 10 pounds and they shouldn't do any repetitive movements, including rowing or paddling. We want to show women that there are no limitations anymore."

" We want to show women that there are no limitations anymore."

- Sherri Niesen

The concern has been lymphedema, a swelling of the arm that sometimes afflicts women who have had lymph nodes removed to determine their prognosis. Although not life-threatening, it can be debilitating, causing pain and limiting movement.

Niesen hopes to show that a proper exercise and rehabilitation program can improve the mental and physical health of recovering patients without inducing lymphedema.

In another study, Niesen will compare women with breast cancer with a control group for heart, lung and muscle fitness as well as psychological measures such as self-esteem and self-concept.

The research is innovative because it will help fill a void in breast cancer recovery, Niesen said. Survivors—there are two million women living with breast cancer in North America—often feel neglected once they are finished treatment.

"There are no established guidelines to help these women get back into shape," she said.

So far, 25 breast cancer survivors, ranging in age from 38 to 60, have signed up for the dragon boat team. Only two have any experience in competitive sports.

They have taken two months of weight training to gradually build their strength, a big step for some women who shied away from even using the arm on their treated side for fear of getting lymphedema.

The team recently had their first day on the water. From now until the June race they will practice two or three times a week. McKenzie, a former competitive kayaker, will coach.

"We're not out to win; we want them to get out there and have fun," Niesen said.

That seems to be the approach taken by the high-spirited crew, who call their team *Abreast in a Boat*.

One of the team members is Susan Harris, a physiotherapist and professor in the School of Rehabilitation Sciences

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John Chong photo

The Jig Is Up

Cape Breton Island's Ashley MacIsaac plays up a storm at the annual Arts County Fair, the rock concert sponsored by the Arts Undergraduate Society that marks the end of the school year. The concert was a benefit for AIDS Vancouver and the Canadian Cancer Society.

Pharmaceutical Sciences celebrates 50th anniversary

Finlay Morrison remembers fondly the genesis of UBC's Faculty of Pharmaceutical Sciences 50 years ago.

Morrison, a self-proclaimed "renegade from the prairies," was asked to join the faculty in 1947 by founding dean Esli Woods. Woods had taught Morrison at the University of Saskatchewan and wanted him to teach pharmaceutics at UBC.

McNeill

"I was the third member to join the faculty on a full-time basis," says Morrison, who retired in 1982. "I was in charge of teaching the students everything they needed to know about compounding and dispensing drugs, mixing ointments, elixirs, tinctures...you name it."

Morrison, Woods and Phyllis Brewer were the original triumvirate who oversaw a curriculum that consisted of a handful of courses.

Morrison's reminiscences are included in a special 300-page commemorative book entitled *The Golden Years of Pharmacy, 1946-96*. The book is being edited by clinical pharmacy specialist Louanne Twaites (Class of '53) and colleague Bev Louis.

Morrison concedes that the current faculty and curriculum bears little resemblance to the early days.

Today's Faculty of Pharmaceutical Sciences has an undergraduate population that exceeds 500 students, an increase of 30 per cent in the last decade. Dean John McNeill attributes this

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Profiles of some of the work being done within the faculty. Please see Page 12.

Input sought in search for new UBC president

The search for a new president for UBC is underway and the 19-member Presidential Search Committee, chaired by Chancellor-elect William L. Sauder, is seeking input into the search for a successor to UBC President David Strangway, who completes his second six-year term in June 1997.

Sauder has issued an open letter to the university community asking faculty, students, staff and alumni for their views "concerning the crucial issues likely to affect the scope and nature of the Office of the President in the years ahead."

The committee also welcomes views on the background, experience, professional qualifications and personal qualities that it should seek in candidates for the presidency.

Sauder's letter invites the university community to submit names of suitable candidates, along with as much information as possible and the reasons for proposing each name.

The search for a successor to

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Some starfish go into space before they're born

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Pharmaceutical Sciences' Marguerite Yee knows how to teach what it takes

Search

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Strangway will be widely advertised, both in Canada and abroad. The search committee has engaged the services of an executive search firm to assist in its search for a new president.

Sauder added that the consultant is an adjunct to the search committee itself and will act only in a supporting role. Liaison has been established between the search committee and the consultant who will be acting under the committee's direction.

In the later stages of the search process, the search committee will have full responsibility in determining the short list of names, interviewing and making the final recommendations to the Board of Governors.

The committee has been requested to forward its recommendation to the Board of Governors no later than January 1997.

Correspondence, which will be treated in absolute confidence, should be sent to: Dr. William L. Sauder, Chancellor-elect and Chair, Presidential Search Committee, University of British Columbia, Room #108, Old Administration Building, Campus Mail, Zone 2.

Presidential Search Terms of Reference

That the following be the terms of reference of the 19-member Search Committee for the Selection of a President:

a) To review the institutional profile presented by the Management Resources Compensation Committee (MRCC).

b) The Secretary of the Board of Governors shall be the Secretary of the Search Committee.

c) To co-ordinate the search and recruitment of candidates, to receive nominations, to analyse the suitability of candidates, to interview candidates. The Search Consultant selected by the Committee, will assist the Committee with the above.

d) To develop, following consultation with the University community, the criteria to be used by the Committee to evaluate candidates, and to report the criteria to the Board for approval.

e) To set up its own procedures on the understanding that the search will be a confidential search.

f) To report, in general terms, to each Board Meeting (during the selection process) on the progress of the Committee.

g) To develop a "short list" of no more than three candidates in order of preference and to submit the Committee's first preference to the Board for review and approval.

h) To submit its recommendation to the Board no later than January 1997.

Presidential Search Committee

Honorary Chair–Chancellor Robert H. Lee
Chair–Dr. William L. Sauder (Chancellor-elect)
Three external members of the Board of Governors (includes at least one member of the Management Resources Compensation Committee)
Ms Shirley Chan
Mr. Harold Kalke
Mr. Robert H. Lee
Two members of the University Senate
Dr. Michael Isaacson
Dr. Graham Kelsey
Three members of faculty, elected by joint faculties
Dr. William Bruneau
Dr. Patricia Baird
Dr. Graeme Wynn
Two deans, chosen by the Committee of Deans
Dr. Barry McBride
Dr. Nancy Sheehan
Three students:
Two undergraduates chosen by Students' Council
Mr. Am Johal
Ms Heather Hermant
One graduate student chosen by the Graduate Students' Council
Mr. Michael K. Y. Hughes
Two members of the Alumni Association, appointed by the Board of Management of the Alumni Association
Mr. Al Poettcker
Dr. Robert Wyman
President of the Faculty Association
Mr. Tony Sheppard
Two members of the non-academic administration and support staff:
One union
Mr. Ben Pong
One M&P group
Ms Sarah Dench

Chan named BoG chair

Shirley Chan, manager of Non-Market Housing, City of Vancouver, has been named chair of UBC's Board of Governors. Chan was appointed to the board in 1992 and most recently served as external vice-chair.

Educated in Ontario and B.C., she received a master's degree in environmental studies from Toronto's York University. Chan has served as a private consultant and as an environmental community planner. She was chief of staff to the mayor of Vancouver between 1981 and 1986, and executive assistant to the president of BCIT in 1987/88. Chan currently serves as a director of VanCity Credit Union and Citizens Trust.

Her term as chair of UBC's Board of Governors extends from March 21, 1996 to September 1997. She replaces Barbara Crompton who resigned in February to devote more time to family and business commitments.

Survivors

Continued from Page 1

who has a professional and personal interest in the project.

Harris had breast cancer 18 months ago, and has since refocused her research from pediatrics to women's health issues.

"We are taking some risks by doing this," Harris said, acknowledging fears of lymphedema, "but there is some evidence that aerobic exercise can help prevent breast cancer. I'm interested to see if it can also prevent a recurrence."

The Sports Medicine Centre's research is funded by proceeds from the annual Pacific Spirit Run, which is sponsored by the University Hospital Foundation.

The 10-kilometre fun run or five-kilometre family walk through the trails of Pacific Spirit Park will be held May 11. For more information on the run, call 681-7701.

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Your 1995 Canada Income Tax filing deadline is April 30th.
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3432 W. Broadway 732-4240

UBC REPORTS

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Associate Director, University Relations: Steve Crombie (stephen.crombie@ubc.ca)
Managing Editor: Paula Martin (paula.martin@ubc.ca)
Editor/Production: Janet Ansell (janet.ansell@ubc.ca)
Contributors: Connie Bagshaw (connie.filletti@ubc.ca), Stephen Forgacs (stephen.forgacs@ubc.ca) Charles Ker (charles.ker@ubc.ca), Gavin Wilson (gavin.wilson@ubc.ca).

Editorial and advertising enquiries: (604) 822-3131 (phone), (604) 822-2684 (fax).

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Starfish in space to aid human development

by Gavin Wilson

Staff writer

When the space shuttle Endeavor blasts off from Cape Canaveral May 16, the stars in the heavens won't be the only ones the crew will be seeing. On board will be thousands of tiny starfish that are part of a UBC experiment.

Dr. Bruce Crawford, of the Dept. of Anatomy, is sending the starfish embryos aloft to see how zero gravity affects their early muscle development and other processes.

The results could be applied to human conditions including muscle atrophy, which is a serious problem for astronauts, especially if they spend long periods of time in space.

As well, what is learned about embryo development in zero gravity may have significance in the future if people conceive children on space stations or during interplanetary expeditions.

"We hope to learn something about how these developmental changes occur in starfish embryos and then see what that augurs for human development," Crawford said.

Why starfish? They are simple organisms with transparent embryos, so it is easy to view their internal development, he said. And their tiny size—no larger than the head of a pin—is convenient for the confines of the shuttle.

Canadian astronaut Marc Garneau, making his second space flight as part of a six-member crew, will be in charge of monitoring the progress of the embryos as they grow.

But he won't have much to do, thanks to hardware developed by Crawford and his associates called the Aquatic Research Facility. The facility, specially designed for space experiments with small aquatic organisms, encloses all the experiment equipment and thousands of starfish eggs in a briefcase-sized box.

Video cameras will record the development of the embryos during the 10-day flight, while a computer maintains proper temperature and light levels and a centrifuge keeps a control group at a gravity that mimics Earth's.

A fixative will freeze different groups of embryos at various stages of development, while others will be brought back alive.

As well as a better understanding of starfish muscle development, Crawford hopes to learn more about how they orient themselves to what is up and down. Humans use their inner ear to maintain balance, but it is not known how starfish accomplish this feat.

The experiment will also look at behaviours related to gravity. For example, starfish swim with a corkscrew motion at an early stage of their development.

"If they begin to do this behaviour in zero gravity, then this tells us it is genetically coded. We hope they don't, because then we will see if they can learn to do it when they return to earth in a later stage of development," Crawford said.

As part of the same NASA/Canadian Space Agency project, Prof. Alan Lewis, of Earth and Ocean Sciences and Zoology, will have experiments on future space shuttle missions.

Gavin Wilson photo

Dr. Bruce Crawford of Anatomy is sending the eggs of starfish such as these on a space shuttle flight next month to see how zero gravity affects their development.

Campus works

Purchasing

Card and web site simplify purchases

by Stephen Forgacs

Staff writer

UBC's Purchasing Dept. is taking advantage of technology to streamline purchasing transactions for UBC employees and suppliers, and to reduce the paperwork associated with these transactions.

The introduction of a procurement card this fall is expected to provide buyers in the Purchasing Dept. with more time to work on other major supply contracts and value-added activities by greatly reducing the number of smaller transactions which were traditionally processed by university buyers.

The card, similar to the widely used university credit cards, will allow authorized UBC staff to make relatively low dollar value and one-time purchases without going through Purchasing.

Purchasing Manager Don Graham said there are several advantages to using the procurement card, particularly for accounts payable.

"If we're dealing with 50 vendors who accept the procurement card, and UBC staff are making numerous one-time purchases, there could potentially be hundreds of transactions every month," said Graham. "But we would get no more than 12 invoices per year—one per month from the bank."

The card is also intended to complement the electronic blanket order system which is used for non-recurring purchases and take the place of the costly requisition for payment process, Graham said.

