



University  
of Victoria

## speed reading

### STUDENT SATISFACTION

#### UVic scores high in *Globe and Mail* survey

UVic received an A- in the 2009 *Globe and Mail* University Report Card on student satisfaction—the best ranking in the West among universities with at least 12,000 students. Students gave UVic top marks for: overall quality of education, university atmosphere, campus attractiveness, library satisfaction, student service quality, teaching quality, class size and the quality and availability of technology on campus. More: <http://registrar.uvic.ca/recruiting/globemailreport.html>

### STUDENT NUMBERS

#### High school grads boost enrolment total

Undergraduate student registration for the fall term is 8,451 full-time equivalent students, up from last year, boosted by a 20-per-cent jump in registrations from first-year BC high school graduates. The growth is being attributed to the increase in scholarship funding for incoming students and the success of UVic's multi-faceted recruitment and marketing campaigns. Story on page 8.

### FACILITY CLOSURE

#### Dunsmuir Lodge to close

After much consideration, the University of Victoria is closing Dunsmuir Lodge Executive Training and Conference Centre on March 31, 2009. Despite the excellent work of its committed staff, the lodge is not sustainable in its current form. Story on page 2

### EMERGENCY COMMUNICATIONS

#### Is your cell in the system?

The second campus-wide test of the UVic Emergency Alerts system will take place in mid-November. The new system allows the university to contact students and employees with important information during an emergency. Register to receive emergency text messages on your mobile phone: [www.uvic.ca/alerts](http://www.uvic.ca/alerts)

### HEALTHY CAMPUS

#### Foil the flu bug

Flu shots are available at Health Services on a drop-in basis and at flu shot clinics at various campus locations. No appointment necessary, but bring \$20 and your medical care card number. More information and clinic schedule: [www.stas.uvic.ca/health](http://www.stas.uvic.ca/health)

### SUBSTANCE ABUSE RESEARCH

#### Report reveals harms caused by substance use

Alcohol and illicit drugs are sending more people to hospital, says a new report by UVic's Centre for Addictions Research of BC. The study also shows that alcohol causes more than twice as many deaths as all major illicit drugs combined, while tobacco causes the most deaths—25 times that caused by illicit drugs. More: <http://communications.uvic.ca/releases/>



## FALL CONVOCATION

PAGES 5-9

# THE RING

NOVEMBER 2008

The University of Victoria's  
community newspaper

[ring.uvic.ca](http://ring.uvic.ca)



Monica Kwan graduates this month with a BCom and competes in the Canadian National Fencing Championships. PHOTO: UVIC PHOTO SERVICES

### FALL CONVOCATION 2008

1,209

NUMBER OF  
DEGREES,  
DIPLOMAS  
AND  
CERTIFICATES  
TO BE  
CONFERRED  
AT FALL  
CONVOCATION

## Touché! BCom program hits the mark for student-athlete

BY EMILY AGOPSOWICZ

"If you're going to try out for the Olympics, make sure you've got a lot of free time," advises Monica Kwan, Canada's number-two-ranked women's foilist fencer and 2008 UVic Bachelor of Commerce grad.

She didn't make it to the Olympics this year, but she came close. "If I'd have made it, I wouldn't have finished my degree. So if I'm not in Beijing, I guess I'm supposed to be graduating."

Kwan was introduced to fencing by her older brother. "His gym class just happened to be having a fencing session, so he asked if I wanted to come." At 12 years old, Kwan fell in love with the sport and started training. At 15, she competed at the Canada Winter Games. In 2005, at 21 years old, she made Canada's National team.

Kwan was in her second year studying business at UVic when she made nationals. She quickly learned the value of good time management.

"I was trying to work, train, compete and go to school," says Kwan. "I learned that you can do all these things, but not well. You have to set limits. You have to know when to stop and you have to know when to ask for help."

With the help of her professors, Kwan was able to balance school, training and competing. In her last year, she managed to fit six classes into her academic schedule by means of correspondence and directed studies.

Mark Bridge, one of Kwan's professors, stood out as particularly helpful.

"He understood how to balance life and school. He understood that when I'm away,

I'm not studying. That's not what I'm there to do. He understood what my goals were," she says.

Another professor, Mark Colgate, set up a directed studies course tailored to Kwan's needs. "This was a big commitment on his part. It was a huge help for me in finishing my degree."

Kwan completed two co-op work terms as part of the business program. She found both placements, at BC Ferries and Custom House Currency Exchange, were extremely supportive.

Now she's working in the office of Canadian Sport Centre Pacific in Victoria, which supports Canadian high performance athletes in BC.

"It gives me the flexibility to travel and compete. I am fortunate to combine my degree and my sport," says Kwan.

## UVic physicists bask in Nobel glory

A team of UVic physicists has good reason to feel the glow from this year's Nobel Prize in Physics, awarded last month to Professors Makoto Kobayashi (High Energy Accelerator Research Organization, Japan) and Toshihide Maskawa (Kyoto University).

UVic principal investigator Dr. Michael Roney, together with Drs. Robert Kowalewski, Randall Sobie, Justin Albert and Swagato Banerjee (physics and astronomy) and their dedicated squad of graduate students, are part of the international BaBar collaboration based at Stanford and played a major role in the confirmation, in 2002, of the theoretical predictions made by the two Nobel laureates in 1972.

Immediately after the Big Bang, matter and antimatter were present in equal amounts, but now matter dominates the

universe. For decades, physicists have believed that matter and antimatter behaved identically under the law of physics. Then, in the mid-1960s, a tiny but clear difference—an asymmetry—was detected between matter and antimatter. That is what the Kobayashi-Maskawa theory successfully described mathematically.

"Antimatter is science, not fiction," says Kowalewski, acting chair of UVic's Department of Physics and Astronomy. "Antimatter is a sort of 'mirror image' of matter, and the mirror is cracked. The new Nobel laureates made a bold hypothesis about the origin of this asymmetry."

"Their theory required six quarks, and at that time only three had been discovered. The remaining three were

### Vikes take Canada p. 11



SEE NOBEL P.2



Car-share makes UVic  
extra green

A new mini-van is the latest addition to UVic's Car Share Co-op. The van is one of four vehicles made available to campus community members willing to forgo a family vehicle in exchange for a car share co-op lifestyle, and UVic pays for the membership. No other university in Canada provides this kind of sustainability initiative. More at: <http://housing.uvic.ca/family/fhguide.php#carsharing>

Top choice for transfer  
scholarship winners

UVic leads the pack as the university of choice for this year's 85 Ike Barber Transfer Scholarship winners. Thirty-one of the 85 recipients of the \$5,000 scholarship will be attending UVic. The scholarships reward outstanding academic achievement and community service, supporting undergrads who have completed two years at a BC public post-secondary institution and are transferring to another BC institution to complete their degree.

SOCIAL ENTREPRENEURSHIP

Home-grown business models  
for sustainable communities

BY DIANNE GEORGE

Dr. Ana Maria Peredo (business) brings an award-winning perspective to the academic field of business and management, informed by years of living and working among the poor in her native Peru and in regions from the Andes to the Arctic.

Peredo's experiences and her commitment to promoting the concept of global citizenship with her students have won her the 2008 CBIE Internationalization Leadership Award, given by the Canadian Bureau of International Education in recognition of outstanding leadership in the internationalization of Canadian education and/or the international education profession.

William Warden, former diplomat and former director of the International Centre for the University of Calgary, where Peredo received her doctorate in 1999, said in his letter of support, that "she is expanding management concepts to include realities of the non-Western world."

Peredo has also taken on a one-year appointment as interim director of the BC Institute for Co-operative Studies (BCICS). One of 17 research centres at UVic, the institute supports research on co-operatives and acts as a central clearing house and information resource on credit unions and

co-operatives.

"It has been a wonderful year," she says. "I'm delighted with the CBIE award and the recognition, and it is an honour to support the institute. Ian MacPherson, the founder and former director, is a well-known scholar of co-operatives. I'm happy to play a role in helping shape the institution for the future. My goal is to create a multi-disciplinary dialogue and space where faculty can meet with the diverse local grassroots community organizations to discuss economic alternatives."

Peredo has recently returned from a tour of the famous Mondragón Co-operative Corporation in the Basque region of Spain. The MCC is the largest worker co-op in the world, made up of more than 150 companies, with manufacturing and engineering interests as well as retail, financial and educational divisions. Peredo is brimming with excitement about sharing the co-operative economic model with fellow UVic researchers.

Her published research introduces new business models that isolated, rural communities have developed for themselves as a means of dealing with their disadvantages. These models are often based on the same values as those embedded in co-operative organizations such as Mondragón, or—closer to home—organizations like Island Farms Dairy and Ocean



Peredo. PHOTO: UVIC PHOTO SERVICES

Spray: self-help, self-responsibility, democracy, equality, equity and solidarity.

Much of her research looks at the roles that cultural and social values play in the economic well-being of a community. "I came to see that the market economy is just one of several economic systems rooted in

the social and cultural mix of rural communities."

Peredo hopes the CBIE award will help expand understanding that the role of business is to serve people and that it is not an end in and of itself. "Business must come back to seeing itself as embedded within community and culture," she says.

Dunsmuir Lodge to close

Since the late 1980s, Dunsmuir Lodge has served the University of Victoria and the wider community as an executive training and conference centre and the general public as a popular dining destination. However, late last month UVic Vice-President Finance and Operations Gayle Gorrill announced that, after much consideration, UVic will close the lodge on March 31, 2009. Despite the fine work of its dedicated staff, the lodge is not sustainable in its current form.

"This is a difficult decision to make because Dunsmuir is a favourite destination for many people, both for its executive training facilities and its dining room," says Gorrill. "Because of the excellent work of its committed staff, Dunsmuir does cover its day-to-day costs, but it does not generate enough revenue for much-needed upgrades to take the facility into the future."

