THE UNIVERSITY OF BRITISH COLUMBIA

UBC REPORTS

Volume 42, Number 13 August 15, 1996

D. Thomson photo

Getting Physical

Children in UBC's inaugural summer physics camp joined retired physics professor and former Dean of Science Prof. George Volkoff in making ice cream with liquid nitrogen. See story on Page 2.

Provincial cuts threaten UBC infrastructure

A deep cut in provincial funds earmarked for upgrading and maintaining UBC's buildings will have a major and lasting impact on the campus infrastructure, said UBC President David Strangway.

The cut, which slashes the 1996/97 minor capital program budget by more than half — from $15.1 million to $7 million — affects four areas: minor capital, cyclical maintenance, the Safer Campus program and access for the disabled.

"These cuts mean yet further deferred maintenance on our buildings and that our classrooms cannot receive much-needed upgrading. Less maintenance is equivalent to an increased deficit," Strangway said.

It is anticipated that the cut will result in approximately 20 to 25 staff layoffs.

Cyclical maintenance funds have been reduced from $6 million to $2.6 million, while the minor capital program budget has been reduced from $7.9 to $4.4 million.

Among the projects affected are overhauling heating and ventilation systems and upgrading of classrooms.

Funds designated to expand the Safer Campus program and an access program for people with disabilities have been completely cut. The province had committed $500,000 to the Safer Campus program, while $650,000 was destined for the access program.

The Safer Campus program includes a safety telephone service and upgrades to exterior lighting on campus paths. The access program includes systematic upgrading of buildings, including access ramps, curb cuts, and audible signals for the visually impaired.

"UBC has a major space deficit despite a decade of intensive capital development, which has included a significant provincial contribution," Strangway said.

"The university has only 90 per cent of its entitlement and when we take into consideration buildings that should be removed such as old huts and trailers, we really only have 78 per cent of the space we are entitled to," he said, adding that many other buildings do not conform to

See ***FUNDING*** *Page 2*

Students to benefit from high-tech deal

UBC and BC TELECOM have entered into an innovative 10-year relationship that will increase and improve services for post-secondary students and other learners throughout B.C. and beyond.

BC TELECOM will work with the university to design and build a new broadband, fibre-optic infrastructure, linking sites throughout UBC's 400-hectare campus.

The Campus Connectivity project will provide classrooms, laboratories, offices and student residences with high-speed access (up to 10 megabytes per second) to electronic mail and the World Wide Web.

"This alliance is great news for everyone involved, especially our students," said UBC President David Strangway. "Working with BC TELECOM, our university will be a technological leader, able to provide enhanced education to students in the Lower Mainland and throughout the province."

"In addition, this will allow us to explore and provide educational leadership through research on the social impact and policy implications of new information technologies."

The initiative will enable faculty members to prepare course materials for student use on the Web, from posting lecture notes to creating interactive, multimedia experiments. Students will also be able to use the Web to apply for admission, search library catalogues and even access their final grades.

Space in overcrowded libraries, meanwhile, will be freed up by services that allow faculty members to order electronic versions of scholarly journals.

In the future, students throughout the province will also be able to take courses concurrently with students on campus. Using the Internet, they will be able to complete course work and take part in discussions through on-line tutorials and conferencing.

Both partners will also provide distance learning to university students outside Greater Vancouver, as well as develop and market multimedia applications for other educational institutions and companies. For example, the agreement calls for the creation of a training centre which will instruct teachers on the effective use of new information technologies in elementary, secondary, post-secondary and private-sector education.

Under the agreement, BC TELECOM will become the university's principal telecommunications provider. This is the first step in formalizing a long-term relationship between the two organizations.

The agreement follows guidelines set out by the Conference Board of Canada for partnerships between education institutions and the private sector. These

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Long-awaited journalism program comes to UBC

The University of British Columbia and the Sing Tao Foundation announced the establishment of a new graduate school of journalism at UBC during a ground-breaking ceremony July 24.

The Sing Tao School of Journalism will offer an integrated program that combines graduate study in academic disciplines with advanced training in the profession of journalism. It will be the first graduate school of journalism in Western Canada and the only one in Canada to emphasize advanced academic studies.

The founding of the school is made possible by a donation from the Sing Tao Foundation, the philanthropic arm of Sing Tao, a Hong Kong-based media corporation.

"There has been discussion about establishing a school of journalism at UBC for at least 17 years but, until now, funding was simply not available," said UBC President David Strangway.

"The Sing Tao Foundation's gift has made it possible to establish an important new centre for the training of journalists in Canada," he said.

The school will be housed in the first phase of the new Creative Arts Building, to be constructed at the site of the old Armoury on West Mall between Memorial and Crescent Roads. First phase construction is scheduled to begin this summer.

The school will seek outstanding applicants from within Canada and from abroad. About 15 students will be admit-

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Larkin Remembered 12

Peter Larkin - friend, mentor and champion of common sense

BC TELECOM

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guidelines were earlier adopted by UBC's Board of Governors.

"This agreement demonstrates how telecommunications technology can bridge distances, improve education and foster socio-economic growth. This alliance shows the true spirit of the B.C. Electronic Highway Accord," said BC TELECOM Chairman and Chief Executive Officer Brian Canfield.

"We view our groundbreaking relationship with UBC as a model for other universities and colleges. It brings a wide variety of current activities and new initiatives into a partnership that will strengthen and grow as new opportunities and technologies evolve," Canfield added.

The British Columbia Electronic Highway Accord is an alliance among the provincial government, the telecommunications industry, learning institutions and others to provide universal and affordable access to the electronic highway and to develop British Columbia's information technology industry.

Physics camp keeps kids enthralled

The young physicists run into the classroom and make a beeline for a canister of liquid nitrogen.

"No pushing or shoving because this stuff is -200 C," Sarah Swenson commands.

Swenson, co-ordinator of the Physics Outreach Program in the Dept. of Physics and Astronomy, orders her charges to put on their protective gloves and stand back while she pours the frigid liquid into a bowl of ice cream ingredients. As Swenson pulls away from the frothing concoction, eager helpers dive in with wooden spoons and begin stirring the brew.

"They just can't get enough science," says a smiling Swenson.

Throughout the month of July, Swenson and colleagues from the Dept. of Physics have been directing week-long physics camps for children in grades 3 to 8. Optics, electricity, magnetism, flight and sound are among the topics they investigate. They make simple circuits, musical instruments, see how lasers operate, launch rockets and learn about thermal physics by making ice cream.

"You name it, we do it," says Swenson, who directed the dozen or so participants in each of the four physics camps. "We even make slime."

Physics Prof. Chris Waltham, who set up the Physics Outreach Program, marvels at the energy and inquisitiveness of the youngsters. He says the big hits were visits to research labs and talks by theoretical physicists.

"It's quite incredible really," Waltham remarks. "I've never seen anybody grill research scientists or graduate students like these kids do."

Physics Outreach can be reached at 822-9107 or www.physics.ubc.ca/~outreach/home.html

School

Continued from Page 1

ted annually. Those who complete the program will receive a Master of Journalism degree.

The journalism program is intended for those who already have a bachelor's degree in an academic discipline, and either have extensive journalistic experience or demonstrate superior research and writing ability.

Some of the program's credits would be taken in regular academic courses offered by other UBC departments. Other credits will be given within the school and will be divided evenly between theoretical media studies and the practical, technical aspects of journalism. Scholarly understanding, critical thinking, and ethical responsibility will be emphasized.

The newsroom training aspect of the program will focus on achieving the highest standards in research, writing and editing in the print media. Other aspects of journalism may be added to the curriculum at a later date, but excellence in journalistic research and writing skills and their application to specialty areas will remain the core of the program.

Program curriculum will be approved by the faculties of Arts and Graduate Studies.

Funding

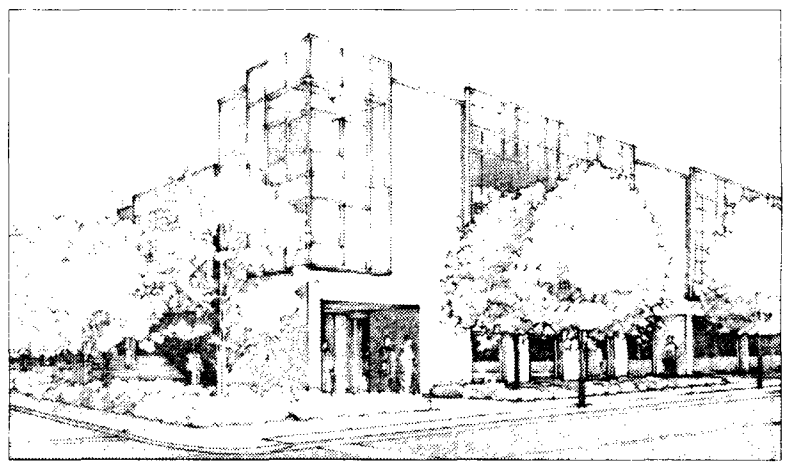
Continued from Page 1

occupational health and safety standards and need upgrading.

Strangway said UBC has increased its efficiency and productivity in many areas over the past few years.

Graduates of UBC have increased by 36 per cent since 1984/85. This 36 per cent increase in output has been accompanied by an eight per cent increase in provincial grant support in constant dollars. For the past 10 years, UBC has averaged a reduction of 2.3 per cent every year in provincial grants per degrees granted, Strangway added.

"We are doing more with less, but cuts such as this recent one to the minor capital programs remove our flexibility to operate," he said.



The Sing Tao School of Journalism, to be built at the corner of West Mall and Crescent Road, is scheduled to open in the fall of 1997.

THE UNIVERSITY OF BRITISH COLUMBIA
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UBC REPORTS

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D. Thomson photo

Turn It On

As part of his master's thesis in engineering physics, Mike Donaldson helped install a sulphur lamp at B.C. Hydro headquarters in Burnaby. The lamp light is distributed vertically down an atrium space in a new form of light guide designed in UBC's structured surface physics laboratory. The giant chandelier is the first to use the unique annular lens guide system.

Community plan draft gains GVRD, Board approval

A proposed Official Community Plan (OCP) has been approved by the University of British Columbia's Board of Governors and given first and second readings by the Greater Vancouver Regional District's Board of Directors.

The OCP covers parts of Electoral Area A, including UBC and two foreshore lots owned by the GVRD which are part of Pacific Spirit Regional Park.

In September, the GVRD plans to hold an open house followed by a public hearing on the proposed OCP. UBC will take additional steps to provide opportunity for comment and input from the campus community. It is anticipated that the OCP will be finalized and in place by November.

UBC President David Strangway said UBC's aim is to enrich campus life and support the university's academic mission.

"The proposed OCP will guide future decision-making as UBC moves towards the creation of a unique university community and an endowment which will support the university's academic programs for British Columbians in the coming decades," Strangway said.

"We are delighted with the progress the GVRD and UBC have made during this co-operative process," said GVRD Board Chair Greg Halsey-Brandt, "And we look forward to further public input on the proposed OCP in the fall."

Meanwhile, the UBC and GVRD boards have approved an Interim Implementation Process which will guide land use decisions until June, 1998 or until new governance arrangements are in place.

