

THE UNIVERSITY OF BRITISH COLUMBIA

A regularly scheduled meeting of the Board of Governors was held on Thursday, January 21, 1999, at 8:00 a.m. in the Board and Senate Room, Old Administration Building.

Present: Mr. Harold Kalke, Chair

Chancellor William L. Sauder

Dr. Martha C. Piper, President

Mr. Larry I. Bell

Ms Jennie Chen

Mr. Kenneth V. Georgetti

Dr. Joanne Emerman

Dr. Roslyn Kunin

Ms Lois Moen

Ms Guninder Mumick

Mr. James Pond

Dr. Philip Resnick

Ms Linda Thorstad

Ms Marion J. J. York

In Attendance: Mrs. Nina Robinson, Secretary to the Board

Dr. Barry C. McBride, Vice President, Academic & Provost

Dr. Bernie Bressler, Vice President Research

Ms Mary Risebrough, Acting Vice President Student and Academic Services

Mr. Terry Sumner, Vice President, Administration & Finance

Dr. C. E. Slonecker, Acting Vice President, External Affairs

Mr. Dennis Pavlich, Associate Vice President Academic and Legal Affairs

Mr. Geoff Atkins, Associate Vice President Land and Building Services

Dr. Sharon Kahn, Associate Vice President, Equity

Mr. Ted Dodds, Associate Vice President, Information Technology

Dr. John Chase, Director, Budget and Planning

Ms Lisa Castle, Acting Director, Human Resources

Ms Paula Martin, Manager, Public Affairs Office

OPEN AGENDA

REMARKS

Board Chair (Mr. Harold Kalke)

Congratulations to UBC Thunderbird Women's Field Hockey Team

The Board congratulated the UBC Thunderbird Women's Field Hockey Team and their coach Hash Kanjee on winning the 1998-99 CIAU Championships held at the University of Alberta October 29 - November 1, 1998. This was the team's 6th national title in their 14 appearances at the Nationals.

Board Appointments/Elections

Mr. Kalke noted Board membership changes as follows:

Dr. Joanne Emerman—re-elected for a period of three years from February 1, 1999

Dr. Patricia Marchak—elected for a period of three years from February 1, 1999

Mr. Ben Pong—elected for a period of three years from February 1, 1999

Mr. Ken Georgetti—reappointed for a period of three years from December 15, 1998

Mr. Kalke expressed his pleasure at the continuance of the appointments of Dr. Emerman and Mr. Georgetti. He also welcomed Dr. Marchak and Mr. Pong, and expressed the hope that they would enjoy their term of office on the Board.

Thank you to outgoing Board members

On behalf of the Board, Mr. Harold Kalke expressed appreciation to Ms Lois Moen, Dr. Philip Resnick, Ms Jennie Chen and Mr. James Pond for their dedicated service as members of the Board of Governors, and he wished them well in all their future endeavours.

President

Dr. Martha Piper, on behalf of the University Administration, added her voice of appreciation to the four Board members who would be leaving after today's meeting. She thanked them for giving so generously of their time and expertise and for their commitment to this University. She said that their participation had strengthened and enhanced the deliberations of the Board.

The President updated the Board on the activities she had been engaged in since the last Board meeting in the following areas.

Internal Commitments on Campus--The President stated that she had been trying to visit one classroom per week, at both the undergraduate and graduate levels, to experience the learning environment we are providing our students.

Meetings with the Provincial Government--The President had been meeting with the Provincial Government primarily dealing with next year's budget. Discussions had also taken place with regard to a vision and a funding plan that addresses both the accessibility and resource issues.

Trip to Ottawa--During a recent trip to Ottawa, the President took the opportunity to meet with a variety of ministers and deputy ministers on the following issues: funding of research, Centre for European Studies, federal participation in the downtown initiative and renewal of TRIUMF funding.

OPEN AGENDA

IT WAS RESOLVED,

That the following items designated "consent" on the open agenda of the January 21, 1999, Board meeting be and are hereby approved as presented.

CARRIED.

Planning & Property

Naming of Buildings

The President's Advisory Committee on the Naming of Buildings had made recommendations to change the names of six buildings. With the exception of the Faculty Club Building, Dr. Slonecker requested that all recommendations be withdrawn to the March 1999 meeting of the Board.

IT WAS RESOLVED,

That the Faculty Club Building be renamed: "The Leon and Thea Koerner University Centre."

CARRIED.

Finance

Alma Mater Society Fee (CiTR)

The Board received a recommendation to increase the Alma Mater Society fee that was subject to approval by referendum and subsequent approval by the AMS. The following resolution was passed:

"That, subject to approval by referendum and subsequent approval by the Alma Mater Society council, the Alma Mater Society Fee be increased from \$58.50 to \$61.50 effective September 1, 1999. This increase will be refundable by the AMS on request. (Students who are taking fewer than 18 credits will be assessed at \$3.42 per credit. Graduate Students on Schedule B will pay \$30.75)."