The electronic blanket order system was recently introduced by Purchasing. Its catalogue of vendors, with whom the department has established supply agreements, is available through the Internet. The Web site at http://www.purchasing.ubc.ca/ allows customers to search for suppliers by product, service or vendor name to gain information required to place an order by phone or fax with that vendor.

Graham said that giving UBC customers the ability to browse the vendor and product lists will speed up, and give the customer more control over the order process while reducing the processing cost.

Vendors who also have Web sites will be able to establish a direct link from the Purchasing site to their own catalogues.

"The problem in the past was that we had to create an individual blanket order for each UBC customer for the same supplier," said Graham. "This is not required under the new system since customers can create their own unique blanket order and the transaction can still be completed by phone or fax."

Graham said increasing use of the Internet to streamline purchasing operations goes a long way toward improving links between university departments and Purchasing.

"The fact that many departments now make use of this new connectivity represents a whole new direction," he said. "It's a big technological advance that is making the entire purchasing process more efficient and cost-effective."

Mill effluent focus for world-wide experts

by Stephen Forgacs

Staff writer

International experts on the environmental impact and treatment of waste water discharged by pulp and paper operations will gather in Vancouver June 10-13 for a UBC-sponsored symposium on treatment of pulp mill effluent.

The fifth International Association on Water Quality Symposium on Forest Industry Wastewaters is being held in Vancouver for the first time and is expected to draw about 250 engineers, toxicologists and environmental impact experts from around the world.

Participants at the symposium will present the latest research results on in-mill technologies for pollution prevention, waste water and solid waste treatment and the assessment of environmental effects of pulp and paper mill discharges.

UBC Civil Engineering Assoc. Prof. Eric Hall said the symposium will draw attention to effluent treatment methods unique to West Coast operations and also to many of the research activities underway at UBC and in B.C. Hall and Forestry Prof. Jack Saddler are members of the symposium organizing committee.

"UBC has an industrial research chair in forest products waste management that has really allowed us to accelerate our activities in this area. This symposium will provide us with an opportunity to highlight some of the work we are doing," Hall said.

Several UBC students, graduates and faculty members will present papers on topics related to treatment of by-products of pulp and paper processes.

The symposium is held every three years in order to allow a substantial amount of progress in research between meetings. Research advances have led to a gradual shift in focus from one meeting to the next.

In the early 1980s the focus was on a particular type of treatment technology. It then shifted to chlorinated organic compounds such as dioxins and furans, which were a major issue in B.C. The focus has again shifted to new or improved technologies that will allow pulp mills to reuse more of the effluent and ultimately discharge less waste water, Hall said.

"The focus remains on effluents that are discharged by the pulp and paper industry," said Hall. "But the area of interest is not only the treatment and production of the effluents, but also the impact that they have on the environment."

Hall said the symposium will provide an opportunity for international experts to become better acquainted with Canadian research and the technologies used in several B.C. mills. It will also give the Pacific Northwest and Alberta forest industries access to information and expertise on leading edge practices and technologies in use in other countries.

Following the conference, participants will have an opportunity to visit either the Harmac Pacific bleached kraft mill near Nanaimo or the Howe Sound Pulp and Paper Mill in Port Mellon.

Correction

A comment attributed to UBC's personal security co-ordinator Meg Gaily in the April 4 issue of *UBC Reports* should have stated that 85 assaults were reported to the university detachment of the RCMP in 1995.

Calendar

April 21 through May 4

Monday, Apr. 22

Economics Seminar
Structural Analysis Of Auction Data. Quang Vuong. Buchanan D-225, 4pm. Call 822-2876.

IHEAR Seminar
Cochlear Implant Update. Sipke Pijl. BC Cancer Research Centre, 601 West 10th Avenue, lecture theatre, 4:30pm. Call 822-3956 if you have special listening needs.

Science and Society
Evolutionary Epistemology And The Advancement Of Scientific Knowledge. Dawn Ogden, Philosophy. Green College, 8pm. Call 822-6067.

Tuesday, Apr. 23

Pharmaceutical Sciences Seminar
The Metabolism And Disposition Of Ifosfamide Enantiomers Using Chirality To Eliminate 'Scientific Nonsense' In Clinical Pharmacology. Dr. Irving Wainer, Montreal General Hospital. IRC#3, 12:30-4:30pm. Call 822-4645.

Oceanography Seminar
The Use Of Sea Star And Other Echinoderms In Marine Environmental Toxicology And Chemistry. Emilin Pelletier, Institute of Ocean Sciences. BioSciences 1465, 3:30pm. Call 822-2821.

Public Lecture
Myths About Teen Pregnancy and Parenthood: Implications For Sexuality Education. Deirdre Kelly, Educational Studies. Judge White Theatre, Robson Square Conference Centre, 7:30pm. Reception to follow. Call 822-6239.

Wednesday, Apr. 24

Pharmaceutical Sciences Seminar
Alendronate For Osteoporosis: Is It For Everyone? Alan Low, Pharm.D student. IRC-G41, 4:30-5:30pm. Call 822-4645.

Computer Science Invited Speaker Seminar Series
The Sproull Pipeline Processor. Ivan Sutherland, Sun Microsystems Laboratories Inc. CICSR/CS 208, 4pm. Refreshments. Call 822-3061.

Respiratory Research Seminar Series
Respiratory Muscle Injury Or Respiratory Muscle Fatigue? Dr. J. Road, Medicine. Vancouver Hospital/HSC, 2775 Heather St., 3rd floor conference room, 5-6pm. Call 875-5653.

Surgery Grand Rounds
Current And Future Strategies In The Management Of Brachial Plexus Injuries. Dr. Thomas Zwimpfer, Surgery. GF Strong auditorium, 7am. Call 875-4136.

Orthopaedics Grand Rounds
Complex Reconstruction Of The Knee: Testing The Limit. Dr. B.A. Masri, Dr. E. Masterson, Orthopaedics. Vancouver Hospital/HSC, Eye Care Centre auditorium, 7am. Call 875-4111 local 66276.

Thursday, Apr. 25

Cooperative University-Provincial Psychiatric Liaison Workshop
ADHD In Children & Adults: Diagnosis, Assessment & Treatment. Dr. Russell Barkley. Centennial Theatre Centre, N. Vancouver. Two full days; continues April 26. $180 for professionals. $150 for parents. Sponsored by CUPPL, Psychiatry. Call 822-7971.

Friday, Apr. 26

Paediatrics Grand Rounds
Management Of Perinatal HIV Disease In British Columbia. Dr. Jack Forbes and Dr. David Burdge, Oak Tree Clinic, Women's Hospital. Dr. Deborah Money, Maternal Foetal Medicine, Women's Hospital. GF Strong auditorium, 9am. Call 875-2307.

Festiva 96!
An International Celebration. International food fair, performances from around the world, folk-dancing, dance party. International House, 5pm-midnight. Tickets from International House. $6 in advance, $7 at door. Call 822-5021.

Monday, Apr. 29

Biochemistry and Molecular Biology Seminar
Functional Selection Of Oncogenic cDNAs From Retrovirally Transduced Libraries. Dr. Robert Kay, Terry Fox Laboratory. IRC#4, 3:45pm. Refreshments at 3:30. Call 822-9871.

Economics Seminar
Voluntary Export Restraints On Autos: Evaluating A Strategic Trade Policy. Jim Levinsohn, U of Michigan. Buchanan D-225, 4pm. Call 822-2876.

Professional Biologists of BC Public Session
The Problem Of Unlimited Population Growth, Consumption And Technology. IRC main lobby, 7pm. $10 at door. Call 737-8109/946-8546.

Tuesday, Apr. 30

Centre for Applied Ethics Colloquium
Utility Theory And Ethics. Philippe Mongin, Centre de la Recherche Scientifique, France. Angus 413, 2-4pm. Call 822-5139.

Wednesday, May 1

Respiratory Research Seminar
The Scope Of Mucokinetic Therapy In Cystic Fibrosis Lung Disease. Dr. M. King, U of Alberta. Vancouver Hospital/HSC, 2775 Heather St., 3rd floor conference room, 5-6pm. Call 875-5653.

Microbiology and Immunology Seminar
A Novel Regulatory Chromosomal Locus for Multiple Antibiotic Resistance in *E. coli*.. Stuart Levy, Tufts U. Wesbrook 201, 12pm. Call 822-3325.

Thursday, May 2

Grand Rounds
Clinicopathological Conference. Dr. Bonnie Massing, Haematopathology; Dr. Jennifer Martin, Dr. Larraine Prisman, Paediatrics. GF Strong auditorium 9am. Call 875-2307.

Saturday, May 4

Web Workshop
Using Netscape For Information Retrieval And Organization. Mark Jordan, David Kisly, Target and Information Services. Main Library, 8th floor, 9am-1pm. $85. Call 822-2404.

Notices

Badminton Drop-In
Faculty/Staff/Grad Students are welcome at the Student Recreation Centre, Mondays, 6:30-8pm. and Wednesdays, 6:45-8:15pm. Bring your library card. Check for cancellations: ratkay@unix.infoserve.net or call 822-6000.

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

Morris and Helen Belkin Art Gallery
The Innocence Of Trees: Agnes Martin and Emily Carr. Guest curated by David Bellman. March 14 - May 25. Tuesday - Friday, 10am-5pm; Saturday, 12-5pm. 1825 Main Mall. Call 822-2759.

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

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

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

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

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

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

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

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

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

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

Lipid Clinic Clinical Trials Unit
Volunteers are needed for a study on blood fat levels. The volunteer must be a pregnant woman in her third trimester (32-40 weeks), 20-35 years old and in good health (no diabetes or renal disease). The volunteer will need to have a fasting blood test to measure blood fat levels. From this initial screening, only those volunteers with very high and very low blood fat levels will be contacted again after six months for another blood test. If interested make an appointment with Liz Kalt at St. Paul's Lipid Clinic 631-5613. One half-hour is needed for the initial blood test and questionnaire.

Wesbrook scholar Karen Mountifield (centre), a student in UBC's School of Human Kinetics, joined longtime Wesbrook Society member Mary Plant and UBC Chancellor Bob Lee at the annual Wesbrook Society recognition event March 20. The Wesbrook Society was established in 1981 to recognize donors who contribute $1,000 or more to UBC on an annual basis. Wesbrook scholars are selected each year for demonstrated excellence in academic achievement and service to the community.

Next calendar deadline:
noon, April 23

UBC REPORTS

CALENDAR POLICY AND DEADLINES

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

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

Deadline for the May 2 issue of UBC Reports — which covers the period May 5 to June 15 — is noon, April 23. 1996.

THE UNIVERSITY OF BRITISH COLUMBIA

EQUITY OFFICE ANNUAL REPORT 1995

THE UNIVERSITY OF BRITISH COLUMBIA

April 18, 1996

To: Members of the University Community

Re: 1995 Equity Office Annual Report

In June 1995, I wrote to administrative heads of units requesting that departments produce equity plans consistent with UBC's overall employment-equity objectives. To date, 52 units have submitted their plans.

The attached 1995 Equity Office Annual Report provides a summary of the best equity practices described in these 52 equity plans. If you have not yet done so, I urge you to review your department's employment and educational equity practices in order to assist in the development of an individual equity plan for your unit.

In this Equity Office report you will find valuable information on UBC's equity program, including examples of allegations of discrimination and harassment that students, faculty, and staff brought to the Equity Office during 1995.

David W. Strangway

Overview of UBC's Equity Office

The UBC community reflects Canada's changing mosaic of colours, cultures, and capabilities. The University has responded to demographic change by developing campus-wide equity programs—programs aimed at establishing UBC as a fair and equitable university.

History

Throughout the 1970s and 80s, students, faculty, and staff encouraged the development of equity-related programs for women, First Nations people, visible minorities, and people with disabilities. In the late 1980s, UBC first approved a Policy on Employment Equity to meet campus demands for equity programs as well as federal requirements set by the *Employment Equity Act*. The University conducted an employment equity census and a review of central employment systems in 1990, which provided the foundation for UBC's Employment Equity Plan. The plan has four objectives encompassing employment policies and practices, special measures and accommodations, a supportive work environment, and monitoring and accountability mechanisms.

