THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

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Gavin Wilson photo

Celebrating Science

UBC's Nobel laureate Michael Smith, right, shares a joke with Science World Director Sid Katz, who is also a professor of Pharmaceutical Sciences, and about 800 guests at a recent Celebrate Science dinner. Smith was answering questions via video link from high school students around the province. The dinner was held to honour Smith and promote science in B.C.

English skills essential to development

UBC builds on basics in Vietnam

by Connie Filletti

Staff writer

Sometimes the path to economic change leads down a nameless, unpaved alley to a small courtyard where the parking is free, but the space is limited.

That, says John Redmond, is where you will find UBC's branch campus in Vietnam, located in the heart of Hanoi.

Redmond, the co-ordinator of Special Group Programs at UBC's English Language Institute (ELI), was in Hanoi for four days recently to monitor the language training program the institute provides to the faculty and staff of Vietnam's National Centre for Social Sciences and Humanities (NCSSH).

The $35,000-a-year, five-year program is part of a larger project administered by UBC's Centre for Human Settlements. Funded by the Canadian International Development Agency, the project's overall objective is to enhance Vietnam's research and teaching on development planning.

"The NCSSH is an essential target for the success of this objective because it is responsible for conducting policy-oriented research and advising on government policy," Redmond said.

"With Vietnam now on the road to great economic change, it is essential that the government be made aware of choices related to development. The only way this can be done, outside of massive translation projects, is to make English language journals, research materials and conferences available to Vietnamese academics and policy makers."

UBC, which started the English language training program at the centre in 1992, is the only Canadian university operating a branch campus in Vietnam. Two ELI instructors spend three months each year, from February to May, helping NCSSH directors, researchers, librarians and computer specialists develop better communication skills.

Redmond said that while grammar is stressed at the introductory level of the program, the strongest concentration is on developing listening, speaking and writing skills.

"Most of the people we train can read English but they have difficulty speaking it and understanding it when it is spoken to them."

He added that demand for the four classes, taught Monday to Friday by this year's instructors Catherine Ostler and Kris Mirski, is so high that quotas are necessary to control the number of applications made for the 60 spots available. Students are allowed to take the course twice because of the short duration of the program.

Although they are studying in an environment where English is very limited, the students compensate for it with their dedication, Redmond said.

They also have access to the UBC library on campus which stocks English

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Lawyer to manage campus Personal Security Program

by Abe Hefter

Staff writer

Vancouver lawyer John Ahern has been hired to co-ordinate the university's new Personal Security Program.

The program is designed to enhance the well-being of the campus community through the collection and dissemination of safety related facts and services, and the development of personal security policies and procedures.

As UBC's Personal Security Officer, Ahern will help implement an ongoing, multifaceted safety initiative through an improved and increased outreach program involving both the campus and the surrounding community.

"John has the knowledge, experience and skills to ensure the program's success," said John Smithman, director of Parking and Security Services (PASS). I am very pleased to have him on the PASS team."

Ahern, who obtained his BA from Athabasca University in 1986 and his Law degree from the University of Victoria in 1991, joins UBC after conducting commercial, insurance, criminal and human rights litigation at a Vancouver law firm. Earlier, he spent 15 years as a constable with the RCMP in Alberta and Peel Regional Police in Ontario.

Ahern

"Education and awareness are essential in helping people understand and address legitimate concerns," said Ahern.

Working with UBC's Personal Security Advisory Committee, Ahern will follow up on personal security incidents and recommend personal security programs that meet the needs of the growing campus population and a changing campus.

"The personal security officer is both the glue to hold the program together and the catalyst to energize the process," added Smithman.

Report's changes welcomed

by Abe Hefter

Staff writer

President David Strangway has embraced a report on Administrative Organization and Processes at UBC and is preparing to act on the recommendations brought forth by its author, Stefan Dupré of the University of Toronto.

In commissioning the report, Strangway said Dupré's mandate was to examine the current duties and reporting relations of academic and non-academic administrators at each organizational level, assess alternative practices that might be suggested by these administrators, and recommend initiatives which might significantly contribute to the efficient and economic management of various units on campus.

"Prof. Dupré has an extensive background in university matters across Canada and has done an excellent review, giving us excellent advice. By moving immediately to implement these recommendations, we will focus on major improvements to the administrative support activities at UBC," said Strangway.

"This is expected to lead to savings of time and money throughout UBC by introducing efficiencies and making our processes more effective."

The full text of the Dupré Report is reprinted in this issue of UBC Reports.

In summary, Dupré has recommended that:

- The full membership of the Senior Appointments Committee scrutinize only the cases brought forward for its attention by a newly created subcommittee composed of a select number of the committee's senior faculty members;
- The vice-presidents and deans designate which administrative units most appropriately require regular, occasional or no decanal liaison;
- UBC adopt a policy pursuant to which every administrative unit should be reviewed on the basis of a seven-year cycle unless specifically exempted or subjected to an off-cycle review;
- The Presidential Committee on Process Improvement and Development be formalized, with responsibility for scheduling and overseeing the cyclical review of administrative units, monitoring and rationing process improvement studies, and developing and guiding a

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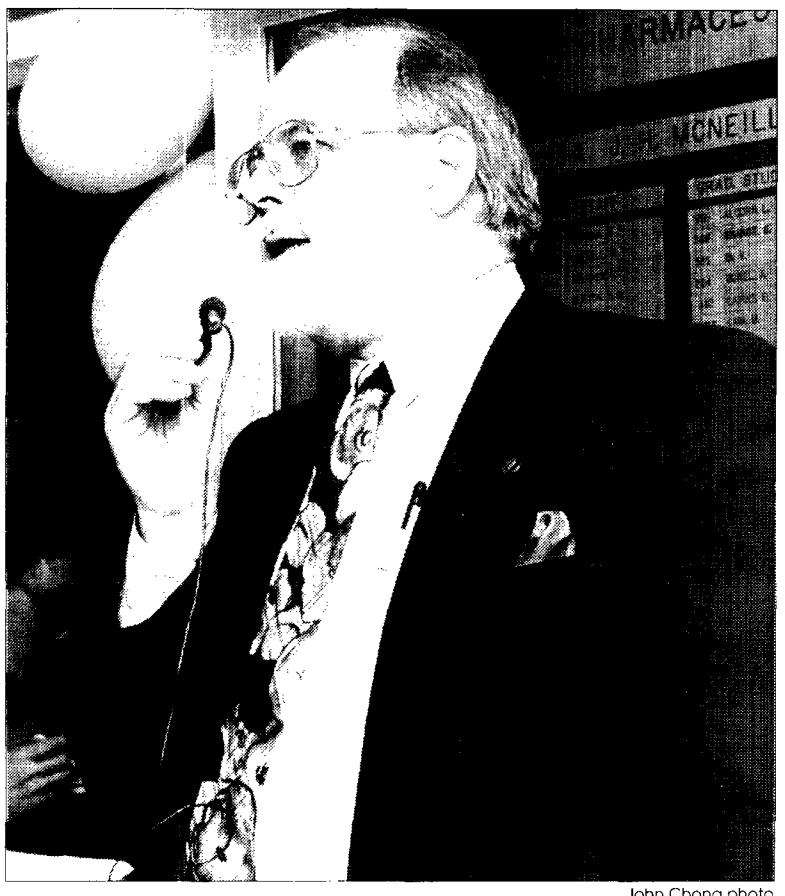

John Chong photo

Thanks A Million

John McNeill, dean of the Faculty of Pharmaceutical Sciences, hosted a celebration April 7 to thank UBC administrators, Development Office staff and donors for their efforts in raising $1.5 million on behalf of the faculty during the university's World of Opportunity fund-raising campaign. The funds enabled the faculty to endow two clinical professorships and a chair in Pharmacy Administration and to purchase a mass spectrometer for the Division of Pharmaceutical Chemistry. Among those honoured were UBC President David Strangway and donors Tong Louie, chair, president and CEO of London Drugs Ltd., Terry Morrison, executive vice-president of Shoppers Drug Mart and Nick Holland, of Fison's Corporation Ltd.

