THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 43, Number 9 May 1, 1997

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John Chong photo

Fab Fest

Whooping it up at the Arts County Fair, the crowd cheers on one of the many rock bands performing at the annual year-end bash organized by the Arts Undergraduate Society. Exams end today for most students.

Enrolment increase on hold says Senate

by Gavin Wilson

Staff writer

Members of Senate say they will not give their approval to government-mandated increases in undergraduate enrolment until adequate funding is available to ensure the university can maintain high standards of education.

The Ministry of Education is withholding $2 million in funding for UBC because the university did not meet the ministry's targeted enrolment increase this year.

Victoria had requested a four per cent enrolment increase in 1996/97 and a further one per cent in 1997/98. UBC was also expected to make up a shortfall from 1995/96, when enrolment was four per cent under funded levels.

Meanwhile, the ministry has announced it will reduce UBC's operating grant to UBC by one-half per cent and has also frozen tuition fee hikes for a second year.

"I am wondering when someone will say, 'Enough is enough — we're taking too many students.'" said Paul G. Harrison, chair of the Senate Admissions Committee.

Dan Birch, vice-president, Academic, said the university was told to increase its enrolment by 3.2 per cent — more than 800 students — in the coming academic year or face further reductions in funding.

In the year just completed, UBC increased its undergraduate enrolment by six per cent, but that still fell short of Victoria's demands of an eight per cent hike. Total undergraduate enrolment was 26,773.

Birch said the Ministry of Education will withhold the $2 million pending the review of a "realistic" plan to increase enrolment submitted by the university.

"It is entirely appropriate for Senate to voice its concerns about the quality of undergraduate education, however, we have to consider the fiscal implications if we do not meet our enrolment targets," said Birch. He added that it is the Board of Governors that approves enrolment levels.

Many deans have objected in the past that mandated enrolment increases without additional resources adversely affected the quality of education.

"It is time that Senate made it known to this government that their way of funding universities and their claim that they are not cutting resources to universities is patently false. They are in fact compromising the education of students at this university through their policy of forced enrolment increases," said Science Dean Barry McBride, whom Senate selected to convey its message to Victoria.

McBride said effects on quality of education include larger classes, fewer labs, outdated equipment and increased reliance on sessional and part-time instructors.

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Faculty, staff dominate YWCA nominations

Ten UBC women have been nominated for the 1997 Vancouver YWCA Women of Distinction awards.

The university swept all five nominations in the category of Science and Technology. The nominees are: Prof. Joan Anderson, School of Nursing; Prof. Connie Eaves, Medical Genetics and deputy director, Terry Fox Laboratory; Prof. Sheila Innis, Pediatrics; Maria Klawe, vice-president, Student and Academic Services and professor of Computer Science; and Prof. Rabab Ward, Electrical Engineering and director of the Centre for Integrated Computers Systems Research.

Innis

Human Kinetics student Kristine Chambers is nominated in the Young Woman of Distinction category for her exceptional athletic accomplishments and community service.

Nominated in the Education, Training and Development category are Maria Issa, clinical assistant professor, Pathology, and Sally Rogow, professor emerita in Educational Psychology and Special Education.

In the Health and Wellness category, nominations went to Dr. Penny Ballem, clinical associate professor in the Division of Haematology and director of the Women's Health Centre, and Dr. Alice Klinkhoff, clinical assistant professor in the Division of Rheumatology.

UBC is also the sponsor of the Voluntary, Community and Humanitarian Service category. The awards recognize the achievements of women who have made outstanding contributions to the community through professional or volunteer work.

Klawe

The awards dinner takes place May 15 at the Hyatt Regency Hotel. For ticket information call 280-2801.

Festival opens Chan Centre to public

The Chan Centre for the Performing Arts opens its doors to the public May 11-24 with a two-week celebration of music, theatre and film that showcases the versatility of the stunning new complex.

The Spring Festival features performances and works by Timothy Findley, John MacLachlan Gray, Veronica Tennant, Spirit of the West, the Vancouver Symphony Orchestra and many others.

The festival opens May 11 with the world premiere of Sir Peter Maxwell Davies' new oratorio, Job, featuring the Vancouver Bach Choir, the CBC Vancouver Orchestra and solo vocalists.

Adam and Eve go on-line in a virtual Garden of Eden with John MacLachlan Gray's new musical thetree.thetower.theflood. A rock opera that places biblical stories in the Information Age, Gray's work will be produced by the UBC Theatre Dept. at the BC TEL Studio Theatre, May 12-31.

The Piano Man's Daughter....and others (May 14) is a new stage adaptation of three Timothy Findley books. Joined by dancer Veronica Tennant and musicians Joe Sealy and Sylvia Tyson, Findley transforms his stories into a magical evening of theatre.

UBC film grads are celebrated May 20-24 with a selection of their award-winning work at the Royal Bank Cinema. On the bill are Mina Shum's Dou-

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Feature: These staff members started 25 years ago and haven't stopped

Student shows UN eloquence

Second-year law student Justine Wiltshire has received a Most Eloquent Speaker Award for her participation in the Model United Nations (MUN) conferences held recently in New York.

Wiltshire, who also represents UBC at international debate competitions, was part of a 15-member delegation from UBC attending the conferences, which provide students with an opportunity to simulate UN activities.

Delegations of students from across North America and around the world learn the procedural and personal skills required for the effective promotion and negotiation of the domestic and foreign policy of a country assigned to them for representation. UBC represented Bulgaria at this year's event. Team members sit on various UN bodies such as the Security Council and General Assembly.

"It was invaluable experience, having to draft resolutions, negotiate foreign policy and international law provisions," said Wiltshire about her first involvement with the MUN conferences.

"The experience crystallized for me the whole process of how many perspectives need to be reconciled to reach consensus, and how compromise is an essential element of UN activities and successes."

Wiltshire is currently assisting adjunct law professor Marcia Kran in the preparation of an educational manual commissioned by the United Nations Centre for Human Rights.

She recently received sponsorship from the Office of the Vice-President, Academic and Provost to accompany Kran to Geneva in May, for the review of the manual with eminent academics, judges and lawyers.

Enrolment

Continued from Page 1

This comes at a time when the university should be adopting curriculum to meet the changing needs of today's students, he said. For example, by giving them problem-solving, and not multiple choice exams and keeping class sizes smaller.

"Where are we going to get the opportunity to improve communications skills when our classes in third and fourth years have 200, 300 and 400 students in them? It goes up every year," McBride said.

The provincial government is asking for greater productivity and efficiency gains, but McBride said the university has already accomplished a great deal.

Citing examples in the Science faculty, he said 50 per cent more students are graduating today than in 1986, the failure rate has dropped to 2.7 per cent and the quality of students has never been higher. All this has happened with fewer faculty members and reduced funding, he added.

Chan

Continued from Page 1

ble Happiness, John Pozer's The Grocer's Wife, Live Bait by Bruce Sweeney, Kathy Garneau's Tokyo Cowboy and Short Takes, a compilation of short films.

Lyric coloratura Nancy Hermiston, an associate professor in the School of Music, plays tribute to some of the arts' most colourful female characters May 15 with Naughty Ladies of the Night, a collection of well-known arias and show tunes.

Also performing at the Spring Festival are Quartetto Gelato, Tafelmusik baroque orchestra, Chile's Inti-Illimani, I Solisti Veneti chamber orchestra and classical guitar virtuoso Christopher Parkening.

The performances will showcase each of the Chan Centre's facilities: the 1,400-seat Chan Shun Concert Hall, which is poised to become one of North America's premier auditoriums; the BC TEL Studio Theatre with its moveable seating towers; and the Royal Bank Cinema, which has surround-sound technology and is fully integrated with UBC's fibre optic systems.

Con • grad • ulations

The May 22 *UBC Reports* will be a special Congregation issue highlighting the achievements of more than 5,000 UBC graduates.

Many special guests, family and friends are expected on campus for this event. More than 40,000 copies will be distributed.

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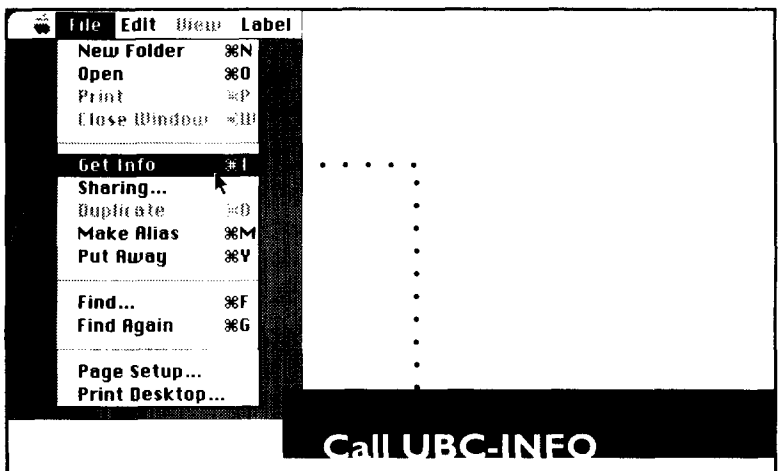

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Espresso On the Go Proudly Brew Starbucks Coffee	7:00 am to 4:00 pm
Trekkers Restaurant at the David Lam Centre	11:00 am to 2:00 pm
The Express adjacent to Trekkers	7:30 am to 4:00 pm
The Barn Coffee Shop on Main Mall next to MacMillan	7:45 am to 3:15 pm
IRC Snack Bar at the Instructional Resource Centre	8:00 am to 3:30 pm

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The shortest distance between two points is under construction. *Noelie Alito, 1979*

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UBC REPORTS

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The UBC glaciology team of (l-r) Dave Hildes, Gwenn Flowers, Garry Clarke, Jeff Kavanaugh and Kuan-Neng Foo will spend the month of June in remote Yukon wilderness studying the Trapridge Glacier.

Team hunts icefields for clues to climate

by Charles Ker

Staff writer

From the air, Trapridge Glacier resembles a pie crust scored and ready for global warming.

This is the view UBC's six-member glaciology team sees before landing via helicopter at its base camp steps from the glacier's edge. The lines visible on the surface are stress fractures in the ice caused by powerful forces under the glacier as it slides over an uneven bed.

Led by Prof. Garry Clarke, the UBC team is attempting to unlock secrets of these subglacial processes and their relationship to global climate change.

"Everyone is interested in coming up with computer models to predict future climates but the problem is that you have to wait for the future for any validation," says Clarke. "The only good way to develop computer models of world climate is by attempting to 'predict' past climates."

For Clarke and company, glaciers hold the key.

A professor in UBC's Dept. of Earth and Ocean Sciences, Clarke has been studying Trapridge and many of the Yukon's 4,000 glaciers since 1969. For the last two decades he has been leading teams of graduate students up to Trapridge for month-long studies each summer.

The current team is observing glacial processes in action and plans to use what they learn to simulate the last ice age from 100,000 years ago to the present. Their efforts are part of a national study, called Climate System History and Dynamics, which is attempting to map the relationship between glaciers, oceans, peat bogs and the atmosphere.

"As the Earth heats up, the ice sheets melt and they do something to the ocean which responds and does something to the climate," says Clarke. "Everything is threaded together in a complex matrix."

So what does a tiny glacier on the southwest border of the Yukon and Alaska have to do with the effects of continental ice sheets bordering the oceans?

Clarke and others believe that the subglacial processes underlying Trapridge, which cause it to surge and retreat in regular cycles, mirror those of its continent-sized counterparts. A model of how water and sedimentation systems operate under Trapridge should shed light on how massive ice sheets gave water to the oceans during the last ice age and continue to do so today.

Clarke — along with students, Jeff Kavanaugh, Gwenn Flowers and Dave Hildes, and surveyor Kuan-Neng Foo — spend three days making camp before starting their daily treks onto the glacier. The researchers work on the glacier eight hours a day conducting experiments measuring how fast the glacier is sliding and what causes it to do so.

Half of the sliding motion, Clarke says, is caused by the ice sheet actually floating on its own drainage system. The other half is caused largely by the movement of materials forming the soft sedimentary bed and by the creeping of the ice itself.

Trapridge moves roughly 30 metres during a normal year and can advance up to a kilometre during a so-called surge which can last anywhere from two weeks to two years. Trapridge last surged in the 1940s, but a bulge at the bottom of the peninsula-shaped glacier hints that another surge may be imminent.

To collect their data, team members use hot water drills to bore about 40 holes 70 metres down to the glacier bed. They then drop a variety of sensors, designed at UBC, into the holes to measure things such as water pressure, sliding rate, electrical conductivity, ice quake frequency and the movement of underlying sediment.

How the glacier interacts with the bed — known as ice bed coupling — is measured with a ploughmeter, an instrument resembling a javelin with sensors bonded onto it. Once the glacier has frozen over the ploughmeter, the instrument's steel tip acts like a claw recording forces as it is dragged along the bed.

Clarke says that even though Trapridge is not considered a fast glacier, events happen with startling speed. The transition from a stately flow to a sudden onslaught of crackling ice quakes occurs within minutes, often ripping ploughmeters and other sensors from anchored positions in the bed.

Clarke's team has discovered that the whole system is based on water pressure which can vary from metre to metre along the bed. When pressure is high, the glacier floats freely and the process of ice bed coupling is greatly reduced. The team also has sensors which can measure the flow of water between the glacier and its bed as well as the chemistry of the lubricating layer of water.

Clarke hopes his team's modelling of water physics at Trapridge will be applied to the big ice sheets which play an integral role in determining world climate.

Says Clarke: "There seems to be evidence that the circulation of the oceans can flick on and off, a process which is triggered by the continental ice sheets. If these circulation patterns are altered in some way, then it's generally presumed that large-scale climate consequences will follow."

Students vote 'no' to new technology fee

Students voted four to one in opposition to the implementation of a $90 student technology fee during a referendum held April 9-16.

"Obviously, given the outcome of the referendum, we are going to recommend to the board that the fee not be implemented," said Maria Klawe, vice-president, Student and Academic Services.

The student technology fee, aimed at providing students with better access to information technology, was recommended by the Advisory Committee on Information Technology with input from representatives of the Alma Mater Society and Graduate Student Society.

Of the nearly 6,000 students who voted on the fee, 4,644 voted against with 1,157 voting in favour.

Klawe said the student technology fee was to be used to pay for improvements that would directly benefit students such as more and better computer labs, dial-in-access, software training and help.

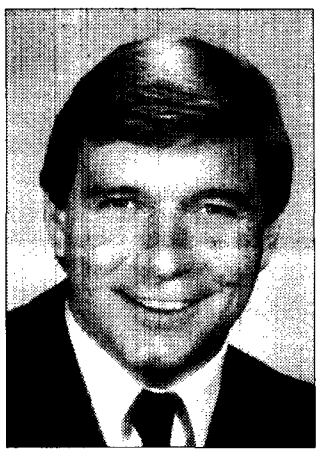
"The situation this leaves us in now is that there are a lot of things we will not be able to do for the coming year," she said. "Some issues can be addressed by having students pay for more services, such as dial-in-access, if they want them."

Other activities, such as upgrading computer labs, will be put on hold.

Rick Hansen Institute poised to take lead

When Rick Hansen completes the 10th anniversary tour of his wheelchair odyssey around the globe later this month, he will turn his considerable energies to building — figuratively and literally — the Rick Hansen Institute.

"Certainly our dream is to have the institute housed in its own building on campus," said Edie Ehlers, the institute's financial administrator. "By the year 2000 if possible."



Hansen

For the time being, the institute will continue to manage its research, rehabilitation and community-based programs out of Brock Hall.

Ehlers said the initial focus of the institute will be spinal cord injury and disability.

The university recently agreed to match a $1.5 million contribution by the Man in Motion Foundation to the Collaboration On Repair Discoveries (CORD) program. Two years ago, UBC matched a $500,000 donation by the foundation to create the Man in Motion Chair in Spinal Cord Research.

Ehlers said interest from the now $4-million endowment will go towards supporting the work of chairholder Wolfram Tetzlaff and Prof. John Steeves, UBC neuroscientist and director of CORD.

"We are very excited at the potential for us to become the leader in spinal cord research in Canada," said Ehlers. "The potential is tremendous."

The legacy of Hansen's journey 10 years ago is now valued at more than $60 million: $20 million in new income generated through partnership endowments; $20 million granted to spinal cord rehabilitation and research programs and the initial $20 million raised by the Man in Motion Tour.