UBC first introduced a sexual harassment policy in 1988. The policy was revised in 1995 in response to internal pressure and in compliance with the B.C. *Human Rights Act*. The policy now covers sexual harassment and other types of discrimination.

The Equity Office

In 1994, the University merged four equity-related concerns—employment equity, multicultural liaison, sexual harassment, and women and gender relations—into a single Equity Office. This office coordinates initiatives to promote employment and educational equity, and to prevent discrimination and harassment. The Equity Office is directed by an Associate Vice President, Equity, and staffed by 3.5 Equity Advisors.

The Equity Office maintains UBC's Employment Equity Plan and census, offers education and training on equity to the campus at large, processes and facilitates resolution of complaints, and provides support for Administrative Heads of Unit dealing with cases of alleged discrimination and harassment.

In its work, the Equity Office draws direction from three key UBC documents: the Policy on Employment Equity (1990), the Employment Equity Plan (1991), and the Policy on Discrimination and Harassment (1995).

A Commitment to Employment Equity

Employment equity is required by federal contractor regulations. UBC joined the Federal Contractors Program in 1988 not only to formalize the University's commitment to employment equity, but also to maintain its eligibility to bid on government contracts. The University's participation in the Federal Contractors Program requires UBC to develop a formal employment equity program that promotes the interests of four designated groups—women, aboriginal people, visible minorities, and persons with disabilities.

Protecting Human Rights

The B.C. *Human Rights Act* requires UBC to prevent discrimination against students, faculty, and staff on 13 prohibited grounds, such as religion, place of origin, and sexual orientation. Recent court decisions have made it clear that UBC must maintain a work and study environment free from discrimination. The obligation to do so extends through line management to faculty who supervise students. Human rights legislation ensures the protection of individual rights by eliminating bias and stereotyping from the decision-making process.

Equity Office Programs

The Equity Office develops programs that meet the needs of students, staff, and faculty, who represent both genders and a wide-range of cultural backgrounds and disabilities. Equity Office programs include

- consulting with two advisory committees that represent various employee and special-interest groups (see Appendix A).
- producing informational and educational materials, and offering presentations and workshops across the campus.
- producing regular reports so that all members of the UBC community are aware of equity developments.
- developing overall goals for the University and reporting on progress toward these goals to ensure that all departments maintain consistent progress toward equity.
- integrating equity into the day-to-day activities of academic and administrative units to ensure that equity programs respond to the needs of individual units. For example, the Equity Office may help an Administrative Head solve an equity problem without having to rely on formal complaint-resolution procedures.
- integrating training on equity and discrimination into other campus training activities, such as the Managerial and Other Skills Training (MOST) program and Faculty Development courses. The office also works with related groups such as the Disability Resource Centre and the First Nations House of Learning.
- initiating special measures to redress imbalances in the representation of qualified designated-group members in positions throughout the University. For example, the Disabled Employee Assistance Fund provides adaptive supplies and equipment that assist departments in recruiting and retaining faculty and staff with disabilities. In addition, the Senior Faculty Opportunity Fund enables departments to recruit outstanding senior women and minority candidates into tenure-track positions.

1995 Key Accomplishments

The following activities were key Equity Office accomplishments in 1995:

- UBC's Board of Governors and Senate approved the Policy on Discrimination and Harassment.
- More than 300 faculty, staff, and students attended Equity Office presentations and workshops about the Employment Equity, and Discrimination and Harassment policies.
- Fifty-two academic and administrative units produced educational and employment equity plans for their individual faculties and departments.
- UBC hired well-qualified women into 39% of vacant tenure-track faculty positions, exceeding the goal of 35% identified in the Employment Equity Plan.
- For a second time, the federal government recognized UBC for the quality of its employment equity program by awarding the University a Certificate of Merit.

Education Report

During 1995, UBC's Equity Office offered education and training to members of the University community through formal presentations, consultations on equity-related projects, workshops, and skill-development sessions.

Discrimination and Harassment Awareness

To implement the new Policy on Discrimination and Harassment, the Equity Office initiated a campus-wide training program that attracted administrators, faculty, staff, and students from across the campus. The program consisted of sessions on discrimination and harassment awareness. More than 90% of participants rated the training program overall as "very good" or "excellent" and reported that they would recommend the workshops to others. Other Equity Office initiatives included workshops for student services units and presentations at student orientation and national conferences.

Equity Office staff delivered talks at union and staff-association meetings, at gatherings of deans and the Board of Governors, and at faculty forums and retreats. Staff made presentations to numerous academic faculties, schools, and departments, and to non-academic units and University advisory committees. Presentations also included lectures in credit and non-credit courses. Equity Office staff met with the Faculty Association Ad Hoc Committee on Lesbians and Gays, and with numerous student groups, including Colour Connected and Third Culture.

Employment Equity Education

In cooperation with the Department of Human Resources, Equity Office staff offered a course entitled "Selection Interviewing: Ensuring Equity" through the Managerial and Other Skills Training (MOST) program to individuals involved in personnel selection. As well, the Equity Office not only arranged for Human Resources staff training in human rights, disability, and equity issues, but also participated in delivering MOST workshops related to disability issues.

Training and Consultation

Equity Office staff provided skills training sessions in complaint handling, alternate dispute resolution, and conflict management to many campus groups, including student society executives, faculty in Medicine, and field instructors and students in Social Work. Staff also gave skills training presentations to non-UBC organizations and at provincial and national conferences.

The Equity Office consulted with government officials and with students, faculty, and staff—both from UBC and from other institutions of higher learning—about equity and human rights issues, and policies and procedures for complaint resolution. Consultations included assisting faculties and departments in developing internal complaint processes, a video series on human rights, and guidelines for appropriate behaviour on field trips. Equity Office staff also responded to frequent media requests for information and interviews.

Teaching and Learning Enhancement Fund Project

The Teaching and Learning Applied Equity Project enabled staff from the Equity Office and the Faculty Development Program to work with students and faculty members on diversity issues related to curriculum and instructional development. Staff developed workshops for the School of Social Work, the Geography department, and the Anthropology and Sociology department. In addition, staff collected resource materials for the Counselling Psychology department to support curriculum changes that address diversity and inclusivity.

Employment Equity Report

Policy

Individual achievement and merit are the key considerations for recruiting and retaining faculty and staff at UBC. The Policy on Employment Equity guides the University in establishing a workplace where all people—including women, aboriginal people, visible minorities, and persons with disabilities—have equal opportunity in hiring, training, and advancement.

UBC's employment equity program seeks to make the University a fair and

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equitable workplace by eliminating discriminatory barriers that interfere with employment opportunities. In addition, the program seeks to increase the range of applicants for faculty and staff positions to reflect the diversity of the pool of potential candidates with appropriate qualifications.

In building a workforce that is representative of qualified applicant pools, UBC requires the following statement to be included in all advertisements: "UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities."

Progress in Employment Equity

To ensure that UBC becomes an equitable workplace, the University is changing many of its procedures. The past year's achievements in improving employment equity are listed under the four objectives of the 1991 Employment Equity Plan.

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

Progress to date includes improvements in benefits administration, pay equity initiatives, and the 1990 review of employment systems, which resulted in the revision of University employment documents and procedures.

Highlights for 1995 include the following:

- The Equity Office developed a strategic plan to assist individual departments in reviewing their employment policies and practices to ensure consistency with UBC's equity objectives. Equity concerns also were included in periodic faculty reviews.
- During union bargaining sessions, the University Administration tabled employment equity language. In related union developments, CUPE 116 signed an article and letter of understanding that is appended to the collective agreement and that identifies a commitment on the part of the University and CUPE to discuss employment equity and the union's willingness to cooperate in the implementation of employment equity. The University also signed a letter of understanding with both CUPE locals 116 and 2278 that addresses each party's commitment to prevent harassment in the workplace through the Respect Program.
- The Job Evaluation System Project (JESP) Committee neared completion of the analysis of the Job Evaluation Questionnaires for staff in both CUPE unions. The committee mailed out questionnaires to all management and professional staff. The JESP team also made a joint submission to the provincial government for gender-based pay equity funding.
- The University Administration circulated draft guidelines on recruiting academic administrators.
- The University Administration drafted terms of employment for postdoctoral fellows. The Department of Human Resources completed a handbook for non-union research assistants and technicians. As well, Human Resources initiated a Benefits Communication Project to provide all faculty and staff with individual summary descriptions of benefits coverage. An updated information summary of benefits available to all UBC employees became part of the Faculty and Staff Handbook.
- The University began discussions with the excluded clerical/secretarial staff to initiate a joint pay equity and job evaluation project.
- The Administration and Benefits division of Human Resources completed and distributed Personal Benefit Statements for all eligible employees. Faculty benefit enrolment packages were revised, and these are mailed out to new faculty when they join the University.
- The University Administration and the Faculty Association agreed to give maternity leave benefits to new adoptive parents, including same-sex partners.
- Administration and Benefits developed and updated a number of informational brochures outlining UBC benefits, such as optional life- and group life-insurance.
- Administration and Benefits continued to develop the Income Replacement Gradual Return to Work Program.
- President Strangway wrote to all deans, directors, and department heads requesting that they develop equity plans for their individual units. Fifteen administrative units and seven faculties responded to this request (see *Best Practices Report*).

Objective B: Develop special measures and reasonable accommodations to achieve and maintain a workforce representative of qualified applicant pools.

Special measures include setting numerical targets for hiring members of the four designated employment equity groups and developing initiatives to assist in meeting those targets. Other developments include changes to University recruitment strategies, the addition of new technology to increase the accessibility of weekly job postings, course offerings in English language training, and cross cultural training through the University's Managerial and Other Skills Training (MOST) program and the Kingswood Management Training Program.

Highlights for 1995 include the following:

- Since 1991, the Senior Faculty Opportunity Fund has been used to hire 15 women and minority men at the rank of full professor, thereby helping to redress women and minority imbalances among senior faculty.
- From 1990 to 1995, the University hired women to fill 38% of new tenure-track faculty positions (see Appendix B).
- Working in conjunction with the MOST program, the Equity Office delivered talks at orientation sessions for new UBC employees, led several Selection Interviewing workshops for administrators, and participated in courses on disability awareness.
- Since the Better English Skills Training (BEST) course was developed in 1993, 150 employees have registered in this language training program.
- The Disabled Employee Assistance Fund was used to provide adaptive supplies and equipment to facilitate the recruitment of well-qualified persons with disabilities.
- Equity Office staff developed and offered MOST and Faculty Development workshops on Discrimination and Harassment Awareness for faculty and staff.

Objective C: Establish a work environment that supports the successful integration of designated-group members.

Initiatives include implementing a new Policy on Discrimination and Harassment, establishing a President's Advisory Committee on Discrimination and Harassment, disseminating information about equity initiatives to new and continuing employees, and providing human rights training to faculty and staff involved in personnel decisions. The University also continued to improve the physical accessibility of the campus for persons with disabilities.

Highlights for 1995 include the following:

- The Board of Governors and Senate approved the Policy on Discrimination and Harassment.
- More than 200 faculty and administrators attended 15 Equity Office workshops on the Policy on Discrimination and Harassment.
- The Department of Human Resources, in cooperation with the Equity Office, offered ten Selection Interviewing workshops to administrators with responsibility for hiring. From 1993 through 1995, a total of 263 administrators attended the Selection Interviewing program.
- The Equity Office participated in the development of Faculty of Commerce videotapes for training faculty, staff, and students on human rights issues.

Objective D: Adopt monitoring and accountability mechanisms to evaluate and adjust employment and educational equity programs.

Monitoring mechanisms include the establishment of two equity committees: the President's Advisory Committee on Equity and the President's Advisory Committee on Discrimination and Harassment (see Appendix A). Monitoring mechanisms also include the ongoing census of new employees and the submission of equity reports to the President and the University community.

Highlights for 1995 include the following:

- The Equity Office published a guide to UBC's Policy on Discrimination and Harassment. The Office also produced an Employment Equity Plan Update and a six-month report on the processing of discrimination and harassment cases.