The Interim Implementation Process includes the preparation of local area plans for the campus which will include non-institutional development such as market housing, a school, a community centre and commercial and related services.

A task force composed of UBC Board of Governors and GVRD Board of Directors representatives will oversee the process, which also involves the establishment of an Advisory Planning Committee to represent university and community interests, as well as opportunities for public review and comment. The area plans will be approved by UBC's Board of Governors and reviewed by the GVRD for conformance with the OCP.

At the request of the GVRD, with UBC support, the Ministry of Municipal Affairs has approved in principle a governance study for Electoral Area A, which will review local government options for the area.

UBC adopts proposal to close food outlet

After considerable deliberation, including consultation through a broadly based sponsor committee and the review of an extensive business plan, UBC has endorsed proposals to close one of its campus food operations and convert another in 1997.

The proposals call for Pacific Spirit Place, located in the Student Union Building, to close in September 1997, after the summer conference season, and for the commissary to transfer to Totem Park. The university would then seek requests for proposals to redevelop the space with an anticipated re-opening in January 1998.

Trekkers Restaurant would be converted in March 1997 from a table-service restaurant into an expanded express service outlet.

"These decisions were reached after extensive deliberation, study and consultation," said Frank Eastham, associate vice-president, Human Resources. "Our overall intent was to achieve a balance between serving campus and community needs and our responsibility to have a sound financial operation.

"It became clear to us that we need to focus on re-invigorating service in key areas of our food operations. It was also clear that in order to achieve that goal we had to rethink our activities in areas of significant continuing loss with no credible opportunity of a turnaround."

Up to 50 management and staff positions out of approximately 300 may be affected, however the university anticipates the number will be lower due to attrition and a labour adjustment plan.

"A key concern is that UBC staff members who may experience job loss be provided with an adjustment program that values and respects them and provides opportunities for employment at UBC and elsewhere. We will fully consult with the CUPE 116 union to create an adjustment plan in the coming year," Eastham said.

A business plan prepared by consultants Ernst and Young, with extensive input from internal and external staff and experts, recommended the changes in order to put UBC Food Services on a solid financial footing for the future.

Pacific Spirit Place and Trekkers Restaurant had a combined net loss totalling $712,000 in 1995/96 and financial forecasts anticipated these heavy losses would continue.

Several factors affected their operations, including competition from other on- and off-campus food outlets, changes in the customer base, and changing economic times, the report said.

The report also recommends the amalgamation of Food Services with the university's Housing and Conferences Dept. The university will review the feasibility of this recommendation, especially in light of a similar recommendation from the departmental review committee of Housing and Conferences.

A UBC sponsor committee endorsed the overall direction of the report and accepted its two major recommendations. The study was made as part of a five-year business plan that all UBC ancillary operations are now required to make.

Copies of the Ernst and Young report are available as of Aug. 19 at Food Services in the Ponderosa Building.

Fiscal year features low debt, balanced budget

by Connie Bagshaw

Staff writer

UBC's Board of Governors has approved a balanced core operating budget of $341.6 million for 1996-97 as the university enters the new fiscal year with an accumulated operating debt reduced from $651,000 to $122,000 since the start of 1995-96.

"We have lived within our means," said UBC President David Strangway. "Our only debt is associated with the construction of facilities for which we have a known revenue source to pay the debt."

"We have lived within our means."

- David Strangway

Salaries and benefits of $274 million to faculty and staff have been budgeted in the core general purpose operating budget (GPOF) — approximately $167.9 million for academics, $10.6 for student assistants and $93 million for staff. Benefits amount to $35.5 million.

With the exception of a pay equity adjustment, there was no increase in the provincial operating grant of $272.7 million which accounts for 80 per cent of core operating income, or roughly a third of UBC's total income from all sources.

Projected increases due to known salary settlements and other commitments will be covered by the offices of the vice-presidents who will each take a reduction which, in the aggregate, amounts to 0.9 per cent of the core budget.

As in previous years, UBC continues to curb its spending more than most Canadian universities on central administrative and general functions, earmarking less than four per cent of its total expenditures for this purpose.

Despite a tuition freeze for the current fiscal year, the admission of an additional 1,000 undergraduates and first-year professional students in 1996-97 will generate about $2.3 million more in credit course fees over last year.

The increased enrolment is necessary to meet the provincial government's mandate to improve productivity by four per cent. In total, credit course tuition is expected to contribute $57 million to the GPOF, or 15 per cent of the core operating revenue.

In addition to the tuition freeze, which will continue through 1999, the province has also rolled back fee increases for the Student Financial Aid Fund and for the Teaching and Learning Enhancement Fund.

New revenue is expected from all incoming graduate students who, beginning in 1996, will pay an annual fee for each registered year instead of a program fee, and, in 1997, from international students paying full tuition.

The university will allocate an additional $2 million in recurring dollars in 1996-97 to the Outstanding Student Initiative Program which provides four-year scholarships, each worth a potential $10,000 over the four years, to exceptional high school students.

For the past several years, the GPOF has been divided into three distinct categories: core GPOF, non-core GPOF and continuing studies.

Non-core income represents funds derived either from fee for services or designated funds. Continuing Studies activities on campus are not subsidized from the university's core budget and Continuing Studies covers all of its direct expenses as well as its share of the university's administrative infrastructure costs.

Calendar

August 18 through September 7

Tuesday, Aug. 20

Computer Application Information Series
Networking/Servers/Plotters. Bill Fane. CEME, 2206, 1:30-4:30pm or 6-9pm. $80. Call 822-3347.

Thursday, Aug. 22

Computer Application Information Series
Project Management/Scheduling. Michael Omand. CEME, 2206, 1:30-4:30pm or 6-9pm. $80. Call 822-3347.

Tuesday, Aug. 27

Computer Application Information Series
Accounting. Dickson Wong. CEME, 2206, 1:30-4:30pm or 6-9pm. $80. Call 822-3347.

Thursday, Aug. 29

Cross-Cultural Psychiatry Day
Workshop On The Emerging Role Of Cross-Cultural Psychiatry. Prakash Desai, keynote presenter. IRC#1, 7:45am-5:30pm. $20 includes fee and refreshments. Call 822-7971.

Seminar
Developing A Program Of Research Using Qualitative Methods: The Comfort Project. Prof. Janice Morse, School of Nursing, Pennsylvania State U. Vancouver Hospital/HSC, School of Nursing, T182, 3:30-5pm. Call 822-7453.

Thursday, Sept. 5

Seminar
A Trip To East Africa. Linda Verbeek, Plant Science. MacMillan 318D at 1:30pm. All welcome. Call 822-0894.

Saturday, Sept. 7

Thrift and Bake Sale
University Hill United Church At VST Thrift And Bake Sale. For students of UBC and VST. Auditorium of the Chapel of the Epiphany, 6050 Chancellor Blvd., 10am-4pm. If you have items for the sale or wish information call 266-1630.

Notices

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

Free Grad Centre Activities
Tai Chi. Mondays from 6-7pm and Thursdays 12:45-2pm; Meditation Classes. Tuesdays, Penthouse 7:30-8:30pm; Trager Movement Classes. Wednesdays, Penthouse, from 6:30-7:30pm. Join, or drop in anytime. Call 822-3203.

Morris and Helen Belkin Art Gallery
Tuesday - Friday; 10am-5pm; Saturday, 12-5pm. 1825 Main Mall. Call 822-2759.

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

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

Boomerang Family Research
The Counselling Psychology Department is looking for adults who have returned home to live. They and their parents are invited to participate in a study focusing on the experience, inter-personal relations and responses to this change in the family. Involves confidential interviews. Please call 432-1915 for more information.

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

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

International Student Orientation Week
August 26-30, 1996. August 26, 9am. International House. If interested in volunteering contact Wendy Ma at International House 822-5021. All new international students welcome.

Centering Pregnancy Drop-in
The Centering Pregnancy Drop-in, run by UBC Nursing Faculty and students in collaboration with West-Main Health Unit, offers support and information about pregnancy and birth to women who are pregnant or contemplating pregnancy. Wednesdays, 10-11:30am, Acadia Fairview Commons Block. For information call 822-7470.

UBC REPORTS

CALENDAR POLICY AND DEADLINES

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

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

Deadline for the September 5 issue of UBC Reports — which covers the period September 8 to September 21 — is noon, August 26.

Salcudean named to fluid dynamics chair

by Stephen Forgacs

Staff Writer

The Weyerhaeuser Company Foundation has donated $500,000 to the Faculty of Applied Science for the creation of the Weyerhaeuser Industrial Research Chair in Computational Fluid Dynamics.

Computational fluid dynamics (CFD) is the process of setting up equations, making assumptions, repeating iterations on a computer and interpreting the results to describe how fluid, suspended particles and thermal energy will move in a process, a piece of equipment, or other setting.

Salcudean

"Research into computational fluid dynamics has the potential to significantly increase the efficiency of recovery boilers used in the pulp and paper industry," said George Weyerhaeuser Jr. "The Weyerhaeuser Company Foundation is pleased to support the creation of this new chair at UBC to advance and accelerate that research."

The foundation's donation will be released to the university in $100,000 increments over five years and will be used to support computational research on phenomena related to the manufacture of pulp and paper.

The university has named Martha Salcudean, a professor of mechanical engineering, to the chair.

"Prof. Salcudean is an internationally recognized expert in computational fluid dynamics," said Applied Science Dean Axel Meisen. "There is nobody better qualified in Canada, and probably North America, to undertake computational fluid dynamics work related to the pulp and paper industry."

Meisen said Salcudean, along with mechanical engineering Prof. Ian Gartshore and Zia Abdullah, who leads the transfer of technology to industry, as well as other collaborators, have made key advances in research using computational fluid mechanics.

"The establishment of the chair is very important as far as the continuation of that research is concerned, especially because the funding can be used for exploratory work of a general kind rather than being tied to a specific schedule or mission."

Salcudean, who came to UBC in 1985, has served as head of the Dept. of Mechanical Engineering; associate vice-president, Research; and acting vice-president, Research.

Her research related to the pulp and paper industry is focused on recovery boilers used in the pulp and paper process. The results of her research have already been put into use in several mills in Canada and the United States. She is carrying out her research in collaboration with the Pulp and Paper Centre, where she is a faculty associate.

"We calculate the process completely and then visualize it through computer graphics so that the operator can actually see everything happening. It creates a virtual reality based on a real representation of the process," Salcudean said.

"We feel that it is going to be very useful for the people who operate this equipment, for us to understand how this equipment works, and for training purposes.

"We are currently expanding our research to the modelling of other processes in the pulp and paper industry."

Weyerhaeuser Company is one of North America's largest producers of forest products. In recent years the Weyerhaeuser Company Foundation has also supported the creation of UBC's Chair in Forest Products Biotechnology and the Fellowship in Wood Building and Design.

Stephen Forgacs photo

A Good Start

Lilian Dai of Calgary holds a handful of nutrient-rich compost that she and 51 other Grade 11 and 12 students from across Canada prepared while participating in the Shad Valley program at UBC. The students planted a tree at the Totem Park student residence and used some of the compost to give it a good start. The Shad Valley program immerses some of Canada's brightest young minds in the areas of science, technology and entrepreneurship. Students are selected for the program on the basis of their academic achievements and leadership potential.

