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 SATISFACTION**

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**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

**HEALTHY CAMPUSS**

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 card number. More information and clinic schedule: www.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 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/

**THE RING**

**FALL CONVOCATION**

**1,209 NUMBER OF DEGREES, DIPLOMAS AND CERTIFICATES TO BE CONFERRED AT FALL CONVOCATION**

**FALL CONVOCATION 2008**

**TOUCHE! 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 foil fencer and 2009 UVic Bachelor of Commerce grad.

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,” says Kwan.

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.
The Ring
Vol. 34 No. 10

The University of Victoria’s community newspaper
ring.uvic.ca

Financial support for environmental produce
was provided by the UVic. Ender, Alliance partner,
EcoFriends Of Canada

Advantage²

Printing using vegetable-based
inks on 100% post-consumer
newspaper, Forest Stewardship
Council certified, process chlorine free,
using 100% green & certified renewable
solar+corn ethanol

Next issue Dec. 4

The Ring is published monthly except in August by
the University of Victoria’s
community newspaper.

Director: Brian McTiernan, 721-3198
Managing editor: Neil Laura, 721-3348
Production: Bruce Thompson, Information Services
Standalone ad: Brian Light, 721-5521,
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Social Entrepreneurship

Home-grown business models for sustainable communities

BY DIANNE GEORGE

Dr. Ana Maria Peredo (business) brings an awareness of 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 CBE 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 Internationa! 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 RC Institute for Co-operative Studies (ICICS). One of 17 research centres at UVic, the institute supports research on co-operative activities 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 CBEI 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 multidisciplinary 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 Mondragon 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 130 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 Mondragon, at — closer to home — organizations like Island Farms Dairy and Ocean 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 CBEI award will help expand understanding that the role of business is to serve people and that it is not in and of itself. “Business must come back to seeing itself as embedded within community and culture,” she says.

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. 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 joint 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 lamping-damp earth into forms. Architect Adrian Waughs says the formed earth wall makes reference to the ‘munchichi’ people who used pots for their houses. More info. http://firstpeopleshouse.uvic.ca

This year’s Nobel Prize in Physics was awarded to a trio of researchers. Particle theorist Yoichiro Nambu (University of Chicago) received the award “for work on the so-called ‘kamias’ which explains why there is matter in the universe,” according to the Nobel committee.

NOBEL CONTINUED FROM P1

subsequently found, yet the evidence that their theory correctly describes 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 BNL 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 analyzing 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.

The Cooler Milk 2 Go

The Coolest Milk 2 Go

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/fguide.php#carsharing
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 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 neutral 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:**
Making policy, taking action

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 LISCHEIM

**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

Teaching | Research | Operations | Partnerships

All that’s missing is your input.

Come share your solutions at www.uvic.ca/sustainability
The Ring

Remembering for a reason

In 1989, 14 female engineering students were murdered by a gunman on Dec. 6 at Montréal’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 Study, initiated by the office of Traffic and Parking Management. It has received the final report of the Traffic & parking study in front of the library.

Gathering, which will be held at the fountain in front of the library 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.

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.

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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

Creating a legacy of leadership

BY TARA SHARPE

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For information, contact

School of Public Administration
Heather Kirkham, Program Manager
Human and Social Development Building Room A106
250.721.8077 or hkirkham@uvic.ca
http://publicadmin.uvic.ca/dilps/minor.htm

Online learning for campus-based students

More info: http://web.uvic.ca/hr/training/development/courses.html

Come as you are.

Minor in Public Administration

For information, contact

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Online learning for campus-based students
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.
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 are profiled below. For a profile of this year’s recipient of the Alumni Association’s Harry Hickman Excellence in Teaching Award, see page 10.