However, the CiTR referendum failed to achieve quorum and the fee will not, therefore, be implemented.

Dentistry Undergraduate Society Fee

IT WAS RESOLVED,

That, subject to approval by referendum and subsequent approval by the Alma Mater Society Council, the student fee for the Dentistry Undergraduate Society be increased from \$90 to \$115 effective September 1, 1999.

CARRIED.

Secretary's Note: The student fee for the Dentistry Undergraduate Society was approved by referendum and the AMS Council.

Academic & Student Affairs

Endowment Deeds

IT WAS RESOLVED,

That the following endowment deeds be approved:

Faculty of Medicine—Aubrey J. Tingle Professorship of Paediatric Immunology
Endowment Deed.

Faculty of Pharmaceutical Sciences—David Collins Endowment Fund in
Pharmaceutical Sciences Endowment Deed

Vice President, Student and Academic Services

Harry Franklin memorial Awards and Scholarships in Athletics Endowment Deed

Rodger Stanton Memorial Library Fund Endowment Deed

Faculty of Arts—Ethel and Wallace Wilson Endowment for English Studies
Endowment Deed

Faculty of Commerce & Business Administration—Ronald L. Cliff Professorship for
Faculty in Accountancy Endowment Deed

CARRIED.

Recommendations from Senate

IT WAS RESOLVED,

That the following recommendations from Senate be approved, subject, where applicable, to the proviso that none of the programs be implemented without formal reference to the President; and that the Deans and Heads concerned with new programs be asked to indicate the space requirements, if any, of such new programs.

CARRIED.

Meeting held on December 16, 1999

IT WAS RESOLVED,

That the Board of Governors concurs with the recommendation of Senate in approving a proposed Calendar entry on Second Degree Requirements as well as

curriculum proposals from the Faculties of Applied Science, Commerce and Business Administration, Education, Forestry, Law, Medicine and Science. (Approved as required under the University Act, Sections 37 (l)(f)(l)(o) and 38 (l).)

CARRIED.

Meeting held on January 20, 1999

IT WAS RESOLVED,

That the Board of Governors concurs with the recommendation of Senate in approving a new Diploma in Computer Science (Approved as required under the University Act, Sections 37 (l)(l)(o) and 38 (l).)

CARRIED.

IT WAS RESOLVED,

That the Board of Governors concurs with the recommendation of Senate in approving curriculum proposals from the Faculties of Agricultural Sciences, Applied Science, Arts, Dentistry, Graduate Studies and Medicine. (Approved as required under the University Act, Sections 37 (l)(l)(o) and 38 (l).)

CARRIED.

IT WAS RESOLVED,

That the Board of Governors approves the recommendation of Senate in approving the establishment of the Centre for Intercultural Language Studies. (Approved as required under the University Act, Sections 37 (l)(l)(o) and 38 (l).)

CARRIED.

IT WAS RESOLVED,

That the Board of Governors concurs in approving the disestablishment of the School of Family and Nutritional Sciences in the Faculty of Agricultural Sciences and the establishment of the School of Social Work and Family Studies in the Faculty of Arts, effective April 1, 1999.

CARRIED.

Occupational Health & Safety

The following policy had been circulated as well as the President's procedures for implementation and administration.

"Policy: All chemical and biological materials are considered hazardous unless specifically excluded from Schedule 7 of the Transportation of Dangerous Goods Act. Materials classified as special wastes must be disposed in a safe manner in compliance with the Special Waste Regulations of the Waste Management Act, and in consultation with the UBC Environment Services Facility. As all of UBC is considered one site, the rules for handling hazardous materials apply equally to small quantities as they do to large quantities.

Each member of the University community who uses or has responsibility for hazardous materials must handle, store, transport and dispose of this material in a manner that harms neither the environment nor living beings, and that meets or exceeds legal requirements.

Procedures are established for standard methods of handling chemicals, and biological/human/animal materials in all UBC activities. It is the responsibility of Administrative Heads of Unit, Principal Investigators and Supervisors to ensure that appropriate training is given and documented to all students and staff who come into contact with these materials.

Each member who comes into contact with or uses hazardous materials in their work or study must first become familiar with the hazards associated with the material and the appropriate methods for handling, storage, transportation and disposal. Up to date training records are to be maintained.

Individual members are expected to conduct themselves and supervise others with the greatest of care, and, if established procedures for the circumstances do not exist, are responsible for seeking guidance from the appropriate source before ordering, handling, storing, transporting or disposing of materials that could be hazardous to the environment or to living beings. In accordance with Section 122 of the Canadian Environmental Protection Act:

"Where a corporation commits an offence under this Act, any officer, director or agent of the corporation who directed, authorized or assented to or acquiesced to or participated in the commission of the offence is a party to and guilty of the offence, and is liable to punishment provided for the offence, whether or not the corporation has been prosecuted or convicted. "

Consideration should be given to substituting less harmful materials for those that are known to be hazardous at the time of acquisition. Hazardous materials should be purchased in quantities small enough that they do not have to be stored at UBC over long periods.