Last fall, UBC's Board of Governors approved a plan to consolidate all endowments associated with Rick Hansen's name into a single entity called the Rick Hansen Trust. In January, UBC President David Strangway signed a memorandum of understanding to build the Rick Hansen Institute on campus with funds raised through the trust.

Hansen, a UBC alumnus and paraplegic since the age of 15, was appointed as a special consultant on disabilities to Strangway in 1989 and helped establish the Disability Resource Centre on campus which promotes the full participation of people with disabilities in post secondary education. The following year, the Rick Hansen National Fellow Program was created at UBC to foster international awareness of the potential of people with disabilities.

Hansen said the Rick Hansen Institute will provide research, resources and funding to teams of educators, community leaders, government partners, health care professionals, academics, organizations and private business.

Free dental clinic fills gap for needy kids

by Gavin Wilson

Staff writer

As many as 2,000 underprivileged young people who would not normally get dental care will visit a free clinic at UBC this month.

The clinic is funded by the Ministry of Health and is staffed by third-year UBC dentistry students and dental hygienist and dental assistant students from Vancouver Community and Douglas colleges.

"The kids attending this clinic have, for one reason or another, fallen through the cracks in the social system," said UBC Dental Clinic manager James Stich.

The patients, chosen by public health staff in the Vancouver, Burnaby, North Shore, Boundary and Simon Fraser health units, will be bussed in from as far away as Mission and Abbotsford. There is no age limit, but they must be attending public school to qualify.

Last year, the provincial government introduced its Healthy Kids program, which pays for dental care for children up to age 12, and this has changed the make-up of clinic patients, Stich said.

"Now we're filling a need for older kids who require services not covered by the Healthy Kids program. They are usually about 14 to 16 years old, and more often new immigrants who have never had proper dental care before," he said.

The clinic in the Macdonald Building runs 9 a.m. to 4 p.m., Monday to Friday, to May 30.

Calendar

May 4 through June 14

Monday, May 5

Continuing Education Engineering and Architecture Workshop
Successful Financing, Sales And Marketing Management Of Intellectual Property. Various speakers. Four-day workshop. Continues to May 8. Point Grey Golf and Country Club, 8:30am-5pm. $850. Call 822-3347.

Bioméga Boehringer Ingelheim Lecturer
Crafting Chiral Space For Molecular Recognition In A Catalytic Synthetic Reaction. Prof. Barry Trost, Stanford U. Chemistry D-225 (centre block), 1pm. Call 822-3266.

Tuesday, May 6

Series on Stalking
Police Procedures, Victim Advice And Current Case Law Regarding Stalking. Sgt. Doug LePard, Vancouver Police Dept. Buchanan B-314, 10am-noon. Call 822-6353.

Lectures in Modern Chemistry
Making Synthetic Chemistry Environmentally Benign By Design. Prof. Barry Trost, Stanford U. Chemistry B250 (south wing), 1pm. Refreshments from 12:40pm. Call 822-3266.

Faculty Pension Plan
Annual General Meeting. Ponderosa, 2:30pm. Call 822-0685.

Dept. of Linguistics Colloquium
Sex, Lies And Linguistics. Jonathan Kaye, Oriental and African Studies, U of London. Buchanan Penthouse, 3:30pm. Refreshments. Call 822-5594.

Medical Genetics Seminar
Characterization And Utility Of A Murine Model For Hurler Syndrome. Dr. Lorne Clarke, Medical Genetics. Wesbrook 201, 4:30-5:30pm. Refreshments at 4pm. Call 822-5312.

Cultural and Media Studies Interdisciplinary Group
Science On Tap: Epistemological Aspects In Science's Changing Contract With Society. Aant Elzinga, Goteborgs U. Green College, 5:30pm. Call 822-6067.

Wednesday, May 7

Orthopedics Grand Rounds
Prosthetic Arthroplasty Of The Shoulder: A Review Of Local Experience. Dr. R.H. Hawkins, Orthopedics. Vancouver Hospital/HSC, Eye Care Centre Auditorium, 7am. Call 875-4646.

Respiratory Research Seminar
Respiratory Muscle Dysfunction. Dr. Darlene Reid, Rehabilitation Medicine. Vancouver Hospital/HSC, 2775 Heather St., 3rd floor conference room, 5-6pm. Call 875-5653.

Friday, May 9

Plant Sale
Plant Science Annual Bedding Plant Sale. Geraniums, fuchsias, selection of annuals and perennials. Greenhouse, (West Mall and Stores Rd.), 9am-5pm. Cash only. Please bring boxes for carrying. Call 822-0894.

Pediatrics Grand Rounds
An Update On CF Microbiology: Microbes, Mice And Men. Dr. John R.W. Govan, University Medical School, Edinburgh. GF Strong Auditorium, 9am. Call 875-2307.

Health Care and Epidemiology Rounds
Promotion Among Minority Faculty In Academic Medicine In The United States. Dr. Anita Palepu, St. Paul's Hospital. Mather 253, 9-10am. Call 822-2772.

Continuing Studies Intercultural Workshop
Intercultural Project Management. Carey Hall, 9am-5pm. Continues May 10. $495. With follow-up assignments. Call 822-1437.

Forum/Conference on the Performing Arts
Performance Matters: A Forum On The Lively Arts. Chan Centre for the Performing Arts and Frederic Wood Theatre, 3-10:30pm. Continues May 10, 9:30am-5:30pm. $10 all panels. $25 includes lunch. Tickets available through Ticketmaster. Call 990-5185/822-3707.

Conference
Ethics In Education. Scarfe 100, 7-10pm. Continues May 10, 8:30am-4:30pm. $20, $10 (students). Refreshments. Call 822-2733.

Saturday, May 10

Asian Paper Making Exhibition
Stillness Amidst Motion and Landscape Meditation. Hye Sun Baik, Korea. Asian Centre Auditorium, 2-5pm. Continues through May 19, 12-6pm. Call 222-2276.

Sunday, May 11

Mother's Day Special Charity Concert
Traditional Japanese Song Concert. Aiko Kori, Sadako Seki, Eiichi Taira, Yoshiaki Takezawa, Tetsuro Miyamoto; Yoshio Tsukada, director/piano. Music Recital Hall, 11:30am. Donations welcome. Call 682-0987.

Chan Centre for the Performing Arts Spring Festival
World Premiere of Sir Peter Maxwell Davies' Job Oratorio by. CBC Vancouver Symphony, Vancouver Bach Choir and soloists. Chan Shun Concert Hall, 2pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Monday, May 12

Biochemistry and Molecular Biology Discussion Group Seminar
Structural Basis Of Calmodulin-Mediated Calcium Signalling And Its Drug Inhibition Mechanism. Mitsu Ikura, U of Toronto. IRC#4, 3:45pm. Refreshments 3:30pm. Call 877-6152.

Chan Centre for the Performing Arts Spring Festival
thetree.thetower.the flood. A new musical by John MacLachlan Gray. BC TEL Studio Theatre, 7:30pm. Tickets available at the Frederic Wood Theatre box office. For reservations call 822-2678. Tickets also available at the Chan Centre box office after noon the day of performance. Call 822-9197.

Chan Centre for the Performing Arts Spring Festival
Vancouver Symphony Orchestra. Zuohuang Chen, conductor; Marc-Andre Hamelin, piano; Qui Xia He, pipa. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Tuesday, May 13

Continuing Education Engineering and Architecture Workshop
Advanced Concepts In Innovative Thinking And Creative Problem Solving For Professionals. Paul Tinari. Point Grey Golf and Country Club, 9am-5pm. Continues May 14. $450 includes course materials, lunches and certificate. Call 822-3347.

Seminar
Reflections On Participatory Action Research: Low Income Women Mobilizing A Community For Physical Activity. Wendy Frisby, Human Kinetics. Sue Crawford, Gerontology Research Centre, SFU. IRC#4, 12:30-1:30pm. Call 822-2258.

Chan Centre for the Performing Arts Spring Festival
Christopher Parkening, classical guitar. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Wednesday, May 14

Orthopedics Grand Rounds
Canadian Medical Protective Association Lecture. Chris Hinkson, Q.C., Harper Grey Easton. Vancouver Hospital/HSC, Eye Care Centre Auditorium, 7am. Call 875-4646.

Continuing Studies Internet Programs Workshop
Introduction To The Internet, Level 1. Jonn Martell. David Lam Lab A, 8:30am-12:30pm. $100. Call 822-1420.

Respiratory Research Seminar
Chronic Airflow Obstruction And Dust Exposure. Dr. Andrew Churg, Pathology. Vancouver Hospital/HSC, 2775 Heather St., 3rd floor conference room, 5-6pm. Call 875-5653.

Chan Centre for the Performing Arts Spring Festival
The Piano Man's Daughter ... and others. Timothy Findley, author/actor; Veronica Tennant, dancer; Sylvia Tyson, singer; Joe Sealy, piano. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Thursday, May 15

Occupational Hygiene Program Seminar
Alternate Markers For Mold Exposure: Measurement Of Environmental B(1-3)-Glucans And Mold Extracellular Polysaccharides By Enzyme Immuno-Assay. Dr. Joroen Douwes, Wageningen Agricultural University, the Netherlands. Library Processing Centre 372, 11am-noon. Call 822-9302.

Biotechnology Lab Seminar
Exploiting Cellulose Binding Domains In Biotechnology. Douglas G. Kilburn, Director, Biotechnology Lab. IRC#3, 12:30pm. Refreshments before the seminar. Call 822-3979.

Chan Centre for the Performing Arts Spring Festival
Naughty Ladies Of The Night. Nancy Hermiston, singer. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Friday, May 16

Pediatrics Grand Rounds
Pneumococcus: New Challenges From An Old Foe. Dr. David Scheifele, Vaccine Evaluation Centre. GF Strong Auditorium, 9am. Call 875-2307.

Health Care and Epidemiology Rounds
The Reason For Change: Another Perspective. Dr. Peter Riben, Health Care and Epidemiology. Mather 253, 9-10am. Call 822-2772.

Law and Society Seminar Series
Due Process And Victim Rights: The Changing Law And Politics Of Canadian Criminal Justice. Kent Roach, U of Toronto. Green College, 12pm. Call 822-6067.

Chan Centre for the Performing Arts Spring Festival
Spirit Of The West. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Saturday, May 17

Chan Centre for the Performing Arts Spring Festival
Tafelmusik. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Tuesday, May 20

Faculty Development Seminar
No Name, No Gain. Estelle Paget. David Lam, basement, Faculty Development Seminar Room, (use outside entrance behind Trekkers), 2-4pm. Call 822-9149.

Chan Centre for the Performing Arts Spring Festival
Quartetto Gelato. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Chan Centre for the Performing Arts Spring Festival
UBC Spring Film Festival. Award-winning films by UBC graduates. Royal Bank Cinema, 8:30pm. Continues to May 24. Tickets available at Frederic Wood Theatre box office. For reservations call (604) 822-2678. Tickets also available at the Chan Centre box office after noon the day of performance. Call 822-9197.

Wednesday, May 21

Senate
The Ninth Regular Meeting Of Senate, UBC's Academic Parliament. Curtis 102, 8pm.

Thursday, May 22

Board of Governors Meeting
The open session begins at 8am. Fifteen tickets are available on a first-come, first-served basis on application to the Board Secretary at least 24 hours before each meeting. OAB, Board and Senate Room, 6328 Memorial Road. Call 822-2127.

Friday, May 23

Pediatrics Grand Rounds
Pulmonary Atresia And VSD: Assessment And Approach. Dr. Derek Human, Dr. Jacques Leblanc, Pediatrics, BC's Children's Hospital. GF Strong Auditorium, 9am. Call 875-2307.

Health Care and Epidemiology Rounds
A National Health Surveillance System For Canada. Dr. Rick Mathias, Health Care and Epidemiology. Mather 253, 9-10am. Call 822-2772.

Chan Centre for the Performing Arts Spring Festival
Inti-Illimani. Chan Shun Concert Hall, 8pm. ickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

Saturday, May 24

Continuing Studies Internet Programs Workshop
Introduction To The Internet, Level 1. Jonn Martell. David Lam Lab A, 2-6pm. $100. Call 822-1420.

Chan Centre for the Performing Arts Spring Festival
I Solisti Veneti. Chan Shun Concert Hall, 8pm. Tickets available through Ticketmaster or at the Chan Centre box office after noon the day of performance. Call 822-9197.

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. An electronic form is available on the *UBC Reports* Web page at http://www.ubc.ca under 'News.' Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space.

Deadline for the June 12 issue of UBC Reports — which covers the period June 15 to July 12 — is noon, June 3.

THE UNIVERSITY OF BRITISH COLUMBIA

EQUITY OFFICE ANNUAL REPORT 1996

THE UNIVERSITY OF BRITISH COLUBMIA

Message from the Associate Vice President, Equity

I am pleased to present the UBC Equity Office 1996 Annual Report, outlining our efforts to promote educational and employment equity, and prevent discrimination and harassment on campus.

The University's employment equity program is consistent with the goal of the 1986 Federal Employment Equity Act: to diversify the Canadian workforce by attracting qualified women, First Nations people, visible minorities, and persons with disabilities—people who previously had been under-represented. Significantly, both the federal act and UBC's 1991 Employment Equity Plan seek to diversify the workforce without jeopardizing the merit principle that must inform all University efforts in the pursuit of excellence. The Equity Office continues to advance merit as the foundation and guiding principle for all hiring activities, and it does so in line with University Policies on Employment Equity and the Advertising of Position Vacancies.

The long-range goal of the Equity Office is the creation of a campus which is free of discrimination and harassment. When specific instances of discrimination and harassment occur, it is the objective of the office to handle such cases equitably in consultation with complainants, respondents, and administrative heads. Experience shows that cooperative problem-solving, educational intervention, and mutually satisfying compromise provide quicker, less expensive outcomes than recourse to formal procedures, which can be time consuming, expensive, and adversarial.

Over the past year, and in line with the Equity Office goal of making equity a regular part of the day-to-day activities of academic and administrative units, we offered a wide range of educational programs and consultative services designed to help students, staff, faculty, and administrators understand issues of equity and discrimination. As well, the office assisted in formulating policies that enable the University to conform with mandatory government human rights legislation.

As in previous years, collaboration and cooperation formed the cornerstone of our efforts. For example, the Equity Office continued to work with advisory committees from student, employee, and special-interest groups, and supported the University's academic mission through consultation with administrative heads and faculty members. We assisted individual units with development of their own equity plans. Also in cooperation with campus units, we helped to develop educational presentations for students, faculty, and staff on topics such as diversity, multiculturalism, and anti-racism. In all these undertakings, we continued not only to support the University's overall learning and research missions, but also to advance the autonomy and integrity of campus units. Accordingly, the office, as always, sought to promote local solutions to local problems, and academic solutions to academic problems.

It is my hope that this report provides detailed insight into the activities of the Equity Office.

Sharon E. Kahn

Education & Training Report

To heighten awareness of human rights, of equity-related issues, and of the University's Policies on Employment Equity and Discrimination & Harassment, the Equity Office promotes an active program of education and training.

In 1996, its educational initiatives included a total of 95 presentations, talks, lectures, workshops, and training sessions (see Figure 1). These educational opportunities were attended by students, administrators, faculty, staff, and mixed audiences including representatives from unions, employee associations, and departmental equity committees (see Figure 2).

In 1996, the Equity Office:

1. In conjunction with more than a dozen campus units and groups, offered a workshop on March 21st, 1996, which the United Nations has proclaimed as International Day for the Elimination of Racial Discrimination. This day-long program on anti-racism and multiculturalism consisted of a panel session as well as a number of presentations and discussion periods.
2. Presented discrimination and harassment awareness training sessions attended by more than 50 administrative heads. The workshops were very favorably received, with 95% of participants rating them "very good" or "excellent," and 99% indicating they would recommend the workshops to others.

   Through the MOST Staff Training Program and Faculty Development Seminars, continued to offer discrimination and harassment awareness workshops for faculty and staff.
3. In response to requests from across campus, made presentations on equity and human rights to units such as Agricultural Sciences; Applied Science; the Centre for the Study of Curriculum and Instruction; Continuing Studies; Dentistry; Education; Family and Nutritional Sciences; First Nations House of Learning; Graduate Studies; Housing and Conferences; Human Resources; International Student Services; Law; Linguistics; Political Science; Social Work; Theatre, Film and Creative Writing; Zoology.
4. Under the auspices of the MOST Staff Training Program, continued to offer the Selection Interviewing: Ensuring Equity workshop, which had 71 participants in 1996. The workshop is a joint Human Resources and Equity Office initiative which trains administrators in equitable hiring practices.