Vietnam

Continued from Page 1

language journals, newspapers, magazines, audio cassettes and video tapes, some of which are donated by visiting Canadians and Canadian Embassy staff.

Redmond feels that in addition to enhancing Vietnam's economic outlook, the ELI program is playing an important role in opening up Vietnam to Canadian investors.

"Their ability to do business with the Vietnamese will be in some way the result of the early cultivation of the market by UBC," he said.

"As the Vietnamese saying goes, 'The late water buffalo drinks from muddy water.' We have managed to drink from clear water."

John Redmond photo

UBC's two-year-old branch campus in Vietnam is located in Hanoi. Two English instructors spend three months each year helping staff from Vietnam's National Centre for Social Sciences and Humanities improve English skills.

Dupré

Continued from Page 1

strictly limited number of major process development projects.

Strangway said the university will implement a policy of seven-year reviews of most administrative units on campus. Some units are subject to periodic review on a time frame less than seven years.

"As recommended, we will move to review Campus Planning and Development this year. In addition, the committee on process improvement and development's first priority will be to address the university's financial systems as they affect the Faculty of Forestry and the Housing and Conferences Department," said Strangway.

"The committee will oversee, review and advise on progress and will continue to recommend future improvements as we move to other process improvements and developments."

Letters

Daycare a wise investment

Editor:

In March, the parent-led "I Care About UBC Daycare" campaign brought campus child care issues to the attention of the UBC community. We shared our pride in the highly acclaimed centres and our concerns about affordability and access. Community response was both tremendous in scale and heartwarming in effect. Faculty, students and staff sent the Board of Governors postcards which noted that the 12 UBC daycares, while themselves centres of excellence, are also vital to many careers on campus.

The board recognized and endorsed these expressions and on March 17 surprised us by approving the child care services budget without a proposed fee increase. Meanwhile, the board called for a philosophical review of child care on campus.

The members of the board made a wise investment. The Canadian Child Care Federation (CCCF) has stated "quality child care is an important resource providing immediate and long term contributions to the economic performance of Canada." This board has shown sophistication in recognizing that child care is an employment issue and an equity issue.

"Child care must reflect society's partnerships," says the CCCF, including those between parents, caregivers, government, employers, and labour organizations. The UBC Daycare Council invites representatives of the Faculty Association, the Alma Mater Society and the Canadian Union of Public Employees to share our vision for affordable and quality daycare on campus. While parents do not expect child care to be free, we hope that, working with our partners, quality child care can be brought within reach of those who need it.

We are looking forward to Childcare Month in May - a celebration of our children, the wonderful people who care for them, and our community. Thank you again for showing that the UBC community cares about UBC child care!

Karen Guttieri-Hannig
VP, Acadia Road Combined Daycare Communicare Society (The Daycare Council)
PhD student, Political Science

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UBC Project Information Meetings

THE MAJOR ROAD STUDIES PROJECT MEETING
SCHEDULED FOR JUNE 1, 1994
HAS BEEN CANCELLED
UNTIL FURTHER NOTICE

Quantum Physics and the Mind of God
a lecture with
Dr. Fred Alan Wolf

Wednesday, May 11th, 7:30 pm at the Orpheum Theatre
Tickets from Community Box Office at 280-3311, or at Mail Boxes, Etc outlets.
50% UBC discount at UBC Bookstore.

Presented by the Institute for Science, Engineering and Public Policy.
Co-sponsored by KCTS/9, BC Tel and an educational consortium comprised of: University of British Columbia, Simon Fraser University, British Columbia Institute of Technology, and Science World
Special thanks to the Hotel Vancouver

UBC REPORTS

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Botany wins award for recovery program

by Gavin Wilson

Staff writer

The Botany Dept. has won UBC's first annual environmental programs award, presented on Earth Day, April 22, by the Dept. of Health, Safety and Environment.

Botany is being recognized for its leading role in the solvent recovery program and its compliance with new hazardous materials guidelines, said Randy Alexander, manager of Health, Safety and Environment's environmental programs.

The department's labs were the first on campus to be involved in a Health, Safety and Environment pilot project to recover and reuse solvent previously sent for disposal.

The solvent methanol is used in some Botany labs for de-staining gels, extracting organic plant materials and washing apparatus.

The department also took top honours in a recent Workers' Compensation Board audit of B.C. universities and colleges that looked for compliance with the Workplace Hazardous Materials Information System (WHMIS).

WHMIS is a Canada-wide system designed to provide employers and workers with information on the health hazards of materials used in the workplace.

"The Botany Dept. has always put a lot of extra effort into hazardous waste programs," Alexander said.

He singled out the work of Pat Harrison, Botany's administrative manager, who has been active in environmental programs not only in his own department, but elsewhere on campus and at Pacific Spirit Park, where he is a volunteer warden.

As part of its prize, the Botany Dept. was presented with a tree it will plant in its demonstration garden in the Biological Sciences building courtyard.

The environmental programs award is a new prize recognizing UBC departments or individuals who make a special effort to consider the environmental implications of what they do in the workplace and then make improvements.

The environmental section of Health, Safety and Environment is also involving other members of the university community in new environmental initiatives.

Among them is a group called the Hazardous Waste Management Team, which includes people from the Waste Reduction program and faculty and staff from the departments of Microbiology and Immunology and Wood Science.

The team's purpose is to increase awareness on campus about how to handle and dispose of hazardous materials, how to minimize their use and reduce their environmental impacts.

The team plans to publish a newsletter on hazardous materials that will contain environmental tips and news about various campus programs.

Randy Alexander, left, and Mark Aston, centre, both of the Dept. of Health, Safety and Environment, present the Botany Dept.'s Pat Harrison with the first annual environmental programs award.

Gavin Wilson photo

Offbeat

by staff writers

Psst!

How would you like to pocket a cool $191 a month, tax free?

Well, if you are a single occupant vehicle driver on campus considering a switch to public transit, you've come to the right place. If you are among the lucky ones who can walk, jog, cycle, or even rollerbalde to UBC, you stand to come out even further ahead.

Thanks to some number crunching by Karen Halex of the UBC Transportation Committee, here's an outline of the savings that can be realized by making the switch to public transit.

Assume you pay $22,000 for your car and borrow at five per cent. You are able to sell the car for $2,000 after 10 years and 200,000 kilometres. Averaged over the entire distance you drive the car, the cost is 13 cents per kilometre.

If you own the car primarily for commuting, then you should count the full cost of the insurance, licence and registration required for the car. This is about $1,100 per year, or $4.50 per work day, if you have a 40 per cent good driver discount. At 34 kilometres a day (the average UBC round-trip commute), this works out to 13 cents a kilometre.

According to the B.C. Automobile Association, the average per kilometre cost of fuel and oil is 5.8 cents; car maintenance is 1.8 cents; and tire replacement is 0.8 cents. The resulting operating cost is eight cents per kilometre.

Then there's parking. Faculty and staff pay $26 per month, or $1.30 per work day. Students pay 30 cents per hour for an average of four hours per day. At 34 kilometres per day, that works out to four cents per kilometre.