In physical planning for the future research, teaching and operational needs of the University, design elements to address special waste flows should be included to address handling, storage, transportation, emissions and disposal."

IT WAS RESOLVED,

That the Policy on Hazardous Materials Management be and is hereby approved; and that the Board notes the President's procedures for implementation and administration.

CARRIED.

Employee Relations

Appointment of Director for the Staff Pension Plan

It was recommended that Mr. Ron Burke be appointed as a Director for the Staff Pension Plan. Mr. Burke is a Faculty Development Officer in the UBC Development office. He has been both elected and an appointed Pension Board member.

IT WAS RESOLVED,

That Mr. Ron Burke be appointed as Director to The University of British Columbia Staff Pension Plan for the term commencing January 21, 1999, to December 31, 2002.

CARRIED.

Introduction of Supplemental Retirement Arrangements

The objective of the request was to provide supplementary benefits to members of the UBC Staff Pension Plan to the extent, if any, that their plan benefits are reduced by the maximum benefit limits of the Income Tax Act.

IT WAS RESOLVED,

That the Supplemental Retirement Arrangement for Members of The University of British Columbia Staff Pension Plan effective January 1, 1999, be and is hereby approved.

CARRIED.

Amendment No. 2 to Staff pension Plan

The amendment was requested for the following purposes:

- To insert amendments required by the regulatory authorities and to comply with provisions of the *Income Tax Act*.
- To correct errors in, and provide clarification to, the Plan Restatement, and
- To implement three policy changes recommended by the pension Board in

administration of the plan.

IT WAS RESOLVED,

That Amendment No. 2 to the Plan Restatement of The University of British Columbia Staff Pension Plan be and is hereby approved;

AND FURTHER, That the President and the Vice-President Administration and Finance be authorized and empowered to approve on behalf of the Board of Governors of The University of British Columbia any revision to Amendment No. 2 to the Plan Restatement of The University of British Columbia Staff Pension Plan as may be required:

- a. By Revenue Canada, Taxation to ensure continued registration under the Income Tax Act (Canada) of the Plan as amended.
- b. By the Superintendent of Pensions, to ensure continued registration under the Pension Benefits Standards Act of the Plan as amended; or
- c. In the opinion of the Plan's legal counsel, to avoid any breach of the law.

CARRIED.

Other Business

Appointment to WCUMBS Board

IT WAS RESOLVED,

That the Board of Governors hereby appoints Dr. Maria Klawe, Dean, Faculty of Science, to the Management Council of the Western Canadian Universities Marine Biological Society (WCUMBS) to complete Dr. Barry C. McBride's term ending June 30, 1999.

CARRIED.

Planning & Property

Acadia Infill

Mr. Harold Kalke indicated that this proposal requested Board approval of the concept of putting infill student housing units in the Acadia Park neighbourhood.

The following documentation had been circulated:

- Executive Summary dated January 8, 1999
- Report by Ron Allen Architect Inc. (revised December 14, 1998)
- Notes of Preliminary Public Information Meeting, December 3, 1998

- Community fit according to UBC Planning Principles
- Budget Analysis for Site Service Upgrade

IT WAS RESOLVED,

That the Board of Governors hereby approves in principle the Acadia Infill Housing Project.

CARRIED.

Technology Enterprise Facility

The following documentation had been circulated:

- Executive Summary dated January 8, 1999
- Previous Board History
- Stage 2 Development Permit Application letter from Chernoff Thompson Architects dated December 15, 1998, with attached drawings

IT WAS RESOLVED,

That, subject to finalizing the lease contract and construction agreement with Discovery Parks Inc. (DPI), and provincial government approval to lease the subject site, the Board:

1. Receives for information the report on expenses to date; and,
2. Approves the schematic design, and DPI's proceeding to working drawings and tender.

CARRIED.

OPEN INFORMATION ITEMS

Planning & Property

Major Projects Status Report

The Major Projects Status Report dated December 1998 had been circulated and was received for information.

UBC Properties Inc.—Standing Report

The UBC Properties Inc. standing report dated December 18, 1998, had been circulated and was received for information.

Planning Council—Report

An update on Planning Council activities was received for information. Since the previous Board meeting the following events had taken place.

- Advertisements in UBC Reports (November 26, 1998) and the Ubyyssey (November 27, 1998)
- Placement of Principles on the OCP Web site at <http://www.ocp.ubc.ca/> (November 19, 1998)

In addition, the following presentations were given:

- AMS Public Forum, November 30, 1998
- Administrator's Liaison Group, November 25, 1998
- Planning Students' Association (PSA), November 19, 1998

In response to a question, Mr. Geoff Atkins said that the planning principles may be ready for consideration by the Board in July.