THE UNIVERSITY OF BRITISH COLUMBIA

Policy and Procedure Handbook: Revised Policy #3

Policy #3

Discrimination and Harassment

Guide to UBC's Policy on Discrimination and Harassment

Introduction

This policy has two objectives:

1. *to prevent discrimination and harassment on grounds protected by the B.C. Human Rights Act, and*
2. *to provide procedures for handling complaints, remedying situations, and imposing discipline when such discrimination and harassment do occur.*

UBC is committed to providing its students, staff, and faculty with the best possible environment for study and work, an environment that fosters friendship and collegiality. Therefore, it seeks to eliminate behaviours, policies and practices that interfere with the pursuit of educational and employment opportunities.

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

UBC's procedures for handling complaints of discrimination and harassment, including sexual harassment, offer an internal mechanism for complaint resolution that supplements other University and extra-University mechanisms, such as those procedures offered by employee associations and unions, the courts, the B.C. Council of Human Rights, and the B.C. Ombuds Office. Just as the University takes complaints of discrimination and harassment seriously, so too, the University takes seriously any actions or inactions that obstruct its procedures for handling complaints.

Definitions

"Discrimination" and "Harassment" refer to intentional or unintentional behaviour for which there is no reasonable justification. Such behaviour adversely affects specific individuals or groups on the basis of characteristics defined by the 1992 B.C. Human Rights Act. These characteristics include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. "Harassment" also includes "Sexual Harassment." "Sexual Harassment" is unwanted sexual behaviour, particularly sexual behaviour accompanied by promises of academic or employment opportunities or by threats of loss of such opportunities.

What follows is a summary of procedures for complainants—those who bring forward complaints of discrimination or harassment—and for respondents—those alleged to have engaged in discriminatory or harassing behaviours.

Complainants

Informal Resolution. If you believe that you have experienced discrimination or harassment and you have not been able to resolve the situation satisfactorily, you may consult either your administrative head or an Equity Advisor. Both administrative heads and Equity Advisors have the responsibility to listen in confidence to your concerns. If they believe that these complaint procedures apply and if they have your permission, administrative heads and Equity Advisors will attempt informal resolution. Many complaints are resolved informally.

Mediation. If informal resolution proves unsatisfactory, you may ask the Equity Office to resolve your complaint through mediation between yourself and the respondent.

Formal Investigation and Recommendation. After discussing your case with an Equity Advisor, you may apply for a formal investigation by filing a written request with the Equity Office. Your Equity Advisor then informs the respondent and requests a written response. If this response is not satisfactory to you, the Equity Advisor informs the respondent's administrative head and the Associate Vice-President, Equity, who will appoint an independent investigator. The investigator interviews you, the respondent, and any other persons who may have information about your complaint, and then presents a written report to an independent, three-person panel. If the panel concludes you have suffered discrimination or harassment, the panel sends a recommendation to the respondent's administrator. Prior to deciding upon disciplinary and/or remedial measures, the respondent's administrator meets individually with you, the respondent, and the Associate Vice-President, Equity.

Respondents

Informal Resolution. If a UBC student or member of staff or faculty brings forward a complaint of discrimination or harassment against you, no informal resolution that adversely affects your academic, employment, or professional interests may take place without your consent.

Mediation. Mediation takes place only when the complainant and the respondent agree to participate in the process. Similarly, no resolution can be implemented without your consent.

Formal Investigation and Recommendation. If a complainant files a written request for a formal investigation, you have ten working days to respond in writing to the complaint. If your written response is not satisfactory to the complainant, the Equity Office informs your administrative head of the complaint against you and appoints an independent investigator and three-person panel to receive the investigator's report. Should the panel uphold the complaint, an administrative head may discipline you.

Appeals

If either complainants or respondents disagree with the administrator's decision, they may appeal the decision through grievance procedures established by collective agreements, or by the UBC Senate, and/or by agencies outside UBC, such as the provincial Ombuds Office or the B.C. Council of Human Rights. In addition, all students, staff members, and faculty can seek legal redress on their own behalf.

Confidentiality

At all times, complainants, respondents, administrative heads, and Equity Advisors have the responsibility to maintain confidentiality. Nonetheless, concerns for an individual's health, safety, and security may compel the University to disclose information about complaints. As well, other measures, such as arbitrations, court proceedings, or procedures under the Freedom of Information and Protection of Privacy Act may require the University to release information about complaints.

Further Information

For further information about UBC's procedures for handling complaints of discrimination and harassment, including sexual harassment

- read UBC's Policy on Discrimination and Harassment
- consult with your student association, employee association, union, or one of the following student service units: Disability Resource Centre, First Nations House of Learning, International Student Services, Student Health Services, Student Resources Centre, or Women Students' Office
- phone the Equity Office (822-6353) to make an appointment with an Equity Advisor
- discuss your concerns with your administrative head. Administrative heads include the following: Academic Department Head, Director, Principal, Dean, Associate Vice President, University Librarian, Registrar, Vice President, and President.

THE UNIVERSITY OF BRITISH COLUMBIA

August 15, 1996

Dear Colleagues:

The Policy on Discrimination and Harassment has been revised following extensive consultation.

Please replace the version in your Policy Handbook (Policy #3) with this insert.

This revision is in effect immediately. Changes to the old version are printed here in italics for your convenience.

Sincerely,

David W. Strangway
President

***Note:* New language is in italics**
***Approved:* January 1995**
***Revised:* July 1996**

RESPONSIBLE: All Vice Presidents

Purpose

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

(2)In addition, the University has the obligation to ensure that its policy and procedures are fair and are applied fairly. It is therefore necessary to provide an environment in which victims of discrimination and harassment, including sexual harassment *(see definition)*, feel free to bring complaints forward. It is equally important that those against whom allegations are made have a full and fair opportunity to meet those allegations.

Policy

(3)The University of British Columbia is committed to providing its employees and students with the best possible environment for working and learning, an environment that allows friendship and collegiality to flourish. Every student and member of faculty and staff at the University of British Columbia has the right to study and work in an environment free from discrimination and harassment, including sexual harassment. The University therefore does not condone discrimination and harassment, including sexual harassment, of any kind. Indeed, the University regards discrimination and harassment as serious offenses that are subject to a wide range of disciplinary measures, including dismissal or expulsion from the University.

(4)The University and all members of the University community share responsibility for ensuring that the work and study environment at UBC is free from discrimination and harassment. Specifically, Administrative Heads of Unit *(see definition)* bear the primary responsibility for maintaining a study and work environment free from discrimination and harassment, including sexual harassment; Administrative Heads of Unit are free to act, and should act, on this responsibility, whether or not they are in receipt of individual complaints; and the knowledge and experience of the Equity Office are available to all members of the University community.

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

Background

(6)Discrimination and harassment, including sexual harassment, can occur between individuals of the same or different status, and both men and women can be the subject of harassment by members of either gender. Discrimination and harassment, including sexual harassment, can involve individuals or groups; can occur during one incident; or over a series of incidents including single incidents, which, in isolation, would not necessarily constitute discrimination or harassment; *can be direct or systemic (see definition);* and can occur on campus or off, during working hours or not.

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

(8)This policy is to be interpreted in a way that is consistent with the UBC Calendar statement on academic freedom (see definition). Neither this policy in general, nor

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its definitions in particular, are to be applied in such a way as to detract from the right of faculty, staff, and students to engage in the frank discussion of potentially controversial matters, such as age, race, politics, religion, sex and sexual orientation. These are legitimate topics and no University policy should have the effect of limiting discussion of them or of prohibiting instructional techniques, such as the use of irony, the use of conjecture and refutation, or the assignment of readings that advocate controversial positions, provided that such discussion and instructional techniques are conducted in a mutually respectful and non-coercive manner.

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

Access To Complaint Procedures

(10) A complaint of discrimination or harassment pertaining to University work, studies, or participation in campus life may be lodged by any member(s) of the University community *(see definition)* against other member(s) of the University community and/or the University.

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

(12) Contractors *(see definition)*, their employees and agents, and visitors to the University also are expected to conduct themselves in any University-related activity in a manner consistent with this policy. Allegations of discrimination and harassment, including sexual harassment, against such persons will be dealt with by the University as potential breaches of contract, and/or may result in suspension of University privileges, such as access to the campus.

(13) Although contractors, their employees and agents, and visitors to the University who suffer discrimination or harassment do not have access to these complaint procedures, such individuals are encouraged to consult with an Equity Advisor or express their concerns directly to the Associate Vice President Equity.

Complaint Procedures

(14) Complaints of discrimination and harassment, including *systemic discrimination and* sexual harassment, can be resolved by employing any or all of the following procedures: (A) informal resolution, (B) mediation, (C) investigation and *recommendation*.

(15) The Equity Advisor or the Administrative Head of Unit (or designate) assists the complainant in clarifying the allegations, and their related consequences, and in considering the applicability of various options, such as an apology from the respondent or reassignment of duties.

A. Informal Resolution: Administrative Head of Unit or Equity Office

(16) Informal resolution is a resolution to which the complainant consents, and is arrived at with the assistance of an Administrative Head of Unit and/or an Equity Advisor, but without the use of either mediation or *investigation*. The possible means of achieving informal resolution are numerous. Examples include advice to the complainant, such as referral for counselling or letter to the respondent; investigation by the Administrative Head of Unit; relocation of the complainant and/or the respondent; disciplining the respondent; *or referral to other University policies and procedures, such as the policy on student discipline in the UBC Calendar or the Policy on Scholarly Misconduct; or any other appropriate and just measures.* Informal resolution can occur without knowledge to anyone other than the complainant and the Administrative Head of Unit, or the Equity Advisor who receives the complaint.

(17) *In keeping with their administrative responsibilities, Administrative Heads of Unit take disciplinary or remedial action upon informing the individual affected.* No informal resolution of a complaint that adversely affects the academic, employment, professional, or other interests of the respondent shall proceed without the consent of the respondent.

B. Mediation: Equity Office

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

(19) A mediated settlement arrived at between the complainant and the respondent is written out, signed by the complainant and the respondent, and counter-signed by the mediators. If a potential settlement entails action to be taken by the University, the University becomes a third party to the mediation and also must agree for there to be a settlement.

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

(21) No person involved in a mediation proceeding shall give evidence or introduce documents from that proceeding during any other subsequent University proceeding where that evidence or those documents would disclose that any person had agreed or refused to agree to mediation or, if mediation occurred, what took place during the mediation.

C. Formal Investigation and Recommendation: Equity Office

Request for Investigation and Recommendation

(22) At any time after the complaint has been made, if the complainant wishes to have the complaint investigated, the complainant has the right to file a written request for investigation and recommendation *(see definition)* with the Equity Office. Requests include detailed accounts of the conduct or comment on the part of the respondent that forms the basis of the complaint.

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

(24) The respondent has the right to respond to the request in writing, provided such right is exercised within ten working days from receipt of that request. The respondent may acknowledge or deny the validity of the complaint in whole or in part, provide new information, or propose a resolution of the complaint.

