Publications mail agreement No. 40014024

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

B+ for sustainability
UVic ranks among the top 6 per cent of North American post-secondary institutions in terms of environmental and social economic according to the 2008 College Sustainability Report Card.

CALLS FOR NOMINATIONS
Calling all amazing employees
The nominations deadline for the 2008 President’s Distinguished Service Awards is less than two weeks away. If you know of a colleague or group of UVic employees who has made outstanding contributions this year to our campus community and working environment — now’s your chance. The awards will be presented at the President’s Reception Dec. 16.

Res students can vote on campus
Elections Canada will have a polling station in the University Centre lobby Oct. 14 from 7 a.m. to 7 p.m. so residence students registered in the Victoria Electoral District can vote on campus in the federal election. Info: see announcement at https://www.uvic.ca/current/

HAPPY ANNIVERSARY
Come celebrate Engineering’s 25th
Explore research laboratories, meet innovators and try riding a video-game exercise bike. These are just some of the treats awaiting visitors to the Faculty of Engineering’s 25th anniversary celebration open house on Saturday, Oct. 4 from 11 a.m. to 4 p.m. in the Engineering/Computer Science Building.

GREEN UNIVERSITY RANKINGS
B+ for sustainability
UVic ranks among the top 6 per cent of North American post-secondary institutions in terms of environmental and social economic according to the 2008 College Sustainability Report Card.

BRAND GUIDELINES
Achieving the “UVic look”
On Oct. 6, UVic Marketing is launching a new toolkit to help university units achieve a consistent visual image in all marketing and communications materials. It includes a brand guidelines brochure and website providing online document templates and a gallery of digital photographs.

SPEED READING
FEDERAL ELECTION
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ARTIST, HISTORIAN ELECTED RSC FELLOWS
Prominent Canadian historian and UVic professor Pat Martin Bates has been elected a fellow of the Royal Society of Canada (RSC). Bates is the second UVic professor to be inducted in the RSC’s Arts and Letters discipline.

Baskerville and his colleagues often points out that research on the making of modern society, “With this honour also comes the responsibility to engage in committees, become involved in outreach and mentoring activities which I will certainly do.”

While providing clean, safe and secure drinking water to Canada’s First Nations communities is a top priority of the federal government, providing an effective instructional tool for the training of Aboriginal small water systems operators is the top priority for UVic education professor Dr. Don Bergland, MDAs (MacDonald -twiller and Associates) Russ Baker and their unique “water-keepers” team.

Called waterkeepers
...the Walkerton water contamination tragedy and the forced evacuation of hundreds of people from the Katchewan Reserve in northern Ontario, the federal government has vowed to upgrade the standards for the operation of Canadian water systems. As a result, all water systems operators, including small water systems operators in rural Aboriginal communities and First Nations reserves, must now hold valid certification from their respective provincial bodies.

“Presently, level 1 certification requires completing a difficult training course, passing an exam and on-site experience of up to one year—a textbook method of learning which is not conducive to many learners,” says Bergland, the team’s creative director. The group’s initial needs assessment determined that First Nations operators learn most effectively through visual, hands-on, experiential problem solving.

“Often, even veteran operators with years of applied experience end up failing the exam. Our challenge was to take this vast quantity of written textual material and convert it to multimedia formats to create a practical learning resource for immediate implementation among First Nations communities in British Columbia,” he adds.

Although Bergland and Project Director Russ Baker have had previous success designing learning technologies for NASA and other industry training programs, this was the first time they collaborated from an Aboriginal perspective.

The pair was adamant that the project be constructed and produced by First Nations media interns under the mentorship of industry specialists Robert Aiken (Kazoo Studios in Victoria) and Maclaus Tessmann (formerly of Disney) and con-

BY PATSY PITTS
Peter Baskerville, a professor emeritus in the Department of History, and Pat Martin Bates, professor emerita with the Faculty of Fine Arts, are among the university’s newest fellows of the Royal Society of Canada (RSC). The distinction is considered Canada’s highest academic honour.