The university estimates that it would take an investment of more than \$2 million to bring Dunsmuir up to market standards, and Gorrill says UVic cannot justify diverting that amount away from its core educational and research mandate.

Dunsmuir was donated to UVic in 1985 by the late George Poole to support the teaching and educational missions of the university.

For many years, Dunsmuir Lodge has served the needs of UVic and its wider community. However, the donor recognized, at the time of the gift, that operating the lodge as an educational training centre might not be in the university's best financial interests in the long term and agreed that the facility could be sold if this became the case.

For several years, UVic has considered different future uses for Dunsmuir, including trying to secure private sector partners to jointly operate the facility. There have been additional expressions of interest recently from a number of different areas, and UVic looks forward to engaging in dialogue about Dunsmuir's future use.

"We value and appreciate the contributions the staff have made to Dunsmuir over the years," says Gorrill. "They will be given several months notice and, where appropriate, severance when we close the lodge." Dunsmuir will remain operational until its closure.

Courses offered through UVic's Division of Continuing Studies UVic on the Peninsula program at Dunsmuir will continue until the facility's closure. Continuing studies hopes to maintain a presence on the peninsula in a new location following the lodge's closure.



FIRST PEOPLES HOUSE RISING FROM THE EARTH

The first of two rammed earth walls rises from the site of the First Peoples House—a welcoming and supportive space on campus for Indigenous students and the broader community. The walls were built by tamping damp earth into forms. Architect Alfred Waugh says the framed earth walls make reference to the Interior Salish people who used pit houses for their winter homes. More info: <http://web.uvic.ca/fphouse>. PHOTO: MARIA LIRONI

NOBEL CONTINUED FROM P.1

subsequently found, yet the evidence that their theory correctly described the matter-antimatter asymmetry remained elusive. The precise pattern of asymmetries that flow from their theory still needed to be verified—or disproved—by experiment."

This prediction was the motivation behind the construction of the BaBar experiment at Stanford. The UVic team helped build the device that tracks particles produced during subatomic collisions within a particle

accelerator (somewhat similar to the set-up of the Large Hadron Collider near Geneva, of which UVic is also a key player) and analyze the resulting data, thereby helping to confirm the Kobayashi-Maskawa theory.

This year's Nobel Prize in Physics was awarded to a trio of researchers. Particle theorist Yoichiro Nambu (University of Chicago) received the other half of the prize for his work on broken symmetry in subatomic physics.



# SUSTAINABILITY:

## Making policy, taking action

BY MELANIE GROVES

Have you had your say? Since the spring of 2008, the Office of Campus Planning and Sustainability has been carrying out an extensive series of consultations, focus groups, workshops and surveys to develop a new sustainability policy and action plan.

The 2007 University of Victoria strategic plan, *A Vision for the Future: Building on Strength*, identified sustainability as a priority for the institution. The plan provided for the establishment of a formal framework to manage the university's physical and financial resources in a sustainable manner, and the implementation of stewardship practices to make UVic a leader in sustainability.

The sustainability policy will be an overarching statement that refines UVic's institutional commitment to sustainability and empowers individuals and groups across campus to take action. The action plan will outline the vision, key priorities, goals and actions required to implement the policy over a five-year period.

The process has included a review of current campus initiatives and best practices at other institutions, and an eight-month consultation period with students, staff, faculty and community members to identify ways in which UVic can take a leadership position in social, environmental and economic sustainability.

"There has been an overwhelming response from the campus community to the development of a sustainability



SPOKES volunteer Fabio Iglesias, a post-doctoral fellow in environmental psychology from Brazil, prepares a donated bike for recycling to a campus user. PHOTO: ROBIE LISCOMB

policy," says Sustainability Coordinator Sarah Webb. "We will need to continue to collaborate—as individuals, departments and with external agencies—to achieve the vision and goals set out in the plan."

One submission to the process is a document called "Building on Progress: A Guide to Moving UVic Beyond Climate-Neutral." The document was created by Common Energy, a network of University of Victoria

students, staff, faculty and regional partners. "We think UVic can do more to solve the problems of climate change than it does to cause them," said Jamie Biggar, Common Energy co-founder. "Our goal is to get the ideas in the guide out there to inspire more people to participate in UVic's formal process."

Biggar encourages people to take the new goBEYOND Challenge, to find out how to move beyond climate neu-

tral in their own lives. Visit <http://uvic.commonenergy.org/wiki/GoBEYOND> for information.

The sustainability policy and action plan will be presented to the board of governors for approval in early 2009. "We want the initiative to build on UVic's sustainability successes and ultimately leave a legacy for the future," says Neil Connelly, director of the Office of Campus Planning and Sustainability.



### Sustainability in action

The SPOKES program is an innovative bicycle bursary program at the University of Victoria that combines recycling with cycling. Over its five-year history, SPOKES has distributed more than 1,000 bikes to UVic students, faculty and staff, recycling old bikes and promoting environmentally friendly transportation. Bicycles are distributed 12 times a year through a monthly bursary application process. Each bursary includes a refurbished bike, bike lock and an opportunity to take free commuter cycling courses. After one year, the bikes are returned and recycled to other UVic riders.

The program is sponsored by a number of UVic organizations and run by volunteers who teach and learn from each other. Join one of the regular work parties at the bike storage cage in the University Centre parkade. All experience levels are welcome and no tools or supplies are required. Hours of operation vary each semester. Info and work party schedule: <http://web.uvic.ca/sustainability/SPOKES.htm>

## BLUEPRINT FOR CHANGE

### Campus Sustainability Summit.

Saturday, November 22, 2008

KEYNOTE SPEAKER:  
Leith Sharp, Director, Harvard University  
Green Campus Initiative

Blueprint for Change will give delegates an opportunity to provide meaningful input on campus sustainability that will translate into action.

Now is a good time to create a sustainable UVic.

For full conference details and registration visit  
[www.uvic.ca/sustainability](http://www.uvic.ca/sustainability)

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[www.uvic.ca/sustainability](http://www.uvic.ca/sustainability)

All that's missing  
is your input.



# around the ring

## Remembering for a reason

In 1989, 14 female engineering students were murdered by a gunman on Dec. 6 at Montreal's École Polytechnique. Every year since then, universities and other communities across the country have held a national day of remembrance and action to honour these women's memories and call for an end to violence against women. Members of the University of Victoria community and the public are invited to attend the annual National Day for Remembrance and Action on Violence Against Women on December 3 at UVic. Classes will be cancelled from 11:30 a.m. to 12:30 p.m. to allow everyone to attend the gathering, which will be held at the fountain in front of the library.

## Traffic & parking study

The Campus Planning Committee has received the final report of the Traffic and Parking Management Study, initiated by the Office of Campus Planning and Sustainability and carried out by Opus International Consultants (BC) Ltd. A key resource in planning for future campus parking and transportation needs, the report will inform the campus sustainability policy and action plan and implementation of the campus Transportation Demand Management program. The report is available from Neil Connelly at [nconn@uvic.ca](mailto:nconn@uvic.ca) or <http://web.uvic.ca/sustainability/>.

## Take the plunge for United Way

There's no time left to just get your feet wet for this year's UVic United Way campaign. On October 16, Dr. Martin Taylor, President and CEO of UVic-led Ocean Networks Canada, got doused for a good cause at the Dunk Tank Event. This year's goal is to raise \$265,000 by November 30. So take a plunge into the action: on November 18 in the University Centre, the annual craft-fair fundraiser will feature the work of artisans and crafters from the UVic community, followed by the annual United Way book sale on December 1–3 in the SUB Upper Lounge. And don't forget to return your pledge form in time to win some great prizes. Visit <http://unitedway.uvic.ca> for more details.



### PROFESSIONAL DEVELOPMENT

## Creating a legacy of leadership

BY TARA SHARPE

Students are not the only ones taking courses at the University of Victoria. The Human Resources department offers a number of professional development programs to faculty and staff, and this year's Legacy Leadership program is one of these.

Twenty senior leaders at UVic are currently participating in this 11-month pilot program. The course commenced in May and will continue through to March of next year. The group has already undergone an intensive assessment stage to learn more about their own particular leadership style and qualities and what they personally bring to their leadership positions. This first stage is now being followed by workshops, executive coaching and team projects.

"UVic's strategic plan specifically

speaks to our 'people goals' of recruiting, retaining and supporting an engaged and motivated workforce," says Terrie Conway, UVic director of human resources and organization development. "This pilot project makes use of a robust set of tools that helps participants ask themselves 'How do I show up as a leader?'"

The group is divided into four teams, each working on a community development project that is meant to benefit UVic and create a lasting legacy.

One of the projects is a wellness concept modelled specifically for students. "Well U" follows the same premise as UVic's Active U program: it fosters and supports a healthy lifestyle and good health choices. It also includes prizes and contests to expand and encourage the students' repertoire of activities. The team introduced Well U to UVic through the

President's Day of Welcome, Club Days and Co-op Day giving out pedometers, granola bars and other goodies. Says team member Grace Wong Sneddon, UVic's diversity advisor and interim associate director of Student and Ancillary services, "These students are new to campus and perhaps even to Victoria. They may feel alone at first, and we want to provide opportunities for students to connect with each other and explore Victoria in a variety of activities, on their own, with friends, on foot, in a wheelchair or by any other means."

Another project is about improving access to information and services that are relevant to the needs of students and community groups. The project is intended to clarify what excellent service would look like from the eyes of users across campus, with a view to informing a staff development

program for service providers.

A third project is focused on building a better understanding of the community of post-doctoral fellow research personnel at UVic who provide vital support for our faculty. These postdocs are potential ambassadors and future faculty members, and the community profile is meant to inform their experience with support services.