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

(26) On receipt of the respondent's written reply, the complainant may accept the reply as full resolution of the complaint, or on the basis of the respondent's written reply, the complainant may choose to pursue either informal resolution or mediation, in which case an Equity Advisor puts into effect the appropriate procedures.

Investigation

(27) When informal resolution or mediation has failed to resolve a complaint, the Equity Office informs the respondent's Administrative Head of Unit, and the Associate Vice President Equity assigns *an investigator who is external to UBC.*

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

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

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

(31) The investigator submits the report to a Panel comprised of three people (one of whom is external to UBC) appointed by the Associate Vice President Equity. This Panel meets with the complainant and with the respondent *to examine each on the evidence in the investigator's report and on related allegations.* At its discretion, but especially in cases of relevant, new information arising that has not been explored with both the complainant and the respondent, the Panel may request supplementary reports from the investigator *or a history of any previous discipline from the Associate Vice President, Equity. As well, the Panel may meet with anyone else it deems necessary.*

(32) The Panel *formulates recommendations* on the following:

- whether the policy applies in the circumstances;
- whether on the balance of probabilities, and with the onus of proof being on the complainant, there has been a violation of the policy;
- whether discipline or remedies are appropriate.

(33) In the event that the Panel recommends that the complaint be upheld, it may recommend both a form of discipline for the respondent and a remedy for the complainant. It also may recommend any other measures it considers appropriate in the circumstances. Such recommendations are made in writing and supported by reasons.

(34) In the event that the Panel recommends the complaint be dismissed, it may recommend counselling, support, education, and such other measures as it considers appropriate for the complainant and/or the respondent. It also may recommend such measures as it considers appropriate to restore the complainant's or respondent's unit to effective functioning. Such recommendations are made in writing and supported by reasons.

(35) In the event that the Panel recommends not only dismissal of the complaint but contemplates finding the complaint to have been made in bad faith, it shall meet with the complainant and provide an opportunity for the complainant to respond prior to making its recommendation. It may recommend both a form of discipline for the complainant and a remedy for the respondent. The Panel also may recommend any other measures it considers appropriate in the circumstances. Such recommendations are made in writing and supported by reasons.

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

Recommendation

(37) For students, the Administrative Head of Unit with authority to receive the Panel's recommendations is the President; for members of staff, it is the Director or Head of Department; for faculty, the authority may be either the President or the Dean/Head, depending on the nature of the discipline contemplated. The Agreement on Conditions of Appointment states that only the President may discipline a faculty member by dismissal or suspension without pay. The individual receiving the Panel's recommendations meets with the complainant and with the respondent, confers with the Associate Vice Presi-

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dent Equity and the appropriate Dean or Vice President, and considers the Panel's recommendations.

(38) The individual receiving the Panel's recommendations may take such disciplinary and remedial measures as he or she considers appropriate. A written report of measures taken with supporting reasons is distributed to the Associate Vice President Equity, *the appropriate Dean or Vice President*, the complainant, the respondent, the investigator, and the Panel.

Appeal

(39) A student who denies that a violation of the policy took place or who disagrees with an imposed penalty has recourse through the Senate Committee on Appeals on Academic Discipline. A member of staff or faculty has recourse through the provisions of the collective agreement or terms and conditions of employment. To the extent provided for in collective agreements, complainants also may have recourse to appeal the decision. As well, the complainant and respondent may have recourse to extra-University processes.

Initiation Of Complaint Procedures

(40) While it is possible for anyone to seek anonymously the advice and assistance of an Equity Advisor, only those complaints in which the complainant's identity is disclosed may be taken through the mediation and investigation stages.

(41) Only those complaints lodged within one calendar year of an event, or in the case of a series of events, the last event in a series are processed. The Associate Vice President Equity may grant extensions beyond this one-year limit.

(42) The procedures in this policy can be initiated by persons directly affected (by the conduct or comment that forms the basis of the complaint) or by Administrative Heads of Unit.

A. Initiation of Procedures by Persons Directly Affected

(43) Persons directly affected by the conduct or comment that forms the basis of the complaint may lodge the complaint with either an Administrative Head of Unit or with an Equity Advisor.

(44) At any time, complainants may choose to withdraw from these complaint proceedings. Nevertheless, the University's legal responsibility to provide an environment free from discrimination and harassment, including sexual harassment, may obligate the University to proceed in the absence of a complaint from the persons directly affected. In such cases, the Administrative Head of Unit and the Equity Advisor decide whether to proceed, taking into account the need for protection against retaliation on the part of witnesses and the need for due process on the part of respondents.

Response of Administrative Heads of Unit

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

(46) In responding to complaints of discrimination or harassment, including sexual harassment, Administrative Heads of Unit are encouraged to seek the assistance of the Equity Office.

(47) If at any time, the complainant is dissatisfied with the actions taken by an Administrative Head of Unit, the complainant can lodge the same complaint with an Equity Advisor or extra-University agencies.

Response of Equity Advisors

(48) The Equity Advisor provides the complainant with a copy of this policy and explains available options. In addition, with the consent of the complainant, the Equity Advisor attempts to effect an informal resolution of the complaint. As well, the Equity Advisor recommends to the Administrative Head of Unit measures to protect the safety, academic, and other interests of the complainant pending resolution of the complaint.

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

B. Initiation of Procedures by Administrative Heads of Unit

(50) Administrative Heads of Unit may lodge complaints with an Equity Advisor to resolve allegations of discrimination or harassment, including sexual harassment. An Administrative Head of Unit who lodges a complaint is identified as the complainant, and the persons directly affected by the conduct or comment that forms the basis of the complaint may be called upon as witnesses in any subsequent investigation.

(51) When an Administrative Head of Unit becomes a complainant, she or he surrenders any rights or responsibilities assigned to administrators by these procedures. The individual to whom this complainant reports assumes the latter's rights and responsibilities. Any disputes that arise over the applicability of any of the procedures shall be referred to the Associate Vice President Equity, whose decision shall be final.

(52) If an Administrative Head of Unit lodges a complaint with an Equity Advisor, and the Equity Advisor believes that these complaint procedures apply, the Advisor, in consultation with the complainant, considers the appropriateness of an informal resolution of the complaint, and where appropriate, follows the procedures provided for informal resolution or mediation; advises and assists the complainant in taking necessary measures to protect the interests of those directly affected by the complaint; and if the complaint cannot be resolved informally or by mediation, and the complainant wishes to make a written request for investigation and *recommendation*, assists him or her in so doing.

(53) If the Equity Advisor believes that these complaint procedures do not apply, the Advisor explains to the Administrative Head of Unit why this policy has no application and refers him or her to another University office or extra-University agencies.

(54) Where the identity of the persons responsible for acts of harassment is unknown to the Administrative Head of Unit, the Associate Vice President Equity arranges an investigation and notifies appropriate authorities both inside and outside the University. In addition, the Administrative Head of Unit, in consultation with the Associate Vice President Equity, arranges for measures intended to restore the unit to effective functioning.

General Provisions

Right of Parties to Support and Assistance

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

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

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

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

Participation in the Process

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

(60) Any person whose willful actions or inactions obstruct the application of these procedures or who willfully breaks an undertaking or agreement shall be subject to discipline.

Retaliation

(61) No one shall suffer reprisal for refusing to violate this policy or for bringing forward, in good faith, a complaint or concern about discrimination or harassment, including sexual harassment. The University considers retaliation or the threat of retaliation at any stage to be a serious offense because it prevents potential complainants, witnesses, and administrators from acting on their concerns.

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

(63) Administrative Heads of Unit deal immediately with allegations of retaliation by investigating, and when appropriate, ordering the behaviour to stop, and taking preventive, interim, disciplinary and/or remedial measures.

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

Confidentiality

(65) All members of the University community involved in a case are expected to maintain confidentiality, particularly within the work or study area in question and in shared professional or social circles. These members include Equity Advisors, support staff, Administrative Heads of Unit, and witnesses, as well as the respondent and the complainant. Although at times difficult to avoid, the breach of confidentiality undermines the provision of due process, and thus proves a disservice to both the complainant and the respondent.

(66) Confidentiality is not the same as anonymity: For a complaint to go forward to mediation or investigation and recommendation, the identity of the complainant and the details of the complaint must be released to the Equity Advisor, the respondent, and those involved in the application of these procedures.

(67) *Subject to the policy on confidential files (to be approved)*, terms of confidentiality, including the need to disclose information that restores a unit to effective functioning, may be agreed on in informal or mediation agreements between the complainant(s) and respondent(s), or recommended by the Panel, or ruled on by the Administrative Head of Unit.

(68) The University, through the Associate Vice President Equity, may take necessary steps to ensure the health, safety, and security of any member of the University community.

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

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

Use of Documents

(71) Documents are used only for the purpose for which they were created and are retained by the Equity Office. Access to Equity Office files is restricted to current members of the Equity Office staff. In cases involving repeat complaints or security and safety issues, a University Vice President may review Equity Office files.

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

Multiple Proceedings

(73) A complaint under this policy may also be pursued in extra-University processes.

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(74) The fact that a complaint is being pursued under these procedures does not preclude the complainant from pursuing an extra-University process.

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

Conflict of Interest

(76) Members of the University community are governed by the terms of the University Conflict of Interest Policy. Individuals in an intimate or sexual relationship with a person in a subordinate position shall disclose the relationship to the Administrative Head of Unit and shall cooperate with those measures the Administrative Head of Unit considers appropriate to avoid conflict of interest in matters such as supervision and evaluation.

(77) When power differentials exist amongst or between faculty, staff, and students, those holding positions of authority shall not abuse, nor seem to abuse, the power with which they are entrusted. Such relationships include, but are not limited to, those between a coach, an academic advisor, an instructor/professor, a counsellor, a residence advisor, a tutor, a thesis/practicum supervisor, a research head, or a director and his or her subordinate, junior colleague, or student. Anyone who enters into a sexual relationship with a person where a professional power differential exists must realize that, if a charge of sexual harassment is subsequently lodged, it will be extremely difficult to defend the conduct on grounds of mutual consent.

(78) An inappropriate sexual relationship may create a negative work or study environment for others and give rise to a complaint under this policy.

Interim Solutions

(79) The complainant, respondent, or unit may require immediate measures to preserve safety, morale, or efficiency while a situation is being resolved, investigated, or decided. Such measures, whether carried out by the Administrative Head of Unit or by the Equity Advisor, should not be viewed as judgment of the credibility of the complainant or respondent, who may appeal such measures with the Associate Vice President Equity. His or her decision is final, subject to the provisions of collective agreements.

Remedy Options

(80) Once a case has been decided, the complainant or the respondent may request measures be taken to correct damage done to her or his career development, academic record, physical or emotional health, reputation, or finances. Arrangements are negotiated with the appropriate University officer.

Discipline Options

(81) Discipline is appropriate to the offense and relevant circumstances of the case, and is applied after an admission or judgment of wrongdoing. Considerations in determining discipline include, but are not limited to, work history, previous discipline, past cases, respondent's acknowledgment of wrong, relationship of parties, degree of aggression and physical contact, number of events, impact on the complainant, and intent of the respondent.