The bottom line is this: if you own your car primarily for commuting, it works out to about 38 cents per kilometre. For the average UBC commuter that's $13 per day. A monthly transit pass for a two-zone commute is $82 per month. For commuters who don't need their cars and can take transit, Halex has determined you stand to pocket $191 a month.

For the long-distance commuter travelling more than 50 kilometres round-trip each day, where transit isn't easily accessible, vanpooling also offers savings.

For more on vanpooling, or carpooling, call 822-4517. For more on cycling or rollerblading, chances are you need look no further than your garage or rec room.

Gavin Wilson photo

Late Bloomers

The cherry blossoms at Nitobe Garden arrive later than on many other campus trees, but none can match their setting. The garden is open weekdays only from 10 a.m. to 6 p.m. For information call 822-6038.

Copp inducted into Medical Hall of Fame

Discovery led to bone disease treatment

by Connie Filletti

Staff writer

Dr. Harold Copp, UBC professor emeritus of Physiology, is one of 10 outstanding Canadians who are the first inductees to the Medical Research Council's newly created Canadian Medical Hall of Fame.

Copp is being honoured for his discovery, in his UBC laboratory in 1961, of the hormone calcitonin. It is one of the most widely used therapeutic agents for treating osteoporosis and other painful bone diseases.

"The unique feature of this honour is that it is given by Dr. Copp's own colleagues within the Canadian medical research community," said Dr. Kenneth Baimbridge, head of Physiology.

"It represents the Canada-wide respect for a man who has made significant discoveries during a long and successful career. The discovery of calcitonin is one of the classic examples of basic research leading to direct clinical application. It is also a potent analgesic, an action completely unrelated to the original area of research."

Copp

A non-addictive pain killer 50 times more powerful than morphine, calcitonin controls blood calcium by inhibiting calcium release from bone, Copp explained. It also protects the skeleton from bone loss, particularly during pregnancy and lactation, or when the dietary intake of calcium is low, he added.

Estimates indicate that the Canadian health care system spends $1 billion per year to treat osteoporosis, which affects approximately one million women and 200,000 men in Canada.

Hip fracture, the most serious complication of the disease, ranks after cancer and cardiovascular disease as the greatest cause of morbidity and mortality in the elderly.

First used to treat osteoporosis in France in 1965, world sales of calcitonin approach $1 billion U.S. annually. Approved by the U.S. Food and Drug Administration in 1986, every developed nation except Canada has approved calcitonin for the treatment of osteoporosis. As a hormonal therapy it ranks second only to insulin, another Canadian medical discovery.

"In clinical studies over the past 20 years, calcitonin has proven to be completely safe with no serious side effects even at high doses," Copp said.

"The only drawbacks are the requirement that it be injected, and the cost. The former problem has been solved in Europe by the creation of an effective nasal spray version of the hormone. Inexpensive calcitonin should soon be available through recombinant DNA technology."

Copp, 79, was born in Toronto, Ontario, and received his medical degree from the University of Toronto in 1939. He received his PhD in biochemistry from the University of California at Berkeley in 1943.

He joined UBC's newly created Faculty of Medicine in 1950 as the first head of the faculty's Department of Physiology — a position he held until his retirement in 1980. In addition, he was UBC's coordinator of Health Sciences from 1975 to 1977.

Copp also served as president of the UBC Faculty Association, president of the National Cancer Institute of Canada and president of the Canadian Physiological Society.

In 1980, he was named a Companion of the Order of Canada, the nation's highest honour. He also is a fellow of the Royal Society of Canada, a fellow of the Royal Society of London and an honorary fellow of the Royal Society of Physicians and Surgeons.

Copp is the recipient of numerous honorary degrees, including a DSc awarded to him by UBC in 1980.

His interest in the peaceful use of atomic energy led to his appointment in 1955 as an advisor to the Canadian delegation to the 80-nation Atoms for Peace Conference in Geneva, Switzerland.

Three years later he became scientific secretary of the second United Nations International Conference on Peaceful Uses of Atomic Energy.

Induction of the Canadian Medical Hall of Fame's first laureates, who include Sir Frederick Banting and Dr. Charles Best, co-discoverers of insulin, takes place May 27 at the London Convention Centre in London, Ontario, site of the new hall.

Calendar

May 8 through June 17

Sunday, May 8

Perennial Plant Sale
Our annual fundraiser. Huge selection of hard to find perennials. All raised by Friends of the Garden. UBC Botanical Garden parking lot from 10am-4pm. Call 822-4529.

Monday, May 9

Pulp and Paper Centre Seminar
Aspects Of Chemical Modification Of Papermaking Fibres. Dr. John C. Roberts, U. of Manchester Inst. of Science/Technology, UK. Pulp/Paper Centre 101 at 11am. Call 822-8560.

CUPE 2950 Lecture
Has Anything Changed? Frances Wasserlein, instructor of Women's/Lesbian Studies at SFU compares the labour climate for support staff at UBC in the 1970s. IRC #3 from 12noon-1pm. Call 224-2308.

Biochemistry/Molecular Biology Seminar
Transcription Factor-Chromatin Interactions In-Vivo. Dr. Trevor Archer, U. of Western Ontario. IRC #4 at 3:45pm. Refreshments at 3:30pm. Call 822-3027.

Tuesday, May 10

Zoology McLintock Lecture
Regulation Of Growth And Differentiation By Untranslated RNAS. Helen Blau, Stanford U. Family/Nutritional Sciences 60 at 4:30pm. Call 822-2310.

Wednesday, May 11

Orthopaedics Grand Rounds
Workers' Compensation Board, Dr. R.W. McGraw. VGH Eye Care Centre auditorium at 7am. Call 875-4272.

Institute for Science Lecture
Quantum Physics And The Mind Of God. Dr. Fred Alan Wolf. Cosponsored UBC. Orpheum Theatre at 7:30pm. Call 280-2801.

Thursday, May 12

Staff Campus Orientation
Cecil Green Park, Yorkeen room from 8:45am-12pm. All employees welcome. Refreshments and prizes. Call 822-9644 to register.

Museum of Anthropology photo

Lee Pui Ming, front row centre, the Vancouver Chinese Music Ensemble and Sal Ferreras, left, join forces to inaugurate Lee's latest release, Nine-Fold Heart, at a CD release concert at the Museum of Anthropology, May 13, at 8 p.m. For more information call the Museum of Anthropology at 822-5087.

School of Nursing Anniversary Dinner
Celebrating 75 years. Delta Pacific Resort Conference Centre at 6pm. $38 per person. Call Linda, 274-7434; Susan, 732-7439.

Friday, May 13

Pediatrics Grand Rounds
Pathophysiology of Nocturnal Enuresis. Dr. Jens Peter Norgaard, Pediatric Urologist, assoc. prof., U. of Aarhus. G.F. Strong auditorium at 9am. Call 875-2307.

Health Care/Epidemiology Grand Rounds
Being Needled To Death: Social Hierarchy, Biological Function And The Prospect Of A Blood Test For Stress. Dr. Clyde Hertzman, assoc. prof.; Ms. Shona Kelly, research scientist. Mather 253 from 9-10am. Call 822-2772.

Museum of Anthropology Concert
The Lee Pui Ming Ensemble. A concert of original compositions by one of Canada's foremost pianists and composers. MOA Great Hall at 8pm. $15 regular admission, $10 members/students/seniors. Ticketmaster or at the door. Call 822-5087.