Described by the RSC as “one of the world’s leading historians engaged in inter-disciplinary research on the making of modern society,” Baskerville is still an active researcher. He is the co-director of the RUVic-based Canadian Century Research Infrastructure Project, which is converting microfilm and microfiche data from the 1911, 1921, 1931, 1941 and 1951 censuses to computer-compatible format, and referencing newspapers, parliamentary debates and even cartoons. The team expects to finish the project by spring 2009. The work is consistent with Baskerville’s desire to make history accessible, relevant and applicable, using the past to inform the future. Research by Baskerville and his colleagues often points out that modern social conditions—such as single parent families—are nothing new.

“I think very highly of the other fellows the society has chosen and I’m honoured to be part of such a vibrant organization that’s in touch with so many societal issues,” says Baskerville. “With this honour also comes the responsibility to engage in committees, become involved in outreach and mentoring activities which I will certainly do.”

Although based in Victoria and at UVic, Baskerville holds the Chair of Modern Western Canadian History in the departments of history and classics and humanities computing at the University of Alberta.

Bates was a long-term faculty member at UVic before retiring in 1991. Her innovative printmak-

Artist, historian elected RSC fellows

Training Indigenous “water-keepers”

BY CRYSTAL BERGERON
While providing clean, safe and secure drinking water to Canada’s First Nations communities is a top priority of the federal government, providing an effective instructional tool for the training of Aboriginal small water systems operators is the top priority for UVic education professor Dr. Don Bergland, MDAs (MacDonald -twiller and Associates) Russ Baker and their unique “water-keepers” team.

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SEE WATER-KEEPER S P.S.

Photo: Robie Liscomb

PHOTO: UVIC PHOTO SERVICES

PHOTO: DIANA NETHERCOTT

PHOTO: ROBIE LISCOMB

PHOTO: DICK DIXON

PHOTO: NATALIE BEHRING/GOTTY IMAGES
Climate research initiatives move forward

The university has recently restructured the corporation that administers PICS. It’s now a not-for-profit corporation with representation from the university, the provincial government and industries such as BC Hydro. The president and CEO of the corporation is climatologist Dr. David Rodenhuis, who has been appointed director of PICS for a two-year term ending in 2010.

For background information on PICS, visit http://pacificclimate.org.

The new Pacific Institute for Climate Solutions (PICS) which was established by the BC government, will complement the work of PICS. Hosted and led by UVic, PICS is a collaboration of B.C.’s four research-intensive universities and is funded by a $90 million endowment fund that is expected to generate $4 million a year. Of that, $1 million is designated for PCIC.

The development of PICS continues to move ahead on a number of fronts, reports Dr. Tom Pedersen, UVic’s dean of science and PICS’s spokesperson.

“We are very actively building a long-term research agenda and will soon be recruiting graduate students for spring 2009 PICS fellowships,” Pedersen says. “We’re also planning a PICS visiting fellowship program and a seminar series for early in the new year, among other initiatives. It’s an exciting time.”

To find out more about the structure and goals of PICS, visit www.pics.uvic.ca.

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BY NICK CLEWLEY

If it’s true that good things come to those who wait, the University of Victoria’s Brand Guidelines should be a hot commodity. The Brand Guidelines is a document that explains how to implement the visual aspects of UVic’s brand, such as logos, imagery and typography, in print and electronic media. After years of work and negotiating with internal and external audiences, UVic Marketing is about to make the guide lines available to all staff Oct. 6.

"Many individuals and groups from across campus contributed to this process; now the whole campus community will benefit from those efforts," says Vice-President External Relations Dr. Valerie Kuehne. "The guidelines outline how we represent ourselves to the outside world so people know what makes us distinct from other universities."

The document will be distributed to every department and will be online at share.uvic.ca/mtk/guidelines starting on Oct. 6. You’ll need to enter your NetLink ID and password.

The guidelines are designed to explain the process of getting materials created by UVic Marketing, and—for more straightforward projects—they include Word templates so they can be created within a department. Also, there is an image gallery to browse and select approved photos online.

"Many UVic departments told us that the image gallery and templates would be high priorities in order for the guidelines to be easily used," says Manager of Creative Services Nick Clewley. "As more templates and photos are created they will continually be added."

The guidelines have been used in draft form by many departments during the past year, during which time UVic Marketing has gathered further feedback to help inform the document that will be launched. The document will continue to evolve based on feedback from users and new projects.