The fourth project will involve the development of a report, based on interviews with members of other organizations including domestic and international groups, on whether UVic should consider establishing a formal benchmarking process. Benchmarking compares one organization or project or initiative against others.

All the projects are being developed through to March 2009.

More info: <http://web.uvic.ca/hr/training/Development/courses.html>



## Come as you are.

### Minor in Public Administration

Online learning for campus-based students

For information, contact

School of Public Administration  
Heather Kirkham, Program Manager  
Human and Social Development Bldg. Room A306  
250.721.8067 or [hkirkham@uvic.ca](mailto:hkirkham@uvic.ca)

<http://publicadmin.uvic.ca/dips/minor.htm>



University  
of Victoria  
Human & Social  
Development



# WELL DONE, GRADS!

Talent, dedication and hard work will be rewarded this month as students receive 1,209 degrees, diplomas and certificates during the University of Victoria’s fall convocation ceremonies.



On Monday, Nov. 10, academic credentials will be conferred upon students in the faculties of business, education and graduate studies at 10 a.m. ceremonies; and in the faculties of fine arts, social sciences and graduate studies at 2:30 p.m. ceremonies.

On Wednesday, Nov. 12, credentials will be conferred upon students in the faculties of humanities, human and social development, and graduate studies at 10 a.m. ceremonies; and in the faculties of engineering, law, science, continuing studies and graduate studies at 2:30 p.m. ceremonies.

Congratulations one and all.

## Honorary degrees for photojournalist, actor

The university’s 2008 fall convocation ceremonies will include the presentation of two honorary degrees recognizing the lifetime achievements of pioneering photojournalist Ted Grant and versatile artist Duncan Regehr.



Grant. PHOTO: CONTRIBUTED

**Ted Grant**—the “father of Canadian photojournalism” and “Canada’s premier sports photographer”—has been intimately involved in the practice and teaching of the medium in Canada for more than 55 years. Over that time, his work has provided a rich visual record of the arts, politics, athletics and medicine both in Canada and across the world. About 280,000 of his pictures are now secured in the National Archives of Canada, the result of his donation of his life’s work.

Among the highlights of his career, Grant and his Leica camera documented the right-to-die campaign of Sue Rodriguez, the children of Chernobyl, the Vietnam War, and all of the Summer and Winter Olympics, Commonwealth and Pan-

American Games between 1968 and 1998. Prior to Expo 67, Grant was commissioned by the National Film Board to photograph every ethnic group in Canada. His work for the NFB earned their gold and silver medals for photographic excellence (he is the only still photographer to receive the medals). He was the photographic coordinator for the 2004 Victoria Commonwealth Games.

His best-known photographs include the 1968 image of Pierre Trudeau sliding down a hotel banister, and the triumphant image of sprinter Ben Johnson winning gold at the Olympics (only to be stripped of the medal 24 hours later).

He has also devoted a considerable portion of his career to medical photography, and has published *Women in Medicine: A Celebration of Their Work and Doctor’s Work: The Legacy of Sir William Osler*.

A resident of Saanich, Grant was the subject of a documentary, broadcast by Bravo! TV, entitled “Ted Grant: The Art of Observation.”

His honorary doctorate of laws will be presented at convocation on Monday, Nov. 10 at 10 a.m.

**Duncan Regehr** is a classically trained actor, visual artist and author. The volume and breadth of his work defines the term “multi-media artist.”

He began acting professionally at age 15 and now has a lifetime of experience as a performer and director of national and international productions for stage, film, radio and television. In the late 1960s and early ’70s he performed with Victoria Fair and the Phoenix Summer Theatre productions before moving to



Regehr. PHOTO: CONTRIBUTED

Toronto where he became a member of the Stratford Shakespeare Festival company. Later, his Hollywood acting career included the leading role in TV’s “Zorro,” from 1990–93.

In the realm of the visual arts, his extensive body of figurative paintings has been exhibited and collected locally, regionally, nationally and internationally by patrons, galleries, institutions and museums.

Regehr has also published poetry, articles, essays, catalogues, books and documentary works. He has presented lectures and readings in all creative disciplines.

His paintings and drawings have been described as “haunting yet imbued with hope, clarity and a kind of joy.”

His past honours include the 1996 American Vision Award of Distinction in the Arts. He has also been granted the “Royal Canadian Artist” appellation by the Royal Canadian Academy of Art.

Regehr resides in Shawnigan Lake, where he continues to paint, write and act. His honorary doctorate of fine arts will be presented at convocation on Monday, Nov. 10 at 2:30 p.m.



Lou-Poy. PHOTO: UVIC PHOTO SERVICES

## Popular chancellor winds up second term

*Admitto te* (L. “I admit you”). This simple phrase, uttered by the chancellor, marks the momentous transition from university student to university graduate. By the end of UVic convocation ceremonies this month, Chancellor Ronald Lou-Poy will have personally delivered this message to nearly 16,000 students during his six years as chancellor. When you include graduating students who were unable to attend convocation ceremonies, the total number of degrees, diplomas and certificates he has conferred swells to more than 25,600.

For Lou-Poy, whose term as UVic’s ninth chancellor ends Dec. 31, this is his last convocation. Since 2003, he has presided over more than 70 UVic ceremonies, most in the University Centre Farquhar Auditorium, but also ranging from the conferring of honorary degrees in China’s Great Hall of the People in Beijing to awarding UVic law degrees to a small group of Inuit students in Iqaluit, Nunavut.

“It’s been a terrific experience,” says Lou-Poy. “I really enjoy seeing the smiles on the students’ faces. It gives you some idea of how hard they’ve had to work for this accomplishment.”

“Ron has been an inspiration to all of us at the University of Victoria,” says UVic President David Turpin. “We have benefited enormously from his compassionate leadership and wisdom. Ron is generous and kind and thoughtful, and I see these qualities expressed in his role as chancellor each year at convocation when he engages in a very personal way with every single student who walks across the convocation stage. This very special man makes them feel special, too.”

“Since Ron Lou-Poy is Victoria born and bred and came up ‘through the system,’ attending Vic High, Vic

College, and UBC, he has an innate feeling for what UVic was, is and might be,” says University Orator Dr. Anthony Jenkins. “It’s that sense of history which has underpinned his two terms as chancellor and which gives such personal meaning to the way he inducts each new graduate at convocation.”

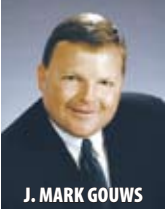
President of the UVic Alumni Association Kathleen Barnes adds her appreciation, saying, “Throughout his two terms as chancellor, he has never missed attending all our important events. On behalf of the association, I thank him so much for his dedication and his continued support of the university.”

Lou-Poy, senior partner with the law firm of Crease Harman and Company of Victoria, has a long and impressive history as a benefactor to his community and the university. He has served UVic as a member of the board of governors (1972–74 and 1992–95) and as a founding director of the UVic Innovation and Development Corp. The Lou-Poy family supported construction of UVic’s Harry Lou-Poy Infant and Toddler Child Care Centre, named for Ron Lou-Poy’s late father. The family also created the May and Ron Lou-Poy Fund of Excellence in the Faculty of Law.

Lou-Poy has been appointed Queen’s Counsel, an Honorary Citizen of Victoria, and a freeman of the Municipality of Saanich; he has received the Community Service Award from Canadian Bar Association (BC branch), the Queen’s Golden Jubilee Medal, the Order of Canada, the Leadership Victoria Lifetime Achievement Award and the Golden Mountain Canada-wide Lifetime Public and Community Service Award. Lou-Poy was granted an honorary doctorate of laws from UVic in 2000.



**TONY SOUTHWELL**  
CIM, RFP, CFP  
Former member, UVic Board of Pension Trustees



**J. MARK GOUWS**  
CFP, CLU, ChFC



### RETIREMENT INCOME OPTIONS >

Monthly Income Based on \$100,000

**NOV 2008**

Stocks • Bonds • RRIFs  
Life Insurance • RRSPs • Annuities • Investment Funds

#### REGISTERED RETIREMENT INCOME FUND (RRIF)

	AGE	55	60	65	71	75	80
Minimum Payout *		\$238	\$278	\$333	\$615	\$654	\$729
Total Payout to Age 100		\$281,491	\$240,705	\$206,947	\$174,061	\$161,289	\$145,134
Accelerated Payout:							
Income over 5 years.....		\$1,886			\$113,109		
Income over 10 years .....		\$1,060			\$127,093		
Income over 15 years .....		\$790			\$142,081		

\* Based on best current GIC of 5.10%. Returns will vary depending on investment vehicle.

#### LIFE ANNUITIES

	AGE	55	60	65	71	75	80
<b>Male</b>							
...payments cease at death		\$609	\$660	\$734	\$870	\$969	\$1,181
...10 years guaranteed		\$596	\$635	\$691	\$770	\$817	\$938
<b>Female</b>							
...payments cease at death		\$558	\$601	\$651	\$752	\$847	\$1,038
...10 years guaranteed		\$552	\$591	\$632	\$708	\$773	\$899
<b>Joint Life:</b> 10 yrs guaranteed		\$523	\$550	\$591	\$657	\$708	\$827

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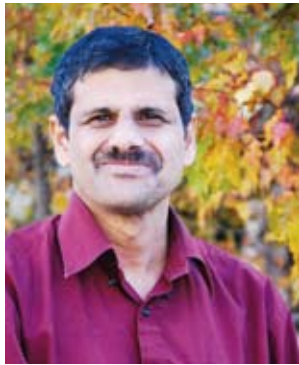
We have Life Income Fund (LIF) figures available upon request.  
Ask us for a personalized illustration or a copy of Your Guide to RRIFs and Annuities

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# UVIC'S TEACHING STARS, 2008

The University of Victoria is widely recognized for the talent, creativity and dedication of its teaching staff. Each year, various faculties and the UVic Alumni Association celebrate the best of the university's teachers with excellence in teaching awards. This year's recipients



## DR. ASHOKA BHAT

### FACULTY OF ENGINEERING AWARD FOR EXCELLENCE IN TEACHING

Ashoka Bhat, professor in the Department of Electrical and Computer Engineering, is consistently rated by students at the top of the scale for teaching effectiveness and overall teaching ability. Within three years, he has supervised 39 students in their final design projects, which is the highest number in the faculty in such a time frame. He regularly changes and refines experiments to improve understanding and learning and he attends all laboratory sections of all his courses. His former students have thanked him for his effort in teaching and view him as one of the best teachers that they have had at UVic.