Creative Arts/Journalism Phase I Project—Completion Report

The Board received a completion report on the Creative Arts/Journalism Phase I Project. The building was completed and occupied in October 1997.

Comprehensive Community Plan Update

A report dated January 8, 1999, on the Comprehensive Community Plan had been circulated and was received for information.

Governance Study

A comprehensive report dated January 8, 1999, on the governance study was received for information. Attached to the report were the following:

- Schedule of Previous Board Action
- Summary of Correspondence; Correspondence from EAA Governance Committee to Ministry of Municipal Affairs; Correspondence from Minister of Municipal Affairs
- UBC Resource Committee Report of Chris Gawronski
- Notes of UBC Community Public Information Meeting #2, November 26, 1998
- Notes of EAA Governance committee Public Meeting #2, November 26, 1998
- Notes of UBC Community Public Information Meeting #1, September 24, 1998
- Notes of EAA Governance Committee Public Meeting #1, June 25, 1998
- Survey of other academic institutions

Mr. Larry Bell indicated that Mr. Geoff Atkins would also be investigating how Stanford University has dealt with governance issues.

Mr. Bell made reference to the "Hampton News" stating that it was a very well-written, well-presented discussion of the issues. On Mr. Bell's request, Mr. Geoff Atkins agreed to arrange for distribution of the "Hampton News" to UEL households.

OCP Commitments Update

The Board received a status report dated January 8, 1999, with regard to OCP commitments as well as the following attachments:

- Previous Board Action
- Progress report on Transportation Demand Management and Trucking
- Progress Report on Housing Commitments
- Current and Future Status of Community Services Commitments

Finance

Budget to Actual Reconciliation 1998-99

A mid-year update of projected actual income and expenditures to end-of-year in relation to the Board of Governors' approved operating budget was received for information.

Business Relations Update

A Business Relations report dated January 6, 1999, had been circulated and was received for information.

Donations for the quarter ended December 31, 1998

A report dated January 6, 1999, with respect to donations for the quarter ended December 31, 1998, including a five year summary for the same quarter had been circulated and was received for information.

UBC Technology Equity Portfolio

Dr. Bernie Bressler, Vice President, Research gave an extensive presentation on the UBC Technology Equity Portfolio.

Dr. Bressler hoped to have the 1998 survey of spin-off companies available in time for the March Board.

Following a discussion, Mr. Harold Kalke asked if Dr. Bressler could come back to the Finance Committee at its next meeting with an overview position on the points that had been raised, namely: minimum dilution, the standards by which you are going to regulate turnover and maintenance of flexibility in the future.

Financial Statements of Related Organizations

Financial statements for the following related organizations had been circulated and were received for information.

- Cedar Lodge Society
- Graduate Student Society
- Pacific Bio-Waste Recovery Society
- UBC Research Enterprises Inc.

Academic & Student Affairs

Invite Deans, in turn, to Academic & Student Affairs to discuss broader vision for their area

Dr. Resnick reported that Ms Catherine Quinlan, University Librarian, had made a presentation to the Academic & Student Affairs Committee at its meeting on January 14, 1999, regarding the University Library.

Letter dated January 7, 1999, from B.C. Civil Liberties Association regarding advertisement for faculty position in the UBC Physics and Astronomy Department

A letter dated January 7, 1999, from Mr. John Westwood, Executive Director, British Columbia Civil Liberties Association to Mr. Harold Kalke expressing concern over a recent advertisement for a faculty position in the UBC Physics & Astronomy Department had been circulated.

Mr. Kalke indicated that he had responded to the concerns raised by Mr. Westwood. Following is an excerpt from Mr. Kalke's letter dated January 13, 1999.

"The Federal Contractors Program (FCP) requires UBC to advance the interests of members of four groups designated by federal legislation—women, aboriginal people, visible minorities, and persons with disabilities. As well, in conformity with the FCP, UBC maintains a formal employment equity program, which enables the University to bid on millions of dollars of federal government contracts. UBC's employment equity program also conforms to Section 42 of the B. C. Human Rights Code, which allows the institution of programs that ameliorate conditions of disadvantage based on race, colour, ancestry, place of origin, physical or mental disability, or sex.

Because universities educate future academics and professionals, UBC's employment equity program is inextricably linked to educational equity. Take the example of UBC's Department of Physics and Astronomy. Half the students enrolled in first-year Science courses are women, yet less than 20% of students who continue on to graduate programs in physics or astronomy are women. The

representation of women in full-time faculty positions in Science is 13%; the representation of women faculty in Physics and Astronomy is 4%. Thus, the Department of Physics and Astronomy's effort to increase the representation of women in physics and astronomy is entirely consistent with UBC's Policy on Employment Equity, its commitment to educational equity, and its obligation to conform to federal and provincial laws."