Adapting to the new guidelines will take time and will come with questions. With that in mind, here are some of the most commonly-asked questions we’ve received during the development of the guidelines.

**WHAT DOES ‘BRAND’ MEAN?** A brand is broader than a visual identity; more than a logo. Our brand is the intangible sum of the university’s attributes: its name, values, offerings, people, history and reputation and the way it is experienced and promoted. Everything from the way someone is greeted when they are on campus to the image on a brochure. The brand guidelines are a way of visually expressing our brand in a consistent manner.

**WHY DO WE NEED A BRAND?** We’re competing with hundreds of universities across Canada and internationally for government, philanthropic, community and research support as well as students, faculty and staff and research partners. To accomplish our institutional objectives, it is critical that the university deliver a united, dynamic message that reflects its unique and diverse assets and tributes to differentiate ourselves from our competitors and provide these key audiences with an understanding of our attributes. A well-designed brand allows us to communicate consistently and clearly to all audiences at a number of levels, while ensuring that all communications reinforce our reputation, in a process.

**WHAT IF MY EXISTING MATERIALS DON’T CONFORM?** If you have materials that are already printed, use them until they’re gone. When you need to produce new materials, contact UVic Marketing for assistance with creating materials that follow the guidelines.

**WHAT ABOUT THE OLD VERSIONS OF THE LOGOS ON THE WEB?** The logo system at UVic has been simplified, and all up-to-date logos will be available on the brand guidelines website.

**WILL THE GUIDELINES RESTRICT OUR CREATIVEITY?** No. The guidelines are not meant to restrict creativity but rather to ensure we all represent the university with a professional, consistent approach. Our key audiences see UVic as one institution, not a “mish mash” of departments. Within the guidelines, there is still flexibility to express what is unique about you.

**WHAT MATERIALS DO THE GUIDELINES APPLY TO?** The brand guidelines apply to all marketing and communications material, but do not apply to academic material such as research papers, presentations and course materials.

Beginning this month, one-on-one and departmental training sessions will be offered by UVic Marketing. To schedule one of these sessions or to ask any questions about the guidelines, contact Nick Clewley, manager of Creative Services, at 250-721-8431 or nickclewley@uvic.ca. To view the guidelines online, visit share.uvic.ca/mtk/guidelines starting Oct. 6.
Making the move to sustainability

BY VIVIAN KEREKI

Many university units are about to move across campus into new buildings with extensive sustainability features, but what about the moving process itself? How can that be done in the most sustainable way?

UVic is addressing this challenge in the planning for two major back-to-back moves: the relocation of offices and labs from five departments into the new Ocean, Earth and Atmospheric Sciences Building and the upcoming move into the Support Services Building in November.

Bentley Sly, manager of grounds in the Facilities Management Department, has played a leading part in the waste management aspect of the moving projects. “We are trying to intercept waste as part of the move-out process and then get that waste into the proper recycling/waste stream,” explains Sly. “But we are only one small part of a very large and complex project.”

Kim Fawthorpe, move team lead in the facilities management projects office, is managing and leading all logistical aspects of both moves. Other move team members are: Occupational Health and Safety, Campus Security, outside specialist move and hazmat contractors, Purchasing and Janitorial Services.

Over the last several months, the projects office has held meetings with nearly 20 department move coordinators and 80 lab move coordinators in order to make the very complex move into the new sciences building a smooth one.

“One of the biggest challenges was identifying all of the different needs of the varying academic units,” says Sarah Webb, UVic’s sustainability coordinator at the Office of Campus Planning and Sustainability.

Four to six weeks prior to move-out day, all building occupants and moving coordinators received a facilities management handbook outlining items they can recycle and in what manner.

Over several months, Fawthorpe assessed the condition, safety and ergonomics of furniture from the old buildings and created a space plan re-using as much furniture as possible. Nearly 90 per cent of the existing furniture and business equipment from units moving into the new sciences building will be used in their existing locations or reallocated for use elsewhere on campus.

Furniture that is unsuitable at the university—due to poor condition, poor ergonomics or not meeting WCB regulations—is declared surplus and comes to Stephen Wylie, surplus asset coordinator in Purchasing Services, who disposes of surplus furniture and electronics in a sustainable way.