Stay or Termination of Proceedings

(82) *The Associate Vice President Equity, following consultation with the Associate Vice President Academic and Legal Affairs, may stay or terminate UBC's formal investigation and recommendation proceedings.*

Options Available Outside the University

(83) Nothing in this policy shall be construed to remove any rights of appeal or rights to grieve that members of the University community have independent of this policy, or to remove any rights to take action against the University or members of the University community in other processes within or without the University.

Concerns and Complaints about Procedures

(84) General or specific complaints about the application of these procedures may be addressed to the Associate Vice President Equity.

The Equity Office

(85) The Equity Office has responsibility for

- providing advice and assistance to Administrative Heads of Unit and others seeking direction in the handling of cases;
- advising and assisting those who bring forward complaints during all stages of the procedures, including the initiation of a complaint, as well as the undertaking of informal resolution, and arranging for mediation or investigation;
- ensuring that the policy and procedures in this document have been appropriately and effectively implemented;
- providing information and advice on the complaint process and limitations to confidentiality to any member of the University community;
- providing education *to individuals and departments* on the prevention and remediation of discrimination and harassment, including sexual harassment;
- publishing annually in *UBC Reports* statistical and summary reports on the number of complaints made, types of complaints, outcomes, educational activities, and an evaluation of this policy and its procedures.

President's Advisory Committee on Discrimination and Harassment

(86) The Associate Vice President Equity ensures that the President's Advisory Committee on Discrimination and Harassment reflects the diversity of members of the University with regard to gender, culture, ethnicity, disability, and sexual orientation.

(87) The tasks of this Committee are to

(a) advise and assist the Associate Vice President Equity in creating and implementing an educational program designed to make all members of the University aware of

- the nature of discrimination and harassment, including sexual harassment;
- measures that should be taken to prevent discrimination and harassment from occurring; and
- the procedures to be followed and possible outcomes involved in the event of a complaint.

(b) advise and assist the Associate Vice President Equity in the evaluation of Equity Office services, procedures, and educational programs.

Definitions

Academic freedom at UBC is defined in the UBC Calendar: "The members of the University enjoy certain rights and privileges essential to the fulfilment of its primary functions: instruction and the pursuit of knowledge. Central among these rights is the freedom, within the law, to pursue what seem to them fruitful avenues of inquiry, to teach and learn unhindered by external or nonacademic constraints, to engage in full and unrestricted consideration of any opinion. This freedom extends not only to the regular members of the University but to all who are invited to participate in its forum. Suppression of this freedom, whether by institutions of the state, the officers of the University or the actions of private individuals, would prevent the University carrying out its primary functions. All members of the University must recognize this fundamental principle and must share responsibility for supporting, safeguarding and preserving this central freedom. Behaviour which obstructs free and full discussion, not only of ideas which are safe and accepted, but of those which may be unpopular or even abhorrent, vitally threatens the integrity of the University's forum. Such behaviour cannot be tolerated."

Administrative head of unit is Director of a service unit; Head of an academic department; Director of a centre, institute or school; Principal of a college; Dean; Associate Vice President; University Librarian; Registrar; Vice President; or President.

Contractors include vendors of goods and services to the University, volunteers, homestay families, persons in the community guiding practicum and internship placements, and others with similar connections to the University.

Discrimination refers to intentional or unintentional treatment for which there is no *bona fide* and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the British Columbia Human Rights Act (1984, amended 1992.) The grounds protected against discrimination by the British Columbia Human Rights Act include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. The Act contains a number of exemptions and defenses. For example, the University's Employment Equity Policy, which has as its object the amelioration of conditions of disadvantage, is exempt from a complaint of discrimination under the Act. Similarly, the Supreme Court of Canada upheld the University's policy on mandatory retirement, and therefore, it also is exempt under the Act.

Harassment refers to physical, visual or verbal behaviour directed against a person for which there is no bona fide and reasonable justification. Such behaviour adversely affects specific individuals or groups as defined by the British Columbia Human Rights Act. (See definition of discrimination for a listing of protected grounds.)

Member of the University community is a student, a member of faculty, or a member of staff.

Reasonable person test refers to an assessment of responsibility that takes into account not only what the complainant and respondent actually experienced, knew, or understood about one another or the situation, but also what a reasonable person in each of their circumstances would or ought to have experienced, known, or understood.

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

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

Written request for investigation and recommendation under these procedures means a written complaint by an individual or group that he/she/they have been discriminated against or harassed including sexually harassed; or that there has been retaliation for consulting with an Equity Advisor or for participating in proceedings under this policy; or that there has been a breach of an undertaking as to future conduct. *A written request must identify the protected ground under the B. C. Human Rights Act that is the basis of the complaint and provide sufficient detail for an investigation.*

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UBC GAZETTE

The Board of Governors took the following actions at its meeting held on July 18, 1996.

FINANCE
The Board of Governors approved the general budget strategy detailed in the 1996-97 Budget, Planning and Accountability document and, in particular, the following budgets:

General Purpose Operating Funds
•Core
•Non-Core
•Continuing Studies
Specific Purpose
•Endowment
•Trust
Physical Infrastructure 1996/97
UBC Utilities 1996/97
A roll-back of 1996/97 rents for continuing Acadia Park tenants was approved.
The Board approved an increase in the Admission Application Processing Fees for the admissions cycle commencing September, 1997 as follows: For applicants presenting BC documents - from $21 to 22. For applicants presenting documents from outside BC - from $52 to $54.

The University maintains a general purpose operating budget program which, subject to annual approval of the Board of Governors, allows faculties and operating areas aggregated at the appropriate vice-presidential level to carry forward unexpended funds into the subsequent fiscal year up to a maximum of 5% of the budget allocation for the current year. The Board approved the carry-forward of general purpose operating funds for the year ended March 31, 1996 in the amount of $9,297,438.

The University's financial statements for the fiscal year ended March 31, 1996 were approved.
ACADEMIC AND STUDENT AFFAIRS
The revised policy on Discrimination and Harassment was approved.

Strategic Planning and Property
The Board received a proposal with respect to the Liu Centre for International Studies. It was agreed that public information meetings will be held on the proposal as soon as possible with a target date of early September 1996.

The Board approved the establishment of the Rick Hansen Centre and authorized the President to (1) facilitate the process on behalf of UBC to allow the transfer of the endowments to the Rick Hansen Trust managed by UBC, and (2) to enter into a Memorandum of Understanding regarding the creation and role of the Rick Hansen Centre.

Appointments
Dr. John Cairns, Dean of the Faculty of Medicine, was nominated to the Board of Trustees, Vancouver Hospital and Health Sciences Centre effective October 1, 1996, and to the Group Hospital Board upon its formation.

Professor Kenneth R. MacCrimmon was appointed a member of the Peter Wall Institute for Advanced Studies through December 31, 2002, and as Director of the Institute, initially through June 30, 1998; the appointments to take effect immediately.

Other
The following dates of meetings of the Board of Governors in 1996/97 were approved:
October 10, 1996; December 12, 1996; February 6, 1997; March 20, 1997; May 22, 1997; July 24, 1997.

July 1996

The Board of Governors at its meeting of July 1, 1996 approved the following recommendations and received notice about the following items.