   Also under the MOST program, participated in the Cecil Green Orientation for new employees, which was attended by 76 staff from across campus.
5. In cooperation with the Centre for Faculty Development and Instructional Services, offered academic departments a workshop on the Inclusive Classroom.

   Also participated in the new faculty orientation campus walking tour offered through the Centre for Faculty Development.
6. In cooperation with the Faculty of Commerce, produced a video on human rights and a training program, *Respect and Success in the Workplace*, incorporating information on the University's Policy on Discrimination and Harassment.
7. Conducted a series of professional development sessions on disability issues for Student Services staff.
8. Co-facilitated and sponsored diversity awareness training for residence advisors and managers in the Department of Housing and Conferences.
9. Developed and facilitated discrimination and harassment skills training sessions in partnership with the Women Students' Office for the Women of Colour Mentoring Group.
10. Distributed the *Equity Office 1995 Annual Report* to all units. In addition, the report was published in *UBC Reports*.
11. Created a world wide web page for dissemination of Equity Office information [http://www.equity.ubc.ca].
12. Updated the brochure *Discrimination and Harassment: Definitions, Examples, and Resolution*. The brochure was distributed to all deans, heads, and directors, along with the "Best Practices Report" section of the *Equity Office 1995 Annual Report*.

FIGURE 1
Training & Education
by type
January to December 1996

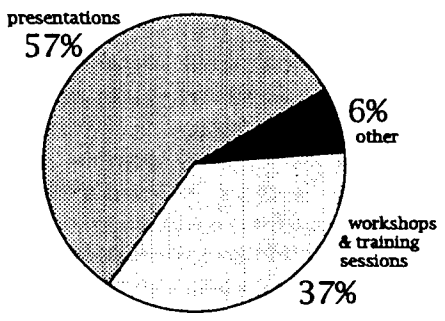
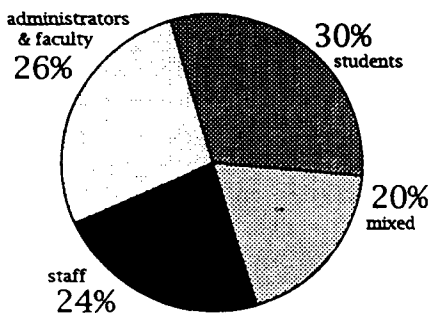


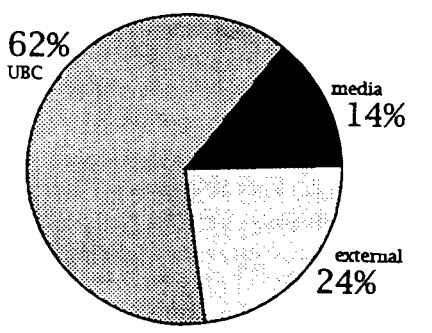
FIGURE 2
Training & Education
by audience
January to December 1996



The Equity Office was active in other educational initiatives with on and off-campus groups, including the media (see Figure 3):

1. To obtain feedback on revisions to UBC's Policies on Discrimination and Harassment and Employment Equity, held consultative sessions with the Senior Administration Leadership Group, the Deans, the Board of Governors, unions, and employee associations.
2. Provided consultation and advice on human rights and equity-related projects to heads of units, administrators, Human Resources advisors, members of departmental equity committees, faculty, students, and staff.
3. In response to off-campus inquiries from the general public, media, and educational institutions, provided a wide range of information on equity and human rights.

FIGURE 3
Other Educational Initiatives
January to December 1996



Employment Equity Report

Progress on UBC's Employment Equity Plan

UBC's Policy on Employment Equity (1990) is based on principles of individual merit and achievement, which means that employment decisions at the University are based on job performance criteria such as skills, knowledge, and abilities.

In keeping with these principles, the University's 1991 Employment Equity Plan is designed to make the University a fair and equitable workplace for all its members in terms of hiring, training, and advancement. The Plan also seeks to attract and retain members of the four groups designated by the Federal Contractors Program as traditionally under-represented: women, First Nations people, visible minorities, and persons with disabilities.

In 1996, there were a number of achievements in employment equity at UBC. These are listed below under the four objectives of the Employment Equity Plan.

Objective A

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

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Progress to date includes job evaluation and pay equity initiatives, course offerings in English language and cross-cultural training, improvements in employee information, and opportunities for career flexibility.

1. The Committee for the University's Job Evaluation Systems Project (JESP) for management and professional (M&P) staff, in conjunction with the Association of Administrative and Professional Staff (AAPS), continued their analysis of job evaluation questionnaires, in order to ensure equity and consistent matching within each position and across positions. This project is nearly complete. One more review will be undertaken, after which M&P staff and their managers will have an opportunity to appeal their ratings.

   Evaluations for the excluded staff positions were reviewed by the Excluded Clerical/Secretarial Staff Committee.

   JESP completed appeals for CUPE unions, Locals 116 (Trades/Technicians/Service Workers) and 2950 (Clerical/Secretarial). The unions temporarily suspended their participation in the projects, pending the results of negotiations.
2. Based on evaluations by joint management-employee committees, the provincial government provided pay equity monies for undervalued female-dominated jobs within CUPE Locals 116 and 2950, M&P, and excluded staff positions.
3. The Better English Skills Training (BEST) Program, an 18-week workplace language training program, was offered twice during 1996. Participants included members of all University union groups, M&P staff, post-doctoral students, and visiting scholars.
4. New MOST Staff Training Programs over the year included a diversity awareness workshop titled Personal Diversity Portfolio Development. Another new program, Financial Management, was offered in three sessions to 108 administrators and senior secretaries, most of whom were female. MOST also offered Understanding Your Pension, a lunch-hour presentation which was free to all staff.

   Also over the year, Human Resources updated and revised the MOST brochure to reflect other campus workshop offerings such as Personal Security and Radical Aggression Defence.
5. The University Administration developed a handbook detailing terms and conditions of employment for non-union technicians and research assistants.
6. To enhance career flexibility, the University Administration introduced the Early Retirement Incentive for non-academic staff. Similarly, the Faculty Association and University Administration ratified an agreement on voluntary reduced appointments for tenured faculty.
7. The Faculty Association and University Administration negotiated a statement for ratification to the Framework Agreement. This statement is designed to foster a learning and working environment that is free from discrimination and harassment for faculty, students, and staff.
8. To help enlarge opportunities for a diverse student population, the Senate approved a broad-based admissions policy permitting faculties to use criteria other than grades (for example, extra-curricular interests) for admitting students directly from Grade 12. Similarly, the Faculty of Graduate Studies appointed an ad hoc committee to consider the advisability of permitting part-time doctoral study.
9. The Department of Health, Safety and Environment initiated a pilot health promotion program to assist employees in returning to work. Staff in the program work with injured workers, their physicians, and their supervisors to address the post-accident and disability process and to provide initiatives in prevention, training, and education.
10. The Faculty of Graduate Studies developed and distributed *Matrix of Expected and Desirable Elements in Graduate Programs*, a set of guidelines designed to improve the quality of graduate education.
11. The Faculty of Arts' *Guidelines for Heads and Directors on Informal Resolution of Problems of Discrimination and Harassment* were endorsed by the Faculty of Arts and distributed to other faculties

Objective B

Development of special measures and reasonable accommodations to achieve and maintain a UBC 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. "Reasonable accommodations" help to improve day-to-day functioning of individuals (for example, improved wheelchair access to buildings).

1. In 1996, UBC achieved the following workforce representation of members of the designated employment equity groups: women 52%, aboriginal people 1%, visible minorities 21%, persons with disabilities 5%.
2. From 1990/91 through 1995/96, UBC hired women to fill 37% of new tenure-track faculty positions.
3. The University established the new Equity Enhancement Fund, which is designed to support departments in achieving the employment/educational equity goals outlined in their unit plans. A committee established to evaluate equity proposals approved the four following allocations:
   a. Educational Studies—$5,000 to fund First Nations presenters for teacher education and B.Ed. core courses.
   b. Educational Psychology and Special Education—$3,300 for the development of support staff members' sign language skills.
   c. Housing and Conferences—$5,000 to fund diversity workshop consultants for staff and residents.
   d. Student Services—$4,930 to fund a work-experience internship for a student of First Nations ancestry or a student with a disability.
4. The Equipment Accommodation Fund for disabled employees was well utilized in 1996 by a variety of units with employees who require special equipment to accommodate their disabilities. Purchases paid for by this fund included adaptive telephone devices for the hearing impaired, large-print computer equipment for employees with visual impairments, ergonomic furniture, equipment and furniture modified for wheelchair users, telephone headsets, mobility aids, microphones, Dictaphones, and improved lighting.
5. The Senior Faculty Opportunity Fund continued to be used to hire women and minority men at senior ranks, thereby helping to redress imbalances among senior faculty. In certain special circumstances, the fund is used to assist in the hiring of spouses if they are found to have truly outstanding qualifications.
6. Nine Income Replacement Plan (IRP) claimants returned to work part-time, fifteen received rehabilitation assistance, and six returned to work, starting part-time and increasing to full-time.
7. An Aboriginal Admissions Policy was sent to the Senate Admissions Committee for consideration.
8. Proceeds from the University's agreement with Coca-Cola permitted UBC to undertake special projects to meet the needs of disabled faculty, students, and staff. New monies received from Coca-Cola funded an additional elevator in the Walter C. Koerner Library to improve access for persons with disabilities.
9. The Human Resources department was renovated for wheelchair accessibility.
10. Advertisements for a number of faculty positions were placed in the *Native Journal*.
11. The First Nations House of Learning undertook development and implementation of a First Nations cultural program at its child care centre.
12. The Alma Mater Society created an endowment to provide financial aid for students needing child care. The University provided matching funds.

Objective C

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

Progress to date includes initiatives to increase awareness of diversity issues and promote the achievement of an inclusive campus community.

1. The Equity Office appointed a new Equity Advisor who has primary responsibility for liaison with special interest groups on campus, particularly groups representing persons of colour. Among other activities, the Equity Advisor offers workshops and presentations on issues of diversity, anti-racism, and multiculturalism.
2. The Equity Office worked with the Faculty of Science to produce the poster "Respect."
3. The Registrar distributed the University's Policy on Religious Holidays and an accompanying multi-faith calendar to all departments.
4. The University Administration drafted a Policy on Response to Threatening Behaviour.
5. The Clothesline Project, sponsored by the Women Students' Office, focused attention on violence against women.
6. The Department of Health, Safety and Environment continued to offer Personal Security workshops.
7. The Job Shadowing Program, located in the Student Resources Centre, provided disabled students with specialized assistance for career exploration.
8. In conjunction with the National Institute of Disability Management and Research, the University offered a certificate in Disability Management through UBC Continuing Studies.
9. Through Continuing Studies, a certificate program in Skills and Knowledge for Intercultural and Interracial Practice was developed and offered by academics and professionals working in the field of Social Work.
10. The University developed plans for a National Conference on Academic Freedom and the Inclusive University to be held in April, 1997.

Objective D

Adoption of monitoring and accountability mechanisms to evaluate and adjust UBC's employment equity program.

Monitoring mechanisms include the maintenance of two equity committees — the President's Advisory Committee on Equity and the President's Advisory Committee on Discrimination and Harassment; the ongoing census of new employees; and revisions of University policies on equity. Accountability mechanisms include the commitment of campus units to development and implementation of equity plans.

1. The University's Policy on Discrimination and Harassment was revised following extensive consultation with the campus community. The revised Policy strengthens protections for complainants and respondents, provides a definition of systemic discrimination, and emphasizes the duty of administrative heads of unit to ensure that the environment in their units is conducive to work and study.
2. The University began a review of the Policy on Advertising of Position Vacancies through consultation with the Deans, the Leadership Group, administrative heads, and the campus community.
3. In 1996, additional equity plans were added to the 52 developed in 1995 by academic and administrative units. These included plans prepared by the Faculties of Agricultural Science, Commerce, and Science, and the Departments of Botany, Mathematics, Statistics, and Zoology.
4. During 1996, the Equity Office continued to administer the employment equity census to newly hired faculty as well as part-time, casual, and temporary staff. In 1996, the response rate to this census was 77.94% for 7,897 employees.
5. To monitor progress toward its employment equity goals, UBC re-classified its employment positions into Employment Equity Occupational Groups (EEOGs), which is the system used by the Federal Contractors Program to monitor the Canadian labour force. These occupational groups, derived from Human Resources Development Canada's "National Occupational Coding," classify jobs according to skill type (the kind of work performed) and skill level (the amount and type of education and training required to enter an occupation and perform its duties).

The 15 EEOGs are listed in Figure 4, with examples of UBC positions that fall within each category.

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FIGURE 4
EEOGs & Examples of UBC Positions

EEOG and Number of Employees	Examples of UBC Positions
1 Senior Manager (29)	Associate Vice President, Dean, President, Registrar, University Librarian, Vice President, Vice Provost.
2 Middle and Other Managers (324)	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.
3.1 University Teachers (2,098)	Assistant Professor, Associate Professor, Clinical Instructor, Instructor I and II, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessional Lecturer.
3.2 Professionals Excluding University Teachers (1,064)	Accountant, Coordinator Student Services, Counsellor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.
4 Semi-Professionals and Technicians (1,323)	Bio-Safety Officer, Building Inspector, Coach, Early Childhood Educator, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.
5 Supervisors: Clerical, Sales and Services (102)	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.
6 Supervisors: Manufacturing, Processing, Trades and Primary Industry (32)	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.
7 Administrative and Senior Clerical (875)	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Executive Assistant, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1 to 5, Senior Admissions Officer.
8 Sales and Service, Skill Level B (39)	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook, Second Cook.
9 Skilled Crafts and Trades (175)	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.
10 Clerical Workers (721)	Administrative Clerk, Buyer 1 to 3, Clerk 1 to 3, Clinical Office Assistant 1 to 3, Computer Operator, Data Entry Clerk, General Clerk, Mail Clerk, Program Assistant, Store Person.
11 Sales and Service, Skill Level C (396)	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.
12 Semi-Skilled Manual Workers (86)	Clerk Driver, Farm Worker 1 to 5, Milker, Nursery and Greenhouse Gardener, Printing Operator 2 and 3, Spray Painter, Truck Driver.
13 Sales and Service, Skill Level D (597)	Food Services Assistant, Gate Keeper, General Worker, Grocetaria Clerk, Janitor, Caretaker, Building Supplies Service Worker, Kiosk Attendant, Residence Attendant, Service Worker: Ice Maker.
14 Other Manual Workers (36)	Labourer 2, Labour 2 (Const. and Hvy.), Labourer 3 (Special).

UBC Workforce Data

Figures 5, 6, and 7 give an overview of UBC's designated-group employees in 1996, distributed throughout the 15 EEOGs. The figures present a "snapshot" profile of UBC's workforce on May 31, 1996.

Information on women in the UBC workforce was drawn from UBC's Integrated Human Resource Information System (IHRIS), which includes information on gender for all UBC employees. Data on the other three groups were provided by the 1996 UBC employment equity census, which had an overall response rate of 77.94%. Thus, while the data on women is complete, the data on the other three groups may under-represent their actual numbers in the UBC workforce.

Comparison of the UBC Workforce with the Canadian Labour Force

Figures 8 and 9 compare the proportion of the four designated employment equity groups in UBC's workforce with their equivalent in the Canadian labour force. Such a comparison is required to assess how well the University is meeting its goal of developing an inclusive workforce representing the diversity of potential candidates with appropriate qualifications for employment at UBC.

Note that the data provided by Human Resources Development Canada relate to the number of people who were actually employed, rather than the broader picture of those who were qualified for employment. Thus, Figures 8 and 9 compare people who were employed at UBC with people employed in the Canadian labour force. The data do not allow for comparison of the UBC workforce with qualified applicant pools that may include unemployed people.

Figure 8 compares the four designated groups' representation in the UBC workforce over the past three years with the 1991 Canadian labour force (1991 is the most recent government census data available). The figure also compares UBC designated-group members with the 1993 and 1994 workforce of employers who reported to the federal government under the *Employment Equity Act*. These employers represent federally regulated private-sector organizations and Crown corporations.

In all four designated employment equity groups, UBC compares favorably with the workforce under the *Employment Equity Act*. In its proportion of women and visible minorities, UBC also compares favorably with the overall Canadian labour force.