Tuesday, May 17

Laboratory Chemical Safety Course
Continues Wednesday. Various specialists from UBC departments. Chemistry 250 from 8:30am-12:30pm. $200 for non-UBC participants. Call 822-5909.

Wednesday, May 18

Orthopaedics Grand Rounds
Trauma, Dr. R. N. Meek speaker; Dr. P. A. Blachut. Eye Care Centre auditorium at 7am. Call 875-4272.

Thursday, May 19

UBC Board of Governors Meeting
Held in the Board and Senate room, second floor of the Old Administration Building, 6328 Memorial Rd. The open session begins at 9am.

Centre for South Asian Research Seminar
The Uses Of Media Literacy In Development. Tony Beck, Inst. of Asian Research. Asian Centre 604 from 12:30-2pm. Call 822-4359/822-3703.

Institute of Health Promotion Research Seminar
Community Partnerships In Health Promotion Research: The B.C. Heart Health Demonstration Project. C. James Frankish, assistant director, IHPR. Library Processing Centre room 424 from 4-5:30pm. Call 822-2258.

Friday, May 20

Pediatrics Grand Rounds
The Ethics Committee: Presenting A Case, Delivering The Goods. Dr. Susan Albersheim, Neonatologist, BCCH. G.F. Strong auditorium at 9am. Call 875-2307.

Health Care/Epidemiology Grand Rounds
Timely And Controversial Issues In Immunization. Dr. David W. Scheifele, director of Vaccine Evaluation Centre and prof. of paediatrics. Mather 253 from 9-10am. Call 822-2772.

Art Law International Conference
Continues Sat. Material Culture In Flux: Repatriation of Cultural Property. A Conference On International And Domestic Law. Key speakers include John Merryman, Stanford U.; Sidney Moko Mead, Maori leader from New Zealand. Curtis Bldg. Moot Court Room at 8:30am-6pm Fri., Sat. 9am-6pm. $250 regular admission; $150 faculty; $75 students. Call 822-3905/734-7612.

Saturday, May 21

Japanese/Chinese Immersion Weekend in Penticton
Returning May 23. Intensive language learning weekend at Lake Okanagan. Call 822-0800.

Wednesday, May 25

Faculty Development/Instructional Services Seminar
Coping With Stress In The University Workplace. Bonny Long, Counselling Psychology. Ponderosa Cedars Room from 9am-4pm. Call 822-9149.

Friday, May 27

Health Care/Epidemiology Rounds
Lyme Disease In British Columbia: An Update. Dr. Alison Bell, dir., Epidemiology Services; Dr. S. Bannerjee, head, Borrelia Research Provincial Lab, B.C. Centre for Disease Control. Mather 253 from 9-10am. Call 822-2772.

Friday, June 3

Health Care/Epidemiology Rounds
Technology Assessment. Dr. Ken Bassett, Medical Consultant, B.C. Office of Health Technology, Centre for Health Service and Policy Research. Mather 253 from 9-10am. Call 822-2772.

Friday, June 10

Health Care/Epidemiology Rounds
Exploring A Sustainable Future For Canada. Dr. John Robinson, dir., Sustainable Development Research Institute. Mather 253 from 9-10am. Call 822-2772.

Tuesday, June 14

Botanical Art Show
Continues to July 17. Leaf, Bud And Blossom. Sponsored by The Friends of the UBC Botanical Garden. Lookout Gallery, Regent College. Call Ms. Barre at 926-5598.

Friday, June 17

Health Care/Epidemiology Rounds
School Meal Programs: Can They Make A Difference? Dr. Susan Crawford, instructor, School of Human Kinetics. Mather 253 from 9-10am. Call 822-2772.

Notices

Pharmacology/Therapeutics
Drug-Interaction Study. Volunteers required. Simple eligibility screening. Honorarium upon completion of study. Call 822-4270.

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

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

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

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

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

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

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

Nitobe Garden
Open daily from 10am-6pm. Call 822-6038.

UBC REPORTS

CALENDAR DEADLINES

Calendar items must be submitted on forms available from the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C. V6T 1Z2. Phone: 822-3131. Fax: 822-2684. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space. The Calendar will not appear in the May 19 issue. Deadline for the June 16 issue of UBC Reports — which covers the period June 19 to July 16 — is noon, June 7.

Health and Welfare contributes $1 million to AIDS conference

Health and Welfare Canada has announced a contribution of $1 million to the 11th International AIDS Conference to be held in Vancouver in July, 1996.

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

A portion of the funds will be used to establish scholarships to provide free conference registration to Canadians and people from the developing world who are living with HIV/AIDS.

The announcement was made by Minister of Health Diane Marleau on March 28.

THE UNIVERSITY OF BRITISH COLUMBIA

Administrative Organization and Processes at the University of British Columbia

J. Stefan Dupré, University of Toronto

INTRODUCTION

When I undertook this assignment in December 1993, the last thing I could have foreseen was that I would report in barely more than three months. I do so at this time because I consider that this is how I can best serve the interests of the University of British Columbia.

I did not come to this assignment as a stranger. In my academic mold as a lifelong student of what a dwindling band of traditionalists call political economy, I knew years before UBC chose the title of its current mission statement that it is indeed Second to None. For me it has long glittered as the home of Alan Cairns and Anthony Scott. Then in my extracurricular mold as a more than occasional adventurer into the financial and managerial realms of postsecondary education, I recently had occasion to probe some of the vexing complexities that beset UBC when I conducted my 1992 equity study of university financing in British Columbia.

Such is the background that I brought to this assignment. Given the rather elaborate terms of reference which are reproduced in Appendix A of this report, I began by requesting as much documentation as could be made available. My request was granted with what I can only call lavish generosity. I received not only UBC's Budget and Planning Narrative, but a tailor-made collection of documents whose hundreds of pages addressed every facet of the University's administrative structure. What is more, the documentation made me aware of what I can only describe as an astounding variety of ongoing and prospective initiatives to assess, review and restructure UBC's administrative and academic organizations and processes. Given my homework on all this material, I embarked on a week-long visit to UBC in mid-February equipped with a set of first impressions.

FIRST IMPRESSIONS

There is nothing abnormal about UBC's current administrative situation save for the number and variety of initiatives that have been launched or are being contemplated in search of relief and reorganization. This declaration, which I made upon arrival on February 14, encapsulates the sum total of the first impressions that my homework enabled me to bring to the campus.

In stipulating that there is nothing abnormal about UBC's current administrative situation, I am saying that this situation is one of great stress. All major multiversities with which I am familiar share this condition. Their Health Science complexes offer a magnified reflection of all the circumstances that pose the fin de siècle challenge to Canada's health system as a whole. Their research libraries confront far-reaching technological change. Their animal care facilities (multiversities house more animals than humans) are under increasingly vigilant scrutiny. Their appointment and compensation systems must meet stringent standards of employment and pay equity. They must conform to increasingly detailed occupational health and safety regulations. They stand on the uncertain threshold of freedom of information legislation. And they can no more circumvent the items on this far from exhaustive list than they can escape from the political and social environment that is generating it. What is more, the resulting stress is only compounded by an economic environment that spawns conditions of exceptional fiscal restraint.