APPOINTMENTS
Michael D. Pitt, Assoc. Dean, Faculty of Agricultural Sciences, July 1, 1996 to June 30, 1997.
Michael Davies, Assoc. Dean, Faculty of Applied Science, July 1, 1996 to June 30, 1997.
Ian Gartshore, Assoc. Dean, Faculty of Applied Science, July1, 1996 to August 31, 1996.
Siegfried Steimer, Assoc. Dean, Faculty of Applied Science, May 1, 1996 to June 30, 1997.
Neil Guppy, Assoc. Dean, Faculty of Arts, July 1, 1996 to June 30, 1999.
Janet Werker, Assoc. Dean, Faculty of Arts, July 1, 1996 to June 30, 1999.
Gernot Wieland, Asst. Dean, Faculty of Arts, July 1, 1996 to June 30, 1999.
Derek Atkins, Assoc. Dean, Faculty of Commerce & Business Administration, July 1, 1996 to June 30, 1997.
Izak Benbasat, Assoc. Dean, Faculty of Commerce & Business Administration, July 1, 1996 to June 30, 1997.
Ethel Davis, Asst. Dean, Faculty of Commerce & Business Administration, July 1, 1996 to June 30, 1997.
Daniel F. Gardiner, Asst. Dean, Faculty of Commerce & Business Administration, Sept. 1, 1996 to Aug. 31, 1997.
Jon Shapiro, Assoc. Dean, Faculty of Education, July 1, 1996 to June 30, 2001.
Antal Kozak, Assoc. Dean, Faculty of Forestry, July 1, 1996 to June 30, 1997.
John A. McLean, Assoc. Dean, Faculty of Forestry, July 1, 1996 to June 30, 1997.
James MacIntyre, Assoc. Dean, Faculty of Law, July 1, 1996 to June 30, 1997.
Ruth Patrick, University Librarian, Library, July 1, 1996 to June 30, 1997.
Martin J. Hollenberg, Dean, Faculty of Medicine, July 1, 1996 to Sept. 30, 1996.
Aubrey Tingle, Acting Assoc. Dean, Faculty of Medicine, July 1, 1996 to June 30, 1997.
David S. Hill, Assoc. Dean, Faculty of Pharmaceutical Sciences, July 1, 1996 to June 30, 1997.
James M. Orr, Assoc. Dean, Faculty of Pharmaceutical Sciences, July 1, 1996 to Dec. 31, 1996.
John G. Sinclair, Assoc. Dean, Faculty of Pharmaceutical Sciences, July 1, 1996 to June 30, 1997.
Julyet Benbasat, Assoc. Dean, Faculty of Science, July 1, 1996 to June 30, 2001.
David Holm, Assoc. Dean, Faculty of Science, July 1, 1996 to June 30, 1997.
David Measday, Assoc. Dean, Faculty of Science, July 1, 1996 to June 30, 1997.
A. A. Bomke, Acting Head, Dept. of Soil Science, July 1, 1996 to June 30, 1997.
Richard Johnston, Acting Head, Dept. of Political Science, May 16, 1996 to July 31, 1996.
Douglas C. Kilburn, Director, Biotechnology Laboratory, July 1, 1996 to June 30, 1997.
Rabab Ward, Director, Centre for Integrated Computer Systems Research, July 1, 1996 to June 30, 1999.
Alan A. Lowe, Head, Dept. of Clinical Dental Sciences, July 1, 1996 to Dec. 31, 1996.
Donald M. Brunette, Head, Dept. of Oral Biology, July 1, 1996 to June 30, 1997.
David Donaldson, Head, Dept. of Oral Medical & Surgical Sciences, July 1, 1996 to June 30, 1997.
Michael Houston, Director, School of Human Kinetics, July 1, 1996 to June 30, 2001.
Marion Crowhurst, Head, Dept. of Language Education, July 1, 1996 to June 30, 1999.
Michael MacEntee, Acting Director, Institute of Health Promotion Research, July 1, 1996 to Dec. 31, 1996.
John Schrader, Director, Biomedical Research Centre, May 1, 1996 to June 30, 1999.
Ross Petty, Acting Head, Dept. of Paediatrics, July 1, 1996 to Aug. 31, 1996.
Brian Lentle, Head, Dept. of Radiology, July 1, 1996 to Aug. 31, 1996.
Ryna Levy Milne, Instructor II, School of Family & Nutritional Sciences, July 1, 1996 to June 30, 1998.
Donald T. Luymes, Asst. Professor, Landscape Architecture Program/Dept. of Forest Resources Management, June 1, 1996 to June 30, 1999.
Christopher Macdonald, Assoc. Professor, School of Architecture, Jan. 1, 1997 (tenured).
Barbara J. Lence, Assoc. Professor, Dept. of Civil Engineering, Sept. 1, 1996 to June 30, 1999.
Robert Gary Millar, Asst. Professor, Dept. of Civil Engineering, Aug. 15, 1996 to June 30, 1999.
Steven J. E. Wilton, Asst. Professor, Dept. of Electrical Engineering, Jan. 1, 1997 to June 30, 2000.
Pamela A. Ratner, Asst. Professor, School of Nursing, July 1, 1996 to June 30, 1999.
You-Tien Hsing, Asst. Professor, Dept. of Geography, July 1, 1996 to June 30, 1999.
Rita F. De Grandis, Assoc. Professor, Dept. of Hispanic & Italian Studies, July 1, 1996 (tenured).
Michael Tenzer, Asst. Professor, School of Music, July 1, 1996 to June 30, 1999.
Mitchell A. Farlee, Asst. Professor, Faculty of Commerce & Business Administration, July 1, 1996 to June 30, 1999.
Gerald T. Garvey, Assoc. Professor, Faculty of Commerce & Business Administration, Jan. 1, 1997 (tenured).
Eunkyu Lee, Asst. Professor, Faculty of Commerce & Business Administration, July 1, 1996 to June 30, 1999.
Pat Mirenda, Assoc. Professor, Dept. of Educational Psychology & Special Education, Sept. 1, 1996 to June 30, 1999.
Linda Siegel, Professor, Dept. of Educational Psychology & Special Education, July 1, 1996 (tenured).
Sharilyn Calliou, Asst. Professor, Dept. of Educational Studies, July 1, 1996 to June 30, 1999.
Michael Marker, Asst. Professor, Dept. of Educational Studies, July 1, 1997 to June 30, 2000.
Michael Houston, Professor, School of Human Kinetics, July 1, 1996 (tenured).
Joseph McNeel, Assoc. Professor, Dept. of Forest Resources Management, July 1, 1996 to June 30, 1999.
Sally N. Aitken, Asst. Professor, Dept. of Forest Sciences, July 1, 1996 to June 30, 1999.
Kermit Ritland, Professor, Dept. of Forest Sciences, July 1, 1996 (tenured).
Steffanie A. Strathdee, Asst. Professor, Dept. of Health Care & Epidemiology, July 1, 1996 to June 30, 1999.
Sylvie Langlois, Asst. Professor, Dept. of Medical Genetics, July 1, 1996 to June 30, 1999.
Victor Tron, Assoc. Professor, Dept. of Pathology, July 1, 1996 to June 30, 1999.
Stephen W. Chung, Assoc. Professor, Dept. of Surgery, July 1, 1996 to June 30, 1999.
Richard Simons, Assoc. Professor, Dept. of Surgery, July 1, 1996 to June 30, 1999.
Timothy-John Grainger-Rousseau, Asst. Professor, Faculty of Pharmaceutical Sciences, July 1, 1996 to June 30, 1999.
David McConville, Asst. Professor, Dept. of Chemistry, July 1, 1996 to June 30, 1999.
Mark Thachuk, Asst. Professor, Dept. of Chemistry, July 1, 1996 to June 30, 1999.
Ian Cavers, Instructor I, Dept. of Computer Science, July 1, 1996 to June 30, 1998.
Alan J. Hu, Asst. Professor, Dept. of Computer Science, Oct. 1, 1996 to June 30, 1999.
Gail C. Murphy, Asst. Professor, Dept. of Computer Science, Aug. 1, 1996 to June 30, 1999.
Oldrich Hungr, Assoc. Professor, Dept. of Earth & Ocean Sciences, May 1, 1996 to June 30, 1999.
Anthony P. Pierce, Assoc. Professor, Dept. of Mathematics, July 1, 1996 (tenured).
Rachel Fernandez, Asst. Professor, Dept. of Microbiology, Sept. 1, 1996 to June 30, 1999.
Eric B. Taylor, Instructor I, Dept. of Zoology, July 1, 1996 to June 30, 1998.
Kathryn Hornby, General Librarian, Library, July 1, 1996 to June 30, 1999.

CHANGES TO HIRE DATE
Kenneth Carty, Head, Dept. of Political Science, July 1, 1996 to June 30, 2001 to August 1, 1996 to June 30, 2001.

CORRECTIONS
Janice Eng, Asst. Professor, School of Rehabilitation Sciences, Jan. 1, 1997 to June 30, 2000.
Darlene Redenbach, Asst. Professor, School of Rehabilitation Sciences, July 1, 1996 to June 30, 1999.

RESIGNATIONS
Richard M. Beames, Professor, Dept. of Animal Science, July 31, 1996.
Carole A. Robinson, Assoc. Professor, School of Nursing, June 30, 1996.
Louise Jackson, Asst. Professor, Dept. of Anthropology & Sociology, June 30, 1996.
Robert M. Will, Professor, Dept. of Economics, June 28, 1996.
Kristen Hanson, Asst. Professor, Dept. of English, June 30, 1996.
Maria G. Tomsich, Assoc. Professor, Dept. of Hispanic & Italian Studies, June 29, 1996.
Jerry S. Wiggins, Professor, Dept. of Psychology, June 29, 1996.
William J. P. Logan, Assoc. Professor, Dept. of Curriculum Studies, June 29, 1996.
Erminia Pedretti, Asst. Professor, Dept. of Curriculum Studies, June 30, 1996.
Neil Sutherland, Professor, Dept. of Educational Studies, June 29, 1996.
You-tien Hsing, Asst. Professor, School of Community & Regional Planning, June 30, 1996.
Philip Bryden, Assoc. Dean, Faculty of Law, June 30, 1996. (continues as Assoc. Professor in Law.)
Donald D. Greenwood, Professor, School of Audiology & Speech Sciences, June 29, 1996.
Sharon Cassol, Asst. Professor, Dept. of Pathology, July 12, 1996.
Margaret Norman, Professor, Dept. of Pathology, Aug. 31, 1996.
Bomshik Chang, Assoc. Professor, Dept. of Mathematics, June 29, 1996.
Bruce White, Professor, Dept. of Physics, June 29, 1996.
Anthony Perks, Professor, Dept. of Zoology, Dec. 30, 1996.
David Reimer, General Librarian, Library, June 30, 1996.

LEAVES OF ABSENCE
STUDY LEAVES

AGRICULTURAL SCIENCES
Susan I. Barr, School of Family & Nutritional Sciences, July 1, 1996 to June 30, 1997.
Mahesh K. Upadhyaya, Dept. of Plant Science, July 1, 1996 to December 31, 1996.
APPLIED SCIENCE
Clive Brereton, Dept. of Chemical Engineering, July 1, 1996 to June 30, 1997.
Septimiu E. Salcudean, Dept. of Electrical Engineering, Sept. 1, 1996 to August 31, 1997.
Neil R. Risebrough, Dept. of Metals & Materials Engineering, Jan. 1, 1997 to

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THE UNIVERSITY OF BRITISH COLUMBIA

GAZETTE

Dec. 31, 1997.
Anne Wyness, School of Nursing, Jan. 1, 1997 to June 30, 1997.

ARTS
Harjot Singh Oberoi, Dept. of Asian Studies, July 1, 1996 to June 30, 1997.
Mukesh Eswaran, Dept. of Economics, July 1, 1996 to June 30, 1997.
Geoffrey Hainsworth, Dept. of Economics, Jan. 1, 1996 to June 30, 1996; Jan. 1, 1997 to June 30, 1997.
Gordon R. Munro, Dept. of Economics, July 1, 1996 to June 30, 1997.
Guofu Tan, Dept. of Economics, July 1, 1996 to June 30, 1997.
Michael Scott Taylor, Dept. of Economics, July 1, 1996 to June 30, 1997.
John A. Weymark, Dept. of Economics, July 1, 1996 to June 30, 1997.
Kenneth J. White, Dept. of Economics, July 1, 1996 to June 30, 1997.
Nancy Frelick, Dept. of French, July 1, 1996 to June 30, 1997.
Guy Carden, Dept. of Linguistics, July 1, 1996 to June 30, 1997.
Douglas Pulleyblank, Dept. of Linguistics, Sept. 1, 1996 to Aug. 31, 1997.
J. Evan Kreider, School of Music, July 1, 1996 to June 30, 1997.
Paule McNicoll, School of Music, July 1, 1996 to June 30, 1997.
Gerald Stanick, School of Music, July 1, 1996 to Dec. 31, 1996.
Kenneth D. Craig, Dept. of Psychology, July 1, 1996 to June 30, 1997.
Donald G. Dutton, Dept. of Psychology, Jan. 1, 1997 to June 30, 1997.
Delroy L. Paulhus, Dept. of Psychology, Sept. 1, 1996 to Aug. 31, 1997.
Roderick Wong, Dept. of Psychology, July 1, 1996 to Dec. 31, 1996.

COMMERCE & BUSINESS ADMINISTRATION
Raphael Amit, July 1, 1996 to June 30, 1997.
James Brander, July 1, 1996 to June 30, 1997.
P. Devereaux Jennings, Jan 1, 1997 to Dec. 31, 1997.
Maurice D. Levi, Jan 1, 1997 to June 30, 1997; Jan. 1, 1998 to June 30, 1998.
Richard Pollay, Jan 1, 1997 to Dec. 31, 1997.
Mark Thompson, Jan. 1, 1997 to June 30, 1997.

DENTISTRY
Veli-Jukka Uitto , Dept. of Oral Biology, July 1, 1996 to June 30, 1997.

EDUCATION
Inge Andreen, Dept. of Curriculum Studies, Jan. 1, 1997 to June 30, 1997.
Jack Kehoe, Dept. of Curriculum Studies, July 1, 1997 to Dec. 31, 1997.
Billie Housego, Dept. of Educational Psychology & Special Education, Jan. 1, 1997 to June 30, 1997.
Adel Safty, Dept. of Language Education, July 1, 1996 to June 30, 1997.

FORESTRY
Robert D. Guy, Dept. of Forest Sciences, July 1, 1996 to Dec. 31, 1996.

GRADUATE STUDIES
Michael Seelig, School of Community & Regional Planning, July 1, 1996 to June 30, 1997.

GRADUATE STUDIES/ APPLIED SCIENCE
Charles Laszlo, Institute for Hearing Accessibility Research/Electrical Engineering, Sept. 1, 1996 to Aug. 31, 1997.

GRADUATE STUDIES/SCIENCE
Carl Walters, Fisheries Centre/Zoology, Sept. 1, 1996 to Aug. 31, 1997.

LAW
William W. Black, July 1, 1996 to Dec. 31, 1996.
Isabel Grant, Jan. 1, 1997 to June 30, 1997.
Robert K. Paterson, July 1, 1996 to June 30, 1997.