Academic Plan—Update

Dr. Barry C. McBride gave the Board a brief update on the Academic Plan. He stated that the Academic Plan Advisory Committee is at the stage of putting together the final draft of an Academic Plan discussion paper that will be out by the middle of February. The discussion paper includes the ideas distilled from four months of discussion among the members of the Committee with numerous other members of the university community. The discussion paper will be circulated widely on campus, and students, faculty and staff will be encouraged to forward their suggestions. As a follow-up to the TREK 2000 document, the paper will also be taken to the external community.

Oyster River Farm

Dr. Barry C. McBride updated members of the Board on recent issues concerning the Oyster River Farm. The Oyster River Farm is an endowed piece of property on Vancouver Island. The farm has been used as a research farm and an operating dairy farm for many years. It has not been particularly successful as an academic activity mainly because of its distance from the University. The University has recently developed an interest in a research farm in Agassiz in cooperation with the federal and provincial governments, and the Faculty of Agricultural Sciences has proposed that the dairy research operation be consolidated at Agassiz.

This proposal has created a great deal of concern within the community on Vancouver Island who see the Oyster River Farm as an important economic driver in the area.. He said that there was a concern in the community that the University is pulling away from the Oyster River Farm completely. Dr. McBride stated that this is a misconception, and that the University plans to hold extensive discussions with the community and to open up a dialogue with the Regional Board. The plan is to work together with them to develop some new ways of using the Oyster River Farm for research activities.

Government and Community Relations

Annual General Meeting—Location 1999

The first UBC Annual General Meeting was held at the Robson Square Conference Centre on October 22, 1998. Recommendations for the 1998-99 Annual General

Meeting prepared by UBC Public Affairs had been circulated.

Downtown Presence

A progress report dated January 7, 1999, regarding UBC's "Downtown Presence" plans had been circulated.

In the Community section of TREK 2000, the first strategy had proposed that UBC "Establish a strong downtown presence with store-front accessibility and visibility. This presence should focus on our ability to meet social, cultural and economic needs of the Vancouver region through educational programs, policy analysis, research consultation and expertise, student placements and outreach programs."

The report prepared by Dr. Charles E. Slonecker outlined the proposals that had been suggested to date. He indicated that these ideas and concepts had been enthusiastically received by members of the community, social services, Rotary, business leaders, government representatives and UBC faculty, staff and students.

Dr. Joanne Emerman stated that she was very supportive of this issue. However, she suggested that University should also expand its "west side" downtown presence in the future. She noted that the Women's Resource Centre will be coming to an end in a few years. She felt that there should be a larger store-front operation that is wheel chair accessible, and that perhaps a more suitable name would be "Personal and Job Development Centre."

Occupational Health and Safety Committee

Environmental Compliance Audits and Emergency Preparedness—Year 1 Review of Three Year Plan

The Board received a summary of an external review of the UBC Environmental Compliance Audit Program and a review of targets and performance measures for implementing the UBC environmental management system that was presented to the Board of Governors on December 11, 1997.

Employee Relations

Employee Survey

A report on employee survey initiatives in the Vice President, Administration and Finance area had been circulated. The purpose of the submission was to outline the objectives, progress and intended outcomes from the survey process.

Mr. Terry Sumner made an extensive presentation on the report. The Board requested that future progress reports on this issue be made available to the Board.

Other Business

University Policies—Report

The Standing Report dated January 6, 1999, to the Board of Governors on New and Revised Policy Development, including the 3-Year Cyclical Review of Policies Workplan for 1999 had been circulated and was received for information.

Y2K Update

Mr. Ted Dodds, Associate Vice President, Information Technology, was in attendance to give the Board a status report on the University's plans in connection with the Y2K issue.

The Board of Governors at its meeting of January 17, 1999 approved the following recommendations and received notice about the following items.

Sonia Acorn, Acting Director, School of Nursing, July 1, 1999 to June 30, 2000.

Douglas Pulleyblank, Acting Head, Department of Linguistics, Dec. 1, 1998 to June 30, 1999.

John Nelson, Acting Head, Department of Forest Resource Management, Jan. 1, 1999 to Dec. 31, 1999.

Brian Job, Director, Centre for International Relations, Jan. 1, 1999 to June 30, 1999.

Robert Woollard, Head, Department of Family Practice, Oct. 16, 1998 to June 30, 2003.

Don Brooks, Acting Head, Department of Pathology, Jan. 1, 1999 to Feb. 28, 1999.

James Pearson, Acting Head, Department of Physiology, Jan. 1, 1999 to June 30, 1999.

William Kendal Bushe, Assistant Professor (tenure track), Department of Mechanical Engineering, July 1, 1999 to June 30, 2002.

Lyren Chiu, Assistant Professor (tenure track), School of Nursing, Jan. 1, 1999 to June 30, 2002.

Rona Cheifetz, Assistant Professor (grant tenure track), Department of Surgery, Nov. 1, 1998 to June 30, 2001.