**DR. ASHOKA BHATT**
FACULTY OF ENGINEERING AWARD FOR EXCELLENCE IN TEACHING
Ashoka Bhatt, 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 year projects, which is the highest number in the faculty in such a time frame. He regularly changes and refines exercises to improve understanding and learning and he attends all laboratory sections of 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 an associate dean of teacher education, director of the Centre for Teaching in Understanding and Teaching Science, a leader in the NSERC-funded CRAYSTAL 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, which he describes as the “most demanding of all the courses.” His enthusiastic teaching style, engaging lectures, and understanding of the class makes him easily the best prof I have even had. The curricular integration and ideas for development are superb. He is 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 CORTNASSEL**
FACULTY OF HUMAN AND SOCIAL DEVELOPMENT AWARD FOR EXCELLENCE IN TEACHING
As an associate professor and graduate advisor in Indigenous Governance, Jeff Cortnassell 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 to 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 Nettten, 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 Nettten makes me want to switch into physics.”

**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 views and addictions. 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 department curriculum committee, contributing substantially to the quality of course offerings through a complete review and rebalancing 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 community on and off the academic residential. His commitment to engagement and pervasive inquiry is described by many students as the reason for their academic and professional success. He was responsible for the pleasurable 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 remote 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 globalized 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 one-term courses 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 southeast central British Columbia testing the health and diversity of insect nymphs from other freshwater invertebrates for his recently awarded MSc (biology).

“It’s not 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, remember 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]. Most likely, 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 he 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.

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, fondling 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. 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—some times even before my alarm. But it took some luck and persistence for me 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, 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 an 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 and head of Sahakarini International and Human Rights Law Project. 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.

Fielding 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 collegiate 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.
The Ring

Admission is free but reserved.
Centre Farquhar Auditorium.
Institute for Mathematical Sciences

Nov. 29. His topic will be "AIMS for
his vision at the 2008 Vifor Pharma-
self-sufficient? World-renowned
community it needs to become
How can Africa get the high-skills
250–721–8480.
office and the Canadian Union of
UVic's Equity and Human Rights
Institute, will speak on Nov. 13.
director of the Workplace Bullying
the Bystander,
The Bully, the Bullied, and
Respectful Workplaces" on campus
conference entitled "Creating
authorities on bullying will deliver
2009. It's called
by Greystone Press in the fall of
nonfiction that will be released
and from an unpublished book of
read from that collection as well as
in Fine Arts Building 103. Crozier's
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 a wide range of poetry 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 Prarie
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 Colosoro, author of The Bully, the Bullied, and
the Bulter, will speak on Nov. 13
and Dr. Gary Namey, 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 Employers. Info: http://
workplacebullyinguvic.ca

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 Vitor Pharma-
Aspena public lecture of UVic on
Nov. 28. Turok's topic will be "NHS
for Africa," which refers to the
African Institute for Mathematical Sciences
he founded in 2003 in his native
South Africa. Turok has been Africa's
brightest graduates in math and science
and prepares them for scientific careers. The lecture takes place at 7:30 pm at the University Centre Farquhar Auditorium. Admission is free but reserved
seating tickets are required. For
reservations call 250–721–8480 or
visit www.auditorum.uvic.ca.

Convocation

Master's grad's work to bridge violence with dialogue

BY ROSEMARY WOODROW
When Megan Jerke saw the power of
dispute resolution at work during time
spent at a peace and reconciliation fa-
cility 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 Master's 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 conversa-
tion 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
that room and the building of relation-
ships was really inspiring."
Not only is UVic's Master's in
Dispute Resolution one of the few in
Canada, the university has a reputa-
tion for utilizing research to create
change, says Jerke, who also spent
time in South Africa learning about
contest resolution.
At UVic, Jerke found "an amaz-
ing mentor" in Institute for Dispute
Resolution Director Maureen Maloney.
She credits Eamon Rafter, education
development and training officer at
Glencree, for support and encourage-
ment 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 some-
thing worked at Glencree and worked
really well in addressing really difficult
conflict," says Jerke.
Central to that success, her re-
search found, was Glencree's stress
on building relationships and support
networks, and on training program
participants to go back into their com-
munities and facilitate programs there.
"This is the first time that some-
body has tried to capture and articu-
late 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 much of Defence, in
rewarding Jerke a $10,000 scholar-
ship 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 rang-
ing from working in conflict resolution
for the United Nations, to working
with Canada's Truth and Reconcilia-
tion 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 WOODROW
It's not yet a UVic student
graduates and runs for public office
in the 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
Hinton get through some tough
weeks, and I'm studying for four
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 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 jump-
ning from the Ministry of Energy and
 Mines to the Ministry of Children and
Family Development, Hinton obtained
full-time employment as a policy ana-
lyst for the Ministry of Housing, and
Social Development, helping those on
income assistance.
Working for the provincial govern-
ment gives Hinton the reward 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
among the dinner table as food. As
a result, he's always been politi-
cally 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 suc-
sessfully 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 signif-
icant increase in registrations from
first-year BC high school students.
Applications from high school gradu-
ates 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
equivalent students) compared to
8,264 FTEs for the spring term. Due
to the introduction of the new Banner
integrated database system, registra-
tion 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 Ka-
teeer says an increase in scholar-
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 ex-
perienced 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—and UVic
other than from BC universities, says Matte.
She also credits UVic’s multi-
faceted 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 stu-
dents entering from other provincial
jurisdictions.
"Our enhanced campus visit pro-
gram gives students the reward 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
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"I believe you should help the
community, give back to the community," he
says.