## DR. DAVID BLADES

### FACULTY OF EDUCATION AWARD FOR EXCELLENCE IN TEACHING

David Blades is associate dean of teacher education, director of the Centre for Excellence in Teaching and Understanding Science, a leader in the NSERC-funded CRYSTAL project, and a mentor for senior graduate students. Widely praised by his students, he received a rating of 4.96 out of 5 in his Elementary Science course. One student's comments sum up the sentiment of the class: "Dr. Blades is easily the best prof I have ever had. The cross-curricular integration and ideas for development are superb." He was instrumental in the collaboratively designed first-year Earth and Oceans Science course, which has significantly improved students' understanding of and attitudes toward the Earth's fragile system.



## JEFF CORNTASSEL

### FACULTY OF HUMAN AND SOCIAL DEVELOPMENT AWARD FOR EXCELLENCE IN TEACHING

As associate professor and graduate advisor in Indigenous Governance, Jeff Corntassel has demonstrated exceptional leadership and mentorship qualities. He has primarily taught two of the Indigenous Governance core courses—Research Methods and Self Determination in Canada—and has developed and taught two new online undergraduate courses. He consistently works closely with his students to help them complete their programs, while acknowledging that they have outside commitments critical to their livelihoods and communities. His teaching methods reflect the principle that teaching, research and community outreach, at their highest levels, are all interdependent.



## BARBARA CURRIE

### GILIAN SHERWIN EXCELLENCE IN TEACHING AWARD

Barbara Currie, senior biochemistry laboratory instructor in the Department of Biochemistry and Microbiology, is widely known for her skill, knowledge and enthusiasm. With an emphasis on technical and problem-solving skills, she has become a master at introducing students to the wonders of the microbial world. She is constantly refining her rigorous and demanding lab experiments, which appeal to her students for their real-world practical applications. An active and empathetic community member, she volunteers her time to organizations such as Girl Guides, Science Venture, and the annual science fair. She has quietly helped students overcome personal challenges that may have otherwise prevented them from furthering their studies.



## JOHN KILCOYNE

### FACULTY OF LAW TERRY J. WUESTER MASTER TEACHING AWARD (CO-RECIPIENT)

John Kilcoyne, recently retired from the Faculty of Law, is no stranger to this award, having won it a total of six times. Known for his enthusiasm, wit and encyclopedic knowledge, he has the ability to make law understandable, relevant and fun to learn. A demanding taskmaster, he expects and wins a high level of performance from his students. Students taking his courses knew that they were in for an exciting ride, albeit not an easy one. Outside the classroom, he could be depended on to talk to students about the trials and tribulations of law school and their future plans as well as classroom material.



## DR. ALEX VAN NETTEN

### FACULTY OF SCIENCE AWARD FOR EXCELLENCE IN TEACHING

Alex van Netten, senior laboratory supervisor in the Department of Physics and Astronomy, is known for his dedication to students, passion for teaching and innate ability to make complex and difficult concepts accessible. He has a gift for conveying not only how to memorize and apply equations, but also what those equations actually mean. He is able to bring physics to life by connecting his lessons to everyday experiences. Students in his classes have said that he is passionate, enthusiastic, kind and dedicated. One comment from a biology student particularly captures his abilities as a teacher: "[Dr. van Netten] makes me want to switch into physics."

are profiled below. For a profile of this year's recipient of the the Alumni Association's Harry Hickman Excellence in Teaching Award, Dr. Catherine Gaul, see the Legacy Award story on page 10.



## DANIEL LASKARIN

### FACULTY OF FINE ARTS AWARD FOR EXCELLENCE IN TEACHING

Daniel Laskarin, associate professor in Visual Arts, is a well-known sculptor whose works have been commissioned and shown around the world. He is noted for his ability to teach skills while allowing students the freedom to express their own view of the world. His commitment to shared learning between students and teacher is at the heart of his teaching practice. A thoughtful and rigorous critic, he is careful to balance his criticism with humour and thoughtful guidance for improvement. He recently chaired the departmental curriculum committee, contributing substantially to the quality of course offerings through a complete review and rebuilding of the curriculum.



## DR. QUENTIN MACKIE

### FACULTY OF SOCIAL SCIENCES AWARD FOR EXCELLENCE IN TEACHING

An assistant professor in the Department of Anthropology, Quentin Mackie is known for his humility and sense of humour, his valuing and accommodation of different styles of learning, and his dedication to the mentorship of Aboriginal scholars. His commitment to engagement and penetrative inquiry is described by many students as the reason for their academic and professional success. He was responsible for the complete redesign of upper-level anthropology courses as well as negotiating memoranda of understanding with First Nations groups affected by archaeological work. He encourages his students to develop skills and experiences that allow them to function just as ably in the lab as in the academic conference environment or the remotest field setting.



## DR. ANNALEE LEPP

### FACULTY OF HUMANITIES AWARD FOR EXCELLENCE IN TEACHING

Annalee Lepp, chair of the Department of Women's Studies, is praised as a teacher who challenges students to learn difficult material, teaches them academic discipline, is a demanding taskmaster, and, at the same time, excites them with her ideas. By incorporating research on community activism into classroom study, she provides nuanced analyses of urgent issues facing the globalised world. Students credit group discussions, a staple in her classes, with giving them public speaking skills and compelling them to be active participants in their own learning process. Her particular area of interest is transnational migration and she has volunteered countless hours with the Canadian chapter of the Global Alliance Against Trafficking in Women.



## DR. MARGARET WYETH

### FACULTY OF SCIENCE AWARD FOR EXCELLENCE IN TEACHING

Margaret Wyeth, a senior instructor in the Department of Mathematics and Statistics, is credited for her multidimensional contributions to mathematics teaching. She is a valued mentor who guides new instructors and TAs, coordinates many sections of multiple courses and each year teaches eight one-term courses across as many as six subject areas. She was responsible for revising the delivery of Math 120 and played a key role in working with the Ministry of Education on a revision of the high school mathematics curriculum. She is recognized as an intuitive teacher who understands student learning. "I saw a lot of lightbulbs go off when she was lecturing," says one nominator.



## GILLIAN CALDER

### FACULTY OF LAW TERRY J. WUESTER MASTER TEACHING AWARD (CO-RECIPIENT)

Gillian Calder has made her mark as a dedicated and innovative teacher in the Faculty of Law. She is known among students and colleagues for her enthusiastic and engaged teaching style and her unwavering commitment to an inclusive and respectful learning environment. She is a leader in implementing new teaching methodologies, such as the use of forum theatre exercises. She also researches and writes about legal pedagogy, including a recent article about the lessons learned when she had students in Constitutional Law create their own constitution to govern classroom interactions. Her passion for learning and teaching is exemplified by her participation in national and international workshops dedicated to the improvement of teaching skills.







## Nymphs and hurricanes

BY TARA SHARPE

How many nymphs can you collect in a bottle? Leon Gaber found the answer while knee deep in the waters of the Salmon River in south central British Columbia testing the health and diversity of insect nymphs and the larvae of other freshwater invertebrates for his recently awarded MSc (biology).

The water wasn't always so still for Gaber. Before moving to Victoria in winter 2004, he had left his hometown of Winnipeg in 2001 to travel the world and was living in the Cayman Islands when Hurricane Ivan struck in September 2004. The aquatic life on the islands was completely destroyed.

"The sea just rose up," remembers Gaber, whose house was situated on the main island, Grand Cayman. "Our home was under 8 to 10 feet of water for 2 days. Winds were gusting over 200 miles per hour, every single telephone pole was snapped like a twig and we could hear the elevators going crazy [in the five-storey building where he and his fiancée had taken refuge]. Meanwhile, all the fresh water streams were flooded with salt water."

According to Gaber, environmental philosophy on the Cayman Islands seemed rare at best. Although he loved his time at the 19th parallel, the highest point on Grand

Cayman was a garbage dump and there was no organized recycling program. Post-hurricane restoration of the island ecosystems was unlikely to receive anywhere near the level of attention Gaber has now paid to just a handful of BC's watersheds. In 2007, he received a Pacific Leaders Graduate Fellowship from the provincial government to test the effectiveness of agricultural best management practices for healthy water, and his work continues now with the Water Stewardship Division of BC's Ministry of Environment.

He and his fiancée lost everything in the hurricane, and they headed west to Victoria after returning to Canada for their October 2004 wedding. Gaber had taken a basic ecology course during his undergraduate studies in agroecology at the University of Manitoba and "as soon as I put some hip waders on and collected a bunch of bugs, I was hooked," he says.

That meant the research being conducted by UVic aquatic ecologist Dr. Asit Mazumder (biology), head of the NSERC Research Chair Program on the environmental management of drinking water, was as perfect a fit as those hip waders.

And at least in BC, Gaber doesn't have to watch the weather forecast with a sense of dread for either himself or the insect larvae that he continues to study.



Leon Gaber collects samples from the Salmon River watershed. PHOTO: ERIN VIEIRA



Hanson, left, and co-workers at the Jet Propulsion Laboratory testing a duplicate of the Mars rover.