Stephen Rowins, Assistant Professor (tenure track), Department of Earth & Ocean Sciences, Jan. 1, 1999 to June 30, 2002.

Vinayak Vatsal, Assistant Professor (tenure track), Department of Mathematics, Jan. 1, 1999 to June 30, 2002.

Andre Marziali, Assistant Professor (tenure track), Department of Physics & Astronomy, Oct. 1, 1998 to June 30, 2001.

RESIGNATIONS

Margaret Arcus, Professor, School of Family & Nutritional Sciences, Aug. 31, 1999.

Michael Rochemont, Head, Department of Linguistics, Dec. 1, 1998.

Robert Conry, Associate Professor, Department of Education Psychology & Special Education, Dec. 12, 1998.

Jim Thorsteinson, Assistant Professor (tenure track), Department of Family Practice, Dec. 31, 1998.

Eric Webber, Assistant Professor (grant tenure track), Department of Surgery, Sept. 30, 1998.

Timothy-John Grainger-Rousseau, Assistant Professor (tenure track), Faculty of Pharmaceutical Sciences, Dec. 31, 1998.

Bent Jørgensen, Professor, Department of Statistics, June 30, 1999.

LEAVES OF ABSENCE

STUDY LEAVES

AGRICULTURAL SCIENCES

Gwen Chapman, School of Family & Nutritional Sciences, Jan. 1, 1999 to Dec. 31, 1999.

APPLIED SCIENCE

Hussein Alnumweiri, Dept. of Electrical & Computer Engineering, Jan. 1, 1999 to Dec. 31, 1999.

Hua Jin, Dept. of Electrical & Computer Engineering, July 1, 1999 to Dec. 31, 1999.

Yusuf Altintas, Dept. of Mechanical Engineering, July 1, 1999 to June 30, 2000.

Stanley Hutton, Dept. of Mechanical Engineering, Sept. 1, 1999 to Aug. 31, 2000.

Janet Ericksen, School of Nursing, Jan. 1, 1999 to June 30, 1999.

Clarissa Green, School of Nursing, Sept. 1, 1998 to Aug. 31, 1999.

Joanne Ricci, School of Nursing, Jan. 1, 1999 to June 30, 1999.

Alison Rice, School of Nursing, July 1, 1998 to June 30, 1999.

ARTS

Martha Foschi, Dept. of Anthropology & Sociology, July 1, 1999 to June 30, 2000.

Charles Blackorby, Dept. of Economics, July 1, 1999 to June 30, 2000.

Michael Devereaux, Dept. of Economics, Dept. of Economics, July 1, 1999 to June 30, 2000.

Samuel P. S. Ho, Dept. of Economics, Jan. 1, 2000 to Dec. 31, 2000.

Jonathan R. Kesselman, Dept. of Economics, July 1, 1999 to June 30, 2000.

Margaret E. Slade, Dept. of Economics, July 1, 1999 to June 30, 2000.

Terence Wales, Dept. of Economics, Jan. 1, 2000 to June 30, 2000.

John Wilson Foster, Dept. of English, July 1, 1999 to June 30, 2000.

Sneja Gunew, Dept. of English, July 1, 1999 to June 30, 2000.

Nicholas Hudson, Dept. of English, July 1, 1999 to Jan. 1, 2000.

Nicholas Hudson, Dept. of English, July 1, 2000 to Jan. 1, 2001.

J. Kieran Kealy, Dept. of English, July 1, 1999 to Dec. 31, 1999.

Ross Labrie, Dept. of English, July 1, 1999 to June 30, 2000.

Lorraine Weir, Dept. of English, Sept. 1, 1999 to Aug. 31, 2000.

Kenneth Robert Lum, Dept. of Fine Arts, July 1, 1999 to June 30, 2000.

Herve Curat, Dept. of French, Hispanic & Italian Studies, July 1, 1999 to June 30, 2000.

Edward Mornin, Dept. of Germanic Studies, Jan. 1, 2000 to June 30, 2000.

Geoffrey Winthrop-Young, Dept. of Germanic Studies, July 1, 1999 to June 30, 2000.

Paul L. Krause, Dept. of History, July 1, 1999 to June 30, 2000.

Alexander Woodside, Dept. of History, July 1, 1999 to June 30, 2000.

Jim Dybikowski, Dept. of Philosophy, Sept. 1, 1999 to Aug. 31, 2000.

Jerry Wasserman, Dept. of Theatre, Film & Creative Writing, Sept. 1, 1999 to Aug. 31, 2000.

COMMERCE & BUSINESS ADMINISTRATION

Brendan McCabe, July 1, 1998 to June 30, 1999.

Peter Nemetz, Jan. 1, 1999 to June 30, 1999.

Barbara J. Spencer, July 1, 1999 to June 30, 2000.