FIGURE 5
UBC Workforce: Gender by EEOG

Employment Equity Occupational Group	Female #	Female %	Male #	Male %	Total #
Senior Managers	8	27.59	21	72.41	29
Middle and Other Managers	105	32.41	219	67.59	324
University Teachers	544	25.93	1554	74.07	2098
Professionals (Skill Lev A)	558	52.44	506	47.56	1064
Semi-professionals & Technicians (Skill Lev B)	741	56.01	582	43.99	1323
Superv-Clerical,Sales & Service (Skill Lev B)	64	62.75	38	37.25	102
Superv-Manuf, Proc, Trades & Prime Ind (Skill Lev B)	3	9.38	29	90.63	32
Administrative & Senior Clerical (Skill Lev B)	842	96.23	33	3.77	875
Sales & Service (Skill Lev B)	11	28.21	28	71.79	39
Skilled Crafts & Trades (Skill Lev B)	2	1.14	173	98.86	175
Clerical Workers (Skill Lev C)	592	82.11	129	17.89	721
Sales & Service (Skill Lev C)	249	62.88	147	37.12	396
Semi-Skilled Manual Workers (Skill Lev C)	9	10.47	77	89.53	86
Sales & Service (Skill Lev D)	347	58.12	250	41.88	597
Other Manual Workers (Skill Lev D)	7	19.44	29	80.56	36
Total	4082	51.69	3815	48.31	7897

Note: Data from the University's Integrated Human Resource Information System (IHRIS) on the extract date of May 31, 1996.

FIGURE 6
UBC Workforce: Aboriginal People & Visible Minorities by EEOG

Employment Equity Occupational Group	Aboriginal People #	Aboriginal People %	Visible Minorities #	Visible Minorities %	Total #
Senior Managers	0	0.00	2	6.90	29
Middle and Other Managers	4	1.34	20	6.69	299
University Teachers	19	1.12	184	10.88	1691
Professionals (Skill Lev A)	9	1.02	187	21.20	882
Semi-professionals & Technicians (Skill Lev B)	11	1.10	308	30.80	1000
Superv-Clerical,Sales & Service (Skill Lev B)	4	4.49	24	26.97	89
Superv-Manuf, Proc, Trades & Prime Ind (Skill Lev B)	0	0.00	0	0.00	26
Administrative & Senior Clerical (Skill Lev B)	12	1.54	181	23.21	780
Sales & Service (Skill Lev B)	2	9.09	7	31.82	22
Skilled Crafts & Trades (Skill Lev B)	1	0.99	12	11.88	101
Clerical Workers (Skill Lev C)	8	1.36	158	26.78	590
Sales & Service (Skill Lev C)	3	1.49	73	36.14	202
Semi-Skilled Manual Workers (Skill Lev C)	1	2.17	6	13.04	46
Sales & Service (Skill Lev D)	10	2.58	129	33.25	388
Other Manual Workers (Skill Lev D)	0	0.00	2	20.00	10
Total	84	1.36	1293	21.01	6155

Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups and who were active on the extract date of May 31, 1996.

FIGURE 7
UBC Workforce: Persons with Disabilities by EEOG

Employment Equity Occupational Group	Persons with Disabilities #	Persons with Disabilities %	Total #
Senior Managers	2	6.90	29
Middle and Other Managers	14	4.68	299
University Teachers	56	3.30	1695
Professionals (Skill Lev A)	23	2.61	882
Semi-professionals & Technicians (Skill Lev B)	46	4.56	1008
Superv-Clerical,Sales & Service (Skill Lev B)	11	12.22	90
Superv-Manuf, Proc, Trades & Prime Ind (Skill Lev B)	0	0.00	26
Administrative & Senior Clerical (Skill Lev B)	48	6.13	783
Sales & Service (Skill Lev B)	1	4.35	23
Skilled Crafts & Trades (Skill Lev B)	9	8.74	103
Clerical Workers (Skill Lev C)	31	5.24	592
Sales & Service (Skill Lev C)	9	4.43	203
Semi-Skilled Manual Workers (Skill Lev C)	5	10.87	46
Sales & Service (Skill Lev D)	41	10.22	401
Other Manual Workers (Skill Lev D)	2	16.67	12
Total	298	4.81	6192

Note: Data from employees who responded to UBC's employment equity census and employees who were on the University's Long Term Disability (LTD) Program on the extract date of May 31, 1996.

FIGURE 8
Representation of Members of Designated Groups in the Canadian Labour Force

Designated Group	UBC 1994 %	UBC 1995 %	UBC 1996 %	Canadian Labour Force (1991) %	Workforce Under the Act (1993) %	Workforce Under the Act (1994) %
Women	51.00	51.34	51.69	45.90	45.64	44.44
Aboriginal People	1.35	1.42	1.36	3.00	1.04	1.10
Visible Minorities	20.63	20.32	21.01	9.10	8.09	8.24
Persons w/ Disabilities	4.94	5.04	4.81	6.50	2.56	2.63

Note: Workforce under the Act covers federally-regulated private sector employers and crown corporations.

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However, in 1996, the University did not employ as many aboriginal people or persons with disabilities as the Canadian labour force in 1991.

Figure 9 summarizes the under and over-representation of the four designated groups at UBC, compared to the Canadian labour force.

In the figure, some of the EEOGs within the University's workforce are compared with national (Canadian) figures, and some are compared with local (Vancouver) figures, depending on whether hiring for the group is generally conducted on a national or local scale. Figure 9 shows the percentage of designated-group employees UBC would expect to employ in each EEOG compared to the appropriate national or local figures.

Some adjustments were made to increase the accuracy of the data. First, an adjustment was made to accommodate the fact that job distribution at UBC is not the same as Canada overall. For example, the proportion of women employed as school teachers and nurses in Canada far exceeds the proportion of women employed in those jobs at UBC.

FIGURE 9

UBC Workforce:

Compared with Canada and Vancouver Labour Force, 1991 Census
Summary of Shortfalls as of May 1996
by Employment Equity Occupational Group and Designated Group

	N	Women	Labour Force	Aboriginal People	Labour Force	Visible Minorities	Labour Force	Persons w Disabilities	Labour Force
1. Senior Managers	29	-4	39.70%	-1	1.80%	0	5.30%	1	4.10%
2. Middle and Other Managers	324	-25	40.00% *	-2	2.00%	-1	6.90%	4	3.30%
3.1 University Teachers	2098	-75	29.50% *	-2	1.20%	-19	11.80%	-6	3.40%
3.2 Professionals (Skill Level A)	1064	45	48.20%	-8	1.80% *	68	14.80%	-12	3.60% *
4. Semi-Professionals & Technicians (Skill Level B)	1323	-90	62.80% *	-11	2.00% *	106	22.80%	10	3.40%
5. Sup-Clerical, Sales & Service (Skill Level B)	102	7	55.40%	2	2.20%	8	19.00%	5	6.20%
6. Sup-Manuf, Proc, Trades & Primary Ind (Skill Lev B)	32	-1	11.60%	-1	2.10%	-4	13.50% *	-2	7.80%
7. Administrative & Senior Clerical (Skill Level B)	875	9	95.20%	-4	2.00%	57	16.70%	25	2.90%
8. Sales & Service (Skill Level B)	39	-3	36.90%	2	2.90%	-6	46.00% *	-1	4.80%
9. Skilled Crafts & Trades (Skill Level B)	175	-6	4.40% *	-2	2.20%	1	11.50%	-4	8.90%
10. Clerical Workers (Skill Level C)	721	1	82.00%	-8	2.50% *	55	19.20%	-6	5.50%
11. Sales & Service (Skill Level C)	396	-12	65.80%	-6	2.90% *	55	22.30%	-6	4.70%
12. Semi-Skilled Manual Workers (Skill Level C)	86	-8	19.40% *	-1	3.00%	-10	24.80% *	1	6.90%
13. Sales & Service (Skill Level D)	597	167	30.20%	0	2.50%	-6	34.30%	0	7.60%
14. Other Manual Workers (Skill Level D)	36	5	6.50%	-2	5.50%	2	15.20%	0	4.90%
Total UBC Workforce	7897								

*indicates the shortfall is significant (with 95% confidence)

Note: The Canadian Labour Force data are used for EEOG 1 through 3.2
The Vancouver Labour Force data are used for EEOG 4 through 14

Second, UBC data for the three minority groups reflect only those who self identified in the University's employment equity census, which had an overall response rate of 77.94%. To compensate, the data for these groups were adjusted to reflect what their expected proportion would be if the response rate had been 100%.

In some EEOGs, UBC shows a shortfall in more than one group. For example, in EEOG 12 (*Semi-Skilled Manual Workers*), UBC shows a shortfall of women, aboriginal people, and visible minorities. Some of these shortfalls are significant at the 95% confidence level.

The following are significantly under-represented at UBC:

Women in the EEOGs of *Middle and Other Managers; University Teachers; Semi-Professionals and Technicians; Skilled Crafts and Trades*; and *Semi-Skilled Manual Workers*.

Aboriginal People in the EEOGs of *Professionals; Semi-Professionals and Technicians; Clerical Workers*; and *Sales & Service*.

Visible Minorities in the EEOGs of *Supervisors: Manufacturing, Processing, Trades and Primary Industry; Sales and Service*; and *Semi-Skilled Manual Workers*.

Persons with Disabilities in the EEOG of *Professionals*.

In other categories—for example, EEOG 7 (*Administrative and Senior Clerical, Skill Level B*)—UBC appears to exceed the Canadian labour force's proportion of women, visible minorities, and persons with disabilities.

Employment Equity Hiring Goals

In 1991, UBC set employment equity hiring goals that would assist in building a workforce representative of the pool of potential candidates with appropriate qualifications, including women, aboriginal people, visible minorities, and persons with disabilities. These hiring goals were set using 1986 Statistics Canada census data. In 1996, UBC re-set its employment equity hiring goals using 1991 Statistics Canada census data

Consistent with UBC's Policy on Employment Equity, which states that individual achievement and merit are the fundamental criteria for employment decisions, the President's Advisory Committee on Equity recommended in 1996 that:

1. To ensure UBC reflects the percentage of women in the applicant pool of doctoral degree recipients in Canada, the University should hire women to fill at least 35% of vacant tenure-track faculty positions. (This is an overall figure and must be adjusted for individual faculties and departments according to their respective applicant pools.) As universities across Canada seek to increase the number of women in their faculties, competition for the women in this pool continues to increase. Therefore, UBC should devise means to attract and retain the best-qualified women.
2. In order to eliminate current shortfalls from the numbers of women, aboriginal people, visible minorities, and persons with disabilities, UBC should add qualified individuals to its staff (see Figure 10 for a complete listing).

FIGURE 10

1996 UBC Hiring Goals

Employment Equity Occupational Group (current number of employees)	Minimum Hiring Goal to Eliminate the Current Shortfall	Comparison % in Labour Force Pool Adjusted for UBC
Senior Managers (29)	0	N/A
Middle and Other Managers (324)	25 women	40.0
University Teachers (2098)	75 women	29.5
Professionals (1064)	8 aboriginal people 12 persons with disabilities	1.8 3.6
Semi-Professionals & Technicians (1323)	90 women 11 aboriginal people	62.8 2.0
Supervisors-Clerical, Sales & Service (102)	0	N/A
Supervisors-Manuf, Proc, Trades & Primary Ind. (32)	4 visible minorities	13.5
Administrative & Senior Clerical (875)	0	N/A
Sales & Service (Skill Level B - 39)	6 visible minorities	46.0
Skilled Crafts & Trades (175)	6 women	4.4
Clerical Workers (721)	8 aboriginal people	2.5
Sales & Service (Skill Level C - 396)	6 aboriginal people	2.9
Semi-Skilled Manual Workers (86)	8 women 10 visible minorities	19.4 24.8

Discrimination and Harassment Report

In accordance with the University's Policy on Discrimination and Harassment, the Equity Office works to promote good equity practices in the day-to-day routines of academic and administrative units.

"Discrimination" and "harassment" refer to intentional or unintentional behavior for which there is no reasonable justification. Such behavior adversely affects specific individuals or groups on the basis of characteristics defined by the 1992 *British Columbia Human Rights Act*.

Under this human rights legislation, UBC must not discriminate against students, faculty, or staff on 13 prohibited grounds such as religion, place of origin, and sexual orientation. In addition, recent court decisions have made it clear that UBC must maintain a discrimination-free work and study environment. This obligation extends through line management to faculty who supervise students.

Equity Office procedures for handling discrimination and harassment complaints provide an internal mechanism for problem resolution which supplements other University and extra-University mechanisms, such as those offered by employee associations and unions, the courts, the B.C. Council of Human Rights, and the Office of the Ombudsman of B.C.

People in various roles seek assistance from the Equity Office—complainants, respondents, administrators, witnesses, and sometimes off-campus individuals and/or agencies. With all who come forward, the Equity Office works toward the best possible resolution of their problems.

The Equity Office organizes discrimination and harassment complaints under five headings:

Poisoned Environment

Any conduct or comment that has the effect of creating a hostile, intimidating, or offensive environment on the basis of personal characteristics that are protected by the Policy on Discrimination and Harassment—for example, ethnicity, gender, sexual orientation, disability, or age.

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 personal characteristics that are unrelated to performance and protected by the Policy.

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Allegations Not Covered by the Policy

This category embraces problematic behavior that does not fall under the Policy because it is not one of the official human rights grounds, involves a respondent or context that is not under UBC's jurisdiction, falls outside the one-year time limit for reporting complaints, or is covered under other University procedures.

Complaints Received in 1996

Nearly all the complaints accepted by the Equity Office in 1996 were resolved by complainants themselves; through intervention by the Equity Advisor or administrative heads; or by a collaborative process involving Equity Advisors, administrative heads, complainants, and respondents.

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. And some sought information and advice on how they might address problems themselves.

Only one case went to a formal investigation: a faculty member who complained about sexual harassment by a staff member. This case was referred to a panel for recommendations on discipline and/or remedy.

Figures 11-13: in 1996, the Equity Office handled 220 cases of alleged discrimination and harassment. Despite an increase in the total number of cases, the actual numbers of human rights cases under the Policy dropped from 147 in 1995 to 128 in 1996—a decrease of 15%. Sexual harassment and gender discrimination were the leading cause of complaint, comprising 56% of cases covered by the Policy. This compared with the next human rights items—ethnicity at 19% and disability at 13%. Figure 11 also shows cases not covered by the Policy. Since 1995, there was a rise in this type of case, from 28% to 42% of the total caseload. Of the 92 cases not officially covered by the Policy, personal harassment was the leading complaint, at 42%.