## Co-op student lands job with NASA

BY SAM VANSCHIE

In Cambria Hanson's first-year mechanical engineering class, the professor drew an inverted triangle on the board to represent everything students would learn, and highlighted its tip to show what proportion they would actually use in the workplace. But while working on a project for NASA last year, Hanson used everything in the triangle and more.

Hanson spent her final co-op work term as a research and development intern at the California Institute of Technology's Jet Propulsion Laboratory (JPL)—the lab where NASA develops their Mars rovers. She tested a rock-sampling component called CHIMRA (Collection and Handling for In-situ Martian Rock Analysis), which will be one of many new parts on the next rover to be shot up to the red planet in the fall of 2009.

"This one is far better than all the other rovers combined—it's the

size of a MINI Cooper," says Hanson, adding that NASA usually launches a rover or orbiter to Mars every 26 months, when it's closest to Earth.

Hanson spent her days at JPL working in a vacuum chamber that mimics Mars' gravity condition, which is three-eighths that of Earth's. She was responsible for ensuring that the Martian rocks collected by CHIMRA could be successfully sorted and analyzed in that state.

"The experience was phenomenal. It was twice as interesting as all the other jobs I've had combined," says Hanson. "I woke up every morning totally stoked to go to work—sometimes even before my alarm."

But it took some luck and persistence for her to find this ideal job. September co-op terms had already started when she emailed her résumé to a generic NASA address and received an automatic away-from-desk response. The email included a number to call for immediate assistance, so she dialed it and convinced

the woman on the other end to pass her résumé on to the division supervisors. By the next day Hanson had set up a phone interview, and by the end of the week she was on her way south to replace somebody who had just broken his ankle.

Hanson's supervisor, Kim Aaron, often uses co-op placements as a way to test would-be employees. "Hiring co-op students puts us in a much better position to assess potential permanent employees' skills, compared to the regular hiring system. It gives us a real reference point to decide if we want to make them a permanent offer when they graduate," says Aaron.

As a co-op student, Hanson proved herself as an employee worth keeping. In September, she returned to JPL as associate mechanical engineer in the Planetary Sampling, Acquisition and Handling Group—working on designing and testing ground support equipment needed for assembly and testing of flight hardware for CHIMRA.

## Law grad intends to fight human rights injustices

BY DAVID KARP

Alex Fielding has long been interested in human rights, but it was in law school that he realized the potential of law to affect change.

Fielding graduates with his law degree this month, which he hopes to use to fight human rights injustices. He's following in the footsteps of his father, Alan Fielding, a retired lawyer who heads Sahakarini Inter-World Education and Development Association. The organization has projects aimed at providing health care, education and microcredit in poor countries.

"Growing up, we were involved in different development organizations and charities," Fielding says. "It instilled in us a sense of social justice."

After earning a bachelor's in music and political science, Fielding went to London to work on a campaign for

Amnesty International. But after a year with Amnesty, he found that advocacy work can only get you so far.

"I found it's ultimately frustrating because there's nothing binding. With the legal side of it, you can actually take governments to court," Fielding says. "I think my skills are best used in a courtroom setting, because I think that decision has more weight than just leaning across the table and trying to convince a government or company to change their practices."

As he set his sights on law school, Fielding knew he wanted to attend UVic.

"I only applied to one law school," he says. "There was no other choice. I told myself, 'If I don't get into UVic law, I'll just try again next year.'"

It was the collegial atmosphere that attracted Fielding to UVic, who was turned off by the competitive nature of other law schools.

"We'd get together and do outlines together and study together—really help each other get through it," he says. "As a result, it's created a long-lasting bond that will last far beyond law school."

Attending UVic worked out well for Fielding. He headed up the university's International and Human Rights Law Association for a year, organizing a conference on civil liberties and bringing in speakers, such as the lawyer of Guantanamo Bay detainee Omar Khadr. And he won the David Roberts Prize in Legal Writing for a paper on Constitutional law and freedom of religion.

Now, Fielding is articling with the Vancouver office of Stikeman Elliott LLP, learning the ropes of commercial law. He'd eventually love to work abroad again as a lawyer with the International Criminal Court or the United Nations.



Fielding. PHOTO: ROB KRUYT



Pages of UVic history

*The Lansdowne Era: Victoria College, 1946–1963*—with essays by former students and instructors of UVic’s predecessor—received its official launch at an Oct. 14 event attended by 250 people at the Fairmont Empress. “I had a feeling that the Lansdowne era was a dynamic period. But seeing it confirmed in cold hard facts is another thing,” says the book’s editor, Edward Harvey. Contributors include BC Chief Justice Lance Finch and Chancellor Ron Lou-Poy. The book is dedicated to the late Peter L. Smith, professor of Greek and Roman studies at UVic and Victoria College. Proceeds support student financial aid in Smith’s name. The *Lansdowne Era* is on sale at the UVic Bookstore (uvicbookstore.ca).

The Blue Hour of the Day

Prof. Lorna Crozier will deliver a Distinguished Professor Lecture/Reading Thur. Nov. 20 at 7:30 pm in Fine Arts Building 103. Crozier’s latest book, *The Blue Hour of the Day, Selected Poems*, was published last year. It includes the best of her 14 other books of poetry published over the last 20 years. She will read from that collection as well as from a manuscript of new poetry and from an unpublished book of nonfiction that will be released by Greystone Press in the fall of 2009. It’s called *Anywhere a Prairie Road Can Go*, and it uses as its main character the landscape of southwest Saskatchewan.

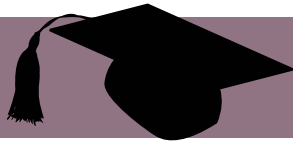
High-profile keynotes featured at workplace bullying conference

Two of the world’s foremost authorities on bullying will deliver keynote addresses at a public conference entitled “Creating Respectful Workplaces” on campus in November. Barbara Coloroso, author of *The Bully, the Bullied, and the Bystander*, will speak on Nov. 11 and Dr. Gary Namie, co-founder and director of the Workplace Bullying Institute, will speak on Nov. 13. The conference is sponsored by UVic’s Equity and Human Rights Office and the Canadian Union of Public Employees. Info: <http://web.uvic.ca/eqhr/conference08>; tickets: <http://auditorium.uvic.ca> or 250–721–8480.

Out of Africa

How can Africa get the high-skills community it needs to become self-sufficient? World-renowned physicist Dr. Neil Turok will describe his vision at the 2008 Vifor Pharma-Aspreva public lecture at UVic on Nov. 29. His topic will be “AIMS for Africa,” which refers to the African Institute for Mathematical Sciences he founded in 2003 in his native South Africa. AIMS recruits Africa’s brightest graduates in math and science and prepares them for scientific careers. The lecture takes place at 7:30 p.m. in the University Centre Farquhar Auditorium. Admission is free but reserved seating tickets are required. For reservations call 250–721–8480 or visit [www.auditorium.uvic.ca](http://www.auditorium.uvic.ca).

CONVOCATION



Master’s grad works to bridge violence with dialogue

BY ROSEMARY WESTWOOD

When Megan Jerke saw the power of dispute resolution at work during time spent at a peace and reconciliation facility in Ireland, she was hooked.

Jerke had originally planned to study law, but her time in 2003 at the Glencree Peace and Reconciliation Centre, a facility birthed 30 years ago from the violent conflict in Northern Ireland, changed her mind. Jerke chose UVic’s Masters in Dispute Resolution program to continue her efforts to bridge deep-rooted conflict with non-violent solutions.

At Glencree, she witnessed men who had fought on opposite sides of the Protestant/Loyalist and Catholic/Republican divide sit together in a room and reflect on how they’ve come to see the humanity in one another through workshops that use conversation to create understanding.

“It kind of cemented my interest in this field to be a part of that process,” she says. “The magic of the learning in



Jerke. PHOTO: UVIC PHOTO SERVICES

that room and the building of relationships was really inspiring.”

Not only is UVic’s Master’s in Dispute Resolution one of the few in Canada, the university has a reputation for utilizing research to create change, says Jerke, who also spent time in South Africa learning about conflict resolution.

At UVic, Jerke found “an amazing mentor” in Institute for Dispute Resolution Director Maureen Maloney. She credits Eamon Rafter, education

development and training officer at Glencree, for support and encouragement throughout her research.

The program’s flexibility allowed Jerke to write her thesis on Glencree’s approach to conflict resolution and why it is so successful at helping to diffuse conflict rooted in nationalism, ethnicity, religion and identity.

“I knew instinctively that something worked at Glencree and worked really well in addressing really difficult conflict,” says Jerke.

Central to that success, her research found, was Glencree’s stress on building relationships and support networks, and on training program participants to go back into their community and facilitate programs there.

“This is the first time that somebody has tried to capture and articulate Glencree’s approach,” Jerke says.

She hopes her thesis will help provide a framework for conflict resolution practices that others can learn from and even adopt, including Canada.

Thus far, her hopes seem within reach as the Department of Defence, in rewarding Jerke a \$10,000 scholarship for her research, requested a copy of the completed thesis.

“It’s actually going on to perhaps influence policy, which I find quite encouraging,” she says.

After convocation, Jerke has her sights set high, with aspirations ranging from working in conflict resolution for the United Nations, to working with Canada’s Truth and Reconciliation Commission, to continuing her relationship with the Glencree Peace and Reconciliation Centre.

But whatever her next move, Jerke has one basic goal: to continue her path of learning and service.

Grad jumped numerous hurdles to achieve goal of public service

BY ROSEMARY WESTWOOD

It’s not every year that a UVic student graduates and runs for public office in the same week. But Ryan Hinton isn’t a typical UVic student.