Using a shuttered room in L-Hut and 13 shipping containers, he sorts and organizes electronics, desks, chairs, shelves, milkwork and filing cabinets. Some items are sold via auction.ca, at outdoor on-campus public sales, and on eBay. Many nonprofit organizations and several public and private schools have been able to take advantage of the surplus.

All income earned from surplus sales is reallocated to general university funds after expenses are covered.

What doesn’t sell is then recycled. In the case of electronics, like televisions and computers, Wylie stacks them several meters high on pallets and secures them with shrink-wrap before they are trucked off for recycling.

Wylie’s time-lapse computer shrinking video is at www.youtube.com/watch?v=VhH0X6WfHIU.

Facts information on future surplus asset sales, go to web.financ.uvic.ca/UVicProcurement.

A round with particle physics:

Interview with Dr. Michel Lefebvre

By Tara Sharpe

UVic physics professor Dr. Michel Lefebvre sat down with The Ring to answer some questions about the start-up of the biggest science experiment in the world. On Sept. 10, beams of protons were sent around a 27-km underground tunnel at the Large Hadron Collider near Geneva, and some day soon, the subatomic collisions will teach us invaluable lessons about the beginnings of the universe and push through new frontiers in particle physics.

What is UVic’s role in this international experiment?

The UVic-ATLAS group participated in the design and construction of the ATLAS detector located in the circular tunnel. It acts as a “particle eye” or camera to record the debits of protons forced to collide. The UVic-ATLAS team is also helping to develop the massive computer network that will reconstruct this amazing subatomic action in 3-D form for detailed analysis.

What will you see?

We will be turning on the most powerful microscope in the world, and we’ll be able to view—through thousands of gigabytes of computer data streaming from ATLAS per year—the very fabric of space. From the energy of the collisions, new types of particle and anti-particle can be produced from the vacuum. Without getting too technical, the study of such particles will tell us how physical laws govern our universe.

What is the motivation behind this experiment?

Curiosity-based research is arguably the most noble activity of the human race. It’s natural to be curious and fascinated by the unknown. With ATLAS, we want to boldly explore where no one has looked before and improve our knowledge of the universe we live in.

Why was the experiment shut down temporarily?

This is pioneer science, and so there will be some challenges as part of the discoveries. On Sept. 19, there was an electrical connection failure between two magnets in the tunnel, and part of the magnets now has to be warmed up again so the fault can be fixed. Then the magnets will be cooled back down to their operating temperature, even colder than outer space, and this takes time.

In awaiting the next round of particle beams, Lefebvre is joined by the rest of the UVic’s ATLAS group composed of more than 25 students, scientists and associates, including UVic adjunct professor and ATLAS-Canada spokesperson Dr. Rob McPherson and Drs. Justin Albert, Alan Astonbury, Richard Keeler, Bob Kowalewski and Randall Sobie. To learn more, check out the UVic ATLAS website https://particle.phys.uvic.ca/ATLAS.
It’s possible. We can do it. We must.

WATER-KEEPERS were able to provide excellent input during both the First Nations training model of learning. Dr. Lorna British Columbia.

The byproduct of the project was the reverse mentor - the world. They can be used as human consultants from many Aboriginal communities in British Columbia.

Bergland was pleasantly surprised by the level of technical expertise and talent each of the Aboriginal interns brought with them. "They were very knowledgeable about their specific media areas and were able to provide excellent input during both the design and production phases," he says. A unique byproduct of the project was the reverse mentorship that occurred on a daily basis. While the team leaders were responsible for sharing their technical expertise with their young protégés, the interns were equally keen to share their First Nations culture and knowledge with their senior colleagues.

The team is now completing an innovative delivery system using 3D modeled simulation. The software teaches participants through an interactive First Nations training model of learning. Dr. Lorna Williams, Canada Research Chair in Indigenous Knowledge and Learning in the Faculty of Education, says, "In fact, information provided to First Nations training program participants had always been presented in a linear, literacy-based fashion, fragmented, abstract and analytical, showing very little relationship between the actual work and what was presented in the program. Dr. Bergland’s project brings all these real-life, holistic elements back into the learning by providing a strong and coherent connection to reality. It provides endless opportunities for review, integration and synthesis. It makes it much easier to transfer the learning back into the actual work they will be tasked with. It isn’t about the lack of ability to learn, but rather how the process that was used to engage the learning that was the barrier."