FIGURE 11
Cases Under UBC's Policy

	1995 n=147/205		1996 n=128/220	
Age	3	2%	3	2%
Disability	8	5%	16	13%
Ethnicity (ancestry/colour/race)	32	22%	24	19%
Family Status	0	-	1	1%
Marital Status	0	-	5	4%
Political Belief	5	3%	0	-
Religious Belief	0	-	5	4%
Sexual/Gender	88	60%	71	56%
Sexual Orientation	10	7%	3	2%
Unrelated Criminal Offense	1	1%	0	-

Cases Not Covered by UBC's Policy

	1995 n=58/205		1996 n=92/220	
Personal Harassment	19	33%	38	42%
Behavior covered under other UBC policy or procedure	19	33%	27	29%
Event outside one-year time limit	2	4%	0	0%
Respondent and/or context not under UBC jurisdiction	18	31%	27	29%

FIGURE 12
Cases Under UBC's Policy
categories of complaints

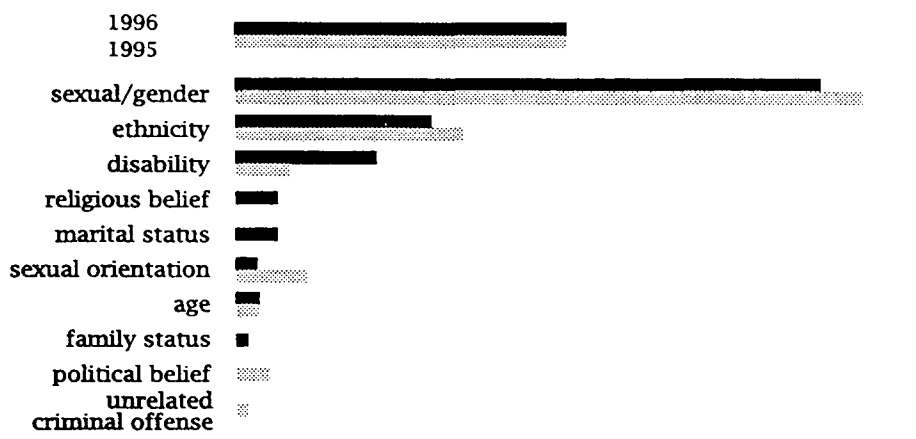

FIGURE 13
Cases Not Covered by UBC's Policy

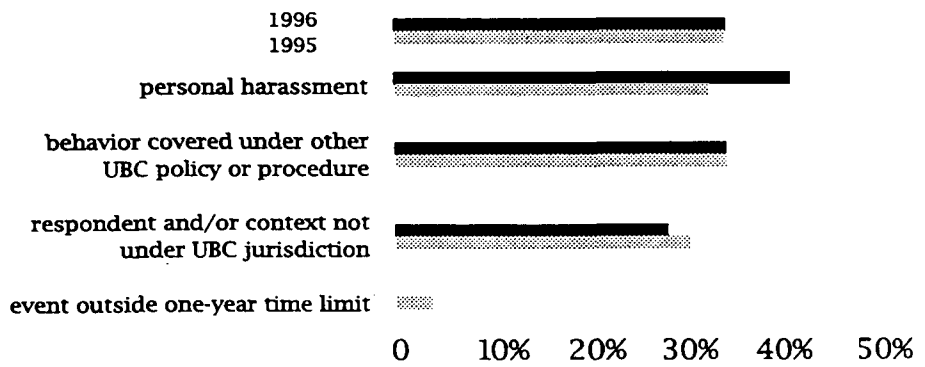

FIGURE 14
New Discrimination & Harassment Case Contacts
January to December 1996

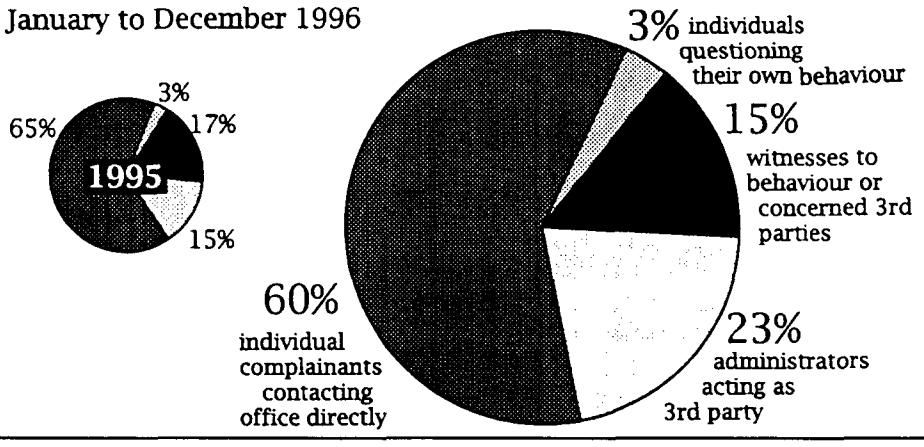

FIGURE 15
Context of Discrimination & HarassmentCases
January to December 1996

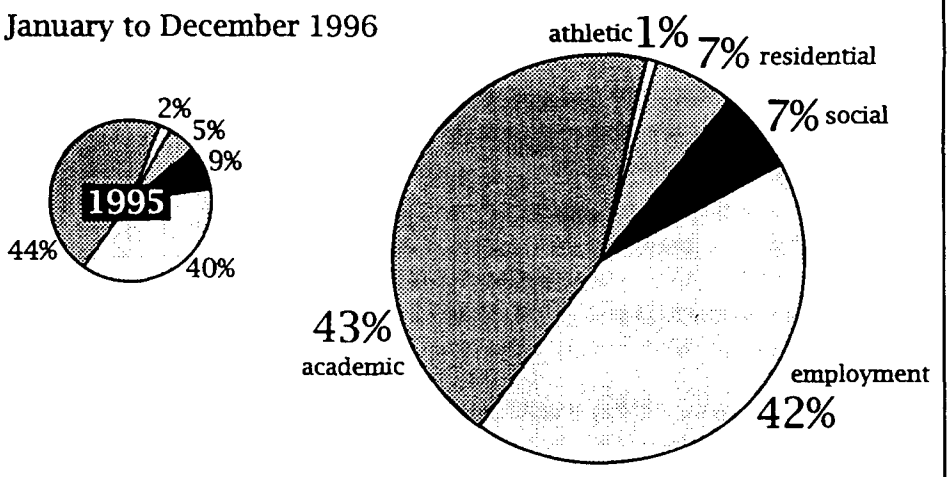

Figure 14 shows who initially contacted the Equity Office in 1995 and 1996. Contacts by administrators rose, perhaps due to the Equity Office's educational efforts, or the increasingly high public profile of this type of complaint.

Figure 15 describes the contexts of the events which gave rise to complaints over the two-year period.

Figure 16 provides a gender breakdown of discrimination and harassment complaints. As in 1995, females were much more likely to be complainants, and males were much more likely to be respondents.

Figure 17 compares the gender of complainants and respondents in 1995 and 1996. Female/female complaints rose from 11% to 19%, while male/male cases rose slightly from 18% to 21%. Most complainants knew the person they alleged had discriminated against them.

Figure 18 indicates that students made up the largest group of complainants in 1995 and 1996, while faculty made up the largest number of respondents. An increasing number of faculty came to the Equity Office as complainants in 1996. Management and professional staff increased as respondents, whereas figures for support staff as respondents went down from 1995 to 1996.

Figure 19 shows the University positions of complainants and respondents. Students complained most about faculty and secondly about other students, whereas other groups complained about their own group.

Figure 20 categorizes complaints using the Equity Office's four categories under the Policy on Discrimination and Harassment. In 1996, there were fewer complaints about insults/slurs/unacceptable jokes, and assaults of all kinds were reported at a lower rate.

Examples of Allegations

During 1996, 58% of allegations which were brought forward fell within the mandate of the Policy. The following are examples.

Poisoned Environment: Insults, Slurs, Unacceptable Jokes

- A student complained about a student newsletter which contained an offensive joke at the expense of men with disabilities.

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FIGURE 16
Sex of Complainants
January to December 1996

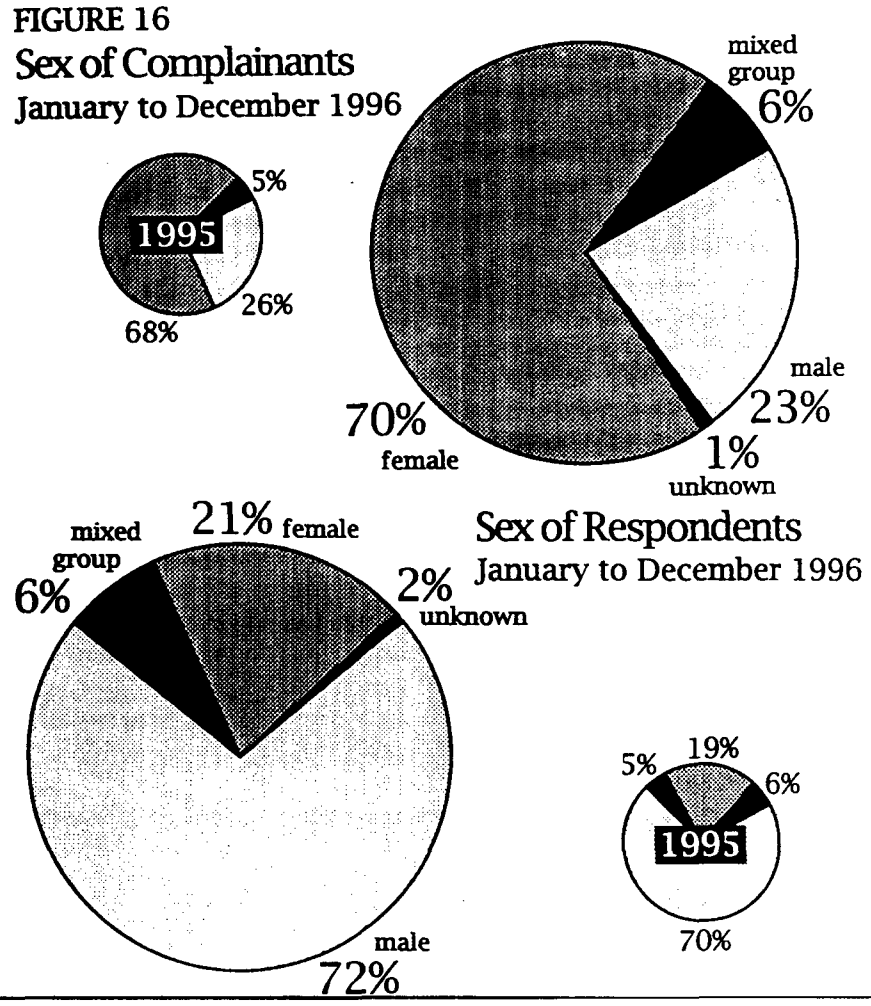


FIGURE 17
Sex of Complainants and Respondents

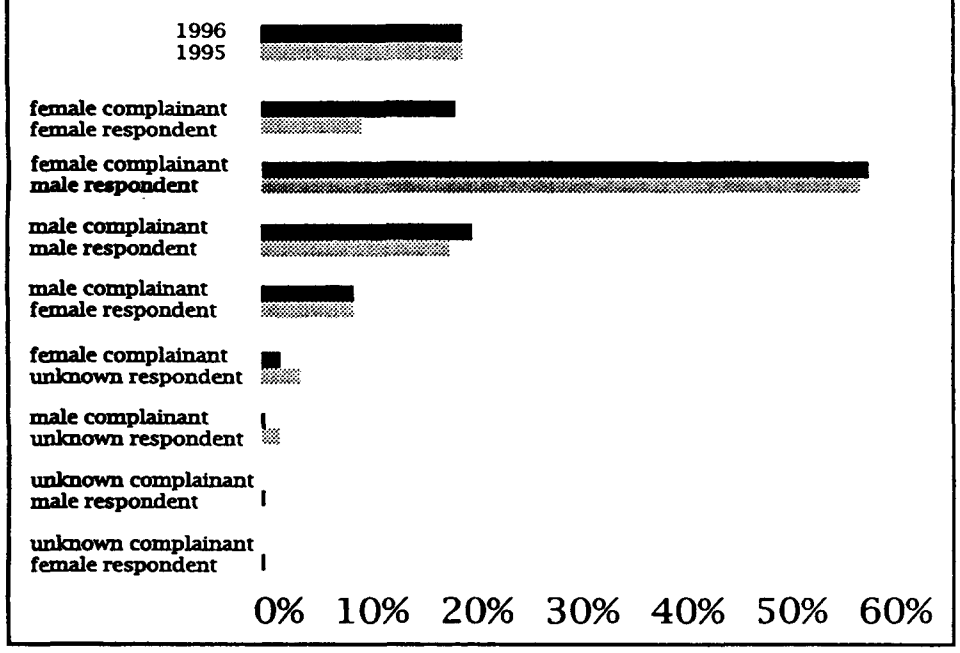
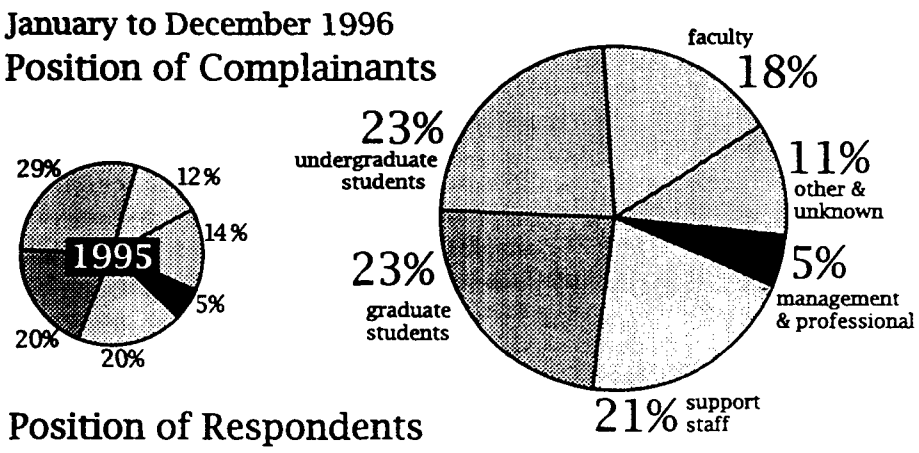


FIGURE 18
January to December 1996
Position of Complainants



Position of Respondents

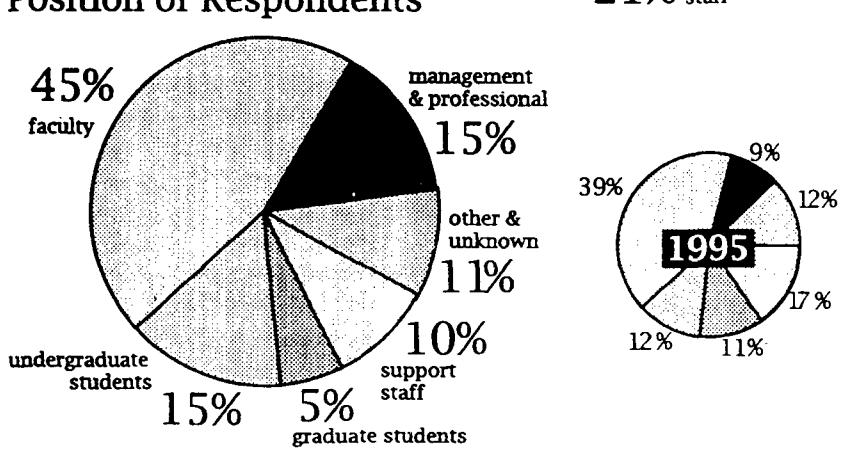


FIGURE 19
Position of Complainants relative to Respondents

Complainant position / Respondent position	1995	1996
STUDENT		
student	22%	13%
all staff groups	8%	5%
faculty	28%	24%
other/off campus	-	4%
SUPPORT STAFF		
support staff	10%	8%
student	2%	1%
management & professional	7%	6%
faculty	4%	5%
other/off campus	-	1%
FACULTY		
faculty	10%	11%
student	4%	4%
all staff groups	1%	1%
other/off campus	-	2%
MANAGEMENT & PROFESSIONAL		
management & professional	2%	3%
support staff	2%	1%
faculty	2%	0%
students	0%	1%
other/off campus	-	0%
OTHER CAMPUS		
all groups	-	1%
OFF CAMPUS		
other/students/staff	-	2%
faculty	-	5%
off campus	-	4%

- A mature student experienced the classroom as a poisoned environment when the professor made demeaning remarks about age and aging students.
- A staff member sought ways to intervene with a male employee who was making offensive remarks about female staff.
- A staff member complained anonymously that a department manager was overlooking ethnic and homophobic jokes in the workplace
- A faculty member sought information on UBC's Policy on Discrimination and Harassment after a colleague accused him of making harassing comments.