On all these counts, the documentation I studied abundantly confirmed a simple fact: UBC is perfectly normal. Comparative financial data, for what the figures are worth, tell a similar story. What I consider to be a rough but reliable measure is the percentage of total university spending devoted to central administrative and general expenses. The data for seven major Canadian multiversities exhibited in Appendix B reveal a ubiquitous upward creep in these expenses between 1984-85 and 1991-92. I note pointedly that even McGill University, whose accumulated debt has generated a degree of stringency from which its sister multiversities have so far been spared, partakes in this upward creep. With 3.73 per cent of its total 1991-92 spending devoted to central administrative and general expenses, up from 3.23 per cent in 1984-85, UBC stood next only to McGill's 3.62 per cent. This could mean that McGill and UBC are outstanding performers in relation to the other five multiversities whose 1991-92 percentages ranged from 4.14 to 4.77. Alternatively it could mean that both are underadministered. Although I personally suspect that the latter interpretation is at least arguably correct, the essential point is that UBC's participation in the ubiquitous upward creep of central administrative and general expenses offers a quantitative measure of its state of normalcy.

Multiversities under stress mount initiatives to remedy their condition. This too is normal. UBC's Budget and Planning Narrative introduced me to its Senate Budget Committee, which I consider an altogether welcome check and balance generated by the university's bicameral governing structure. I noted the creation of a Senate Ad Hoc Committee on University Organization which embarked upon a review of UBC's faculty and departmental structure in September of 1993. I was delighted to discover an aborning informal committee seeking to apply the tabula rasa approach of reengineering to such processes as appointments, purchasing and work orders. Without prejudging whether the activities which this informal committee was proposing to explore were appropriate, I took its birth as an innovative signal which, given what I consider to be the merits of tabula rasa approaches, anticipated something I already felt I should explore as an appropriate recommendation.

And there was more, much more. The Office of the Registrar had been reviewed in 1993 and a review of the Office of Research Services had just been received. A process of decentralizing central budgets for administrative computing was well under way. The Department of Occupational Health and Safety was being reorganized into a Department of Health, Safety and Environment. There was an ongoing and far-reaching review of the UBC Library exploring the redesign of its services. There was the prospect of what I would call mega-reviews entailing all the units reporting to the Vice-President, Administration and Finance, and the Vice-President, Student and Academic Services, to be completed before the incumbents of these positions finish their terms in December of 1995. Then there was, of course, my own study.

It is in this light that I could not help but discern symptoms of abnormalcy. Were the number and variety of these initiatives excessive? Might all the reviews, if implemented and carried through to the reporting stage, prove indigestible? Were there too many balls in the air? Might my own study be among the surplus initiatives?

These are the first impressions I carried to Vancouver and shared with the President, the Vice-Presidents and my Steering Committee on the morning of February 14.

THE UNIVERSITY OF BRITISH COLUMBIA

May 5, 1994

Dear Colleagues:

The attached report on Administrative Organization and Processes at The University of British Columbia has been prepared by Professor S. Dupré.

Professor Dupré has an extensive background in university matters across Canada and has done an excellent review giving us excellent advice. It is my intention to implement all of his recommendations immediately. I would appreciate suggestions or comments.

1. I have asked the Vice-President, Academic to work with the Senior Appointments Committee to streamline its work.

2. We will review the decanal liaison with the administrative units to ensure that this approach can be made to work even more effectively than it has in the past year.

3. We will implement a policy of seven year reviews of each administrative unit. The units reporting to the Vice-President, Student and Academic Services have almost all been reviewed within the past seven years (the only outstanding review is for the Department of Housing and Conferences). I have asked him to develop a cyclical review schedule to be adopted for the next seven years. Some of the units reporting to the Vice-President, Research have recently been reviewed. I have asked him to develop an appropriate cyclical review schedule for the next few years. The units reporting to the Vice-President, External Affairs are now subject to periodic review on a time frame much less than seven years.

The units reporting to the Vice-President, Administration and Finance were last reviewed nearly nine years ago. I have asked him to give me an accelerated schedule of reviews, to be carried out over the next three years, of the units reporting to him. We will, as recommended, move to review Campus Planning and Development in 1994. The unit has already been asked to prepared a self study in preparation for this review.

4. The informal committee currently exploring reengineering proposals will be formalized to become The President's Committee on Process Improvement and Development. New members will be added and they will be charged with the responsibilities indicated. The Dupré Report shows that the first priority for the committee will be to address the University financial systems.

Dupré recommends that we work with the Faculty of Medicine to ensure that the financial systems are useful for management purposes as well as for accounting needs for the first year. Instead the project selected is to ensure that the systems are effective for the users in the Faculty of Forestry and in the Housing and Conferences Department. From this experience we will move to other process improvements and developments. A timetable for one year is set for the completion of this task. The various administrative units have been allocated the systems budgets and will be required to set their priorities to include these activities.

The committee will review and advise on progress and will continue to recommend future improvements to lead to both efficiencies and effectiveness.

By moving immediately to implement these recommendations, we will focus on major improvements to the administrative support activities at UBC. This is expected to lead to savings of time and money throughout the institution by introducing efficiencies and making our processes more effective. I welcome the report and its recommendations.

David W. Strangway
President

SECOND THOUGHTS

My first impressions were received with the utmost civility. Not a soul suggested that I might be in need of a saliva test. Drawing courage from this reception, I carried these impressions into all of the subsequent one-on-one and group meetings outlined in Appendix C (Appendix C can be obtained from Budget and Planning, 822-6317). Keeping an open mind on the possibility that my first impressions might yet prove erroneous, my quest was for as many second thoughts as my interlocutors could generate. There ensued, thanks to their wisdom and creativity, no shortage of second thoughts. None, however, undermined my first impressions. To the contrary, these impressions were sustained and enriched.

The great stress that I consider the norm among major multiversities pervades UBC at every level. It seeps from the centre through the faculties to the departments and oozes back again because a commodity scarcer than money is involved: time. Everyone must devote more energy to administrative requirements. Of concern to every unit, consider the obligations that employment equity requirements generate to report on the manner in which each faculty search has been conducted. To take a highly specialized example of requirements I had never thought of, consider the mandatory controls that have befallen a dental faculty's clinics in the age of AIDS. In between lurk quandaries generated by the external environment such as what may be the implications of freedom of information legislation for faculties whose admission decisions are based in part on biographical material or personal interviews.

Then there are robust pressures generated by UBC's own success. There is the matter of filling endowed chairs in a manner that not only meets the highest academic criteria but is transparently seen by donors as fulfilling their intentions. There is the matter of constructing new buildings in a manner that balances the current academic objectives of incumbent deans with donor expectations that are geared to case statements prepared half a dozen or more years ago by predecessor deans. Everywhere there is the urgent need for accurate and timely

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information concerning not only what is financed from the General Purpose Operating Fund but from all the various other sources (grants, contracts, endowments, patents, licenses, etc.) that now finance over 45 per cent of UBC's total annual spending. When this information is not readily and reliably at hand, and this is the current state of affairs, time is once more the casualty as deans are called upon to play double duty as their own intelligence officers.

In a setting where the time of academic administrators is thus besieged, it is not surprising that central administrative units are targets of suspicion. And indeed they are, be their mission Plant Operations or Research Services, Purchasing or Campus Planning, Financial Services or Human Resources. If there is a positive side to this situation, it is the recently innovated system of linking each central administrative unit to a designated "liaison dean". Thanks to this initiative, each central administrative unit is afforded the opportunity to interact with its liaison dean, who in turn communicates the resulting insights to her or his decanal colleagues and then brings back these colleagues' concerns. The parties to whom I spoke all praised the decanal liaison system. Again, however, the casualty is time.