"At the graduate level, we believe
that the increase in applications and rate
of acceptance of the expanded array of graduate programs, in-
screased success in research funding,
and offering more 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."
Kinesiology student finds perfect fit in orthotics

BY JOY POLQUIEN

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 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 Boofball 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 terrible 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."
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 so sometimes 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 Wettl-Walters (French) and Patricia Turum (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 1M 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 Ésta 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.

McLaren’s writing will be recognized with the first 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 medical curriculum.

In the sport category, Margaret Todd, Victoria College ’56, 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 Office at 250–853–3226 or ceremony@uvic.ca. The Legacy Awards are presented by event sponsor CRBC, program sponsor Grand & Toy office products, and four award sponsors: Crease Harman & Company, Dairyland, Hot House Pizza and Graphic Office Interiors.

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 websites that enable user-generated content).

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State of the art dentistry right on the UVic campus, in the Student Union Building. Offering students, faculty and staff the most comprehensive, up to date dental services available.

Please call for your next dental appointment!

250–380–1888
Vikes grab CIS cup, division titles

Our holiday gift to you

Enjoy 20% off storewide. We have festive gifts and books for everyone on your list – including you. Enjoy hot apple cider, sweet treats, gift wrapping by donation and enter to win a gorgeous gift basket.

Let the Bookstore make your holiday shopping a pleasure.

November 26th 8:30am-7pm and November 27th 8:30am-5:30pm

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 Canadian Interuniversity Sport (CIS) Women’s Soccer Championship and the 2008 Canada West championship. 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 1997. “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, Vikes 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 Vikes are now tied with the SFU Clan.

The women’s team will be competing at the CIS National Championship from Nov. 4-9 in Langley.

This month also marks the 11th time the UVic men’s soccer team has won the Canada West championship. The team will be competing in the CIS National Championship from Nov. 6-9 at Carlston University in Ottawa.

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 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.”

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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 "Men" and published numerous articles, essays and art reviews.

**Dr. Sara Beam** *(history)* has won the 2006 Roland H. Bainton Book Prize by the Sixteenth Century Society for Laughing Matters, *Fame 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. Women 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 six Canadian research groups out of more than 100 internationally recognized having 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.

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**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 Lau-Poy Complex—which enrols 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 1986, Esposito has continually struggled with others’ misconceptions 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.”

With even 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 is low, but it is certainly above the poverty line, and with committed staff we are able to keep consistency with our programs.”

Born and raised in Victoria, 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 Robert Liscam, editor of The Ring (721-7640 or robie@uvic.ca).

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**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 work-place 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 UVic, “says Sprenger. “We cover performance feedback and coaching, employee tracks, at specific intervals, and probationary/trial period forms: 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 employees groups to create the philosophy for performance development at UVic and to customize forms for each of those groups. “Designing a series of performance feedback and coaching workshops developed and delivered jointly by HR and CUPE 951,” says Sprenger. “We cover the basic principles of 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.

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