Intern Daniel Smith, a Krakkawakawîh graphic designer adds, “This concept of learning and teaching is almost ‘out’ appropriate. It’s as if current education has missed a step in the learning process. By creating an interactive environment we are in fact back in time to retake that missed step in order to learn.”

Dean of Education Dr. Ted Buckee, whose own research interests involve digital media, is extremely supportive. “This project is significant for us because it brings together our strong interest in First Nations education and leading edge research in the application of digital technologies to education. Dr. Bergland has significant industry and instructional experience as a digital media designer. His reputation as an excellent instructor and creative artist made him a natural for hosting this project.”

Child and youth care faculty are working to eliminate the use of child soldiers

Dr. Sibylle Artz, one of several faculty members from the School of Child and Youth Care who are involved in the international effort to eliminate the use of child soldiers. Last year, Arts and colleagues Drs. Marie Hoskins and Phillip Lancaster spent a week working with former child soldiers at the Kofi Annan International Peacekeeping Training Centre in Ghana, organized by the Child Soldiers Initiative, an international committee to stop the use of child soldiers chaired by retired Lieutenant-General Roméo Dallaire.

That experience deepened their understanding and commitment to eradicate the use of child soldiers. It is estimated there are over 300,000 child soldiers in 30 countries around the world. They can be used as human shields, human landmine detectors, suicide messengers and spies. Of child soldiers, 40 per cent are girls who are used as sex slaves and cooks and made to transport food and gear.

The initiative is seeking to develop policies that would be adopted by the international community right down to the individual countries, cities and local governments most affected by the use of child soldiers. It’s hoped those policies will be effective tools to stop the recruitment and use of child soldiers and help reintegrate former child soldiers back into their communities.

Lancaster, who has been involved in the Child Soldier Initiative since the beginning, Arts and Hoskins are members of the coordinating committee. Director of the School of Child and Youth Care Dr. Daniel Scott is involved in the research component.

“It is a great honour and privilege to be involved in such an important issue at such a root level, because it allows us to track and very carefully monitor all the strategies and mandates in this international effort to end the use of child soldiers” Arts says.

“The School of Child and Youth Care is well positioned to take on this incredible initiative because we have expertise in child development, programming for children, how to do community development and how to work internationally with partners,” says Hoskins. Arts and Hoskins are beginning the process of interviewing people in West Africa who work with child soldiers or are former child soldiers themselves to get a more complete picture of what would help children soldiers reintegrate and rehabilitate. But instead of making another trip to Africa, Arts and Hoskins will use distance education technology to train people in Africa closest to the issue to conduct those interviews.

The initiative’s next phase will involve a field test of the policies developed from all the research to date. Arts pulls out a photograph taken during their time in Ghana. In it, she and Hoskins pose among the former child soldiers they worked with during the trip. “It was amazing to hear them talk about their experience,” says Hoskins. “All of them had been rescued by some kind of UN mission and successfully reintegrated.”

But it’s also the faces missing in that photograph that drive Arts and Hoskins during what can sometimes seem like an uphill battle. “Not doing anything is far worse than being overwhelmed by the task,” says Arts.

Canadian singer/songwriter Bruce Cockburn and retired Lieutenant-General Roméo Dallaire will team up for Child Soldiers No More, a benefit concert to help end the use of child soldiers. Oct. 4 at 7:30 p.m. at UVic’s Farquhar Auditorium. The concert will help fund the Child Soldiers Initiative in Africa.
The annual Engineering Students’ Society VW Bug Push has already taken place: a group of engineering students pushed a VW beetle car around Ring Road on Sept. 28 to raise awareness and funds for the United Way.

This year’s campus campaign can’t be held back by anything, least of all a couple of bungee cords, so get ready for even more activities in the coming months. There is also a chance to win season tickets courtesy of Victoria Salmon Kings and a MacBook donated by the UVic Computer Store. In addition, daily draw prizes are available from Oct. 6 to Nov. 28 if you fill in a paper pledge form. For more information, visit http://unitedway.uvic.ca and www.uwgv.ca.