Employment Equity Merit Awards

Each year, the Employment Equity Branch of Human Resources Development Canada grants Certificates of Merit in recognition of special achievements by organizations implementing a work plan and maintaining a representative workforce in Canada.

For a second time, the federal government recognized UBC for the quality of its employment equity program. Having previously won a Certificate of Merit in 1992, UBC in 1995 became the first university in Canada to win a second Certificate of Merit from the Federal Contractors Program.

Best Practices Report

Equity begins at the department level. Across the University, academic and administrative units are reviewing their practices to ensure that they are consistent with UBC's equity objectives.

At the request of the President, units submitted plans in 1995 to foster equity in areas such as recruitment, admissions and hiring, student and staff retention, curriculum and program requirements. In all, 52 units responded to this request.

The units that submitted plans are listed under their appropriate reporting structure:

Units reporting to the President
- Budget and Planning
- Internal Audit

Units reporting to the Vice President, Academic, and Provost
- Faculty of Applied Science
- Faculty of Arts
  - Asian Studies
  - Classical, Near Eastern and Religious Studies
  - Economics
  - English
  - Fine Arts
  - French
  - Geography
  - Germanic Studies
  - Hispanic and Italian Studies
  - History
  - Library, Archival and Information Studies
  - Linguistics
  - Museum of Anthropology
  - Philosophy
  - Psychology
  - School of Music
  - School of Social Work
  - Theatre, Film and Creative Writing
  - Women's Studies
- Faculty of Education
- Faculty of Forestry
- Faculty of Graduate Studies
  - Centre for Applied Ethics
  - Centre for Research in Women Studies and Gender Relations
  - Fisheries
  - Genetics Graduate Program
  - Green College
  - Institute of Applied Mathematics
  - Institute of Asian Research
  - Institute of Health Promotion Research
  - Media and Graphics Interdisciplinary Centre
  - Occupational Hygiene
  - Resource Management and Environmental Studies
  - School of Community and Regional Planning
  - Sustainable Development Research Institute
- Faculty of Law
- Faculty of Pharmaceutical Sciences

Units reporting to the Vice President, Administration and Finance
- Bookstore
- Campus Planning and Development
- Financial Services
- Food Group
- Health, Safety and Environment
- Human Resources
- Parking and Security Services
- Purchasing

Units Reporting to the Vice President, Student and Academic Services
- Athletics and Sport Services
- Computing and Communications
- Housing and Conferences
- Library
- Student Services

No plans were submitted by the units reporting to the Vice President, Research, or to the Vice President, External Affairs.

Departmental Initiatives

An analysis of the unit plans yielded a number of best practices—initiatives that advance employment equity on campus. The following initiatives are organized under the four objectives of the University's 1991 Employment Equity Plan.

Objective A

Review employment policies and practices for potential discriminatory effect on members of designated groups; design policies and practices to support employment and educational opportunities for designated-group members.

Planning Initiatives

- organize an Equity Working Committee

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- develop an Equity Training Plan that includes a detailed schedule for training all staff on equity-related issues
- promote an inclusive and diverse workplace as part of on-going strategic planning
- integrate equity concerns into day-to-day activities, including staff selection, space allocation, and events organization

Selection Processes

- review and update job descriptions to ensure that the requirements for all positions meet current needs and are *bona fide*
- require all managers involved in hiring to attend the MOST Selection Interviewing workshop
- conduct selection processes in a consultative and inclusive manner
- encourage qualified designated-group members to apply for suitable positions
- consider diversity issues related to career path anomalies in order to give credit for relevant, alternate work-experience
- standardize faculty hiring decisions to include interviews, teaching reports, lecture presentations, and final vote of the full department
- hire sessional instructors with a view to gender equity
- review policies on the recruitment of adjunct professors

In-House Equity Policies

- revise in-house manuals to include written policies on equity, diversity, harassment, inclusive language, and orientation
- revise publications, policies, and other printed material for gender-neutral and inclusive language
- work with Human Resources and the Vice President, Academic, to implement pay equity

Communication Strategies

- distribute equity information on staff lunchroom bulletin board
- establish a suggestion box for anonymous submission of equity-related comments

Training and Development Opportunities

- develop a job classification system that identifies promotion paths within the department
- discuss training and development needs during each employee's annual performance review
- develop a departmental training and development plan
- promote secondment to other UBC departments and other institutions to enhance staff productivity and professional development
- earmark funds for professional development and develop criteria for the allocation of these funds
- annually allocate training funds to each staff member
- maintain up-to-date training and development information in a binder accessible to all employees
- offer annual workshops to address diversity and inclusivity in the classroom
- provide skills and knowledge-based training to staff members through MOST, Faculty Development, Continuing Studies, professional associations, and external agencies
- participate in the Equity Office course "Policy on Discrimination and Harassment"
- arrange for staff to attend the MOST course "Diversity in the Workplace"
- encourage all staff to take one or more MOST courses a year
- invite an Equity Office advisor to make a presentation concerning equity issues
- invite a representative from the Disability Resources Centre to make a presentation about disability issues

Objective B

Develop special measures and reasonable accommodations to achieve and maintain a work force representative of the qualified applicant pools.

Special Measures

- develop a specific policy to promote the hiring of designated-group members
- work closely with the First Nations House of Learning in the adjudication of fellowships designated for First Nations graduate students
- develop an ad hoc committee to review admissions policies and to reserve a designated number of spaces for non-traditional students with strong academic backgrounds
- arrange for a staff member to take training in the Telecommunication Device for the Deaf (TDD)

Reasonable Accommodation

- allow flexible work-hour arrangements so staff may attend credit courses or other training sessions offered by the University
- provide hearing accessibility technology to staff and students where necessary and appropriate
- consider the accommodation needs of designated-group members as well as older applicants when making admissions decisions
- purchase a large-print computer for visually impaired employees
- request funding from the Disabled Employee Assistance Fund (DEAF) to modify a cash register station for persons with mobility impairments
- assess and increase the physical accessibility of the unit
- encourage women students to aspire to non-traditional careers, e.g. women athletes to become coaches
- install fire alarms designed for those with hearing impairments

Objective C

Establish a work environment that supports the successful integration of designated-group members.

Orientation and Mentoring

- include a focus on designated-group members in orientation programs for new staff
- establish a buddy system as part of orientation programs for new staff
- offer social events at the beginning of the year
- arrange a mentoring program for students and junior faculty
- outline tenure processes for the benefit of new faculty
- appoint a unit ombudsperson
- hold weekly forums to convey information on department and university activities as well as to provide an opportunity for questions and discussion

Inclusivity

- ensure inclusivity by scheduling meetings so that everyone can attend
- seek the views of designated-group members to ensure that new programs are acceptable to members of those groups
- arrange department-wide coffee parties to encourage staff from different units to meet each other
- arrange weekly coffee sessions for faculty and graduate students
- take steps to ensure that the unit welcomes newcomers

Communication Strategies

- hold annual meetings to ensure comprehensive communication regarding merit, tenure, and promotion

Career Development

- undertake a project to encourage job shadowing and exchanges
- review guidelines for merit and promotion during performance evaluations
- encourage promotion from within
- during performance evaluations, support and encourage a discussion of factors that contribute to a healthy and productive work environment for all

Objective D

Adopt monitoring and accountability mechanisms to evaluate and adjust employment and educational equity programs.

- develop a chart of the unit's gender and visible minority representation
- monitor the progress of the unit's Equity Working Committee through annual reports to the Executive Committee or Dean
- use exit interviews to improve the unit

Some units identified or developed initiatives that are specific to the unit involved:

- The Department of Theatre, Film and Creative Writing is advocating the development of professional behaviour guidelines for faculty and students.
- The Food Group is working to create positions that will enable the department to hire people with learning disabilities.
- The Women's Studies Programme, jointly with the Department of English and the Department of Anthropology and Sociology, has hired two faculty members to tenure-stream positions.
- The Women's Studies Programme is promoting a "standards statement" on non-sexist, non-racist, and non-heterosexist language for use in all Women's Studies courses.
- The Faculty of Graduate Studies is implementing a parental leave policy for students.
- The Faculty of Graduate Studies is developing a matrix of necessary and desirable elements of graduate programs to serve as a checklist for graduate programs across the campus.

Special Mention

Because the University encompasses both administrative and academic departments, there is considerable variation in the equity initiatives identified by the 52 units submitting plans. Nonetheless, seven University units deserve special mention for the superior quality of their equity plans. These units are distinguished by the breadth of the measures they identify and the level of commitment they express. The units are

- Faculty of Education
- Faculty of Graduate Studies
- Department of English
- Department of Geography
- UBC Library
- Department of Human Resources
- Student Services Unit–comprising Awards and Financial Aid, Career and Placement Services, the Disability Resource Centre, International Student Services, the Registrar's Office, the Student Resource Centre, and the Women Students' Office

Discrimination and Harassment Report

Policy

Discrimination and harassment affect everyone—complainants, respondents, co-workers, administrators, family, and friends. The problem affects an individual's physical, emotional, and economic well-being. In the workplace, it affects teamwork, morale, and productivity.

Accordingly, UBC is determined to eliminate discrimination and harassment and thereby provide its students, staff, and faculty with the best possible environment for study and work—an environment that fosters friendship and collegiality. The University seeks to eliminate behaviours, policies, and practices that interfere with the pursuit of educational and employment opportunities.

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

UBC's procedures for handling complaints of discrimination and harassment, including sexual harassment, offer an internal mechanism for complaint resolution that supplements other University and extra-University mechanisms, such as those procedures offered by employee associations and unions, the courts, the B.C. Council of Human Rights, and the B.C. Ombuds Office. The University takes complaints of discrimination and harassment seriously. The University takes no less seriously any actions or inactions that obstruct its procedures for handling complaints.

"Discrimination" and "harassment" refer to intentional or unintentional behaviour for which there is no reasonable justification. Such behaviour adversely affects specific individuals or groups on the basis of characteristics defined by the 1992 B.C. *Human Rights Act*. These characteristics include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions.

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"Harassment" includes sexual harassment (uninvited, unwanted sexual attention), particularly sexual behaviour accompanied by promises of academic or employment opportunities, or by threats of loss of such opportunities. Sexual harassment can be direct or implied, obvious or subtle. Whatever its form, it is abusive and illegal.

The Equity Office categorizes discrimination and harassment complaints under four headings:

- poisoned environment: any conduct or comment that has the effect of creating a hostile, intimidating, or offensive environment for its targets or other members of the work or study environment on the basis of a ground protected by the Policy, such as ethnicity, sex, sexual orientation, disability, age, or political belief
- quid pro quo: coercive sexual conduct involving a reward or threat
- assault: unwelcome physical contact, including fondling, touching, and the use of force
- other forms of discrimination: conduct that compromises the access, opportunity, or evaluation of an individual on the basis of a ground protected by the Policy

Complaints Received in 1995

In 1995, the Equity Office received 205 complaints of discrimination and harassment. Sexual harassment, the leading cause of complaint, was involved in 47% of all cases. Another major cause for complaint was ethnic or racial discrimination.

Women filed 68% of the complaints, and men comprised 70% of known respondents. The majority of complaints (49%) were made by students. Faculty members were identified as respondents in 39% of cases.

Of complaints accepted by the Equity Office, nearly all were either resolved by complainants themselves, or resolved informally through Equity Advisor intervention, Administrative Head intervention, or a collaborative process involving Equity Advisors, Administrative Heads of Unit, respondents, and complainants. Many complainants who visited the Equity Office did so for only one or two sessions, and did not request an Equity Office intervention. Some of these complainants reported being too fearful of potential repercussions to confront respondents or to inform an Administrative Head. Other people came to inform the University of their situation, but expressed no desire to pursue further action; some sought information and advice on how they themselves might address problems.

Only three cases resulted in formal investigations: a student complaint about the conduct of a faculty member was transferred to a disciplinary investigation; an Administrative Head's request for an investigation into a graduate student's behaviour ended when the student decided not to continue studies at UBC; a group of graduate students' request for an investigation into the behaviour of another graduate student continues.