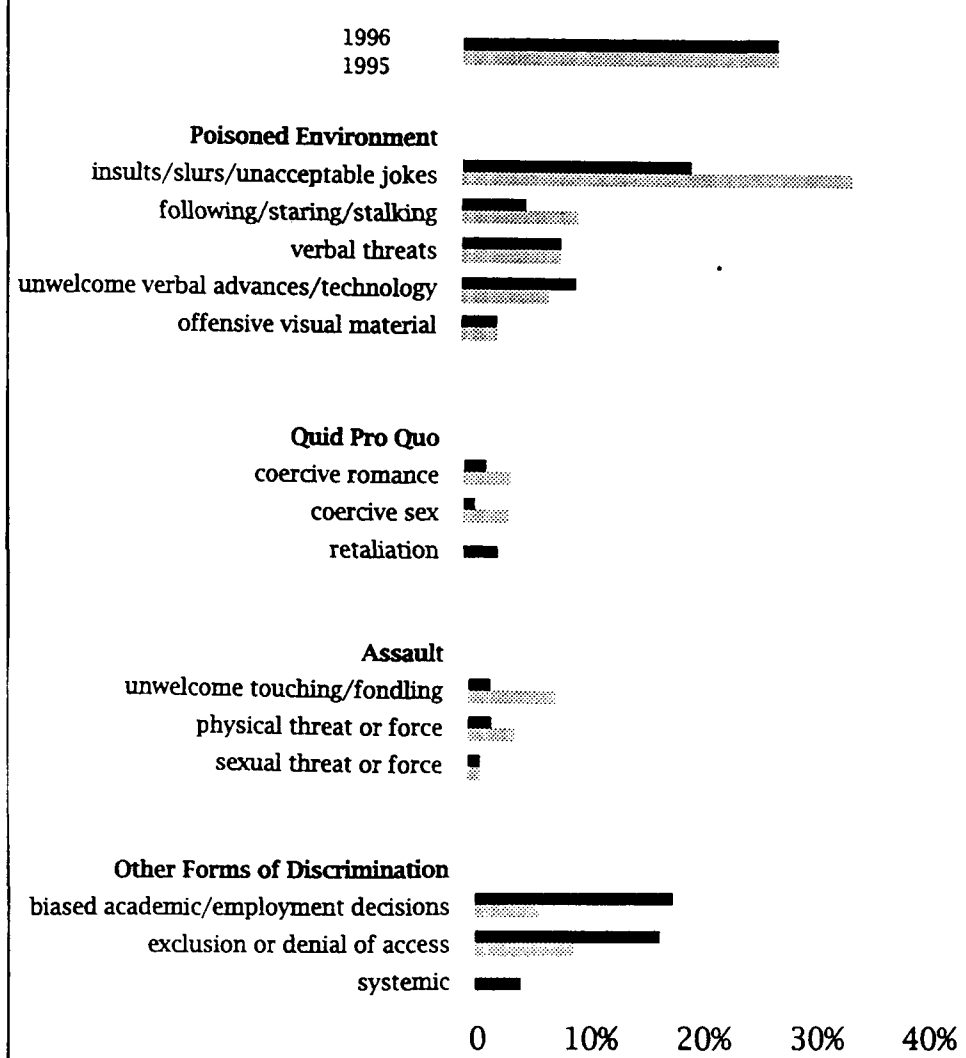
Poisoned Environment: Following, Staring, Stalking

- A staff member complained of being harassed at work by her ex-spouse, also a member of the University.
- A female student reported that she was being followed on campus by an unknown male student.
- A student complained that her ex-boyfriend, a student with a history of violent behavior, was stalking her on campus.

Poisoned Environment: Verbal Threats

- A female supervisor reported being threatened and intimidated by one of her staff members.
- A female faculty member complained that a male student was sending her vicious and threatening letters.
- A staff person complained that her faculty employer made physical advances, verbally abused her, discounted her work, and threatened to prevent her from entering graduate school.
- A professor sought help dealing with a female student who made sexually harassing phone calls to him, then threatened to ruin him because he reacted negatively to her sexual advances.

FIGURE 20
Behaviorial Description of Complaints



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Poisoned Environment: Unwelcome Verbal Advances

- A female student sought help in discouraging the attentions of a male classmate whom she found intimidating, after her own efforts had had no effect.
- A student reported that a faculty member had made several anonymous telephone calls to her home, including one that was explicitly sexual and offensive.
- A male student complained on behalf of a friend who was experiencing unwelcome verbal and physical behavior from her professors.
- A female staff member requested assistance in dealing with the continued advances of a male colleague who had previously been warned to stop.
- A male professor sought ways to set boundaries with a student who was becoming too personal with him on e-mail and in the office.

Poisoned Environment: Offensive Visual Material

- A student brought in examples of offensive sexual and racist material which had been posted on departmental bulletin boards.
- Employees complained about offensive graffiti spray-painted on a University building.
- A student complained that graduating students in her professional program had targeted her at a dinner celebration, using pornographic visual material.

Quid Pro Quo: Coercive Romance

- A student persisted in sending gifts and flowers to a professor after having agreed to stop.
- A faculty member asked for advice on ways to protect a female student from the advances of an outside supervisor, without jeopardizing the relationship between the two units.
- A student reported feeling pressured into having a romantic relationship with her supervisor's relative.

Quid Pro Quo: Coercive Sex

- A student complained that his teaching assistant had initiated a brief sexual relationship with him.
- A female student complained that a male employee had coerced her into a sexual relationship.

Quid Pro Quo: Retaliation for a Complaint

- A faculty member reported harassment and property damage by a student after complaining about the student's earlier behavior.
- A senior administrator sought advice for dealing with a faculty member who alleged retaliation after laying a complaint of racism against his administrative head of unit.

Assault: Unwelcome Touching, Fondling

- A female resident woke to find a male intruder sitting on her bed, touching her.
- A female student reported being sexually touched by a male student despite her verbal protests.
- A faculty member complained that a colleague's demonstrative behavior with students was unprofessional, and might be perceived as harassment.

Assault: Physical Threat or Force

- Faculty, staff, and students came forward for help regarding a student who was behaving in a violent and offensive manner due to a psychiatric condition.
- An administrator sought advice when a student complained that her professor had hit her. The latter denied the allegation and demanded an apology from the student.
- Two classmates accused each other of physical, verbal, and emotional abuse in their personal and academic environments.
- A colleague sought help for a female staff member who was propositioned and verbally harassed by a male staff member, then threatened with violence if she told anyone.

Assault: Sexual Threat or Force

- A staff member complained about a flasher in the library.
- A female student was locked in a bedroom, physically restrained on a male friend's bed, and urged to respond to his hugs.

Other Forms of Discrimination: Biased Academic/Employment Decisions

- A student complained that her supervisor's sexist assumptions and unfair procedures were preventing her from continuing with a research project
- A graduate student complained that his department was ignoring due process by denying him the opportunity to reply fully to an accusation of sexual harassment.
- A student complained that a professor did not take his dyslexia into consideration when evaluating his work.
- Several faculty members independently reported feeling disadvantaged and undervalued because of departmental gossip about their sexual orientation.
- A staff member complained that his supervisors were not properly accommodating health and disability problems.
- A faculty member sought advice on handling students' complaints that a senior professor was dismissive of female students' academic interests and contributions.

Other Forms of Discrimination: Exclusion or Denial of Access

- A program administrator sought assistance in dealing with an internal candidate's concerns about gender discrimination in a selection process.
- An administrator intervened on behalf of a student who alleged that racial bias had prevented entry into a specialty training program.
- A faculty member with a disability complained that appropriate housing accommodation was unavailable.
- A union executive complained on behalf of a member who alleged racist and unfair treatment by colleagues.

Other Forms of Discrimination: Systemic

- The parent of a student complained that when the University exam schedule interferes with religious holy days, students must identify themselves.
- A student in a campus residence expressed concern that the meal plan disadvantaged students with religious or medical requirements.
- A mature student complained that campus funding and employment policies discriminated on the basis of age.
- A student complained that his department's arrangements were inadequate for the needs of international students and that UBC had not adequately prepared him for campus life.

Allegations Not Covered by the Policy

Among the allegations received by the Equity Office in 1996, 42% fell outside the parameters of UBC's Policy on Discrimination and Harassment. The following are examples.

- A student sought help dealing with an ex-boyfriend from off-campus who was making verbal and written threats to her and her family.
- An off-campus complainant reported she was still afraid of a faculty member who was physically and sexually violent with her over ten years ago. She expressed concern for current students and colleagues.
- A student from a particular ethnic group reported that she and several friends were receiving harassing calls from a man who claimed to have found their names and numbers in the city phone book.
- A counsellor requested assistance for a student who had experienced sexual harassment at another university and wanted to access its complaint process.
- A student working off-campus alleged that she experienced gender harassment, including offensive comments and visual material at the work site.

Case Studies

The following examples illustrate the role of Equity Advisors in the complaint process.

Poisoned Environment: Insults, Slurs, Unacceptable Jokes

A monitor from the University library came into the Equity Office to report that a group of students had called her a racist. She was extremely upset and said that she wasn't a racist and had been unfairly accused

.She explained that during her rounds of the library, she had come across a group of students who were talking. When she asked them to be quiet, they responded with a "yeah," and went right on with their conversation. She asked for their library cards, they refused, and one of the students shouted, "You're a racist bitch who just picks on (our group)."

At a meeting arranged by the Equity Advisor, the student denied using the word "bitch," but agreed she had called the library monitor "racist." She claimed that the monitor had been rude and insulting, telling the students to "Shut up right now, or I'll kick you out." The student stood firm in her belief that the monitor was motivated by racial prejudice. To back up her contention, she was willing to bring forward other students who had been present during the incident.

In a follow-up meeting, the library monitor explained that while this incident was extreme, she often had to deal with library patrons who were difficult or even offensive. She indicated that she would appreciate receiving some training or guidelines for dealing with these individuals.

The Equity Advisor concluded that on the one hand, the students had used bad language, and on the other, the monitor had reacted in an inappropriate fashion. She organized a discussion session with the students, where they explored constructive, non-confrontational complaint procedures. Then, in cooperation with the head librarian, the Advisor explored possible training opportunities that would help library staff deal with abrasive or unacceptable behavior.

Poisoned Environment: Following, Staring, Stalking

A female undergraduate student in the final term of her graduating year approached the Equity Office in a state of crisis.

In one of her classes during the Fall, she had noticed a male student staring at her. Soon after, she discovered him sitting in her usual study area at the library, once again staring. This made her very uncomfortable, so she moved to a new location within the library. The next day, the unidentified male student appeared at the new location, continuing to stare. The female student changed locations on a daily basis, but the male student always found her.

Then he began following her every day that they shared a class—to the bookstore, the library, the Student Union Building, and everywhere else she went. This pattern continued for three months while the female student tried a number of tactics to evade him. The final event occurred when she was alone in an isolated washroom on campus. When she prepared to leave, she found the male student standing in the doorway, watching her. She came immediately to the Equity Office.

There was no question this complaint fell under University Policy. However, because of the respondent's escalating behavior and the complainant's acute fear, the Equity Office went directly to the police. The RCMP confronted the male student and warned him that any further contact with the complainant would result in criminal charges.

The Equity Advisor explained to the female student that she also could bring a complaint against the respondent under the Policy, but she declined to do so. She said she wanted to finish her term and graduate without any further emotional strain. She did agree that if anyone else came forward with a complaint against the same respondent, she would be willing to be a witness.

The male student ceased his stalking behavior and the female student graduated.

Poisoned Environment: Unwelcome Verbal Advances

A female student came into the Equity Office for help in dealing with a classmate who was making unwelcome advances.

A male student had been hovering, approaching her, and asking for dates. The female student was hesitant about being directly assertive towards him. Though he had not exhibited any violence, certain aggressive behaviors frightened her. When asked what she wanted, she said that she would like a courteous but distant relationship.

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After discussing the situation with the Advisor, the complainant decided to write the male student a letter, containing several distinct sections:

1. A clear and neutral description of the behavior that had occurred (e.g., hovering and asking for dates).
2. A description of the impact this situation had on her emotionally, academically, physically, and socially (e.g. anxiety and other symptoms of stress).
3. A list of outcomes that the complainant wanted as a result of the letter (e.g., cessation of contact, cessation of certain words and behaviors, courteous behavior as peers).
4. A description of the actions that the complainant would take if the behavior did not change in the desired ways (e.g., discussing this with faculty or the department head).

After several drafts, the letter was sent to the male student. Some time later, the complainant sent a note to the Advisor, stating that the behavior had definitely changed for the better.

Quid Pro Quo: Coercive Romance

A female graduate student came into the Equity Office to describe a two-year-long series of events that had made her very upset. She was in tears as she described what had occurred.

An off-campus research supervisor had been making social and sexual advances to her. In response, she gave him clear verbal and written messages that she was only interested in a professional, academic relationship. His ardor turned to anger, and she became frightened. This fear brought her to the Equity Office.

In discussions with the Equity Advisor, the graduate student was adamant that she did not want to attempt a direct intervention with the off-campus supervisor, as she felt this would jeopardize her career. However, she noted that her on-campus supervisor, a faculty member whom she trusted, had expressed an interest in helping.

With advice from the Equity Office, the faculty member was able to reduce the number of hours the student spent at the off-campus site, and eventually moved her to a work space on campus. The faculty member also took steps to ensure that the off-campus supervisor was closely monitored whenever a female student had contact with him.

Both the Advisor and faculty member continued to provide support to the student while she completed her required work. Eventually, committee meetings and her thesis defense were arranged so that the off-campus supervisor was not in attendance.

Other Forms of Discrimination: Biased Academic/Employment Decisions

A male graduate student from abroad complained to the Equity Office that his academic advisor and graduate committee were racially biased against him.

He explained that he was only three months away from defense of his thesis, and despite his making what he felt was satisfactory progress, his advisor had informed him that his work was not defensible, and he would have to "start over" or withdraw from the program.

The student described other difficulties he had experienced with the graduate committee, his advisor, and his thesis. Because his work had a strong Third World perspective, he concluded that these differences emanated from a racial bias.

In a meeting with the student, the Advisor explained the sometimes-difficult distinction between decisions made on academic grounds and those influenced by racial bias, and outlined the various options that were open to the student if he wished to pursue the matter. The Advisor suggested that the student draw up detailed documentation of his experiences in order to back up his claims.

After several more meetings, the student admitted he could not present firm evidence of discrimination, and decided to let the matter drop.

Appendix 1

President's Advisory Committee on Equity

- Mary Bohman
  Agricultural Economics
- Betty Carter, Faculty Association
- Frank Eastham, Human Resources
- William Edbrooke, IUOE
- Robert Frampton
  Housing and Conferences
- Michael Iagallo, Pathology
- Gene Joseph
  First Nations House of Learning
- Sharon Kahn, Equity Office
- Leslie Kerr, Graduate Student Society
- Patrick Lum, Alma Mater Society
- Janet Mee, Disability Resource Centre
- Sidney Mindess
  Office of the Vice President, Academic
- Dennis Pavlich (Chair)
  Office of the Vice President, Academic
- Margaret Sarkissian, Equity Office
- Frank Wang
  International Student Services
- Edwin Yen, Dentistry

Appendix 2

President's Advisory Committee on Discrimination & Harassment

- Susan Boyd, Law
- Jared Chartrand, Alma Mater Society
- Lisa Castle, Human Resources
- William Edbrooke, IUOE
- Steve Estey
  Disability Resource Centre
- Ethel Gardner
  First Nations House of Learning
- Joann Hinchliffe, AAPS
- Margaretha Hoek, Equity Office
- Sharon Kahn, Equity Office
- Leslie Kerr, Graduate Student Society
- Patsi Longmire, CUPE 2950
- Paul Marantz, Faculty Association
- Dave Neustaedter, CUPE 2278
- Herbert Rosengarten, English
- Richard Spencer (Chair)
  Registrar's Office
- Begum Verjee, Women Students' Office
- William Webber, Anatomy

Weighty Work

Charles Ker photo

Artist Robert Murray was on hand to watch the placement of his piece Cumbria between the Lasserre Building, Belkin Art Gallery and the Frederic Wood Theatre. The bright yellow sculpture, made of an alloy steel, weighs close to 18 metric tonnes.

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Calendar

May 4 through June 14

Sunday, May 25

Concert
Baccalaureate Concert, Libby Yu, piano; Jennifer Smyth, flute; the UBC Opera Ensemble. Chan Centre for the Performing Arts, 8:30pm. Call 822-3113.

Monday, May 26

Occupational Hygiene Program Seminar
Methods And Strategies To Estimate The Contribution Of Physical Load To Back Disorders Among Occupational Populations. Dr. Alex Burdorf, Erasmus University, Rotterdam. Library Processing Centre 372, 11am-noon. Call 822-9302.

Faculty Development Seminar
Team Teaching In The Sciences: Two Successful Models. Moderated by Lee Gass. Science One office (464-6356 Agricultural Rd.), 1-3pm. Call 822-9149.

Tuesday, May 27

Biotechnology Lab and Microbiology Seminar
Toward A More Comprehensive Model Of The Assembly Of Wood Cell Walls. R.H. Atalla, Forest Products Laboratory. IRC#3, 12:30-2pm. Refreshments before seminar. Call 822-2376.

Friday, May 30

Pediatrics Grand Rounds
The Eye As Window To The Brain. Dr. Chris Lyons, Opthalmology, BC's Children's Hospital. GF Strong Auditorium, 9am. Call 875-2307.

Health Care and Epidemiology Rounds
Fetal Alcohol Syndrome And Young Offenders. Dr. Christine Loock, Pediatrics. Mather 253, 9-10am. Call 822-2772.

Faculty Development Seminar
Changing A Lecture-Based Science Course To Cooperative Learning: Nuts And Bolts. Dean McManus and Elizabeth Housel. David Lam, basement, Faculty Development Seminar Room (use outside entrance behind Trekkers), 1-4pm. Call 822-9149.

No Calendar.

Please note, there will be no Calendar in the next *UBC Reports*.

The Calendar returns with the June 12 issue.