Tae H. Oum, July 1, 1999 to June 30, 2000.

EDUCATION

Larry Cochran, Dept. of Counselling Psychology, July 1, 1998 to Dec. 31, 1998.

FORESTRY

Karel Klinka, Dept. of Forest Sciences, Sept. 1, 1998 to Aug. 31, 1999.

GRADUATE STUDIES

Hanspeter Schreier, Institute for Resources & Environment, July 1, 1999 to June 30, 2000.

HEALTH SCIENCES, OFFICES OF THE COORDINATOR

Arminee Kazanjian, Centre for Health Services & Policy Research, Jan. 1, 1999 to June 30, 1999.

LAW

Bruce Wayne MacDougall, July 1, 1999 to June 30, 2000.

MEDICINE

Lawrence P. McIntosh, Dept. of Biochemistry & Chemistry, Sept. 1, 1999 to Aug. 30, 2000.

Duncan Farquharson, Dept. of Obstetrics & Gynaecology, Sept. 1, 1998 to Feb. 28, 1999.

Victor Gomel, Dept. of Obstetrics & Gynaecology, Jan. 1, 1999 to Aug. 31, 1999.

SCIENCE

Luis Oliveira, Dept. of Botany, Jan. 1, 2000 to Dec. 31, 2000.

Robert Turkington, Dept. of Botany, July 1, 1999 to June 30, 2000.

Delano P. Chong, Dept. of Chemistry, July 1, 1999 to Dec. 31, 2000.

Yoshikata Koga, Dept. of Chemistry, Jan. 1, 2000 to June 30, 2000.

Keith A. R. Mitchell, Dept. of Chemistry, July 1, 1999 to Dec. 31, 1999.

Keith A. R. Mitchell, Dept. of Chemistry, July 1, 2000 to Dec. 31, 2000.

Chris Orvig, Dept. of Chemistry, July 1, 1999 to June 30, 2000.

Edward Piers, Dept. of Chemistry, July 1, 1999 to June 30, 2000.

Jean Meloche, Dept. of Statistics, July 1, 1999 to Dec. 31, 1999.

Peter Hochachka, Dept. of Zoology, Jan. 1, 1999 to June 30, 1999.

Harold Kasinsky, Dept. of Zoology, Sept. 1, 1998 to Aug. 31, 1999.

Charles J. Krebs, Dept. of Zoology, July 1, 1999 to June 30, 2000.

VICE PRESIDENT, ACADEMIC & PROVOST

Mary Beth Hawkes, Dept. of Continuing Studies, Sept. 1, 1998 to Aug. 31, 1999.

CHANGES TO STUDY LEAVES

ARTS

Dan Hiebert, Dept. of Geography, **change from** July 1, 1998 to June 30, 1999 **to** canceled.

Edward Mornin, Dept. of Germanic Studies, **changed from** Jan. 1, 1999 to June 30, 1999 **to** Jan. 1, 1999 to June 30, 1999 and Jan. 1, 2000 to June 30, 2000.

FORESTRY

Peter Marshall, Dept. of Forest Resources Management, **change from** Jan. 1, 1999 to Dec. 31, 1999 **to** July 1, 1999 to Dec. 31, 1999 and July 1, 2000 to Dec. 31, 2000.

ADMINISTRATIVE LEAVES

ARTS

Ashok Kotwal, Dept. of Economics, July 1, 2000 to June 30, 2000.

Elaine Stolar, School of Social Work, July 1, 1998 to June 30, 1999.

EDUCATION

Glen Dixon, Dept. of Curriculum Studies, Jan. 1, 1999 to June 30, 1999.

FORESTRY

Antal Kozak, Dean's Office, Jan. 1, 1999 to June 30, 1999 and Jan. 1, 2000 to June 30, 2000 and Jan. 1, 2001 to June 30, 2001.

GRADUATE STUDIES

Terence Gary McGee, Dept. of Asian Research, July 1, 1999 to June 30, 2000.

Uri Ascher, Institute for Applied Mathematics, July 1, 1999 to June 30, 2000.

MEDICINE

Bruce McManus, Dept. of Pathology, Jan. 1, 1999 to Feb. 28, 1999.

Kenneth Baimbridge, Dept. of Physiology, Jan. 1, 1999 to June 30, 1999.

PHARMACEUTICAL SCIENCES

John McNeill, Jan. 1, 1998 to June 30, 1999.

SCIENCE

Judith Myers, Dean's Office, Jan. 1, 1999 to Dec. 31, 1999.

VICE PRESIDENT ACADEMIC & PROVOST

Daniel Birch, Jan. 1, 1998 to Dec. 31, 1999.

CHANGES TO ADMINISTRATIVE LEAVES

MEDICINE

Casey van Breemen, Dept. of Pharmacology & Therapeutics, **change from** Sept. 1, 1998 to Aug. 31, 1999 **to** Oct. 1, 1998 to Sept. 30, 1999.