When Hinton decided to go back to school at 28, the image of his father, who returned to school in his fifties, gave Hinton the confidence to start his studies nine years after he graduated from high school. He juggled work and school commitments non-stop for five years to complete a BA in geography and political science.

Hinton’s wife’s support helped make his degree possible, especially after they learned their application to adopt a child had gone through.

“We got the call on April 13th of last year—that’s right before exam time—saying you’re going to be parents in

two weeks, and I’m studying for four exams!” says Hinton.

But thanks to the assistance of staff and professors at UVic, Hinton was able to both complete his course requirements and get ready for the new arrival.

Hinton entered UVic expecting to become a middle-school teacher, but UVic’s Co-op Program changed his mind. Through co-op, he worked for numerous departments in the provincial government. After jumping from the Ministry of Energy and Mines to the Ministry of Children and Family Development, Hinton obtained full-time employment as a policy analyst for the Ministry of Housing and Social Development, helping those on income assistance.

Working for the provincial government gives Hinton the reward



Hinton, with wife Yasmeen and son Zaiven. PHOTO: ROSEMARY WESTWOOD

of knowing he’s giving back to the people of BC, a goal that has also led him to run for Langford Council in the November 15 election.

Hinton grew up in a family where political debate was as common around the dinner table as food. As a result, he’s always been politically engaged.

“I like to say that I ran already provincially,” he jokes. “My mother

was the candidate in 1975 Alberta provincial election while she was pregnant with me.”

As a teenager, Hinton got his first taste of local politics when he successfully challenged a proposal to restrict when youth could play at Cedar Hill Municipal Golf Course.

“I believe you should help the community, give back to the community,” he says.

Scholarships, recruitment efforts boost enrolment

UVic’s 2008/09 student enrolment is up over last year, thanks to a significant increase in registrations from first-year BC high school students. Applications from high school graduates increased by five per cent, while registrations from that group were up 20 per cent over last year. Graduate and undergraduate registration for the fall term is 8,451 FTEs (full time equivalents). The total is estimated to be 8,449 FTEs for the spring term. Due to the introduction of the new Banner integrated database system, registration figures are now being reported by spring, summer and fall terms rather than combining the fall and spring

terms as was done in the past. (Fall headcount figures were not available by *The Ring*’s publication deadline.)

UVic’s Associate Vice-President Academic Planning Catherine Mateer says an increase in scholarship funding for incoming students was one of the reasons the university attracted more first-year students despite the fact that the number of graduating high school students in BC is decreasing.

“There is evidence that we’ve experienced more applications and admissions as a result of enhancing our scholarships. The fact that we offered differentiated scholarships—

additional funding to students who had to travel to UVic from outside the Greater Victoria area—set UVic apart from other BC universities,” says Mateer.

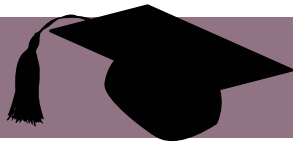
She also credits UVic’s multifaceted recruitment campaign for the university’s success in attracting new students. UVic was the first provincial university that removed the requirement for incoming BC students to write provincial exams, since it wasn’t a requirement of students entering from other provincial jurisdictions.

“Our enhanced campus visit programs, including Experience UVic,

marketing campaigns and new website presence appeared to be very successful in encouraging first year students to register with us,” adds Mateer.

“At the graduate level, we believe that the increase in applications and registrations is due to the expanded array of graduate programs, increased success in research funding, and enhanced support for graduate students made possible by recent growth in provincial funding for graduate training, as well as to the enhanced marketing of expanded opportunities at the University of Victoria.”





Malka. PHOTO: UVIC PHOTO SERVICES

## Computer science grad improves campus life

BY MARIA LIRONI

It was the lure of the ocean and the mountains that brought Lior Malka—an avid rock climber and runner—from Israel to UVic in 2004. Fast forward four years and this computer science student has earned his PhD and made a huge impression on campus.

Upon arrival, Malka quickly made the most of every experience. In an effort to meet people, Malka became a peer helper for the campus libraries and learning programs. He has also been a Graduate Students' Society representative, and is the founder of the Computer Science Coffee House—a social mixer for graduate students and faculty. The coffee house is so successful that it is now part of the department's culture. Malka is also founder of the Computer Science Volunteer Program, which offers free computer courses for seniors.

When not improving the fabric of the university, Malka studies the interplay between cryptography (addressing various security issues in networks) and complexity (the limitations of computers).

"I was drawn to computer science because of its technical challenges," says Malka. "I was also interested in the process of designing a system, thinking about how it can be hacked and then redesigning it to make it more robust.

"The research portion of my degree was very difficult at times," recalls Malka. "I was working on theoretical

problems that are hard to explain to other people, even other computer scientists. But my supervisors—Bruce Kapron and Venkatesh Srinivasan—did all they could to help me either financially, through advice, or their experience. My friends also provided a lot of support and it made a huge difference."

"Lior was my first graduate student, a fact I will always be proud of," says Srinivasan, "and I am thrilled by the progress he has made in the last four years, academically and otherwise. I am impressed by his enthusiasm and energy to contribute to the university and the community in any way he can. As his supervisor, I have always been impressed by his confidence in his technical abilities while working hard on challenging problems in cryptography and complexity."

Despite the difficult topic, and his busy life as a volunteer, Malka managed to stay on top academically. For this he has garnered a UVic Blue and Gold Award. He was also a winner in the Innovation and Development Corporation's 2007 Inventor Competition.

Now that he's earned his PhD, Malka is planning a road trip to the Arctic Ocean and starting a high-tech company focused on Internet security with his friends from the department.

"I enjoyed academia, but now I feel that it's time to put all this knowledge to a good use," says Malka. "I want to contribute to the well-being of Canadians, and to BC in particular."

## Kinesiology student finds perfect fit in orthotics

BY JOY POLIQUIN

Ask Kyle Stroomer to sit still and you'll be out of luck. For the past four years, the kinesiology student has juggled up to two jobs at a time, as well as various sports commitments and volunteer opportunities, all while taking full-time classes. "I'm someone who needs to be busy," he says. "It's been a challenge to juggle work, school and a social life, but I'm used to it."

The Powell River native originally chose UVic for its proximity to his hometown. Once he arrived he quickly translated his love of sciences and sports into a degree in kinesiology. "I got a job at the Ian Stewart Complex, and was also weight training there, plus I was always playing intramural sports, so a career in health sciences seemed like a natural fit."

Stroomer joined the Kinesiology Co-op Program to get hands-on experience in his field, and travelled to Costa Rica for his first work term, where he worked as a wild bird rescue assistant in a wildlife reserve. He remained in Victoria for his second



Stroomer. PHOTO: ROBIE LISCOMB

work term as a camp leader at a summer camp for teens living with disabilities.

For his final work term, Stroomer landed a job as a lab technician and receptionist for regular co-op employer Hamilton Orthotics and Sports Splinting. The experience turned out to be life changing. "I had never really thought of working in orthotics but I've found that it's a great fit with my skill set and interests. I did everything from managing the daily operations to fabricating orthotics and helping with modifications. My employer, John Hamilton, was very supportive and I learned so much."

Stroomer has also been active in the local community, volunteering with Students for Literacy and the

Gordon Head Recreation Centre, and working as an athletic trainer with the Victoria Rebels football team. He credits family and friends for helping him manage his ample responsibilities. "My family has really been there for me and I am so appreciative. And the friends I've met at UVic have been very supportive."

After he graduates this month, Stroomer will continue working for Hamilton Orthotics in a full-time position. "It's a terrific work environment because I am always being challenged and am constantly learning," he says. He is considering further studies in prosthetics and orthotics. "But if I'm not in school, then I will definitely be in Victoria. I love contributing to this community. It's home."



You wouldn't feed a raccoon.  
So please don't feed the rabbits.

As wildlife, the rabbits at UVic can fend for themselves. Feeding the rabbits contributes to unmanageable population growth. And you're not just feeding the rabbits, but the rats too. The compost bin is a much better place to discard your food.

Feral rabbits are part of UVic campus life, but their activities can have a significant impact on human health and safety, and on plants and property. To help reduce this impact, the university is developing a long-term management plan for rabbits.

To be successful, we need campus and community members to do their part:

- don't abandon your pet rabbits on campus
- don't pet or feed the rabbits
- don't chase, harass or handle the rabbits

To learn more, visit [www.uvic.ca/rabbits](http://www.uvic.ca/rabbits).



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Bob Reimer



In memoriam

**Dr. Constance Rooke**, who died on Oct. 2, left the University of Victoria Department of English in 1988 to pursue elsewhere a career in teaching, university administration and arts advocacy that was so distinguished—and sometimes so tumultuous—that she merited a full-page obituary in the *Toronto Globe and Mail* on Oct. 25. But even 20 years after her departure from UVic, she remains a legend among colleagues who worked with her during her 19 years here. Everything about Connie was on a grand scale: her intelligence, her charisma, her ambitions, her achievements, her generosity. She put her extraordinary gifts to work on three areas in particular: the practice and promotion of excellence in teaching; the push for equity in hiring/curriculum and in other social justice issues; and the advancement of Canadian literature. In the 1970s, hers was the first course on women’s curriculum in the university, and one of the first in Canada, a pioneering move that resulted in the 1979 creation, with Jennifer Waelti-Walters (French) and Patricia Tsurumi (history), of the women’s studies program and the beginning of cross-campus curriculum changes she promoted through adroit and powerful committee work. A magnificent teacher and winner of the 3M National Teaching Award in 1987, she served as director of the English Language Program as well as of the Learning and Teaching Centre. But perhaps her most intense passion was for the promotion of literature, and her term as editor of *The Malahat Review* (1983–1993) was momentous for the journal and CanLit generally as she discovered and nurtured artists of exceptional talent. One of those, poet Esta Spaulding, said that Connie “swooped into your life and helped you find the things you are looking for.” She did that for me, hiring me to teach women’s studies in 1983. I found my life work through Connie, and there are hundreds of us who would claim the same. We deeply mourn her passing.