MEDICINE
Everard M. Trip, Dept. of Biochemistry, Sept. 1, 1996 to Aug. 31, 1997.
Joseph K. H. Tan, Dept. of Health Care & Epidemiology, July 1, 1996 to Dec. 31, 1996.
R. A. Pederson, Dept. of Physiology, Jan. 1, 1997 to June 30, 1997.
Christine Carpenter, School of Rehabilitation Sciences, July 1, 1996 to June 30, 1997.
Lyn Jongbloed, School of Rehabilitation Sciences, July 1, 1996 to Dec. 31, 1996.
Melinda Jane Suto, School of Rehabilitation Sciences, July 1, 1996 to June 30, 1997.
Murray Douglas Morrison, Dept. of Surgery, Sept. 1, 1996 to Aug. 31, 1997.
P. Terence Phang, Dept. of Surgery, July 1, 1996 to June 30, 1997.

SCIENCE
Bruce A. Bohm, Dept. of Botany, July 1, 1996 to June 30, 1997.
Fred R. Ganders, Dept. of Botany, July 1, 1996 to June 30, 1997.
James J. Little, Dept. of Computer Science, Jan. 1, 1997 to June 30, 1997.
Alan K. Mackworth, Dept. of Computer Science, July 1, 1996 to June 30, 1997.
Richard S. Rosenberg, Dept. of Computer Science, July 1, 1996 to June 30, 1997.
Carlo A. Giovanella, Dept. of Earth & Ocean Sciences, Jan. 1, 1997 to June 30, 1997.
Colin I. Godwin, Dept. of Earth & Ocean Sciences, July 1, 1996 to June 30, 1997.
Lee Groat, Dept. of Earth & Ocean Sciences, Sept. 1, 1996 to Aug. 31, 1997.
Jason R. Auman, Dept. of Physics & Astronomy, July 1, 1996 to June 30, 1997.
Martin T. Barlow, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
Leah Edelstein-Keshet, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
Edmond E. Granirer, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
Priscilla E. Greenwood, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
John Heywood, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
Stanley S. Page, Dept. of Mathematics, July 1, 1996 to Dec. 31, 1996.
Denis Sjerve, Dept. of Mathematics, July 1, 1996 to June 30, 1997.
John Walsh, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
Dolph Schluter, Dept. of Zoology, Sept. 1, 1996 to Aug. 31, 1997.

SCIENCE/GRADUATE STUDIES
Kellogg Booth, Dept. of Computer Science/MAGIC, July 1, 1996 to June 30, 1997.

VICE PRESIDENT STUDENT & ACADEMIC SERVICES
Jo-Anne M. Naslund, Library, Sept. 1, 1996 to Aug. 31, 1997.
Tim Ross, Library, Sept. 1, 1996 to Aug. 31, 1997.

CANCELLATIONS OF STUDY LEAVES
SCIENCE
Frank Curzon, Dept. of Physics & Astronomy, July 1, 1996 to June 30, 1997.

CHANGES TO STUDY LEAVES
APPLIED SCIENCE
Perry Adebar, Dept. of Civil Engineering, Jan. 1, 1996 to Dec. 31, 1996 to Jan. 1, 1996 to June 30, 1996.

ARTS
Brian Elliott, Dept. of Anthropology & Sociology, Jan. 1, 1996 to June 30, 1996 and Jan. 1, 1998 to June 30, 1998 to Jan. 1, 1996 to June 30, 1996.

SCIENCE
David Dolphin, Dept. of Chemistry, July 1, 1996 to June 30, 1997 to Jan. 1, 1997 to Dec. 31, 1997.

OTHER LEAVES
APPLIED SCIENCE
Andrew Gruft, School of Architecture, July 1, 1996 to June 30, 1997.

ARTS
Joshua S. Mostow, Dept. of Asian Studies, July 1, 1996 to Dec. 31, 1996.
Daniel Overmyer, Dept. of Asian Studies, Sept. 1, 1996 to Aug. 31, 1997.
John M. Archer, Dept. of English, July 1, 1996 to June 30, 1997.
Kenneth R. Lum, Dept. of Fine Arts, July 1, 1996 to June 30, 1997.
Paul L. Krause, Dept. of History, July 1, 1996 to June 30, 1997.
J. P. Russell, Dept. of Philosophy, July 1, 1996 to Dec. 31, 1996.
David J. Albert, Dept. of Psychology, July 1, 1996 to Dec. 31, 1996.

COMMERCE & BUSINESS ADMINISTRATION
Amitava Chattopadhyay, July 1, 1996 to June 30, 1997.
Hong Chen, Jan. 1, 1997 to Dec. 31, 1997.
Garland Chow, July 1, 1996 to June 30, 1997.
Piet De Jong, July 1, 1996 to June 30, 1997.
Keith Murnighan, July 1, 1996 to June 30, 1997.
W. T. Stanbury, July 1, 1996 to June 30, 1997.

LAW
Ian Townsend-Gault, Apr. 1, 1996 to May 31, 1997.

MEDICINE
Ian Clark-Lewis, Dept. of Biochemistry, July 1, 1996 to June 30, 1997.
Stuart Fine, Dept. of Psychiatry, Sept. 1, 1996 to Nov. 30, 1996.

PHARMACEUTICAL SCIENCES
Helen M. Burt, June 15, 1996 to June 30, 1997.
Lynda Eccott, June 1, 1996 to June 30, 1996.

SCIENCE
Sam Chanson, Dept. of Computer Science, Jan. 1, 1996 to June 30, 1996.
Dale H. Peterson, Dept. of Mathematics, Sept. 1, 1996 to Aug. 31, 1997.
Nathan Weiss, Dept. of Physics & Astronomy, Sept. 1, 1996 to Aug. 31, 1997.

VP STUDENT & ACADEMIC SERVICES
Julie Stevens, Library, July 1, 1996 to Sept. 30, 1996.

ADMINISTRATIVE LEAVES
AGRICULTURAL SCIENCES
Patrick M. Condon, Dept. of Plant Science/Landscape Architecture Program, July 1, 1996 to April 30, 1997.

APPLIED SCIENCE
S. T. Chieng, Dept. of Chemical & Bio-Resource Engineering, July 1, 1997 to Dec. 31, 1997.

ARTS
Michael Duke, Dept. of Asian Studies, July 1, 1997 to June 30, 1998.
Donald Paterson, Dept. of Economics, July 1, 1996 to June 30, 1997.
James Caswell, Dept. of Fine Arts, July 1, 1997 to Dec. 31, 1998.
Valerie Raoul, Dept. of French, July 1, 1996 to June 30, 1997.
Timothy Oke, Dept. of Geography, Sept. 1, 1996 to Aug. 31, 1997.
Graeme Wynn, Dept. of Geography, July 1, 1997 to June 30, 1998.
W. Peter Ward, Dept. of History, July 1, 1996 to June 30, 1997.
Robert Silverman, School of Music, July 1, 1996 to June 30, 1997.

DENTISTRY
Alan Lowe, Dept. of Clinical Dental Sciences, Jan. 1, 1997 to Dec. 31, 1997.

GRADUATE STUDIES
John R. Grace, July 1, 1996 to June 30, 1997.

MEDICINE/SCIENCE
Michael Smith, Dept. of Biochemistry/ Biotechnology Laboratory, Sept. 1, 1996 to Aug. 31, 1997.

PHARMACEUTICAL SCIENCES
James Orr, Jan. 1, 1997 to Dec. 31, 1997.
John G. Sinclair, July 1, 1997 to June 30, 1998.

SCIENCE
John Sams, Dept. of Chemistry, July 1, 1996 to June 30, 1997.

CHANGES TO ADMINISTRATIVE LEAVES
MEDICINE
Martin J. Hollenberg, Dept. of Anatomy, July 1, 1996 to June 30, 1997 to Oct. 1, 1996 to Sept. 30, 1997.

SCIENCE
Robert M. Ellis, Dept. of Geophysics & Astronomy, Jan 1, 1996 to Dec. 31, 1996 to Jan 1, 1996 to Mar. 31, 1996.

The following is a list of recommendations for promotions to the rank of Senior Instructor, Asst. Professor, Assoc. Professor, and Professor; and tenure effective July 1, 1996:

PROMOTION TO SENIOR INSTRUCTOR
Kyung Hee Lynn, Asian Studies (with tenure)
Norma Wieland, Germanic Studies (with tenure)

PROMOTION TO ASST. PROFESSOR
Robert Eberle, Theatre, Film & Creative Writing

PROMOTION TO ASSOC. PROFESSOR
Craig Boutilier, Computer Science (with tenure)
Marilyn Chapman, Language Education (with tenure)
John X. Cooper, English (with tenure)
Graeme Dougherty, Pathology & Laboratory Medicine (with grant tenure)
Simon Ellis, Wood Science (with tenure)
Guy Fradet, Surgery (with grant tenure)
Ricki Goldman-Segall, Curriculum Studies (with tenure)
Lee Groat, Earth & Ocean Sciences (with tenure)
Penelope C. Gurstein, Community & Regional Planning (with tenure)
Wendy Hall, Nursing
Greg Henry, Geography (with tenure)
Paul Hewitt, Psychology (with tenure)
David S. Hill, Pharmaceutical Sciences
William Honer, Psychiatry (with tenure)
Pauline Johnson, Microbiology (with tenure)
Robert Kay, Medical Genetics (with grant tenure)
Steven Kehl, Physiology
Deirdre Kelly, Educational Studies (with tenure)
Neil Kitson, Medicine (with grant tenure)
Brian Klinkenberg, Geography
Bruce MacDougall, Law (with tenure)
Stephen Malloy, Theatre, Film & Creative Writing
Brendan P. M. McCabe, Commerce & Business Administration
Robert McDonald, History
Brian McIlroy, Theatre, Film & Creative Writing
Dinesh Pai, Computer Science (with tenure)
Rimas Pakalnis, Mining & Mineral Process Engineering
Michael Pezim, Surgery (with tenure)
Michelle Piccione, Economics (with tenure)
Darlene Reid, Rehabilitation Sciences
K. Wayne Riggs, Pharmaceutical Sciences (with tenure)
Jason Rivers, Medicine (with grant tenure)
Michael Roberge, Biochemistry (with tenure)
Stephen M. Salzberg, Law
Kimberly Schonert-Reichl, Educational Psychology & Special Education (with tenure)
John Sherman, Chemistry (with tenure)
Jack Snoeyink, Computer Science (with tenure)
Peter Soja, Pharmaceutical Sciences (with grant tenure)
Richard Sullivan, Social Work (with tenure)
Guofo Tan, Economics (with tenure)
Steven Taylor, Psychiatry (with tenure)
James Vercammen, Agricultural Economics (with tenure)
David Walker, Pathology
Joanne Walton, Clinical Dental Sciences (with tenure)
Brian Wetton, Mathematics (with tenure)
Matthew Yedlin, Electrical Engineering/ Earth & Ocean Sciences (with tenure)