VICE PRESIDENT ACADEMIC & PROVOST

Jo-Ann Archibald, First Nations House of Learning, **change from** July 1, 1998 to March 31, 1999 **to** canceled.

OTHER LEAVES

APPLIED SCIENCE

Wendy Hall, School of Nursing, July 1, 1998 to Dec. 31, 1998.

ARTS

Michael Blake, Dept. of Anthropology & Sociology, Aug. 1, 1998 to Nov. 3, 1998.

Millie Creighton, Dept. of Anthropology & Sociology, May 1, 1998 to TBA.

Collier Sanuki, Dept. of Asian Studies, Oct. 5, 1998 to Nov. 13, 1998.

Robert C. Allen, Dept. of Economics, July 1, 1999 to Dec. 31, 1999.

John Boyd, Dept. of Economics, July 1, 1998 to Dec. 31, 1998.

Alexander Globe, Dept. of English, Sept. 8, 1998 to Dec. 8, 1998.

Mark Vessey, Dept. of English, July 1, 1999 to Dec. 31, 1999.

Olga Cragg, Dept. of French, Hispanic & Italian Studies, Nov. 15, 1998 to March 14, 1999.

Elizabeth Lasserre, Dept. of French, Hispanic & Italian Studies, Sept. 1, 1998 to Dec. 31, 1998.

Elizabeth Lasserre, Dept. of French, Hispanic & Italian Studies, Feb. 23, 1999 to Aug. 30, 1999.

Michael Rochemont, Dept. of Linguistics, Nov. 19, 1998 to May 18, 1999.

Sharon Manson-Singer, School of Social Work, Feb. 1, 1999 to Dec. 31, 1999.

EDUCATION

Sharilyn Calliou, Dept. of Educational Studies, June 1, 1998 to Nov. 30, 1998.

Charles Ungerleider, Dept. of Educational Studies, Nov. 16, 1998 to Nov. 15, 2000.

FORESTRY

Younes Alila, Dept. of Forest Resources Management, Jan. 1, 1999 to June 30, 1999.

MEDICINE

Marcia Mauk, Dept. of Biochemistry & Molecular Biology, July 1, 1998 to Aug. 31, 1998.

Kevin Leslie, Biomedical Research Laboratory, Nov. 15, 1998 to June 30, 1999.

Janet Raboud, Dept. of Health Care & Epidemiology, July 1, 1998 to Oct. 31, 1998.

Wendy Robinson, Dept. of Medical Genetics, Aug. 29, 1998 to Dec. 26, 1998.

Marie Gribble, Dept. of Medicine, Sept. 1, 1998 ongoing.

Roger Sutton, Dept. of Medicine, Jan. 1, 1998 to June 30, 1999.

Robert Conry, Dept. of Paediatrics, Oct. 12, 1998 to Dec. 12, 1998.

Eric Hassall, Dept. of Paediatrics, June 19, 1998 to TBA.

Peter Malleson, Dept. of Paediatrics, Sept. 1, 1998 to Aug. 31, 1999.

David Matheson, Dept. of Paediatrics, Nov. 1, 1998 to Jan. 31, 1999.

John Kang-Min Wu, Dept. of Paediatrics, July 1, 1998 to June 30, 1999.

William Godolphin, Dept. of Pathology, Sept. 1, 1998 to Aug. 31, 1999.

Norman Kasting, Dept. of Physiology, Dec. 1, 1998 to Jan. 31, 1999.

Christine Carpenter, School of Rehabilitation Sciences, Sept. 1, 1998 to Aug. 31, 1999.

Susan Harris, School of Rehabilitation Sciences, Sept. 1, 1998 to Nov. 30, 1998.

Melinda Suto, School of Rehabilitation Sciences, Sept. 1, 1998 to Aug. 31, 1999.

Michael Pezim, Dept. of Surgery, Oct. 1, 1998 to June 30, 1999.

PHARMACEUTICAL SCIENCES

Lynda Eccott, Dean's Office, Nov. 9, 1998 to May 16, 1999.

SCIENCE

Kristin Orians, Dept. of Earth & Ocean Sciences, July 13, 1998 to Jan. 17, 1999.

Claire Louise Smith, Dept. of Earth & Ocean Sciences, Nov. 23, 1998 to May 23, 1999.

Michael Doebeli, Dept. of Zoology, Jan. 1, 1999 to June 30, 1999.

Mary Gilbert, Dept. of Zoology, July 12, 1998 to Jan. 16, 1999.

VICE PRESIDENT STUDENT & ACADEMIC SERVICES

Margaret Friesen, Library, Oct. 1, 1998 to Sept. 30, 1999.

CONTINUING STUDIES

Catherine Vertesi, Nov. 1, 1998 to Dec. 31, 1998.

Sandra Bit, University Writing Centre, Sept. 1, 1998 to Aug. 31, 1999.