Time pressures surely offer a potent explanation for initiatives that seek to assess, review and realign UBC's administration. Such initiatives beckon as the reasonable answer to cries for deliverance. What about my impression that the number and variety of these initiatives appear abnormally elevated? Might this be explained by circumstances that are peculiar to UBC? On this question my interlocutors were similarly enlightening and none more than, if they will forgive me for dropping their names, Dr. Robert Miller, Vice-President, Research, and Professor Donald Wehrung, Chair of the Senate Budget Committee. Weaving their insights together, my second thoughts produce what to me is an eminently reasonable explanation.

Well within the institutional memory of many faculty and staff, there lives a "good old UBC" that had one president, two vice-presidents and twelve deans. Today's UBC still features one president and twelve deans but these are joined by five vice-presidents and nine associate vice-presidents. Such numbers, although anything but out of line with numbers at comparable institutions, symbolize ready scapegoats for the stress which I consider to be UBC's inevitable lot as a major multiversity in the environment of our times. At a less symbolic and perhaps more substantive level, overcentralization comes to be perceived as a malady that demands multiple interventions. Whatever may be the desirable balance between centralization and decentralization, the situation is overlaid by a deep-seated concern that ultimate users may be ignored. The resulting tension is played out by insisting on the primacy of teaching and research over administration, the one principle on which the entire academic and administrative community has always agreed. Behind this agreement, however, lurks the cruel institutional dilemma which is underlined by the fact that there will be neither teaching nor research if facilities are closed or federal and provincial funds withdrawn through failure to meet occupational health, animal care or employment and pay equity standards. This institutional dilemma, accentuated by the memory of a simpler past that is irretrievably gone, breeds study after study, including my own.

In this setting, the second thoughts growing out of my first impressions all pointed me in one direction: to cut my study short and offer some simple prescriptions now. At the end of my week-long interviews, I shared this conclusion with the President and my Steering Committee. To my delight I found no dissenters and only the most helpful advice with respect to the recommendations and observations that follow.

Recommendations and Observations

Time is a scarce commodity whose consumption must be rationed. This trite declaration provides the basis on which I have formulated two recommendations that should generate economies in the use of decanal time.

No in-depth study of the UBC appointments process need stand in the way of a straightforward decision to reduce the time pressures which the University's Senior Appointments Committee generates for faculty deans. This Committee is currently composed of the twelve deans and an equal number of senior faculty members. I question neither the crucial importance of this university-wide body nor its composition. What I consider desirable is that the Senior Appointments Committee should be endowed with a gate-keeping mechanism that will spare its full membership from the task of scrutinizing every single case that is brought forward. This can be implemented through the creation of a subcommittee whose composition would be limited to no more than half of the Committee's senior faculty members. Given the importance of the gate-keeping task, the Chair of the Senior Appointments Committee should also preside over the subcommittee. The task of the full Committee would henceforth be limited to scrutinizing the cases that the subcommittee wishes to bring forward for further consideration. In summary, I recommend that:

The full membership of the Senior Appointments Committee should henceforth scrutinize only the cases brought forward for its attention by a newly created subcommittee headed by the Committee's Chair and composed of a select number of the Committee's senior faculty members.

The dialogue that is evolving between academic and administrative units through the designation of liaison deans appears altogether fruitful. It is vastly superior to what came before. The earlier practice, as it was described to me, consisted in staging "dog and pony shows" at which the heads of designated administrative units were called upon to "explain themselves" to an audience of their academic colleagues. Liaison deans are proving to be a mechanism with which all of the participants are comfortable. This much said, some of the participants appear less comfortable than others. I consider that this is so in part because not all administrative units are equally central to the conduct of the academic enterprise. Thus, for example, one of my interlocutors could not help but wonder why Food Services required a liaison dean. Another consideration is that some deans, particularly those who head large and complex faculties, may simply be too pressed to do justice to a liaison role vis-à-vis more than one administrative unit. In this light, I recommend that:

The Vice-Presidents and Deans should designate which administrative units most appropriately require regular, occasional or no decanal liaison and should allocate liaison assignments in a manner that is highly sensitive to the time and interests of individual deans.

Although I shall refrain from naming which administrative units might continue to receive liaison on a regular basis, I strongly suspect that the likely candidates are the ones whose heads were placed on my schedule of one-on-one interviews. I therefore direct the attention of those who may wish to implement this recommendation to Appendix C of this Report.

Turning now to what I perceive to be the abnormally high level of energy devoted to the study and review of administrative units, I discern a situation in need of stabilization. I consider that UBC should promulgate a university-wide policy calling for the cyclical review of all administrative units at regular intervals. I suggest that the appropriate review interval should be seven years. The cyclical review policy should be sufficiently flexible to accommodate the off-cycle review of any unit for good and sufficient reason and on like grounds the exemption of any given unit from its scheduled cyclical review.

It is well known that any given review can only be as good as its terms of reference, the composition of the review team and the documentation provided to that team. Given the numerous reviews that have been conducted on an ad hoc basis at UBC in recent years, I find sterling evidence that the institution has been learning by doing. In this regard, I commend the recent review of the Office of Research Services as a model to be followed and developed in the realm of cyclical reviews. The ORS review team was comprised of individuals who have been both users and administrators of research services. It included individuals from other major institutions.

A common pitfall in the conduct of reviews can be that they focus too narrowly on the unit that is subject to review, thereby failing to situate this unit in relation to other administrative units with which it interacts. The ORS terms of reference adroitly avoided this pitfall by drawing specific attention to the other administrative units with which ORS interfaces, namely the University-Industry Liaison Office, the International Liaison Office and Financial Services. A lone procedural shortcoming of the ORS review came to my attention. This is that the heads of the units with which ORS interacts were not asked to submit written statements offering their version of the ORS interface for study by the review team prior to its visit. Cyclical reviews should stipulate that the heads of any administrative units named in the terms of reference as interfacing with the unit under review should make written submissions. Summarizing all the above propositions, I recommend that:

The University of British Columbia should adopt a policy pursuant to which every administrative unit shall be reviewed on the basis of a seven-year cycle unless specifically exempted or subjected to an off-cycle review for good and sufficient reason. The recent review of the Office of Research Services offers an appropriate model on which to base the terms of reference and composition of review teams. Heads of administrative units which are named in any given terms of reference as units interacting with the unit under review should make written submissions to the review team.

As in other realms of human affairs, a cyclical review policy will be only as good as its implementation and the follow-up given to each review it produces. This requires that responsibility for these reviews should be clearly focused. In quest of a mechanism that could appropriately bear this responsibility, I am sensitive to the fact that the cyclical review of administrative units will coexist with a variety of other initiatives.

Where process improvements are concerned, for example in a realm like work orders, a question that can commonly arise is whether a special study is a necessary prerequisite for decision-making. To pursue the example of work orders, is it advisable to decide to make greater use of standard cost estimates in lieu of an immediate study? Then were it thought that a special study might indeed be warranted, it would be advisable to note the administrative unit's position vis-à-vis its review cycle. It would also be advisable to weigh the desirability of an off-cycle review as an alternative to a special study. Such considerations suggest that responsibility for overseeing cyclical reviews and undertaking process improvement studies should be integrated.

There is yet another consideration. I have in mind the contemplation of major undertakings whose nature is currently conveyed by such terms as reinvention or reengineering. I would call initiatives of this kind major process development projects to underline their challenging and time-consuming nature. Such projects are enormously demanding because they hinge upon the capacity of the participants to clear their minds of all current practices and to maintain enthusiasm for a task whose uncertain outcome is underlined by the tabula rasa mindset with which it must begin. Being as challenging as they are, such projects should never be launched without full knowledge of all ongoing or forthcoming cyclical reviews and process improvement studies.