Examples of Allegations

During 1995, 72% of the allegations brought forward fell within the mandate of the Policy on Discrimination and Harassment. The following are examples of allegations received by the Equity Office:

Poisoned Environment: Insults, slurs, unacceptable jokes

- A professor and students complained that a visiting female faculty member frequently made gender-based stereotypical comments about men.
- A member of a student organization complained after overhearing two other students joke about a gay member of the group.
- A Jewish faculty member complained that the department head was unwilling to intervene when a senior member made anti-Semitic remarks.
- A young female employee complained that her manager frequently made rude and stereotypic remarks to her about the competence of young women in the workforce.

Poisoned Environment: Following, staring, stalking

- A student complained that a former friend hovered along her route to classes and near her home although she had told him she did not wish to see him.
- A male student complained that the attentions of female classmates—staring, following him around campus, calling him at home in the evening—were disruptive and embarrassing.
- A student complained that another student who had been her boyfriend followed her and arranged for other men to call her in the middle of the night.

Poisoned Environment: Verbal threat

- A student complained that after asking another student to stop talking and eating in a designated study area, he was subjected to abusive and threatening remarks about his ethnicity.
- A student complained about violent threats and insults she received through electronic-mail after refusing to date a male student.
- A professor complained that a student threatened his career over a sexual misunderstanding.

Poisoned Environment: Unwelcome verbal advances

- A student complained that her professor remarked that she was "exotic" and approached her sexually.
- A student working for a professor complained that he addressed a series of sexual comments to her.
- Several students complained that a professor made gender slurs and sexual advances to them.
- A student complained that she no longer could attend class because the teaching assistant had asked her and other students for dates.
- An administrative head sought advice on dealing with a student whose classmates reported being fearful of the student's aggressive attempts to date them.
- Two women complained that construction workers at a campus construction site offered them sexual services.

Poisoned Environment: Offensive visual material

- A student complained that classmates passed around drawings of their professor that contained sexual and homophobic stereotypes.
- A student complained about a fraternity poster containing sexual and demeaning images of women.
- An executive member of a campus group sought advice after receiving complaints that a scheduled show would be sexist and offensive to many.

Quid Pro Quo: Coercive romance

- A student complained that when she refused to go on a date with her advisor, she feared retaliation at her thesis defence.

Quid Pro Quo: Coercive sex

- Several students complained that a professor made physical advances to them.
- A student complained that her professor offered her assistance in admission to graduate school in exchange for participation in sexual activities.
- A female student complained that her professor manipulated her into an abusive sexual relationship, during which he often bragged about his other student conquests.

Assault: Unwelcome touching, fondling

- A staff member complained that several male faculty members would lean on and over her while proof-reading material on her computer screen.
- A student complained about a professor who talked about his sexual exploits in class, hugged and kissed female students, and asked one student to guess the type of underwear the professor was wearing.

Assault: Physical threat or force

- A male student sought advice on dealing with a woman whom he kissed at a party a year previously. He complained that when he recently saw the woman, she came up to him, slapped his face, and accused him of raping her.
- A student sought advice about his inappropriate behaviour: after his girlfriend broke up with him, he pushed her out of a building and onto the street.
- A student sought help in dealing with a boyfriend who killed their pets and beat her so severely that she could not attend classes.
- A member of a campus team sought help because he got so angry that he pushed a female player who had made a mistake.
- A female supervisor complained that a male staff member blocked her way into rooms and refused to accept direction from her.

Assault: Sexual threat or force

- A female student complained that a male tutor tried to drag her into his car in a campus parking lot.

Other Forms of Discrimination: Biased academic decisions

- Several students complained about poor evaluations resulting from professors' bias against their views on feminism and/or their political beliefs.
- A faculty member complained that colleagues made biased comments about candidates for faculty positions who held particular views on feminism.
- A student with a learning disability complained that the exam accommodation provided by a faculty member was inappropriate and discriminatory.
- A dean sought advice after receiving an anonymous letter from students alleging that their professor was having an affair with a classmate. They also alleged that the head knew about the affair, but refused to act.

Other Forms of Discrimination: Exclusion or denial of access

- A staff person complained that despite long service and a good record she could not get promoted because of her ethnic background.
- A student of colour complained that she failed because she was given less chance to recover after a series of personal crises than were white classmates with comparable problems.
- A faculty member complained that she was excluded from competing for an administrative position because of her gender.
- A sessional instructor complained that she was not considered for re-employment because of a disability.
- A job applicant complained that she was treated dismissively during an interview because of her ethnicity and birthplace.
- A faculty member with a physical disability complained about being forced to move offices.

Allegations Not Covered by the Policy

Among the allegations received by the Equity Office during 1995, 28% involved personal harassment or other conduct not covered by UBC's Policy on Discrimination and Harassment. The Policy may not apply to situations for a variety of reasons:

- They occur off-campus and are unrelated to university work and study.
- They occur outside the time limit specified in the Policy.
- The complainant or respondent is not a UBC student, faculty, or staff member.
- The complaint does not fall under one of the protected grounds specified in the Policy.

Some examples of allegations received by the Equity Office to which the Policy did not apply are as follows:

- A female member of a collective bargaining union who sought to grieve against a male member of the union complained that the union executive actively discouraged her from doing so.
- After several weeks of mutually traded insults and threats, a student complained that a bitter argument with another UBC resident erupted into a physical fight.
- Several students who complained to their faculty advisor about another faculty member's unavailability alleged that the faculty advisor berated them for complaining.
- A student complained that as the result of her faculty advisor's constant criticism of her work, she suffered extreme stress and eventually withdrew from the program.
- A faculty member complained that he received threatening mail from a member of staff.
- An employee of a non-UBC facility on campus complained that her supervisor touched her inappropriately.
- Several members of staff complained that a faculty member refers to them as "stupid" or "lazy."

See Appendix B, Figures 3-9, for further details about discrimination and harassment complaints.

Appendix A

President's Advisory Committee on Equity

Janice Boyle	Alma Mater Society
Frank Eastham	Human Resources
William Edbrooke	International Union of Operating Engineers

THE UNIVERSITY OF BRITISH COLUMBIA

EQUITY OFFICE ANNUAL REPORT 1995

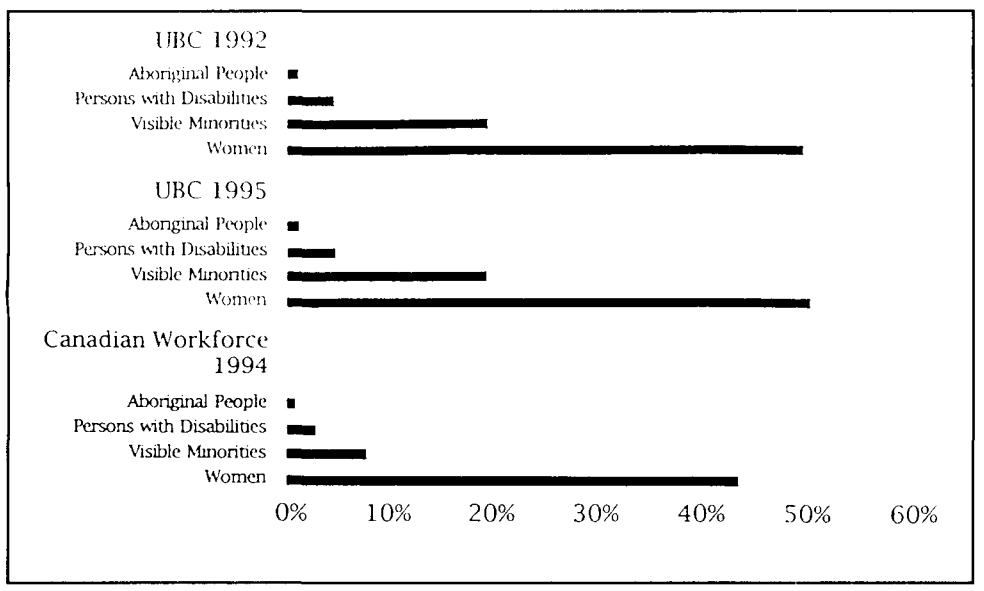
Rosalyn Ing	First Nations Health Careers
Sharon Kahn	Equity Office
Libby Kay	Association of Administrative and Professional Staff
Dennis Pavlich (Chair)	Office of the Vice President, Academic
John Sanker	Physiology
Margaret Sarkissian	Equity Office
Allison Sears	Graduate Student Society
Marsha Trew	Women Students' Office
Ruth Warick	Disability Resource Centre
Scott Watson	Fine Arts
William Webber	Office of Vice President, Academic
Edwin Yen	Dentistry

President's Advisory Committee on Discrimination and Harassment

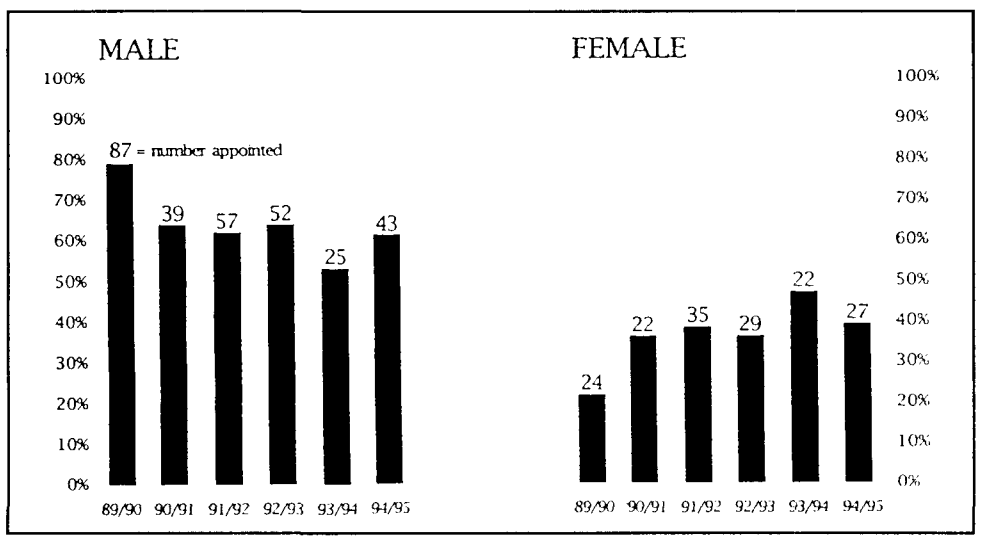
Robert Blake	Faculty Association
Susan Boyd	Law
Lisa Castle	Human Resources
Rob Coenen	Graduate Student Society
William Edbrooke	International Union of Operating Engineers
Steve Estey	Disability Resource Centre
Ethel Gardner	First Nations House of Learning
Jo Anne Hinchliffe	Association of Administrative and Professional Staff
Margaretha Hoek	Equity Office
Suzanne Hyun	Alma Mater Society
Sharon Kahn	Equity Office
Elaine Klein	CUPE 2278
Patsi Longmire	CUPE 2950
Herbert Rosengarten	English
Richard Spencer (Chair)	Registrar's Office
Begum Verjee	Women Students' Office
William Webber	Office of the Vice President, Academic

Appendix B

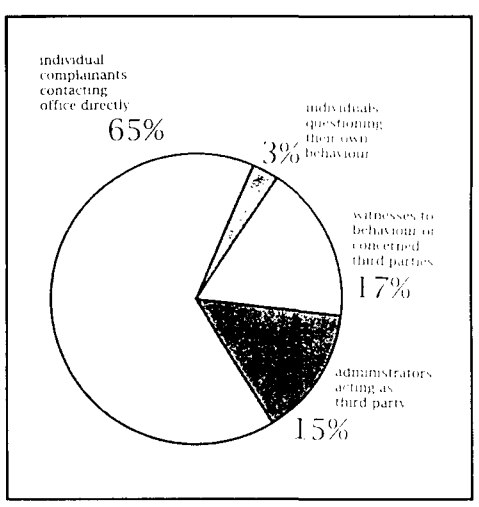
1. Representation of Members of Designated Groups in the Workforce