PROMOTION TO PROFESSOR
Martin Adamson, Zoology
Yusuf Altintas, Mechanical Engineering
Paul Beaudry, Economics
Susan Boyd, Law
Daniel Brown, Educational Studies
Kenneth Carty, Political Science
Kimberly Cheng, Animal Science
Douglas Cochrane, Surgery (with grant tenure)
Brian Copeland, Economics
Bruce J. Crawford, Anatomy
Michael Davies, Electrical Engineering
Katerina Dorovini-Zis, Pathology

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GAZETTE

James Enns, Psychology
David Fielding, Pharmaceutical Sciences
Brett Finlay, Biotechnology Lab
Christopher Friedrichs, History
Lee Gunderson, Language Education
Eric Hall, Civil Engineering
Paul Hickson, Physics & Astronomy
George Iwama, Animal Science
Peter Jewesson, Pharmaceutical Sciences
Graham Kelsey, Educational Studies
Dixie Mager, Medical Genetics
Frederick Mikelberg, Ophthalmology
Peter N. Nemetz, Commerce & Business Administration
Gordon Page, Medicine
Richard Pardy, Medicine
Pitman Potter, Law
Douglas Pulleyblank, Linguistics
John Roeder, Music
Thomas Ross, Commerce & Business Administration
James Russell, Medicine (with grant tenure)
Dolph Schluter, Zoology
Terence Snutch, Biotechnology Lab
Paul Steinbok, Surgery (with grant tenure)
Norman L. M. Wong, Medicine
Claire Young, Law
Jeff Young, Physics & Astronomy (with tenure)

TENURE
H. M. Alnuweiri, Electrical Engineering
James Anderson, Language Education
Michael Bebbington, Obstetrics & Gynaecology
Craig Boutilier, Computer Science (as Assoc. Professor)
Marilyn Chapman, Language Education (as Assoc. Professor)
Douglas Cochrane, Surgery (grant) (as Professor)
John X. Cooper, English (as Assoc. Professor)
Graeme Dougherty, Pathology (grant) (as Assoc. Professor)
Simon Ellis, Wood Science (as Assoc. Professor)
Caroline Ford, History
Guy Fradet, Surgery (grant) (as Assoc. Professor)
Joanne Goldman-Segall, Curriculum Studies (as Assoc. Professor)
Lee Groat, Earth & Ocean Sciences (as Assoc. Professor)
Penelope C. Gurstein Community & Regional Planning (as Assoc. Professor)
Mark Halpern, Physics
Greg Henry, Geography (as Assoc. Professor)
Paul Hewitt, Psychology (as Assoc. Professor)
William Honer, Psychiatry (as Assoc. Professor)
Thomas A. Hutton, Community & Regional Planning
Pauline Johnson, Microbiology (as Assoc. Professor)
Robert Kay, Medical Genetics (grant) (as Assoc. Professor)
Deirdre Kelly, Educational Studies (as Assoc. Professor)
Neil Kitson, Medicine (grant) (as Assoc. Professor)
Kyung Hee Lynn, Asian Studies (as Senior Instructor)
Bruce MacDougall, Law (as Assoc. Professor)
Dinesh Pai, Computer Science (as Assoc. Professor)
M. R. Palmer, Electrical Engineering
Michael Pezim, Surgery (as Assoc. Professor)
Michelle Piccione, Economics (as Assoc. Professor)
H. Prion, Civil Engineering
Wayne Riggs, Pharmaceutical Sciences (as Assoc. Professor)
Jason Rivers, Medicine (grant) (as Assoc. Professor)
Michael Roberge, Biochemistry (as Assoc. Professor)
Dorin Ruse, Oral Biology
James Russell, Medicine (grant) (as Professor)
Kimberly Schonert-Reichl, Educational Psychology & Special Education (as Assoc. Professor)
Judy Segall, English
John Sherman, Chemistry (as Assoc. Professor)
Kevin Smith, Chemical Engineering
Jack Snoeyink, Computer Science (as Assoc. Professor)
Peter Soja, Pharmaceutical Sciences (grant) (as Assoc. Professor)
Paul Steinbok, Surgery (grant) (as Professor)
Richard Sullivan, Social Work (as Assoc. Professor)
Guofo Tan, Economics (as Assoc. Professor)
Gloria Tang, Language Education
Steven Taylor, Psychiatry (as Assoc. Professor)
James Vercammen, Agricultural Economics (as Assoc. Professor)
Joanne Walton, Clincal Dental Sciences (as Assoc. Professor)
Brian Wetton, Mathematics (as Assoc. Professor)
Norma Wieland, Germanic Studies (as Senior Instructor)
Matthew Yedlin, Electrical Engineering/ Earth & Ocean Sciences (as Assoc. Professor)
Jeff Young, Physics & Astronomy (as Professor)
Lewei Zhang, Oral Medical & Surgical Sciences

The following is a recommendation for promotion to the rank of Assoc. Professor and tenure effective July 1, 1993:

PROMOTION TO ASSOC. PROFESSOR
Adel Safty, Language Education (with tenure)

TENURE
Adel Safty, Language Education (as Assoc. Professor)

The following is a recommendation for promotion to the rank of Professor effective July 1, 1995:
PROMOTION TO PROFESSOR
Graham Johnson, Anthropology & Sociology

News Digest

An additional elevator for disabled persons in the Walter C. Koerner Library is the first special project funded through UBC's agreement with Coca-Cola.

The second elevator will provide access to and from the library for disabled persons in case of emergencies or if the other elevator is out of order. The elevator project, which received additional financial support from Suzanne and Earl Dodson, includes extra features designed to provide maximum access to better serve the needs of persons with disabilities.

Funds received from Coca-Cola over the life of the agreement will be spent on improving access for disabled people to premises and programs at UBC.

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UBC's annual orientation program for new international students attending the university is underway.

Services provided by International Student Services (ISS) include airport reception, housing assistance and a peer program which matches new international students with trained Canadian 'buddies' who provide them with on-going support in their first year on campus.

ISS will also host Orientation Week '96, August 26 to 30, featuring information sessions and skill development workshops designed to ease the transition to life in Canada and at UBC for international students. Registration and a fee are required. For more information, call (604) 822-5021, or visit the ISS homepage at http://www.student-services.ubc.ca/internat/

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

The deadline for the September 5, 1996 issue of *UBC Reports* is noon, August 26.

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In Memoriam

Peter Larkin: 1924 - 1996

A champion of common sense

by W.H. New

McLean Chair of Canadian Studies

Peter Larkin solved problems. He did so in part by refusing to believe they were problems in the first place. Instead, he saw difficulties and disagreements simply as challenges to the imagination, impasses as sites to climb through.

I remember how, shortly after I first began to work with him in 1975, I ran headlong one afternoon into a stubborn procedural knot. "It's sunny out," he said, when I tried to explain what was going wrong; "let's go for a walk." It was one of those crisp autumn days when the UBC campus seems electric and alive, and 20 minutes later the knot no longer seemed stubborn. We didn't exactly talk things through, nor did he tell me what to do. It was more Peter's way to let you work out for yourself the separate consequences of differing actions. He just listened, attentively. But his own commitment was never in doubt: to the highest standards of scholarship, to clarity and precision, to creative and judicious solutions, to the continuing exercise of humane choice.

These commitments are, of course, some of the reasons why he was so widely admired. He loved to teach. (He won UBC's Master Teacher Award in 1971, and a dozen other medals and prizes, including two honorary degress, the Order of Canada, and the Order of British Columbia.) Role model as well as teacher, he was, however, always too modest ever to admit to that fact. "I'm just an ordinary fellow doing his job," he'd say. Everyone else knew that he was much, much more.

One measure of the breadth of his accomplishment is that his life and career cannot be easily summarized. Born in New Zealand, he came to Canada as a child, and was educated at the University of Saskatchewan and at Oxford (where he was a Rhodes Scholar, earning his DPhil at the age of 24). He moved to B.C. as Chief Fisheries biologist for the B.C. Game Commission in 1948, and in 1955 he joined the faculty at UBC. He worked first in the Fisheries Institute, and then in the Dept. of Zoology; and subsequently he became head of department, then dean of Graduate Studies, and later still, vice-president in charge of research. Author of some 160 scientific papers, he also served over the course of his career on some 50 local, national, and international commissions, ranging from the Science Council of Canada and the National Research Council to TRIUMF and the Vancouver Hospital Board, and from federal studies of the impact of pesticides, and United Nations studies of marine mammals, to the Board of B.C. Packers Ltd., the B.C. Advisory Committee on Ecological Reserves, and the committee that worked on preserving and developing Strathcona Park.

After his retirement from UBC, he became actively involved in the Northern River Basins Study, and he maintained his interest in marine research. Always he engaged creatively with the world around him. As a scientist, he wanted to know more about the world; as a thinking scientist who was also a sensible human being, he wanted also to make sure that the world remained—or sometimes became again—a liveable place.

By one of those ironies that go by the name of coincidence, Peter's last note to me arrived in the mail on July 10, the morning he died. The note (as usual, brief) began with the single word "Awesome!" He was describing something that had appealed to him, and he went on to talk about it in a little more detail. But in retrospect I read that one word as characteristic of the way he met life in general. Enthusiastically. Energetically. Irrepressibly. For him the world was an endless source of wonder and delight. He strove to understand it better, and if possible explain a little more about it. But he took pleasure also in its mysteries. For those things that persistently remained unclear—those that continued beyond the reach of explanation—obliquely and indirectly promised a kind of continuity to scholarly enquiry. Mysteries inevitably led to more thought, more wonder, and—occasionally (the scholar-teacher's dream)—more understanding.

Peter was concerned about the shaping of public policy, and he participated willingly in government commissions, trying to match scientific knowledge with community wishes and needs. He took real delight in the intricacies of scientific enquiry. Yet he balanced these pursuits by delighting in people and language as well. An intensely private family man, he was always at ease on the public stage. He wrote skits. He wrote comic verses. He espoused scholarly clarity, and at the same time appreciated a good (or a very awful) pun. He loved celebrating others' accomplishments, and frequently did so, with wit and a sense of occasion. He could be passionately serious. He was a witty raconteur. There was no inconsistency here. He simply had the ability to lead without requiring that he be praised for leading; and he had both the expertise to provide judicious and informed advice, and the wisdom not to mistake advice and opinion for infallibility. His intelligence shaped his understanding of the world; his faith in human worthiness sustained it; his gift of laughter helped him share this understanding with others.

Peter Larkin

And share he did. Over the 20 years that I knew him, I saw him teach by example rather than by rule. He understood that people work best when they work with you rather than for you. He knew that administration is the art of enabling possibilities rather than the act of designing restrictions. And he encouraged and supported others—supported them in their research and aspirations, encouraged them to recognize and respect the talents they themselves possessed, to express their views frankly and fairly, and to appreciate that all perspectives and talents need not be the same to be of value.

He demanded as much of himself as he did of others: honesty, accuracy, integrity, consideration. And he gave of himself in return: to science, to academe, to the community, friends and home. A modest man, yes. But inestimable.

His family—his wife Lois, their five daughters, and their families—have lost a constant and loving companion; the university has lost a champion of common sense; the country has lost an effective advocate for science and ecology; the world has lost an incomparable mentor and friend. We remember him with honour, and appreciation.

Alan Donald, Ph.D.
Biostatistical Consultant

Medicine, dentistry, biosciences, aquaculture

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