Submitted by Dr. Christine St. Peter, Department of Women’s Studies

LEGACY AWARDS

Honours go to Flickr co-founder, legal historian, stellar teacher and golf champ

Flickr.com co-founder Stewart Butterfield, BA ’96 (philosophy), will be among four members of the university community honoured at this year’s University of Victoria Legacy Awards on Nov. 24 at the Victoria Conference Centre.

Butterfield will receive the Legacy Award for Alumni for his role in co-founding Flickr.com, the online photo-sharing community. Formed in Vancouver in 2004 and later purchased by Yahoo!, Flickr became one of the leaders of what is known as the Web 2.0 revolution (denoting web sites that enable user-generated content).

Faculty of Law Professor Emeritus John McLaren, a leading law historian, will be recognized with the first Legacy Award for Research. McLaren’s writing on law and moral regulation, racism and law, ethnicity and religion, and judicial independence and the rule of law in the British Empire have helped to define the fields of Canadian and imperial legal history.

The Legacy Award for Teaching will

be presented to Dr. Catherine Gaul, whose students in two separate programs consistently praise her teaching skills. Gaul has taught for 20 years in the Faculty of Education’s School of Exercise Science, Physical and Health Education. In the Island Medical Program at UVic—created in 2004 as one of three distributed learning sites for the UBC medical school—she implemented the foundations of medicine curriculum.

In the sport category, Margaret Todd, Victoria College ’36, will be honoured for a golf career that included three consecutive BC amateur titles and two Canadian seniors championships. She also represented Canada in five international competitions. Todd, a life member of the Victoria Golf Club, is a member of the Canadian Golf Hall of Fame and the BC Sports Hall of Fame. She is the first recipient of the Legacy Award for Sport.

The University of Victoria Legacy Awards gala is now in its seventh year. For ticket information, please contact the UVic Ceremonies and Events Of-



Butterfield. PHOTO: CONTRIBUTED

fice at 250-853-3226 or ceremony@uvic.ca.

The Legacy Awards are presented by event sponsor CIBC, program sponsor Grand & Toy office products, and four award sponsors: Crease Harman & Company, Dairyland, Hot House Pizza and Graphic Office Interiors.

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# calendar highlights

Events free unless otherwise indicated. For a complete list of events, visit the online calendar at [www.uvic.ca/events](http://www.uvic.ca/events)

## at the galleries

[www.maltwood.uvic.ca](http://www.maltwood.uvic.ca)  
250-721-6562

■ **Copper Thunderbird.** Until Nov. 30. More than 15 paintings influenced or created by internationally renowned Anishnaabe artist Norval Morrisseau. Legacy Art Gallery and Café, 630 Yates St. <http://legacygallery.ca/>

■ **Legh Mulhall Kilpin.** (1853–1919) Until Feb. 28. 50 portraits, landscapes, Symbolist pieces, and Art Nouveau designs in oil, watercolour, pastel, etching and monotype by this relatively unknown but highly competent Canadian Artist. Maltwood Art Museum & Gallery

## at the theatre

[www.phoenixtheatres.ca](http://www.phoenixtheatres.ca)  
250-721-8000

■ **Dark of the Moon.** Nov. 6–22. By Howard Richardson and William Berney. A dramatic love story set amongst the dark magic and rich music of the Appalachian Mountains.

### THURSDAY, NOVEMBER 6

■ **Humanities Lecture** 7:30 a.m. *Scottish Common Sense*. Dr. Patrick Rysiew, UVic. Henderson Hall, 1632 Yale St. 250-472-4677

■ **African Partnerships Network Lecture** 12 p.m. UVic students discuss their experiences with placements in African countries. Clearihue A127. 250-472-4028

■ **Greek & Roman Studies Lecture** 7:30 p.m. *Taking Sides: Issues of Allegiance in the Reception of Lucan's 'Civil War'*. Dr. Susanna Braund, UBC. Clearihue A207. 250-721-8514

### FRIDAY, NOVEMBER 7

■ **Music** 12:30 p.m. *Fridaymusic*. School of Music brass students. MacLaurin B125. 250-721-7904

■ **Greek & Roman Studies Seminar** 2:30 p.m. *Metrical Muses*. Dr. Susanna Braund, UBC. Clearihue B415. 250-721-8514

### FRIDAY, NOVEMBER 14

■ **Music** 12:30 p.m. *Fridaymusic*. School of Music percussion students. MacLaurin B125. 250-721-7904

■ **Music** 8 p.m. *UVic Chamber Singers*. Bruce More, conductor. Choruses from the great vespers. \$15. St. Andrew's Cathedral, 740 View St. 250-721-7904

### MONDAY, NOVEMBER 17

■ **Centre for Addiction Research Lecture** 4:30 p.m. *Alcohol and Injury: Emergency Room Studies in an International Perspective*. Dr. Cheryl Cherpitel. Strong C112. 250-472-5305

### TUESDAY, NOVEMBER 18

■ **Health Services Flu Shot Clinic** 10:30 a.m. to 1:30 p.m. McPherson Library, Learning Centre 135J. 250-721-8492

■ **8th Annual UVic Hearts and Hands Craft Fair** 10:00 a.m. to 5 p.m. Including jewelry, sewing, body care, pottery, turned wood, cards, clothing and hats by members of the UVic community. Proceeds from raffle tickets and table fees donated to the UVic United Way Campaign. 250-721-6365

### WEDNESDAY, NOVEMBER 19

■ **PublicAdministration Lecture** 11:30 a.m. *Payoke: Pioneering the Fight Against Human Trafficking*. Patsy Sörensen, the founder and current director of Payoke NGO. Human & Social Development A373. 250-721-8056

■ **Studies in Religion & Society Lecture** 4:30 p.m. *Reconnecting with the Learning Spirit: Changing Teacher Practice through Indigenous Ways of Teaching and Learning*. Michele Tanaka, CSRS graduate student fellow. Engineering/Computer Science 124. 250-721-6325

■ **Orion Lecture** 8 p.m. *Vancouver artist Elizabeth McIntosh*. Visual Arts A146. 250-721-8011

### THURSDAY, NOVEMBER 20

■ **Women Scholars Lecture** 7 p.m. *Bacterial Biofilms: Finding New Ways To Combat Infections*. Dr. Lynne Howell, Canada Research Chair in Structural Biology, Univ. of Toronto. Science A104. 250-721-7077

■ **Distinguished Professors Lecture** 7:30 p.m. *The Blue Hour of the Day*. Prof. Lorna Crozier, UVic. Fine Arts 103. 250-721-7013

### FRIDAY, NOVEMBER 21

■ **Music** 12:30 p.m. *Fridaymusic*. School of Music composition students. MacLaurin B125. 250-721-7904

■ **Greek & Roman Studies Seminar** 2:30 p.m. *The Figure of the Poor Poet in Classical Literature*. Nicholas Reymond, UVic. Clearihue B415. 250-721-8514

### SATURDAY, NOVEMBER 22

■ **Conference** 8 a.m. *Blueprint for Change: Campus Sustainability Summit*. Examine and refine a draft campus sustainability policy and action plan. Register: [www.uvic.ca/sustainability](http://www.uvic.ca/sustainability). Strong Building, all rooms. 250-507-2589

### MONDAY, NOVEMBER 24

■ **Career Conversations** 2:30 p.m. *How to Make a Fortune in Applied Philosophy (and other uses of your humanities degree)*. Register: <http://www.careerconversations.uvic.ca>. MacLaurin Bld., David Lam Auditorium. 250-721-6696

■ **Awards 6 p.m.** *The Legacy Awards*. Victoria Conference Centre. \$140. 250-853-3226

### WEDNESDAY, NOVEMBER 26

■ **Studies in Religion & Society Lecture** 4:30 p.m. *Was the Buddha a Compatibilist? Free Will in Light of the Anatta-lakkhana Sutta*. Martin Adam, UVic. Engineering/Computer Science 124. 250-721-6325

■ **Visual Arts Lecture** 8 p.m. *Visiting Vancouver artist Tim Lee*. Visual Arts A146. 250-721-8011

### THURSDAY, NOVEMBER 27

■ **Lecture** 12:30 p.m. *BC First Nations & the UN Declaration on the Rights of Indigenous Peoples*. Jennifer Preston, program coordinator for Aboriginal affairs for Canadian Friends Service Committee (Quakers). Clearihue A127. 250-721-7346

■ **Greek & Roman Studies Lecture** 7:30 p.m. *How to Survive in Homer: Plots and Inventions in the Iliad and the Odyssey*. Dr. Ingrid E. Holmberg, UVic. Clearihue A207. 250-721-8514

### FRIDAY, NOVEMBER 28

■ **Music** 12:30 p.m. *Fridaymusic*. University of Victoria Chamber Singers. Bruce More, conductor. MacLaurin B125. 250-721-7904

### SATURDAY, NOVEMBER 29

■ **Lecture** 7:30 p.m. *AIMS for Africa*. Dr. Neil Turok, African Institute for Mathematical Sciences (AIMS). University Centre, Farquhar Auditorium. Reserved tickets are required. 250-721-8480

# calls for nominations

## Women scholars

The deadline is Nov. 14 for nominations to bring distinguished women scholars to campus for the UVic Women Scholars Lecture Series. The series will feature up to three visitors during the 2009/10 academic year. If you would like to nominate someone, contact the Office of the Vice-President Academic for details: 250-721-7013, [jdearden@uvic.ca](mailto:jdearden@uvic.ca).