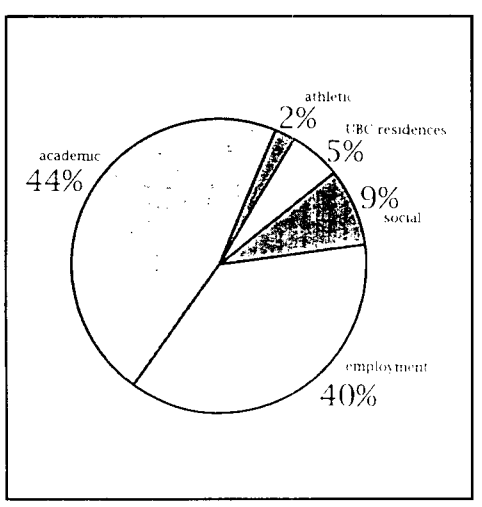
2. New Tenure-Track Faculty Appointments



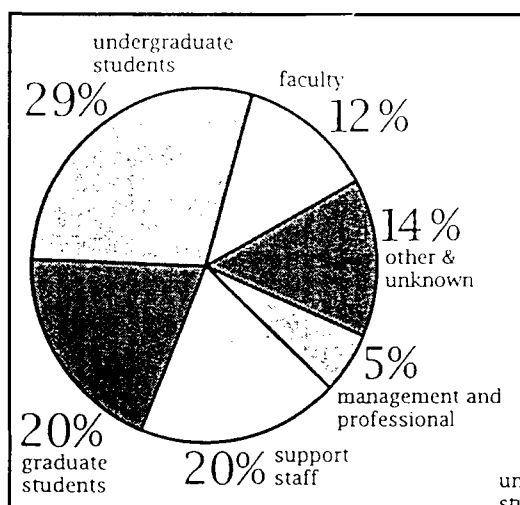
3. 1995 Discrimination and Harassment Case Contacts



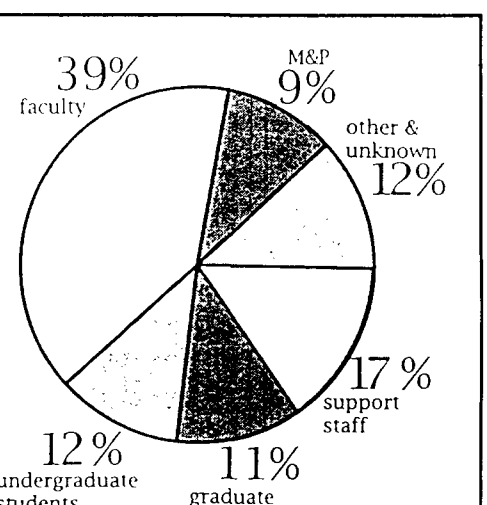
4. Context of 1995 Discrimination and Harassment Cases



5. Position of Complainants



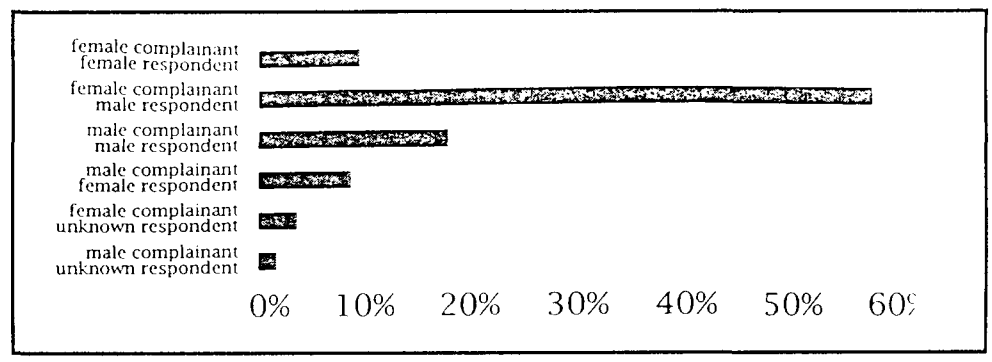
Position of Respondents



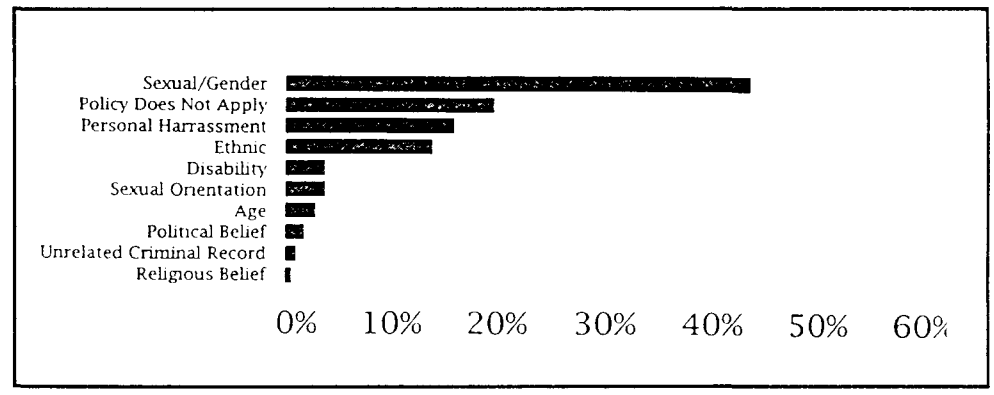
6. Position of Complainants relative to Respondents

complainant position	respondent position	
student	student	22%
	all staff groups	8%
	faculty	28%
support staff	support staff	10%
	student	2%
	management/professional	7%
	faculty	4%
faculty	faculty	10%
	student	4%
	all staff groups	1%
management/ professional	management/professional	2%
	support staff	2%
	faculty	2%

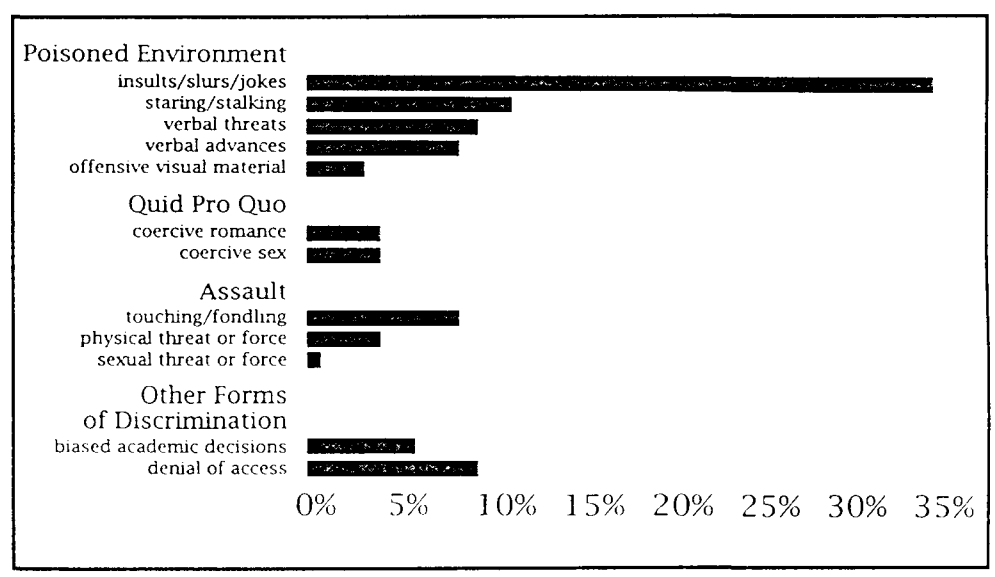
7. Sex of Complainants and Respondents



8. Category of Complaints



9. Description of Complaints



News Digest

UBC's Senate has approved the creation of the Chartered Accountants' Professorship in Accounting. The professorship will be funded by the Chartered Accountants' Education Foundation of B.C. It will enable the Faculty of Commerce and Business Administration to retain a senior accounting scholar, one of whose major functions will be to maintain a strong bridge to the accounting profession and particularly to the Institute of Chartered Accountants of B.C.

• • • • •

The first Michael Smith/Ciba/MRC Chair in Neuroscience has been awarded to Paul Albert at the University of Ottawa/Ottawa General Hospital Neuroscience Research Institute.

The chair was established in honour of Smith, the UBC scientist who won the 1993 Nobel Prize in Chemistry.

Smith said the chair's establishment represents an important step in advancing research into mental diseases, including schizophrenia. He donated all of his Nobel prize of $500,000 towards science awareness and research, particularly into schizophrenia.

"Research into the central nervous system has not received the attention it deserves given the profound impact of mental illness and of degenerative diseases of the brain on individuals and on society. The endowment of this chair and the appointment of Dr. Albert is a major step towards rectifying this situation," Smith said.

Ciba Canada is part of a Swiss-based biological and chemical group. The MRC is the Medical Research Council of Canada.

• • • • •

The C.K. Choi Building for the Institute of Asian Research has won a 1996 Earth Award from the Building Owners and Managers Association of British Columbia.

The building, which is considered to be one of the most environmentally friendly in Canada, was judged on such criteria as energy usage, water conservation, indoor air quality, waste management and emergency preparedness.

The Choi building is now eligible to enter the national awards competition to be held in conjunction with BOMEX '96 in Edmonton this September.

The building features natural ventilation, solvent-free finishes and composting toilets, uses waste heat to preheat water, stores rain water to irrigate landscaping and was partly built using recycled materials, including beams from the old Armoury.

Conservation measures taken in the construction and operation of the building produce estimated savings of 191,000 kilowatt hours of electricity per year and 4,540 to 6,810 litres of water per day.

The Choi building is also nominated for the 1996 *Energy User News* efficient building awards, a North American-wide competition.

As well, the Colorado-based Rocky Mountain Institute, which investigates global issues of energy conservation, is including the Choi building in a series of case studies on the most promising examples of green development.

The building will also be featured in a cover story in *Property Management* magazine.

Classified

The classified advertising rate is $15.75 for 35 words or less. Each additional word is 50 cents. Rate includes GST. Ads must be submitted in writing 10 days before publication date to the UBC Public Affairs Office, 310 – 6251 Cecil Green Park Road, Vancouver B.C., V6T 1Z1, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the May 2, 1996 issue of UBC Reports is noon, April 23.

Housing Wanted

RESPONSIBLE, MATURE M.D., spouse, (non-smokers), and cats, require home near UBC for 1-3 years from July onward. Unfurnished o.k. References, c.v., etc., available. Phone collect (604) 633-2644 or fax (604) 633-2638.

SABBATICAL HOUSING wanted August 15, 1996 - June 15, 1997, approximately. Professional family of 4 seeking furnished rental housing near UBC. Contact Charlie or Marie Kireker, RD. 1 Box 63AD Middlebury, VT 05753 USA (802) 545-2277 or email: TBirches@aol.com.

VISITING LAW PROFESSOR (non-smoker) seeks furnished one bedroom apartment from August to December 1996, location West End or West Side. Contact young@law.ubc.ca or phone 822-4669.

UBC PROFESSOR REQUIRES bachelor's suite or shared accommodation for visiting/non-smoking niece from U.S. for months of May through August 1996. Time somewhat flexible. Please call Reiner at W:875-4011, H:263-2708.

VANCOUVER PHYSICIAN AND WIFE wish to rent furnished house or apartment on west side August, September and October of 1996. Call 266-4544.

Next ad deadline:
Noon, April 23

Housing Wanted

PROFESSIONAL COUPLE, non-smokers, no children, no pets, desire a 1/2 bedroom apartment/townhouse at Hampton Place. Minimum 1 year lease. Call Robert O'Connor 682-8087.

ACCOMMODATION SOUGHT - visiting professor from Oxford seeks 3 bedroom house/apartment near UBC from end July - end October. Call Roz at 822-9028(W) or 736-0970(H).

Accommodation

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

TINA'S GUEST HOUSE Elegant accom. in Pt. Grey area. Minutes to UBC. On main bus routes. Close to shops and restaurants. Inc. TV, tea and coffee making, private phone/fridge. Weekly rates available. Tel: 222-3461. Fax:222-9279.