These thoughts all lead me to conclude that responsibility for overseeing cyclical reviews, undertaking process improvement studies and launching major process development projects should be assigned to a single body. The status of this body should reflect the fact that the objective served by all its activities is to enhance the support of UBC's core functions of teaching and research. Accordingly, I consider that it could appropriately be called the Presidential Committee on Process Improvement and Development.

Because the last thing I would want to recommend is an addition to the number of initiatives and structures already in place, I consider that the Presidential Committee I propose should replace the aborning informal committee that has been struck to pursue reengineering initiatives. The size and composition of this informal committee appear appropriate for its reincarnation as the Presidential Committee on Process Improvement and Development provided a Library representative is added to its membership. On this score, I have in mind that the ongoing review of the Library has struck me as an already well-advanced and forward-looking initiative that I would not hesitate to call a major process development project. In light of all of the above, I recommend that:

With the addition of a Library representative, the informal committee that is currently exploring reengineering proposals should be reconstituted as the Presidential Committee on Process Improvement and Development. This Committee should be charged with responsibility for:

1. **scheduling and overseeing the cyclical review of administrative units;**
2. **monitoring and rationing process improvement studies;**
3. **developing and guiding a strictly limited number of major process development projects.**

Thanks to the level of detail at which I was able to pursue cyclical reviews and major process development projects with my interlocutors, I can offer an informed opinion concerning the first initiatives that might be undertaken on both fronts. In the matter of launching cyclical reviews, I found remarkable unanimity spanning the head of the unit concerned, the deans and the student representatives that Campus Planning and Development should be the first administrative unit to receive a cyclical review.

In the realm of major process development projects, I have already observed

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that the ongoing assessment of the Library is an excellent illustration of the genre. As for the next initiative, all of the evidence before me indicates that attention should concentrate upon the University financial systems viewed in a broad compass that embraces appointments and procurement. That this initiative poses a challenge which is as daunting as it is important has been brought home to me by the volume and intensity of the complaints I received. I consider that if it is to be undertaken with a reasonable chance of success, this initiative should set out on a less than university-wide basis. The Dean of the Faculty of Medicine has volunteered his Faculty to provide the initial focus. Given this Faculty's range of appointment and procurement activities, the findings of a financial systems project geared to its operations are likely to be applicable to all other faculties. In light of the above considerations, I recommend that:

The Presidential Committee on Process Improvement and Development should designate Campus Planning and Development as the first administrative unit to be subjected to a cyclical review and design a major process development project concentrated upon University financial systems in relation to the operations of the Faculty of Medicine.

My terms of reference did not encompass UBC's academic organization because this vast subject is before the Senate Ad Hoc Committee on University Organization. In that I had the opportunity to meet this Committee and its Chair, Professor Ronald Shearer, I consider that two observations are in order. The first is simply intended to encourage the Shearer Committee, in pursuing its multi-faceted mandate, to facilitate reorganizations that may already be under consideration within individual faculties. In this regard, I wish to signal a particular concern expressed to me by the Dean of the Faculty of Education.

My second observation is meant to clear the atmosphere with respect to one of the important questions before the Shearer Committee: the future of the Faculty of Graduate Studies. Because it is possible that alternative designs could have implications for the Office of the Vice-President, Research, I wish to record the importance I attach to maintaining this senior administrative position. As the major multiversity it has become, UBC must have the capacity to liaise effectively with industry at the highest level. The scope of UBC's relations with industry now reaches well beyond applied research because it embraces the realms of patenting and licensing. I therefore observe that the seniority which is conveyed to the business world by vice-presidential status makes the Office of the Vice-President, Research a vital long-run component of UBC's administrative structure.

Appendix A

Terms of Reference

1.To examine the current duties and reporting relations of academic and non-academic administrators at each organizational level (basic academic units/faculties/central service units and administration) with particular regard to:

a) their role in the performance of such internal functions as personnel management, purchasing, research grant management, student services and facilities management;

b) their accountability for the observance of such external regulations as those governing employment equity, environmental requirements and experimental facilities.

2.To assess alternative practices, reporting relations or structures that might be suggested by these academic and non-academic administrators and by relevant experience in a select number of comparable institutions.

3.To recommend any initiatives which might significantly contribute to the efficient and economic management of basic academic units, faculties and the central service units and administration.

Steering Committee

Dr. David W. Strangway, President
Dr. Clark S. Binkley, Dean, Faculty of Forestry
Dr. Daniel R. Birch, Vice-President, Academic and Provost (Co-Chair)
Dr. John Chase, Director, Budget and Planning
Mr. Frank Eastham, Associate Vice-President, Human Resources
Mr. A. Bruce Gellatly, Vice-President, Administration and Finance (Co-Chair)
Dr. Michael Goldberg, Dean, Faculty of Commerce and Business Administration
Dr. Sherrill Grace, Associate Dean, Faculty of Arts
Mrs. Heather Keate for Dr. Ruth Patrick, University Librarian
Dr. Barry McBride, Dean, Faculty of Science
Dr. Veronica Strong-Boag, Director, Centre for Research in Women's Studies and Gender Relations
Mr. Terry Sumner, Director, Financial Services
Mr. Emil Woo, Chair, Student Senate Caucus

Appendix B

Central Administrative and General Expenses: Comparative Financial Data

Total Expenses and Central Administrative & General Expenses 1984-85 and 1991-92 (in 1991-92 Constant $000's)

	1984-85		1991-92	
	Total	Admin & Gen *	Total	Admin & Gen *
Alberta	483,193	19,482	505,708	24,143
Manitoba	290,642	11,946	324,970	13,451
McGill	382,603	13,201	477,103	17,262
Saskatchewan	243,927	7,798	252,182	10,504
Toronto	655,865	25,858	789,092	35,167
Western	292,272	10,908	394,833	16,408
U.B.C.	458,067	14,814	611,241	22,818

Central Administrative & General Expenses Per Cent of Total Expenses

	1984-85	1991-92	Difference in % Share
Alberta	4.03%	4.77%	+ 0.74%
Manitoba	4.11	4.14	+ 0.03%
McGill	3.45	3.62	+ 0.17%
Saskatchewan	3.20	4.17	+ 0.97%
Toronto	3.94	4.46	+ 0.52%
Western	3.73	4.16	+ 0.43%
U.B.C.	3.23	3.73	+ 0.50%

* Excludes debt servicing transactions

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Report on Interpreting and Captioning Services at UBC

Interpreting and captioning services should be provided for deaf and hard of hearing students in a coordinated manner, given fiscal and human resources, a President's Ad Hoc Committee on Interpreter Services recommends.

The Committee was established last summer by Dr. K. D. Srivastava following a decision of the B.C. Human Rights Council regarding the funding of interpreter services. Dr. Don Farquhar, Director of Student Health, served as Chair of the Committee which included Deaf, university and community representatives. Ruth Warick, Director of the Disability Resource Centre, coordinated the Committee.

The Committee's mandate was focused on students; early on it recognized that, besides interpreting services, captioning needed to be considered. Captioning is a form of computerized notetaking visible on a computer, overhead or television screen. Interpreting most commonly involves communication between users of the spoken word and users of a language mode based on sight, e.g. American Sign Language. Another form is oral interpreting which involves silent speechreading by the user.

The Committee's work was guided by the principle that Deaf and hard of hearing students should have the same right as hearing students to access post-secondary education when they meet the established academic criteria for access.