(Deadline for submissions is noon, Tuesday, June 3.)

Friday, June 6

Continuing Studies Intercultural Workshop
Intercultural Negotiations. Carey Hall, 9am-5pm. Continues June 7. $495. With follow-up assignments. Call 822-1437.

Health Care and Epidemiology Rounds
Outbreaks Of Cryptostoidiosis In B.C. During 1996: Implication For Our Drinking Water Supply. Speaker from B.C. Centre for Disease Control. Mather 253, 9-10am. Call 822-2772.

Tuesday, June 10

Faculty Development Seminar
Developing A Teaching Dossier For Tenure, Promotion, And Reflection. Judith Johnston and Bill Webber. David Lam, basement, Faculty Development Seminar Room (use outside entrance behind Trekkers), 3-5pm. Call 822-9149.

Friday, June 13

Continuing Studies Intercultural Workshop
Foundations Of Intercultural Studies. Carey Hall, 9am-5pm. Continues June 14. $495. With follow-up assignments. Call 822-1437.

Health Care and Epidemiology
Does Adding A Number Help The Prediction? Quantitative vs Qualitative Researach In Dentistry. Dr. Michael MacEntee, Dentistry. Mather 253, 9-10am. Call 822-2772.

Saturday, June 14

Continuing Studies Internet Programs
Introduction To The Internet, Level 1. Jonn Martell. David Lam Lab A, 9am-1pm. $100. Call 822-1420.

Continuing Studies Internet Programs Seminar
Getting Started With Electronic Commerce. William Koty. David Lam Seminar Room, 9:30am-1pm. $100. Call 822-1420.

Notices

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

Morris and Helen Belkin Art Gallery Exhibition
New Art From Cuba: Utopian Territories. March 22 - May 25, 1997. Gallery hours: Tuesday - Friday, 10am-5pm; Saturday and Sunday, 12-5pm. 1825 Main Mall. Call 822-2759.

Museum of Anthropology
Maui: Turning Back The Sky. An exhibit of contemporary native Hawaiian art. Continues to June 30. Wednesday-Sunday 11am-5pm, Tuesday 11am-9pm. (free admission, 5-9pm). Beginning May 17 hours are Wednesday-Sunday, 10am-5pm. Tuesday, 10am-9pm (free admission, 5-9pm). Call 822-5087.

UBC Food Services Summer Services
May 5-Aug. 29, Pacific Spirit Place, 7am-7pm daily; Trekkers Restaurant, 11am-2pm.; The Express, 7:30am-4pm. The Barn and IRC are also open to serve you. Visit our website @ www.foodserv.ubc.ca. Call 822-3663.

Library Intersession Hours
May 1-July 6. Koerner Library: Monday-Thursday, 9am-11pm; Friday, 9am-5pm; Saturday, 10am-5pm. Main Library: Monday, Thursday, Friday, 9am-5pm; Tuesday, Wednesday, 9am-9pm; Saturday, 10am-5pm. All libraries closed May 19 and July 1.

Garden Hours and Tours
March 8 - October 13. 10am-6pm. Botanical Garden tours will be given by garden volunteers Wednesdays and Saturdays, 1pm. Call 822-9666. (gardens). 822-4529 (shop).

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

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

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

Feeling Stressed Out at Work
Counselling Psychology Dept. at the University of British Columbia needs female clerical workers in the Vancouver area to participate in a study looking at work-related stress, over 2 months. If interested contact Marlene at 822-9199.

10th Annual B.C. HIV/AIDS Conference
HIV In Canada Today. Learning From Each Other. October 26-28, 1997. Westin Bayshore Hotel, Vancouver. Designed as a skills building format for individuals from a variety of backgrounds concerned about HIV and AIDS. Sponsored by Continuing Education in the Health Sciences, UBC. For further information call 822-4965 or fax 822-4835 or e-mail: elaine@cehs.ubc.ca.

Genital Herpes
Dermatology is looking for persons 18 years and older who are able to attend seven visits. Honorarium will be paid upon completion of study. Call 875-5296.

Eczema Study
Dermatology is looking for persons 12-40 years old who have a current flare of eczema. Honorarium will be paid for five visits over a 15-day period. Call 875-5296.

Facial Psoriasis
Dermatology is looking for persons 18 years and older, able to attend five visits over eight weeks. Call 875-5296.

Study for Psoriatic Arthritis
Dermatology is looking for persons 18 years and older, must have psoriasis as well as psoriatic arthritis. Honorarium paid upon completion. Call 875-5296.

Do You Have Patellar Tendinitis?
Recruiting volunteers for a study looking for the presence of inflammatory cells in chronic patellar tendinitis. Must be 18-35 yrs., male or female, symptoms at least 3 months. Call Dr. Donna MacIntyre at 822-0799. Also recruiting volunteers for a study evaluating a physical therapy exercise based treatment. Must be 20-35 yrs., male or female, symptoms greater than 2-3 months. For more information call Tyler at 734-3777.

Studies in Hearing and Communication
Senior (65 years or older) volunteers needed. If your first language is English and your hearing is relatively good, we need your participation in studies examining hearing and communication abilities. All studies take place at UBC. Hearing screened. Honorarium paid. Please call The Hearing Lab, 822-9474.

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THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Medicine Associate Dean, Continuing Medical Education

Applications/nominations are invited for the position of Associate Dean, Continuing Medical Education. This is a part-time appointment in the Dean's Office, Point Grey campus, which is expected to be filled by an internal candidate. The position is available July 1, 1997.

The successful candidate will be responsible for leading and co-ordinating our many programs for the provision of top quality, educationally sound, relevant continuing education programs to practicing physicians and other health professionals in British Columbia. The incumbent will have the opportunity to lead the Faculty in evaluation of its current CME activities and in developing new approaches consistent with learner needs, technological advances, and Faculty strengths.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Please direct your applications/nominations by May 31, 1997 to Dr. John A. Cairns, Dean, Faculty of Medicine, Ste. 317, 2194 Health Sciences Mall, Vancouver, B.C. V6T 1Z3

THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Medicine Associate Dean, Admissions

Applications/nominations are invited for the position of Associate Dean, Admissions. This is a part-time appointment in the Dean's Office, Point Grey campus, which is expected to be filled by an internal candidate. The position is available July 1, 1997.

The successful candidate will be responsible for all student admission processes including counselling pre-medical students, interviewing applicants, chairing the Admissions Selection Committee and the Admissions Policy Committee, and related administrative tasks. The incumbent will have the opportunity to undertake significant development of our admissions system to adapt it to the new MD undergraduate curriculum.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Please direct your applications/nominations by May 31, 1997 to Dr. John A. Cairns, Dean, Faculty of Medicine, Ste. 317, 2194 Health Sciences Mall, Vancouver, B.C. V6T 1Z3

News Digest

Actors, dancers, musicians, directors, producers and critics will all meet at UBC May 9-11 to discuss the arts in our culture.

Performance Matters: A Forum on the Lively Arts May 9-11 is presented by UBC President David Strangway and the Faculty of Arts.

Panelists include former Canada Council chair Mavor Moore, film-maker Sandy Wilson, impresario Leila Getz, Eleanor Wachtel of CBC Radio's Writers & Co., dance company director Judith Marcuse and journalist Max Wyman.

Topics up for discussion include the relevance and role of the arts, arts funding, differing cultural perceptions and the arts in education.

For further information, call 990-5185 or 990-5180.

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In most countries when the school day ends, children leave for home with assignments to complete and return to school the next day. The popular assumption is that homework provides opportunities for children to practise and consolidate new concepts and skills.

But are home assignments just that, or do they transform into a social and cultural process where discussion and mutual understanding between parents and children are key?

Jacquelyn Baker-Sennett, an assistant professor of Educational Psychology and Special Education, looks at the implications of parental involvement in homework for children's learning at home and at school during a free public lecture, At Home With Homework: Parents, Kids, Homework and School Success on Tuesday, May 13 at 7 p.m. in the Judge White Theatre at the Robson Square Conference Centre.

For more information, call 822-6239.

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The Association of Administrative and Professional Staff (AAPS) has put forward a tentative Agreement on Conditions and Terms of Employment (ACTE) for review by management and professional staff. The agreement is the result of negotiation with the university administration and AAPS.

Included in the package distributed to staff in April is a ballot which asks staff if they agree with the terms of the agreement. The ballot must be returned to the Registrar's Office by May 8.

Information meetings on the agreement will be held: May 1, 12:30-2:30 p.m. in IRC#2; May 5; 12:30-2 p.m. at B.C.'s Children's Hospital, Rm. C240, Old Shaugnessy Bldg., 4500 Oak St.

Ballots should be sent by campus mail no later than May 5. After May 5 ballots should be hand delivered to the Registrar's Office. The results of the vote will be announced May 12.

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The Faculty of Commerce and Business Administration has introduced its first co-operative education program in the Management Information Systems (MIS) Division. The first co-op students, who are completing their third year, begin their co-op terms May 1.

The program got off to an early start after a group of third-year students urged the division to introduce it in time for them to participate.

Selection of students for the program will usually take place during their second year at UBC. Students selected will enter their first work term in January of their third year at UBC. Co-op students will graduate after five years at UBC during which time they will have gained 16 months of work experience.

Companies who have already hired students for the work term beginning May 1 include BC Hydro, SHL Systemhouse — which has hired several students—and Doane Raymond.

Division Chair Prof. Yair Wand said initial employer interest has been strong and more employers expressed interest in hiring co-op students. Applicants for admission to the co-op program for next year are currently under consideration. For further information contact Helen Jordin, program co-ordinator, at 822-8368.

• • • • •

The U.S.-based National Alliance for Research on Schizophrenia and Depression (NARSAD) has provided Dr. Sean Flynn with a research grant of $56,000.

Flynn, a clinical fellow in the Dept. of Psychiatry, will use a new magnetic resonance imaging technique to study myelin in the brains of schizophrenia patients. Myelin is an insulating substance that covers connections between various areas of the brain.

Flynn's award was one of 141 grants given by NARSAD this year and one of only four in Canada

• • • • •

A new edition graces the stacks of the Crane Resource Centre.

Simply titled, *The Crane Story*, the 60-page publication chronicles the life of Charles Crane who, in 1931, became the first blind person to attend a Canadian university when he was accepted at UBC.

The centre was originally established 28 years ago as the Charles Crane Memorial Library to house Crane's private collection of more than 10,000 volumes of braille books which were donated to UBC after his death in 1965.

The Crane Story was written by Laurie Bellefontaine who used the centre extensively as a UBC student in the mid-1980s.

The book also salutes Paul Thiele and his late wife Judith who were instrumental in the creation and evolution of the centre which produces materials in alternate formats and provides access to and training on adaptive technological equipment for blind and visually or print-impaired persons. Paul Thiele has served as head of the facility since its inception in 1969.

Classified

The classified advertising rate is $16.50 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 22, 1997 issue of *UBC Reports* is noon, May 12.

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.

GREEN COLLEGE GUEST HOUSE. Five suites available for academic visitors to UBC only. Guests dine with residents and enjoy college life. Daily rate $52, plus $14/day for meals Sun.-Thurs. Call 822-8660 for more information and availability.

SHORT-TERM ACCOMMODATION - daily, weekly or monthly rate until mid-June. Very reasonable rates, comfortable queen beds, quiet, kitchen and laundry facilities. Five blocks from UBC. Very close to bus. Call Douglas at 222-8073.

PENNY FARTHING INN 2855 West 6th. Heritage House, antiques, wood floors, original stained glass. Ten minutes UBC and downtown. Two blocks from restaurants, buses. Scrumptious full breakfasts. Entertaining cats. Views. Phones in rooms. Call (604)739-9002. E-mail:farthing@uniserve.com.

BRIGHT ATTRACTIVE 1 BR APT. close to UBC, with patio and one affectionate cat. Fully furnished and equipped. Available from mid-June for two months, possibly longer. $800/month. Please call 228-8825.

MODERN 700 SQ FT 2 BR CONDO for rent with deck, view. Available July 1/97. Includes laundry, fireplace, security alarm, underground parking. $750/month + damage deposit. References required. Nanaimo/Hastings area. UBC, SFU buses close. 251-4722.

Accommodation

DUNBAR, MODERN furnished 4-bedroom home, 2.5 baths, living room, den, family room, 2-car garage; near schools, shopping, bus route; 10 minutes to UBC. September 1, 97 - August 31, 98; $2500/month; phone 263-3800.

KITS 1/2 DUPLEX, 2BR, 1 1/2 baths, 5 appls., FP, garage, private patio, 10 min. to UBC and downtown. $1575/month + utilities, N/S. Avail. June 1. Call 733-6193.

SHORT-TERM ACCOM. Daily, weekly or monthly, reasonable rates. Queen bed, private bath, TV/VCR, great view, kitchen and laundry facility. N/S, N/P. Near to UBC on Dunbar and 16th. Call 730-8305.

SOUTH GRANVILLE FURNISHED 1 BR penthouse apartment available for 3-4 months sublet beg. June 1. Mountain and south facing decks. $800 including parking. Quiet N/S only. (604) 736-2247.

LOVELY KERRISDALE HERITAGE home beautifully furnished, newly renovated throughout. Excellent location close to UBC, beaches, parks, etc. Owners on holiday for July/August. Great neighbourhood and house. Price negotiable. Anne 266-0162.

WEST POINT GREY 6km from campus - for July and August. 2 bedrooms, 2 baths. Deck, southern exposure. Quiet street. Utilities and lawn care included. $1800 per month. Ph. (604) 224-0114.

DUNBAR 2 BR AND DEN house available June 4-July 8/97. Ten minutes to UBC and downtown. $1000 month or $250 week. 732-7093.

KITSILANO CHARACTER HOUSE 1/7/97-31/7/98 (flex). Fully furnished, NS 2-3 bed, LR/DR with hardwood floors and fieplace, den, 2 bathrooms, eat-in kitchen opens to cedar deck and mountain views, fenced yard. Approx. $1900/month inc. 732-5989. overall@unixg.ubc.ca.

Accommodation

DUNBAR AREA HOME, close to UBC, bus, shopping. Quiet. 3-4 bedrooms, 3 bathrooms, garage, fully or partly furnished. One year lease preferred. No smoking, no pets, references required. Ideal for visiting professors. (604) 224-3259.

QUIET 1 BR FURNISHED or unfurnished condo with balcony, 2nd floor, west side - easy access to bus/downtown, short or long term. $750 month + utilities. Call 876-2954.

POINT GREY BRIGHT SPACIOUS 3 bedroom on top floor of the house fully furnished and equipped. Close to UBC - 5 min. by car. Available May 1. $1500. Phone 224-1468.

FURNISHED GARDEN SUITE. Excellent condition. No smoking. No pets. Available May 1. 734-3513.

SUITE FOR RENT VANCOUVER HOSPITAL area. 2BR, basement suite, 17th and Heather non-smokers, no children or pets, $800/mo., includes hydro and use of laundry facilities, avail June 1, references a must, call 879-1442.

1 BR APT WITH SPECTACULAR mountain and harbour view near Kits beach available from June 15, 1997 to Sept. 1. 1997. $850/month includes parking, pool and utilities. For visiting faculty or professors only. Damage deposit required. 731-0727.

FOR RENT FROM JUNE 1 1997 bright furnished 2 BR basement apt. with own entrance minutes from UBC, on bus route, near shops. $800 incl. util. 224-6274.

WHISTLER/BLACKCOMB NEW spacious comfortable condo on Blueberry. 2 bedrooms, hide-a-bed, 2 bath, mountain views. Close to valley trails and Alta lake for hiking, biking etc. Five mins. to Blackcomb village. Excellent summer rates of $120 per night, $700 per week. NS/NP phone 263-5180.

House Exchange

MONTRÉAL NEXT SCHOOL YEAR? Exchange Vancouver condo or house for two-bedroom character row house in friendly bilingual neighbourhood just north of McGill. (514) 844-8755.

Services

UBC FACULTY MEMBERS who are looking to optimize their RRSP, Faculty pension and retirement options call Don Proteau, RFP or Doug Hodgins, RFP of the HLP Financial Group for a complimentary consultation. Investments available on a no-load basis. Call for our free newsletter. Serving faculty members since 1982. Phone: 687-7526. E-mail: dproteau@hlp.fpc.ca dhodgins@hlp.fpc.ca.