ENGLISH COUNTRY GARDEN bed and breakfast. Warm hospitality and full breakfast welcome you to this central view home. Close to UBC, downtown and bus service. Large ensuite rooms with TV and phone. 3466 West 15th Avenue. 737-2526.

HOUSE FOR RENT - TOFINO, west coast, Vancouver Island, by Chesterman Beach; 2 1/2 bedrooms, nice view, hot tub, good for writing and hiking. May 17-June 27: rates and length of stay negotiable; June 28-Sept. 1: $130/day. Phone Scott Fraser, 1-604-725-2489, or e-mail: wwray@unixg.ubc.ca.

1 BR APT. WITH SPECTACULAR mountain and harbour view available June 15, to Sept. 15, 1996. $850.00 per month includes pool, parking and all utilities. Professors and visiting only. Damage deposit required. Call 731-0727.

A SUMMER ON BOWEN ISLAND: beautiful new country-style house for rent, great view, huge kitchen, 4 bedrooms, on seven acres, a 3-minute drive from ferry and shops. 10 weeks, from June to August. 947-0272.

3 BR, 2 BATHROOM furnished house for rent. Quiet neighbourhood, close to UBC/shops/buses/parks. Large kitchen, living room, family room, hot tub. July/Aug. '96-'97 (neg.). No smokers, no pets. $1750.00. Tel: 228-9974.

Services

FACULTY PENSION and RRSP Asset Allocation Service. Let me remove the worry and hassle of making your pension and RRSP investment decisions! I use sophisticated computer software to analyse your investment personality and retirement goals to optimize your entire retirement portfolio. Call Don Proteau, B.Comm., R.F.P. at 687-7526 to receive a free Asset Allocation Kit. References available. RETIRE EARLIER WITH MORE!

TIAA-CREF Members. Arm yourself with the information you need to make the best investment decision. Call Don Proteau at 687-7526 and ask for the Asset Allocation Kit.

WRITING/TYPING ASSISTANCE: proof read and copy edit all written materials, including research papers, articles, essays and business documents. Includes all subject matters. Aid in constructing resumes, too. Call Peggy at 329-4175.

TRAVEL - TEACH ENGLISH! CGTI offers in Vancouver a 1 week (June 19-23) eve/weekend intensive courses to certify you as a Teacher of English (TESOL). 1,000's of overseas jobs avail. now! Free info pack (403)438-5704.

AU-PAIR JOB WANTED! Female German student, experienced with housework and childcare, would like to work for a Canadian family for 6 months beginning July 1996. If interested, please contact Jana Gerlach, c/o gere@sun1.ruf.uni-freiburg.de.

House Sitters

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

NEED SOMEONE RESPONSIBLE to look after your home? Mature N/S UBC staff person available after May 3, preferably for terms of 2 months or more. Excellent references available. Call Eilis Courtney at 822-6192.

For Sale

2-BEDROOM CO-OP APARTMENT for sale by owner. Kerrisdale, 800 sq.ft. Financing available, $139,000. Tel. 270-2094.

Please Recycle

Alan Donald, Ph.D.
Biostatistical Consultant

Medicine, dentistry, biosciences, aquaculture

101-5805 Balsam Street, Vancouver, V6M 4B9

264 -9918 donald@portal.ca

Aga Khan U, UBC agree to exchange faculty, research

The University of British Columbia and the Aga Khan University of Karachi, Pakistan have announced the creation of a joint program to promote academic exchanges and research between the two institutions.

As part of the initial five-year agreement, faculty members will take part in exchanges and joint research projects to share expertise, technology and clinical data in the field of respiratory medicine.

The exchange will allow returning AKU fellows to train local doctors in Pakistan and will broaden the knowledge and expertise of UBC doctors in diseases endemic to the developing world.

"This agreement with the Aga Khan University is an important development in the expansion of the international initiatives we have undertaken. These initiatives will improve research linkages and cultural understanding with universities around the world," said UBC President David Strangway.

Respiratory disease is a major problem in Pakistan. Acute respiratory infections are the major cause of infant mortality, and tuberculosis is rampant. The situation is made worse by a poor national health infrastructure and lack of trained medical professionals.

This new program will enable AKU faculty to receive training at UBC in respiratory subspecialties and then share their knowledge with health care practitioners and researchers on their return to Pakistan.

UBC faculty will be taking advantage of AKU's highly developed facilities and access to its wealth of epidemiological data.

Opportunities for joint research projects include the prevention and treatment of acute respiratory infections in infants; new methods of rapid diagnosis of pulmonary tuberculosis; the causes of asthma; and diseases rare in the west but commonly found in Pakistan, such as pulmonary hydatid disease.

The program will build on UBC's exceptional programs in respiratory diseases, especially in the fields of respiratory medicine and pathology. The latter is housed in St. Paul's Hospital's Pulmonary Research Laboratories, directed by Prof. James Hogg.

AKU has graduate programs in nursing, medicine and community health sciences. In recent years, the university has implemented innovative outreach programs of preventive care and community participation in Karachi's inner city slums and several rural areas of Pakistan.

This collaborative program stems from a memorandum of agreement signed by the presidents of the two universities in Islamabad during Prime Minister Jean Chretien's trade mission to South Asia in January. The program will require $500,000 in donations over the next five years, of which $300,000 has already been raised.

AKU President Shamsh Kassim-Lakha, other AKU officials and prominent members of Vancouver's Ismaili community joined Strangway and Assoc. Dean of Medicine David Hardwick at a recent dinner held to announce respiratory medicine program.

It is expected that this will be the first of additional collaborative programs between the two institutions. One possibility may be a joint program with the Faculty of Education. Others may be in fields such as arts, sciences, library studies and nursing.

Safety features

Rose Garden Parkade

Public security built in to award-winning design

by Connie Bagshaw

Staff writer

When UBC's Rose Garden Parkade receives the International Parking Institute's Award of Merit later this month, it will be recognized for its innovations in safety, as well as design, esthetics, comfort and customer service features.

"The parkade was designed specifically with security in mind," says Parking Manager David Miller, who will accept the award for UBC in Chicago on April 30.

"Parking and Security Services has received many compliments from people saying how safe they feel in the facility since it opened almost two years ago."

Selected for the Award of Merit from 25 entries worldwide, the Rose Garden Parkade was completed in August 1994, and accommodates 905 vehicles on five underground levels.

Key among its many safety features is that it has triple the lighting level required by municipal building codes at the entrance and in the stairwells.

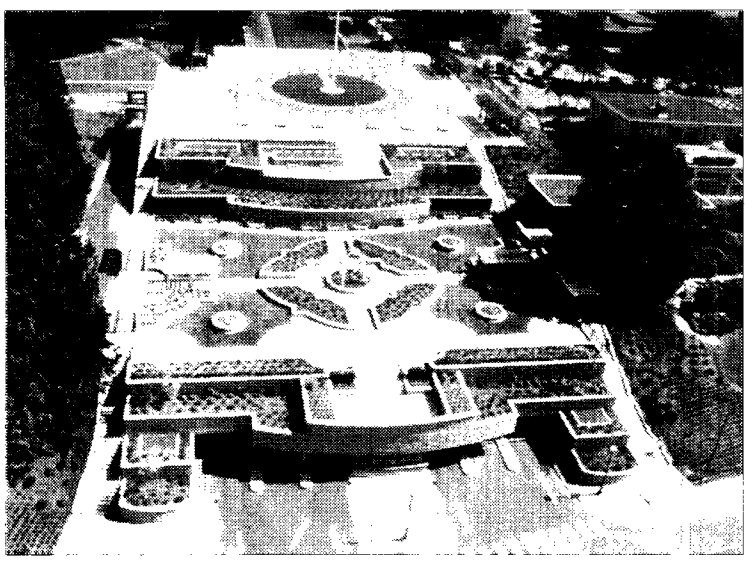
"It was essential to eliminate the dark, cavernous feeling many underground parkades have," Miller explains. "Our goals were to instil an inviting feeling and confidence in parkade visitors and staff, and to discourage loitering."

He added that the spaces between vehicles are illuminated to minimize hiding areas, and that all walls, ceilings and ductwork are painted white to maximize light levels. The energy efficient lights remain on 24 hours a day.

Visibility is another important safety feature of the parkade, Miller notes.

"The elevators and stairwells are glass-enclosed to enhance visibility and make these areas non-threatening," he says. "We also built all structural columns in the facility small enough so that no one can hide behind them, and parkade staff are stationed in an office that provides open views from all directions."

A generator in the parkade ensures that personal safety can be maintained during a power failure, and health is safeguarded by computer-controlled electric blowers to control carbon monoxide levels.



Located on NW Marine Drive, the Rose Garden Parkade is sited on one of the busiest locations on campus. Many additional safety features were designed to accommodate the large number of pedestrians and vehicles that use the facility.

"Foremost, the parkade was designed to provide safe, convenient and efficient service to faculty, staff, students and visitors," Miller says. "The university has been able to do that and improve the character and quality of the surrounding environment, especially with the replanting of the original Rose Garden."

People

by staff writers

Six members of the UBC community are this year's winners of the President's Service Award for Excellence, presented in recognition of distinguished contributions to the university.

Korchinsky

Each winner will receive $5,000 and a gold medal at award presentations during spring and fall Congregation ceremonies.

The winners are: **Lore Hoffman**, secretary to the head of Physics; **Nestor Korchinsky**, director of Intramurals and assistant professor in the School of Human Kinetics; **Rosemary Leach**, secretary in the Dept. of English; **Frances Medley**, assistant secretary of Senate; **Douglas Napier**, area supervisor for Plant Operations and former member of the Board of Governors; and **Mary Risebrough**, director, Housing and Conferences.

• • • • •

Several 1995/96 Fulbright scholarship recipients are connected to UBC.

James Grayson, a graduate of the University of New Mexico, is currently enrolled as a graduate student in the Faculty of Law; **Darlene Sambo Dorough**, a doctoral candidate and graduate of Tufts University, is a doctoral candidate in the Faculty of Law.

Bulcroft

Marguerite Forest, a doctoral candidate at the University of Oregon, is conducting research at the School of Community and Regional Planning; and **Joseph Clougherty**, a doctoral candidate at the University of Southern California, is carrying out research in the Faculty of Commerce and Business Administration.

Kris Bulcroft, an associate professor at Western Washington University, is conducting research and lecturing in the School of Family and Nutritional Sciences while here on a $25,000 U.S. Fulbright Fellowship.

Healey

As well, faculty on sabbatical from UBC include two Fulbright fellows:

Michael Healey, director of the Westwater Research Centre, received a $25,000 U.S. Fulbright Fellowship and is conducting research at the University of Rhode Island.

John Helliwell, professor of Economics, is conducting research at Harvard as the first recipient of the $25,000 U.S. Fulbright-Hongkong Bank of Canada Fellowship.

The $15,000 U.S. scholarships are part of the international Fulbright program, which allows the best scholars in 150 countries to engage in exchanges to expand research, teaching and study opportunities.

• • • • •

Anne Wyness, an associate professor in the School of Nursing, has been awarded a grant from the British Council in Canada to develop links with British colleagues who are providing leadership in the education of nurses and other health professionals, particularly related to HIV/AIDS care.

The British Council provides funding for visitorship programs to enable Canadians in senior positions to inform themselves about developments in their fields in Britain and to make contacts with potential collaborators.

Wyness, whose focus is on AIDS education as opposed to clinical care, will travel to Edinburgh, Glasgow and London, before returning to Canada in time to attend the 11th International AIDS Conference in Vancouver this summer.

• • • • •

Creative Writing student **Geoff Denham** has been awarded a National Screen Institute Drama Prize for a film script he developed and wrote as a class project.

Denham received a $6,000 cash grant and $5,000 in goods and services to make a film based on his story entitled *Henry's Cafe*.

As a drama prize recipient, he will be attending a series of workshops on writing, producing and directing under the mentorship of Canadian film-maker Anne Wheeler at the National Screen Institute in Edmonton.