Ten recommendations covering service delivery, funding, standards and evaluation, awareness and admissions/registration were made by the Committee. The financial recommendations were consistent with B.C. Council of Human Rights decision regarding interpreting services for Nigel Howard, namely that students should pursue funding sources available to them and that the University should pick up the extra costs where there is a shortfall or all of the costs where no funds are available.

Other recommendations include:

- That it be recognized that University departments and offices should provide interpreting and captioning access for public events as an access issue.
- That the Ministry of Skills, Training and Labour provide a block grant to UBC to provide interpreter/captioning services similar to that provided to the colleges.
- That interpreting and captioning services for qualifying students be provided for:
  - Regular classes
  - Labs
  - Seminars
  - Class-related meetings and special events
  - Extracurricular events (20 hours per term).
- That UBC's pay scale for interpreters should be consistent with that used by colleges in the Lower Mainland.
- That UBC adopt the Association of Visual Language Interpreters of Canada (AVLIC) Code of Ethics accreditation standards and conditions of work for interpreters insofar as possible. As no similar standards or guidelines exist for captionists, the University should develop guidelines for captionists.
- That an on-going monitoring process be established and that, between its third to fifth year, a summary review be undertaken of the interpreter/captioning services program. As well, the quality of interpreting and captioning should be evaluated on an on-going basis.
- That the University create awareness and provide education about interpreting and captioning services using innovative approaches targeted at faculty, students and the community at large.
- That registration access for deaf and hard of hearing students be provided so that it is no less than that for hearing peers and enables ample lead-time for captioning and interpreting arrangements. Also, that the issue of an early admissions process for such students be pursued.

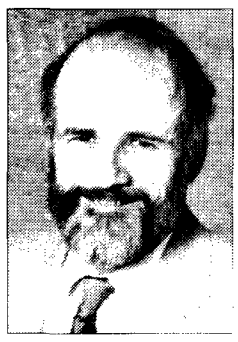
Copies of reports have been distributed to all Deans, Heads and Directors of UBC. Additional copies are available from the Disability Resource Centre, UBC, 1874 East Mall, Phone 822-5844; Fax 822-6655.

The report is available in alternate format on request. Feedback and comments are welcomed and may be forwarded to Ruth Warick at the Disability Resoucre Centre.

People

by staff writers

Lawrence Green, director of UBC's Institute of Health Promotion Research, is the recipient of the 1994 Alumnus of the Year Award for the School of Public Health from the University of California at Berkeley where he received his MA and PhD degrees.



Green

Green, who joined UBC in 1991, was on the faculties of Medicine and Public Health at Harvard and Johns Hopkins universities and at the University of Texas.

From 1979 to 1981, Green served in the Carter Administration as director of the Office of Health Information, Health Promotion, Physical Fitness and Sports Medicine.

He was founding director of the Center for Health Promotion Research and Development at the University of Texas Health Sciences Center from 1981 to 1988.

Green was cited for his outstanding academic achievements and contributions to the field of public health. He will be honoured at the university's graduation ceremonies on May 14.

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Bill Black, an associate professor of Law, has been appointed special advisor on human rights to Moe Sihota, minister responsible for Multiculturalism and Human Rights.

He will conduct an independent, comprehensive review of B.C.'s Human Rights Act and submit a report to the minister later this year.

Black, who joined UBC in 1970, served as a member of the B.C. Human Rights Commission between 1973 and 1977 and is a former director of the University of Ottawa Human Rights Research and Education Centre.

He has been actively involved with the Canadian Human Rights Commission, the National Association of Human Rights Agencies and with the human rights commissions of Saskatchewan, Manitoba, Ontario and the Quebec Human Rights Tribunal.

• • • •

Dr. Judith Hall, a professor of Medical Genetics and head of the Dept. of Pediatrics, is the recipient of the 1994 March of Dimes/ Colonel Harland Sanders Award for lifetime achievement in research and education in the genetic sciences.

Hall

Hall, who joined UBC in 1981, received her MD and a masters degree in genetics from the University of Washington at Seattle. She did her pediatric training at Johns Hopkins Hospital where she also completed fellowships in medical genetics and pediatric endocrinology. Her research interests include connective tissue disorders and the genetics of dwarfism.

She will be presented with the award at the 25th annual March of Dimes Clinical Genetics Conference in July.

• • • •

Florence Ledwitz-Rigby, UBC's advisor to the president on women and gender relations, has been appointed the director of Affirmative Action for the University of Wisconsin - Eau Claire, effective August 1.

Ledwitz-Rigby

Ledwitz-Rigby, who joined UBC in 1991, has been responsible for advising President David Strangway on the status of women at the university and on the effect of gender relations on women's work and study.

During her tenure Ledwitz-Rigby recommended strategies to reduce gender discrimination and established and chaired the President's Advisory Committee on Women's Safety on Campus and the President's Advisory Committee on the Status of Women.

In her new position, Ledwitz-Rigby will co-ordinate compliance with federal, state and the Wisconsin University system's policies and regulations relating to discrimination and affirmative action.

• • • •

Dick Mosher has been appointed coach of the women's soccer team. He will continue to coach the men's team as well.

Mosher, a professor in the School of Human Kinetics, has been coaching the men's side since 1986. During that time, the Thunderbirds have won five Canadian Interuniversity Athletic Union titles, with Dave Partridge guiding the club to a national title in 1992 during a sabbatical year for Mosher.

Mosher replaces Bob Elton as coach of the women's team. Elton, an off-campus coach, has decided to pursue his professional duties as a chartered accountant full time.

Conference to explore women's views on sustainable development

A conference organized by UBC's Sustainable Development Research Institute will bring 400 women to campus May 27-31 to develop a vision of a sustainable Canada in the 21st century.

"We're at a crisis point in our evolution," said Ann Dale, a senior associate with the institute. "Sustainable development is the framework over which we all have to come together."

The conference, called Women and Sustainable Development: Canadian Perspectives, marks the first time that women from all sectors and regions of the country will come together to work toward this goal, she added.

The participants will include: university professors researching women's roles in the workplace; women in Newfoundland's fishing industry; immigrant women; business women from Nova Scotia; women from B.C.'s forestry communities; and native women redefining their roles in traditional cultures.

Another 50 women from the developing world will bring an international perspective to Canada's role in global sustainability.

"There are so many dimensions to women's activism, this conference will celebrate the diversity of women worldwide," Dale said.

The conference will adopt a "platform for action" that will identify key global issues that are obstacles to the advancement of women. These recommendations will be taken to the United Nations Fourth World Conference on Women in Beijing next year.

The conference will also feature the works of B.C. women artists as well as a public fair on Sunday, May 29, with information booths, video displays, a green market and exhibitions.

Language Institute seeks host families

The English Language Institute at UBC is looking for English-speaking families to host post-secondary students from Europe, Asia, Central and South America, Mexico and Quebec.

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Host families receive a remuneration of $22 per night.

For more information, contact the English Language Institute accommodation office at 222-5208.

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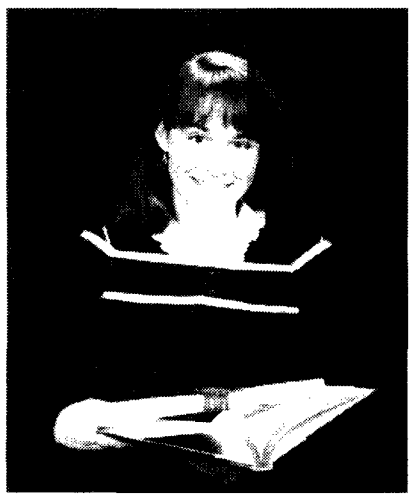

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