## Victoria's Leaders

The 2009 Victoria's Leadership Awards (VLA) program is accepting nominations until 4 p.m. Nov. 28. VLA honors outstanding citizens who have brought change and improvement to civil society. The awards will be presented Feb. 5, 2009, at the Fairmont Empress Hotel. Among 2008 VLA winners were Drs. Sibylle Artz (child and youth care) and Bonnie Leadbeater (psychology, Centre for Youth and Society) and alumna Roselynn Verwoord (education). Nomination packages and info: [www.leadershipvictoria.ca](http://www.leadershipvictoria.ca)

## Distinguished academics

Nominations for the Confederation of University Faculty Associations of BC Distinguished Academic Awards are open until Feb. 6. To learn more or to download nomination forms for the Academic of the Year Award and the Career Achievement Award, visit [cufa.bc.ca/awards](http://cufa.bc.ca/awards). The awards will be conferred at a gala dinner on April 8, 2009.

# Vikes grab CIS cup, division titles

So far November has been an incredible month for UVic's student-athletes as the Vikes have won the 2008 Canadian Interuniversity Sport (CIS) Women's Field Hockey Championship, the 2008 Canada West Women's Soccer Championship and the 2008 Canada West Men's Soccer Championship.

Under Coach Lynne Beecroft, the UVic women's field hockey team earned their 11th McCrae Cup with a 2-1 victory over the Alberta Pandas on Nov. 2. The Vikes are now tied with UBC for most national titles in history, one more than Toronto.

For the fourth straight year the UVic women's soccer team will be competing at the CIS National Championships. As well, the Canada West—one of four regional conferences that make up the CIS—has awarded Vikes women's soccer coach Tracy David the Coach of the Year award. This marks the sixth time that she has won the award, and her second time while at UVic.

"Tracy David is a well deserved recipient of this award," says Clint Hamilton, director of Athletics and Recreation. "She brings a winning attitude and an unmatched focus to every facet of her position, and her knowledge for the game of soccer and outstanding coaching abilities are evident by the consistent success her teams demonstrate on the field of play."

The women's team will be competing in the CIS National Champion-

ship from Nov. 6-9 in Langley.

This month also marks the 11th time the UVic men's soccer team has won the Canada West champi-

onship. The team will be competing in the CIS National Championship from Nov. 6-9 at Carleton University in Ottawa.

"I'm really proud of what the boys accomplished (in the Canada West final), there are never any easy games in the Canada West," says 22-year Head Coach Bruce Wilson, who has been at the helm since he guided the Vikes to the CIS championship in his first coaching season back in 1987. "With that being said, our job is not done yet; this isn't our end goal, we head to Ottawa with just one thing in mind."

In Vikes basketball, the women's team scored a monster-sized upset on Halloween night, defeating the top-ranked team in the nation, the Simon Fraser Clan, 57-56. And the men's basketball team won both games against SFU on the Nov. 2-3 weekend stretching their undefeated record to 4-0 for a first-place tie with UBC in the Pacific Division.

With the field hockey national title, the Vikes' CIS national championship count rises to 46, and the men's and women's soccer regional victories boost the Vikes' Canada West championships total to 85.

For more information visit <http://www.universitysport.ca/>. The games will be broadcast live at <http://www.ssncanada.ca/>.



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**Dr. Allan Antliff** (history in art) has been renewed as holder of the Canada Research Chair in Modern Art for a second five-year term. In addition to bringing \$100,000 per annum to the Faculty of Fine Arts, he has also been awarded a Canada Infrastructure Grant to equip a web-based virtual anarchist archive in MacPherson Library's Special Collections. His highly acclaimed books include: *Anarchist Modernism: Art, Politics, and the First American Avant-Garde* (2001), *Only a Beginning: An Anarchist Anthology* (2004), and *Anarchy and Art: From the Paris Commune to the Fall of the Berlin Wall* (2007). He has hosted several radio programs for CBC "Ideas" and published numerous articles, essays and art reviews.

**Dr. Sara Beam** (history) has won the 2008 Roland H. Bainton Book Prize by the Sixteenth Century Society for *Laughing Matters: Farce and the Making of Absolutism in France*. The society, which awards three prizes annually for books in English, selected Beam's work as the best book in the area of history/theology. The prize is named in honour of the long-time Yale professor and 20th-century church historian. Winners demonstrate quality and originality of research, methodological skill and/or innovation, development of fresh and stimulating interpretations and literary quality.

**Dr. Francis Nano** (biochemistry and microbiology) and his research team are one of only six Canadian research groups out of more than 100 international teams receiving a coveted Grand Challenges Exploration grant of \$100,000 US each from the Bill and Melinda Gates Foundation. The awards are meant to fund bold new ideas for tackling the world's toughest health issues. Nano—by taking genes from cold-loving Arctic bacteria and "inserting" them into disease-causing bacteria—hopes to make the pathogenic bacteria unable to grow at normal body temperature. This in turn could allow the bacteria to be used in immunization without causing disease itself, useful for making vaccines but also in preventative therapy for allergy and asthma.



DAY IN THE LIFE

Esposito and UVic child care toddlers. PHOTO: VIVIAN KEREKI

BY VIVIAN KEREKI

In the 21 years Debbie Esposito has worked at UVic Child Care Services, she has helped hundreds of children, seen the centre evolve into six programs, and witnessed shifts in parenting trends. "What hasn't changed are my goals: to ensure I provide quality education and care, and that I'm enabling children to meet challenges in a nurturing manner."

Esposito is supervisor at Centre 2 in the Harry Lou-Poy Complex—which enrolls 12 children between the

ages of 18 months and 3 years. She has worked with varying age groups, but says once she experienced "toddler land" she'd found her place. "They are so inquisitive and so excited about learning. When they meet a challenge and their eyes light up, it's very gratifying."

Since receiving her Early Childhood Education (ECE) diploma from Camosun College in 1984, Esposito has continually struggled with others' misconception that ECE is merely babysitting. "I get a bit defensive when people say that." The job sees Esposito on her

feet all day, leading activities, feeding, diapering and dressing the children. "When you're tired or frustrated, you have to check those things at the door and really focus on the children."

Even with its challenges, Esposito sees caring for other parents' children as a privilege. "I'm one of those really lucky people that get to come to work every day and enjoy it. I love what I do."

Esposito is proud of the centres' high quality of programs, which she believes is in part due to the higher salaries UVic's ECE workers

receive compared with those of non-unionized ECE workers (\$9–12 per hour). "Our wage still is low, but it is certainly above the poverty line, and with committed staff we are able to keep consistency within programs."

Born and raised in Victoria, Esposito values her relationships and finds it a luxury to have friends and family nearby. As for her teaching qualities, they run in the family; her great-aunt was a teacher, as was her great-grandmother, who started one of the first one-room schoolhouses on Pender Island. Apart from childcare, Esposito also taught aerobics classes for nine years.

Expecting a baby boy at the end of November, Esposito is looking forward to being a parent herself but will miss the children and staff to whom she's grown close—and she's a bit nervous. "Twenty five years in early childhood education doesn't give me an automatic pass for parenting. I'm still going to make mistakes and I think that's okay, as long as I'm aware of it." After returning from maternity leave, Esposito hopes to enrol her son in the toddler program in Centre 3. "I can't even imagine looking elsewhere for childcare."

The Day in the Life series features the diversity of UVic employees who, often working behind the scenes, contribute so much to university life. If you would like to suggest someone to profile, please contact Robie Liscomb, editor of *The Ring* (721-7640 or [robie@uvic.ca](mailto:robie@uvic.ca)).

HR and CUPE 951 team up to help new employees settle in

When labour relations make headlines, it usually means conflict. But collaboration between UVic Human Resources and CUPE 951 has resulted in new initiatives that foster a workplace culture in which there are fewer problems.

For the past two years, HR and CUPE 951 have been working together to improve the success rate for employees settling into a new position. The result is a new probationary and trial period process and form for employees hired into positions represented by the union.

"When people use this new process and form, there are fewer surprises and the employee is more clear about their job," says Director, Human Resources and Organization Development Terrie Conway. "If there are problems during the settling-in period, people are alerted sooner so they can

address them in a timely manner."

"In the past, there had been an increase in requests to extend people's probationary period," says CUPE 951 President Doug Sprenger. "We wanted to increase the rate of retention for employees after their probationary or trial period."

Developed over a long period of collaboration involving HR, CUPE 951 and various university unit managers, the new form includes a job orientation checklist to help the employee learn about their position and its relation to the university at large. And a unique aspect is a section where the employee tracks, at specific intervals, his or her own progress in meeting goals related to the responsibilities defined for their position.

"It's important that unit managers know the process and start filling out the form as early in the hiring process

as possible," says Conway. "The sections involving identification of job responsibilities and goals can even help them in drafting the employment ad and formulating interview questions."

In 2004/05 HR had worked with representatives from the Professional Employees Association (PEA) and the Management Excluded (ME) and Exempt employee groups to create the philosophy for performance development at UVic and to customize forms for each of these groups. The work on the CUPE probationary process helped to further refine the probationary processes for the other groups as well.

Managers and supervisors are expected to use the processes for probationary performance that are now in place for CUPE 951, ME, PEA and Exempt. The Human Resources consultants are also now working to

customize the process and forms for CUPE 917.

The key to success in the probation and trial period process is timely and effective communication between managers and employees. And that is the goal of a new series of performance feedback and coaching workshops developed and delivered jointly by HR and CUPE 951.

"Including the union right there in the workshop is something new for UVic," says Sprenger. "We cover the basic principles of a positive and respectful workplace and offer a toolbox of skills to help people talk effectively about difficult topics." The workshops also cover how to listen and to deliver a message in order to be heard better.

Info on upcoming workshops and probationary/trial period forms: <http://web.uvic.ca/hr/>

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