UVic 2008 United Way campus campaign kicks off

Two-a-aaaang!” That’s the sound of this year’s kick-off to the UVic United Way campaign. On Sept. 23, the annual campaign BBQ got off to a fast start with a pre-lunch horizontal bungee “jump.”

Burgers and other goodies were on sale with proceeds going to the UVic 2008 United Way campaign, and lunch-goers were also welcome by donation to tether up and try their luck on the bungee cord, all for a good cause.

The United Way of Greater Victoria assists people in need in our communities, with a keen focus on community-identified priorities related to: housing for the homeless, low income and working poor; mental health and addiction; and family and community well-being.

A few dollars make a huge difference. For $200, free low-income single parents can receive food vouchers for their families, while $240 will buy 20 mats for shelters during cold weather outreach. Monthly payroll deductions can quickly add up for someone in need in our region.

“Every year, UVic sets itself a goal for United Way giving,” says Mark Roman, chair for the 2008 campaign steering team and UVic’s chief information officer. “This year, we’ve got our sights set on raising $265,000 by Nov. 30. That’ll go a long way to helping the United Way meet its goal of $6.7 million this year. And we also want to have fun.”

Other events will include an annual book sale and craft fair. For more information about the UVic Family Centre, visit web.uvic.ca/family-centre.
John Albert Hall Lectures

The John Albert Hall Lectures are sponsored by the Anglican Diocese of British Columbia and the Centre for Studies in Religion and Society of the University of Victoria.

FRIDAY, OCTOBER 2

John Polkinghorne
University of Cambridge

THURSDAY, OCTOBER 8

John Albert Hall Lecture 7:30 p.m.

FRIDAY, OCTOBER 9

John Albert Hall Lecture 7:30 p.m.

John Polkinghorne
University of Cambridge

John Albert Hall Lecture 7:30 p.m.

WEDNESDAY, OCTOBER 15

Music 12:30 p.m.


THURSDAY, OCTOBER 16

Music 12:30 p.m.

About Your Ideas: How to Help Make Our Campus a Sustainable One

John Albert Hall Lecture 7:30 p.m.

FRIDAY, OCTOBER 17

Music 12:30 p.m.

John Albert Hall Lecture 7:30 p.m.

SATURDAY, OCTOBER 18

John Albert Hall Lecture 7:30 p.m.

TUESDAY, OCTOBER 21

Concert: Put Your Talent to Work:国s Winnipeg 2003: The Path to Sustainability?

THURSDAY, OCTOBER 23

John Albert Hall Lecture 7:30 p.m.

FRIDAY, OCTOBER 24

Music 12:30 p.m.

SATURDAY, OCTOBER 25

Visual Arts Lecture 8 p.m.

WEDNESDAY, OCTOBER 26

Visual Arts Lecture 8 p.m.

Lecture/ Seminar 6 p.m.

Centre for Studies in Religion & Society Lecture 12:30 p.m.

Centre for Studies in Religion & Society Lecture 12:30 p.m.

WEDNESDAY, OCTOBER 29

Centre for Studies in Religion & Society Lecture 12:30 p.m.

## GARDINER LECTURES

Live videocast features top medical researchers

On Oct. 20, you’ll have a chance to see two of the world’s top medical researchers speak at the University of British Columbia—and you won’t have to leave the UVic campus to do it.

Dr. Alan Bernstein, executive director of the global HIV Vaccine Enterprise in New York, and Dr. Gary Ruvkun, professor of genetics at Harvard Medical School, are both winners of a 2008 Gairdner Award—one of the most prestigious international prizes in medical science.

Their Gairdner Symposium lectures will be videocast live to room 150 in UVic’s Medical Sciences Building from 4:30 p.m. The event is open to the public but aimed primarily at faculty and students with some background knowledge of the topics.

Bernstein is a leader in the fields of cancer, how blood cell components form, and genomics. His Gairdner Wightman Award honors his contributions to Canadian health research as a scientist and the inaugural president of the Canadian Institutes for Health Research. His lecture will explore the key role of collaboration in the search for a safe and effective AIDS vaccine.

Ruvkun, who will speak on “The small RNA pathways of C. elegans,” won the Gairdner International Award for discovering tiny molecules of RNA that can control the activity of critical genes in animals and plants.