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E-mail: msac@unixg.ubc.ca

RNABC photo

UBC School of Nursing faculty members were among 18 recipients of awards from the Registered Nurses Association of B.C. (l-r) Marion Clauson, Award of Excellence in Nursing Education; Alison Rice, Award of Excellence in Nursing Practice; Joan Bottorff, Award of Excellence in Nursing Research; Carol Jillings, Award of Distinction in Nursing, and former School of Nursing head Marilyn Willman, Honorary Membership.

Contributions to profession earn Nursing faculty awards

Five faculty members of UBC's School of Nursing were honoured by the Registered Nurses Association of B.C. (RNABC) at a ceremony last month.

Assoc. Prof. Carol Jillings received an Award of Distinction in Nursing, Assoc. Prof. Joan Bottorff received an Award of Excellence in Nursing Research, Asst. Prof. Alison Rice received an Award of Excellence in Nursing Practice and Clinical Asst. Prof. Marion Clauson received an Award of Excellence in Nursing Education. Prof. Emerita Marilyn Willman received an Honorary Membership in RNABC.

Willman is credited with starting important new programs while head of the School of Nursing including expansion of the Master of Nursing program. She also helped establish a nursing research unit at UBC which allowed faculty to plan a doctoral nursing program—only the third in Canada.

Carol Jillings has conducted extensive research into nursing patients with cardiovascular disease. She has assisted many schools of nursing with the revision and development of curricula.

Joan Bottorff's research explores how health professionals support and enhance health promotion through interaction and communication with families and communities. She recently received a National Health Research Scholar Award from Health Canada to fund her research for five years.

Alison Rice was recognized for her pioneering work in midwifery. A practising midwife in the first pilot project of an in-hospital nurse-midwifery service in Canada, she has continued to practice midwifery in the hospital setting, educating hospital-based nurse-midwives.

Marion Clauson's award was given for her outstanding teaching ability and her innovation in teaching approaches, such as using a talk show format with a roving microphone. She is presently working on developing a distance education course in prenatal nursing.

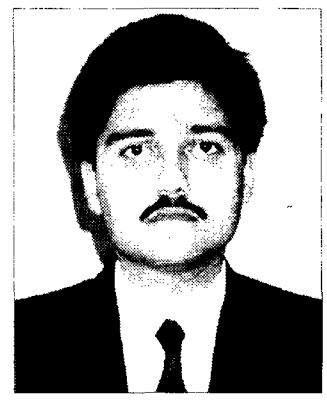
People

by staff writers

Applied Science Dean **Axel Meisen** was recently awarded an Honorary Professorship in Engineering from the University of Piura in Peru. Meisen was recognized for his research in natural gas processing and other areas, his numerous technical publications, his promotion of international accreditation systems for engineers (including the establishment of such systems in Latin America), and the creation of the first co-operative education programs in Peru. Meisen is a strong proponent of international accreditation programs for engineers and has worked closely with international colleagues to further the process. He will step down this summer as dean of the Faculty of Applied Science after 12 years.

• • • • •

Nemkumar Banthia, an associate professor in the Dept. of Civil Engineering, has been awarded this year's Wason Medal by the American Concrete Institute. The award recognized his contributions in the field of fibre reinforced concrete, and will be given at the institute's spring convention in Seattle. A recipient of various other awards and honours worldwide, Banthia is affiliated with two Canadian Networks of Centres of Excellence, one in High Performance Concrete and the other in Intelligent Sensing and Innovative Structures.



Banthia

Leading minds tackle topics

The origin of life and finding new drugs in dirt are among the topics of a science symposium to be held on campus May 3.

Sponsored by the Royal Society of Canada's Academy of Science, the day-long gathering will feature six presentations by eminent Canadian and US scientists. The symposium wraps up with an evening address by Thomas Brzustowski, president of the Natural Sciences and Engineering Research Council of Canada (NSERC), called "Discovery: A Feat of Technology, or a Genie Out of the Bottle?"

Prof. Steve Calvert, symposium organizer and fellow of the Royal Society, says the event is the second, biannual symposium presented by the Academy of Science.

"The purpose is to discuss exciting new research and the ramifications this research will have on society," says Calvert, who studies the chemistry of oceans in the Dept. of Earth and Ocean Sciences.

Symposium speakers and titles are: Stuart Kauffman, Santa Fe Research Institute, "Complexity and Origin of Life;" George Boer, Canadian Centre for Climate Modelling and Analysis, "Climate Models and Climate Change Prediction;" Jamie Smith, UBC Dept. of Zoology, "Bears, Birds, Bugs and Biodiversity: Debunking the Myths of Biological Conservation;" Julian Davies, UBC Dept. of Microbiology and Immunology, "New Drugs from Dirt;" Physicist Martin Duncan, Queen's University, "New Perspectives on Planet Formation;" and Indira Samarasekera, UBC Centre for Metallurgical Process Engineering, "Materials: Enhancing Our Lives from Travel to Communication."

Registration for the symposium, which begins at 9 a.m. in the Ponderosa Building, is $40, $20 for students.

For more information call Steve Calvert at 822-5210.

Researchers say air bags in Canada need change

by Stephen Forgacs

Staff writer

Automobile air bags designed for the American market are not necessarily appropriate for Canadian drivers, says a UBC researcher who has been studying accidents involving air bags for nearly four years.

Assoc. Prof. Douglas P. Romilly, coordinator of UBC's Road Safety Research Group, says current air bag restraint systems in vehicles sold in Canada are designed to match American driver behaviour and need to be adapted for use in Canada where a far higher percentage of drivers wear seat-belts.

His research group is currently involved in gathering and analyzing vehicle accident data and performing experimental research related to air bag effectiveness. The group's efforts are part of a nationwide effort sponsored by Transport Canada to improve vehicle safety.

"In the United States between 20 to 70 per cent of drivers might be belted, depending on the state. In Canada it's more like 93 per cent," Romilly says.

"The reason for the difference includes better driver attitude, good seat-belt legislation combined with police enforcement, and reduced court settlements for unbelted occupants involved in vehicle accidents — all of which lead to enhanced safety on the road."

Injuries sustained when air bags deploy during low impact collisions have caught the attention of Canadian manufacturers. Unlike the United States, Canada does not currently have regulations regarding air bags. When air bag-related injuries occur, Canadian manufacturers can find themselves held liable, while in the U.S. they can point to government regulations which specify installation requirements and performance criteria.

UBC's Road Safety Research Group, which includes Romilly and three full-time investigators —Mike Macnabb, Roy Klymchuk and Stephen Ribarits —is working in conjunction with seven similar research teams across the country and Transport Canada. The teams will determine how air bags need to be adapted for Canadian drivers and what industry requirements, if any, should be imposed.

Initial findings, following study of about 500 accidents in which air bags were deployed, indicate that the impact threshold for triggering the air bag restraint system should be raised so they do not deploy during low speed collisions, Romilly says. They also suggest the air bags should inflate with less force since the majority of Canadian drivers are already restrained by their seat-belts.

Current air bags can deploy at speeds of up to 300 kilometres per hour. The threshold speed changes required to release air bags vary substantially between vehicle type, being anywhere between 15 to 25 kilometres per hour, Romilly says.

Air bag-related injuries become noteworthy when drivers might otherwise have escaped without injury or may have been sufficiently protected by their seat-belts.

The more serious or fatal injuries can occur when a driver or passenger is "out of position" in the vehicle, Romilly says.

Air bags were initially designed to fulfil the worst case energy absorption requirements — protecting larger adult males seated well back from the steering column and not wearing seat-belts during a high-speed frontal collision. Children and smaller adults riding in the front seats and positioned very close to the air bag are essentially "out of position" for the existing design.

Also, children in rearward-facing car seats in air bag-equipped vehicles are at risk.

"Most of the testing in low-speed conditions, where seat-belts are used, is starting to indicate that an air bag is not beneficial because of the injuries they may cause," Romilly says.

Romilly points out, however, that there is a huge discrepancy between the number of fatalities caused by air bags and the number of lives saved by them.

"Given the three or four people killed in Canada by air bags and the number of people who might have been killed if air bags weren't present, there's no comparison. So nobody can say that overall these air bag systems are not being effective.

"Can we improve them? Yes, we believe we can, and that's what all the research is about."

Among the research group's initial findings are that the combination of seat-belt and air bag can be very effective, and that safety can be further enhanced with the use of pre-tensioning seat-belts such as those used by Volvo and Mercedes. The group will recommend that air bags in Canadian vehicles be adapted to deploy in higher speed-change impacts, with less force, and be redesigned to take into consideration smaller drivers.

The group would also like to see the development of smart air bags which would only deploy if the seat position they protect is occupied. This would greatly reduce costs incurred by insurers to replace air bag systems, which cost on average about $2,500 per deployment.

25 years of service

by Connie Bagshaw
Staff writer

Doug Napier

On June 5, 1972, Doug Napier started a three-week job in UBC's Plant Operations. On May 8, he'll celebrate 25 years of service to the university.

"As a trades person, the sheer magnitude of the campus has kept the job interesting and challenging all these years," Napier offers as an explanation for why he stayed.

"Every system in every building is unique. The work is always different. The camaraderie and sense of family that exists within the department is also important. Most of the people I worked with 25 years ago are still at UBC.

"Chuck Rooney, the director of Plant Operations, originally hired me for that three-week contract. He'll be one of this year's inductees into the 25 Year Club himself."

A certified underwater pipe fitter, Napier's special areas of interest include the design of fluid systems, steam distribution and maintenance planning.

Many people on campus know Napier for his prolific volunteer activities. Renowned for organizing events within his department to raise funds for the United Way, Napier went on to co-chair UBC's United Way campaign in 1993. The previous year he was seconded to the charity for three months where he developed campaigns for 13 municipalities throughout the Lower Mainland.

He's also found time to serve as a staff-elected member of the Board of Governors, on the university's Health and Safety Committee and for nearly two decades working on behalf of Local 116 of the Canadian Union of Public Employees as a delegate and executive member, including secretary-treasurer.

When he's not on campus, Napier is likely to be found at Trout Lake, coaching minor league sports, at home indulging his interest in cooking, or at the ice rink, providing encouragement to his son Graham who is an Olympic speed skating hopeful.

Promoted to area supervisor in 1993, Napier is about to undergo another change, this time to facilities management.

"I have been fortunate to have the same diversity in my work as a supervisor that I experienced as a trades person," Napier says. "The lifelong learning process has certainly been enhanced for me."

Napier

Junji Shinada

For Junji Shinada, silence is not only golden, it's part of the job.

As sole caretaker of the Nitobe Garden, Shinada begins his day at 7 a.m. to ensure that noisy work like mowing the lawn is finished by the time visitors start arriving three hours later.

It's a routine he has repeated every morning for the past eight years since transferring to the garden from Plant Operations where he also used his horticulture skills to help maintain the beauty of UBC's grounds.

"People come here for the quiet and to relax," Shinada says, ever smiling. "They like me to be part of the scenery. It is better that I go somewhere else to relax on my breaks, usually to a coffee shop."

Despite going about his work as noiselessly as possible, Shinada still attracts lots of attention from among the 30,000 people who visit Nitobe annually.

"Many people, especially Americans, have questions about how to maintain a Japanese garden in our climate. They tell me that Nitobe is their main reason for visiting the campus."

Although Shinada has met visiting prime ministers and princes in the course of his work, his most cherished encounters are with people just interested in gardening. It's their love of Nitobe that he loves most about his job.

Horticulture is a profession Shinada says he fell into without much forethought. He studied landscaping at the Tokyo Metropolitan Horticultural School primarily to avoid following in his father's footsteps — working in the offices of a large company.

After graduation, his sense of adventure took him to Brazil where he maintained peach and guava orchards and did landscaping for private clients before returning to Japan four years later.

Shinada

Immigrating to Vancouver in 1968, he studied English before looking for full-time career opportunities. He still remembers landing two job interviews on the same day in 1972, one with UBC and another in Victoria. This year he celebrates his 25th anniversary working on campus.

Although he has a garden at home, Shinada says he doesn't have the time or much inclination to look after it. Insisting that he prefers to spend his leisure time reading, Shinada says that if he went home to garden he would never rest.

So what does he like to read? Gardening books.

Record number serve campus 25 years

UBC's 25 Year Club welcomes a record number of new members this year — 51 staff who have served the university for a quarter-century.

President David Strangway will host an annual dinner on May 8 honouring the 1997 inductees.

The new members are:

- **Stella Atmadja**, Physiology
- **Claudette Bell**, Pharmaceutical Sciences
- **Roger Bennett**, Metal and Materials Engineering
- **Joan Blom**, Housing and Conferences
- **Laura Brechin**, Library
- **Marie Brun**, Financial Services
- **Eileen Campbell**, Pediatrics
- **Ginger Chiew**, Pediatrics
- **Chong Yuan Chow**, Plant Operations
- **Nancy Chuck**, Financial Services
- **Colin Clarke**, Bookstore
- **David Dale**, Plant Operations
- **Jose de Guzman**, Plant Operations
- **Surjit Dhaliwal**, Plant Operations
- **Jean Elko**, Registrar's Office
- **Nancy Forhan**, Library
- **Beverley Gropen**, Continuing Studies
- **John Hallen**, Athletics and Recreation
- **Richard Henkelman**, Housing and Conferences
- **Avron Hoffman**, Library
- **Neil Jackson**, Bio-Resource Engineering
- **Kenneth Jeffries**, Botany
- **Stanley Kita**, University Computing Services
- **Odile Kucera**, French
- **Irene Langston**, Medicine
- **Audrey Lindsay**, Registrar's Office
- **Philip McCrum**, Bookstore
- **Susan Mair**, University Computing Services
- **Carol Meyer**, Plant Operations
- **Leslie Moir**, Plant Operations
- **Doug Napier**, Plant Operations
- **Anthony Ng**, Oral Biology
- **Rudolf Peters**, Telecommunications
- **Irene Rodway**, BC Research Institute of Child and Family Health
- **Chuck Rooney**, Plant Operations
- **Fiorina Rosetti**, Plant Operations
- **Nancy Sagherian**, Housing and Conferences
- **Bonnie Schoenberger**, Psychology
- **Leslie Schols**, Plant Operations
- **Hildegard Schweiz**, Plant Operations
- **Junji Shinada**, Botanical Garden
- **Brian Smith**, Physics
- **Joane Sunahara**, Psychiatry
- **Delfina Tecson**, Housing and Conferences
- **Kwok Min Tsze**, Forest Sciences
- **Rene Van Tatenhove**, Plant Operations
- **Tony Voon**, Biomedical Communications
- **Evangelos Vulgaris**, Plant Operations
- **Henry Wai**, Chemistry
- **Linda Wensveen**, Library

Beverley Gropen

Gropen

A career aptitude test taken at UBC's Women's Resource Centre in 1979 indicated that Beverley Gropen was suited to working in a creative field, perhaps editing, writing or instructional design.

Already employed on campus as secretary to the head of the Mathematics Dept., Gropen took the plunge when she successfully bid for a job as a course designer with what was then called Continuing Education.

"Distance education was an area that was quite marginal in the university's activities 15 or 20 years ago which allowed me to learn and grow with the job," Gropen recalls.

But times have changed, and so has the field of developing distance education curriculum that meets the diverse needs of an increasing number of students across the province.

"Distance education is a very dynamic area at UBC today," she says. "We have a much larger department and the range of courses we develop has expanded widely."

One of Gropen's biggest challenges is dealing with multiple projects at the same time. Each year, she and other members of the design team have, on average, six major projects in the works, either creating new courses or completely revising existing ones. In addition, there are six to eight courses which require minor alterations. Some courses take anywhere from one year to 18 months to produce, although this is changing with Internet delivery, she says.

Staying current with the proliferation of multimedia tools now used in her field is another hurdle she has to jump on a regular basis, Gropen says.

But according to her supervisor, Beth Hawkes, Gropen has made the transition from using traditional media such as print and video to the new technologies with what Hawkes describes as grace and keen interest.

"Beverley has shifted to the computer age and all its implications for course design with remarkable enthusiasm," Hawkes says. "She is one of the most focused, organized and productive persons I have ever worked with."

A UBC history graduate, Gropen credits her 25-year longevity on campus to the interesting, challenging and stimulating nature of her work.

"I work with teams of people who are dedicated and energetic, including course authors from the academic departments who are always new, which leaves little room for boredom or repetition in my job."

A distance education course on English romantic poetry which Gropen helped develop last year stands out in her mind as a favorite. Also interested in travel, music, golf, bridge and spending time with her family, she laughs heartily at the suggestion that she may prefer to spend another quarter-century at UBC.

"I'm perfectly happy here, but work is just part of the rich tapestry of life."