Denham, who is also a graduate of UBC's Film Studies program specializing in cinematography, will begin shooting *Henry's Cafe*, which he describes as "a 12-minute slice of life," in Vancouver this fall.

Each year, only five young film-makers are honoured with the National Screen Institute Drama Prize which was presented to the recipients at the Local Heroes Film Festival in Edmonton last month.

50 YEARS 1946–1996

Pharmaceutical Sciences 50th

Team approach to drug care evaluated

Count, pour, lick, stick.

These are the traditional activities which spring to mind for many people when thinking of pharmacies and pharmacists.

It is exactly this stereotypical image that Asst. Prof. Bruce Carleton hopes to erase with his Pharmaceutical Care Project.

In Oct. 1993, the College of Pharmacists of B.C.—the regulatory authority governing the profession—asked Carleton to head a task force looking into ways of evaluating and implementing the philosophy of pharmaceutical care in practice. Carleton says the philosophy is simple: the paramount trait of pharmacists is their commitment to the health of individual patients.

But Carleton recognized at the outset that patients, pharmacists and physicians needed to work together to ensure patients were receiving the best therapy.

"If the ultimate goal of pharmaceutical care is to improve quality of life, or prolong life, or both, then patients need to assume responsibility for their own therapy," says Carleton. "Pharmacists and physicians together need to be actively involved in the continued monitoring of patients for whom drugs are prescribed in order to help patients fulfil their responsibility."

To demonstrate that such an approach was viable and helpful in improving patient health, Carleton has devised a randomized trial using 40 pharmacists throughout the province. The pharmacists are divided into two groups: one will continue to use the traditional pharmacy approach to patients, including patient-specific drug counselling, and the other group of 20 pharmacists will receive special training in the latest pharmaceutical care practice techniques.

Carleton chose asthma patients as the focus for the trial because of the significant costs associated with the disease and the ability of pharmacists to help them. The *Canadian Medical Association Journal* cites the total cost of asthma in Canada at somewhere between $500 to $650 million a year. Drugs represent the largest single component of direct costs at $124 million while illness related to disability tops the indirect cost list at $76 million.

Carleton says one of the most significant problems with asthma drug therapy lies with the inappropriate use and technique of inhalers, the primary method of administering asthma medication.

"Patients become breathless so they just start filling their lungs with as much drug as possible which is not a safe or effective use of the inhaler," says Carleton. "We are talking about using a patient-specific approach to educating patients about the drugs and their use."

The trial will have pharmacists in one group sequentially evaluate a patient's disease status and how the drugs are affecting that status; information which will then be relayed back to the physician. Carleton says that traditionally, most interactions pharmacists have with physicians were limited to administrative issues relating to dispensing.

Pharmacists in the pharmaceutical care group of the trial will monitor a patient's lung function, self-reported sick days and their use of oral cortico steroids which often produce side effects and are often used when a worsening of the patient's asthma condition is present. The frequency at which patients refill prescriptions as well as health-related quality of life data will also be examined.

Carleton says each pharmacist involved in the study will collect data on at least 10 patients. He added that data will not be collected unless the patient's physician agrees to participate.

Results from the trial should be complete by June of 1997.

Celebration

Continued from Page 1

growth, in part, to the fact that fewer students are dropping out.

"The quality and quantity of student applicants has climbed steadily and the students selected are truly outstanding," says McNeill.

Graduate enrolment has doubled during the same period to just over 60 students working towards MSc, PhD and the country's founding PharmD degrees. The faculty also has an established Residency Program in Hospital Pharmacy. Jointly run with the Canadian Society of Hospital Pharmacists, this program provides a specialized training ground for practice in a hospital setting.

The faculty complement has undergone similar growth over the years with a current full-time contingent of 35 professors and senior instructors teaching in five divisions: pharmaceutical chemistry; pharmaceutics and biopharmaceutics; pharmacology and toxicology; pharmacy practice; and clinical pharmacy.

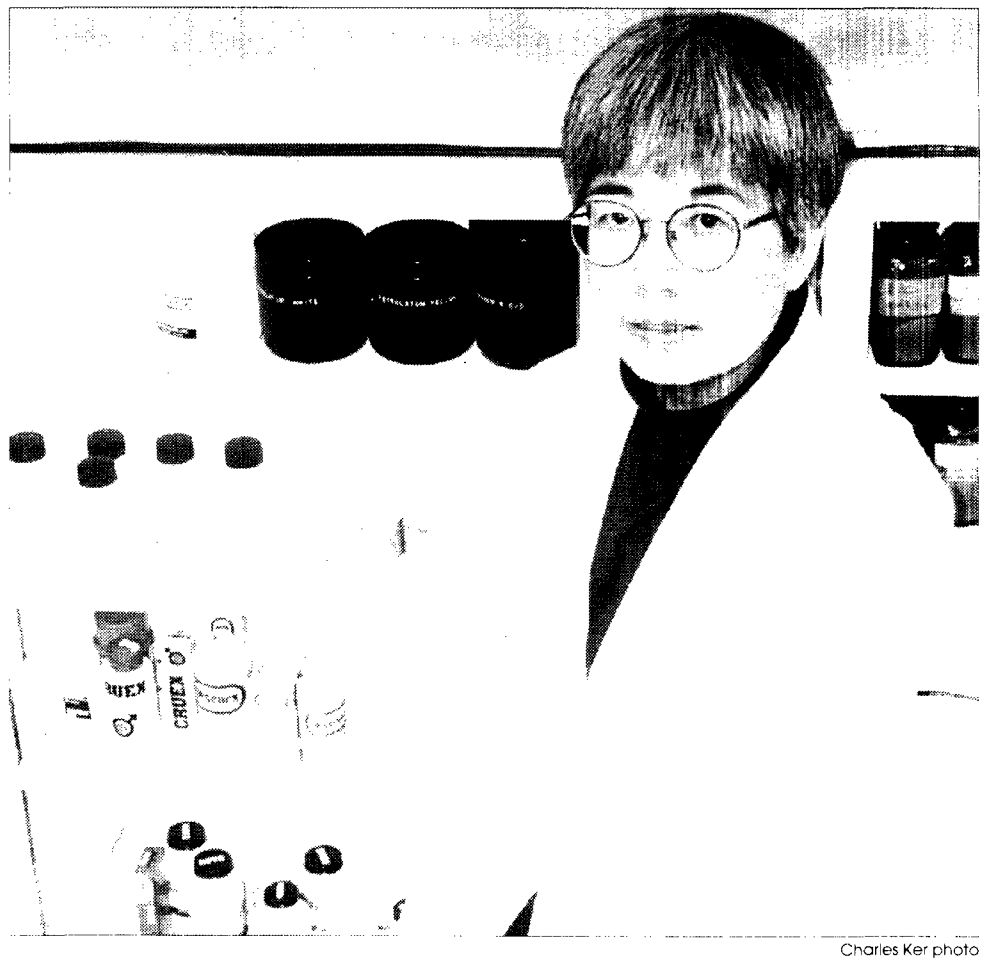
Research carried out in these and other areas will be the focus of a day-long faculty research symposium at the Instructional Resource Centre (IRC) on Saturday, June 1.

McNeill, who relinquishes his deanship on June 30 after close to 12 years, will kick off the symposium with an address on his internationally renowned research concerning the development of vanadium compounds for the treatment of diabetes.

Prof. Gail Bellward, symposium organizer, says the event will feature talks by graduates from all program areas, past and present.

"The idea is to show the breadth of topics and disciplines which our students go on to pursue outside the university...from regulatory affairs in government to careers with major drug companies," says Bellward.

The research symposium runs concurrently in the IRC with the annual update of the faculty's Continuing Pharmacy Education program. This year's program saw 1,556 pharmacists and other registrants taking part in 46 programs on campus and throughout the province.



Charles Ker photo

Marguerite Yee's teaching efforts in the Faculty of Pharmaceutical Sciences have earned her a reputation as one of the university's top instructors.

Top teacher embraces creative learning shift

She's been described as caring, approachable, enthusiastic, innovative and tireless. Marguerite Yee also has a reputation for being tough.

"Dragon lady, Margaret Thatcher... I've been called all kinds of names," says Yee. "Sure I was tough at the beginning."

A senior instructor in the Division of Clinical Pharmacy, Yee is one of the first faculty faces undergraduates meet. Tough or not, students obviously appreciate her teaching efforts.

Graduating classes for 1980, 1981 and 1994 selected Yee to receive the Master Teaching Award. She also received the Just Desserts Award in 1986 for her service and dedication to students and the Pharmacy Undergraduate Society. In May, Yee collects the Killam University Teaching Prize for Pharmaceutical Sciences.

When she joined the faculty in 1976, Yee spent most of her time in the lab teaching students how to make capsules, ointments, suppositories and emulsions from scratch. It is an exacting science which leaves no room for error. That's where she gained her reputation for toughness.

"It's like following a recipe but when you are making medicine, it's either all right or there is a mistake," she explains. "Even a slight mistake could be disastrous for students."

Those days of having students do their work only to have instructors rip into it are gone. Says Yee: "Our approach now is, 'You do the work, you check it, we come by and admire it.'"

This shift in approach has followed a dramatic shift in the curriculum. Since drug companies have taken control of the actual making of drugs there is less emphasis on compounding in labs. Instead, Yee is responsible for introducing students to the literally thousands of prescription drugs donated to the lab by companies.

A philosophical shift in teaching has placed more emphasis on self-learning, problem solving, communication skills and pharmacy practice.

Yee has embraced this shift by introducing several innovative workshops for third-year students on areas such as opening a pharmacy, dosage forms and cough and cold products.

"Not everything these days is swallowed or applied," she says. "You can instil drugs into your eyes, ears, nose and inhale sprays or powders. Students need to be able to handle questions from patients on how to use these drugs."

Apart from her teaching duties in Pharmacy 100 and 300, Yee has kept busy coordinating a national network of pharmacy practice instructors and presenting a first-year workshop focused on the decision-making process related to career planning. She also developed and initiated the voluntary Communication Adventure Program which annually attracts between 50 to 70 undergraduate and graduate students to learn public speaking and meeting skills.

Yee says the change in faculty teaching and course selection since she graduated with her BSc in 1969 is nothing short of remarkable.

"It's definitely a more creative atmosphere for both students and teachers," says Yee. "There isn't one way of getting an answer but many correct answers to problems. Our outlook has broadened as far as the kind of services pharmacists can provide."

Pharmacy at 50

- Sept. 1946: First class enrolled in Dept. of Pharmacy within the Faculty of Arts and Science. Teaching began in three war-time huts, known as the "orchard huts," located on West Mall. Esli Woods is UBC's first dean of pharmacy.
- 1949: Department becomes an independent Faculty of Pharmacy.
- 1950: Faculty moved from huts into one wing of the Biological Sciences Building.
- 1952: A. Whit Matthews appointed second dean of faculty.
- 1961: Faculty moves to its present location in the George Cunningham Building.
- 1967: Bernard Riedel appointed third dean of faculty.
- 1968: Faculty name changed to Faculty of Pharmaceutical Sciences.
- 1969: PhD introduced.
- 1971: Research wing of Cunningham Building opened.
- 1985: Present Dean John McNeill appointed.
- 1991: Canada's first Doctor of Pharmacy Program (PharmD) established at UBC.
- 1993: First six graduates in the PharmD program receive degrees.
- 1996: 50th anniversary

Anniversary events

Friday, May 31: An evening wine and cheese reception at Cecil Green Park House
Saturday, June 1: Annual faculty research symposium running concurrently with the annual alumni continuing education update at the Instructional Resources Centre
Sunday, June 2: Cunningham Building Open House, UBC campus tours, coffee and cinnamon bun reception at Cecil Green Park House
Monday, June 3: Annual Bernie Riedel Golf Tournament and dinner at the University Golf Club
(To reserve a copy of the book commemorating 50 years of pharmacy at UBC, send a cheque for $39.95 payable to The Faculty of Pharmaceutical Sciences, 50th Year Celebration Book Fund. Attention Marion Pearson, 2146 East Mall, Vancouver, B.C., V6T 1Z3)