Info: 250-472-5300

The Ring  October 2008  Page 7
When I came to UVic there were three 1987. While completing a BA and with Disabilities (RCSD) lobbying for UVic since becoming a student in Management in 2000.

BY MELANIE GROVES

"When I came to UVic there were three automatic door openers," Accessibility Coordinator Gordon Argyle remembers. "Now there are over 200."

Argyle has been associated with UVic since becoming a student in 1987. While completing a BA and MA in history, he worked part-time for the Resource Centre for Students with Disabilities (RCSD) lobbying for campus accessibility improvements. He segued into a career with Facilities Management in 2000.

Argyle’s work ranges from consulting with individual staff and students with disabilities to liaising with departments and the RCSD to big-picture planning initiatives such as the campus wayfinding study. As part of the capital projects team, he consults with architects and staff to ensure new buildings meet or exceed accessibility standards in areas such as washrooms and lecture hall seating.

Argyle also serves on the educational equity committee. "I’m proud to say that at UVic we go beyond the BC building code to make as great an accessibility improvement as possible," he says. "A big part of our success is the support and teamwork from our staff."

A typical day for Argyle involves meetings with consultants and individuals, and plenty of paperwork and email to keep up with service requests. Some requests need to be acted on immediately, while others, such as installing ramps and curb cuts, are accomplished over several years.

Argyle cites the creation of 27 gender-neutral washrooms across campus as one of the projects he is most proud of. "That took care of a lot of issues for a lot of people, including people with disabilities," he notes.

Argyle enjoys knowing that his work makes a difference. "Recently I arranged to have buttons to open the office door put on the wheelchair of a new staff member who couldn’t operate the door handles," says Argyle. "She was ecstatic. I find those ‘intangible results’ the most satisfying."

Born and raised in Victoria, Argyle was a realtor and developer before writing career, however, Argyle is proud of his three books underway.

"All my life I’ve been on the side of equity," says Argyle. "I don’t know why, but I was."

Working with the university human rights committee, Brown is soon to become involved in the major task of revising UVic’s employment equity plan. Since the plan was approved in May 2003, there have been significant changes in the criteria for equity plans required by the FCP and the Human Rights Commission.

"The current equity plan is more of a conceptual document," explains Brown, "while the new guidelines include specific accountability measures. As we proceed with the revision, we’d like to engage the UVic community in the process as much as possible."

For more information, visit http://hinf.uvic.ca or email his@uvic.ca

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BY ROBIE LISCOMB

"We’re all gifted a finite amount of time on this planet, so at work it’s important to be mindful and respect each other’s contribution of time. One way we can do this is by being as mutually supportive and encouraging as possible." That’s the personal philosophy of UVic’s new equity advisor, Pamela Brown, and the attitude that underlies her commitment to helping make UVic a diverse and welcoming place to work and learn.

Brown was hired upon the retirement of Director of Equity Linda Sproule-Jones in July. "Linda’s commitment together with her skill, imagination and persistence kept equity moving forward during her 12 years at UVic," says Director of Equity and Human Rights Cindy Player.

“We are very fortunate to have Pamela’s combined expertise in equity data and planning to pick up where Linda left off and assist us to further integrate equity into all that we do."

Brown comes to UVic from Trent University in Peterborough, where she was office manager for the CUPE local representing contract faculty and student academic workers.

“All my life I’ve been on the side of equity,” says Brown. “And I’ve tried to bring an equity lens to all my work.”

She holds a BA in English literature from the University of Windsor and has worked for a community foundation, been involved in a feminist theatre company and written commentary for magazines, focusing in particular on gender orientation and Indigenous People’s issues.

Brown and Equity Secretary Heather Vincent form the equity team within the UVic Equity and Human Rights Office. And they act very much as a team, assisting units across campus with hiring procedures, consulting with departmental equity committees and conducting all manner of equity business.

One of Vincent’s major responsibilities is collecting and maintaining UVic employment data for the Federal Contractors Program for Employment Equity (FCP). Canadian employers who have contracts of $200,000 or more with the federal government are required to make a commitment to employment equity and implement criteria set out by the program. These include maintaining data on the representation of designated groups employed by the university (defined by law as women, Aboriginal people, people with disabilities, and visible minorities).

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