The University of Victoria has entered into a pilot project agreement with Common Ground, a CRD-based wildlife damage control company, as the next step toward a long-term management plan for the feral rabbit population on campus.

Under the agreement, Common Ground will test non-lethal approaches to remove at least 150 feral rabbits from areas in and around the university’s athletic fields. The pilot project involves live capture, removal from campus, sterilization and relocation to new homes.

The project will also identify the most effective methods and administrative structures for a long-term management plan as well as potential costs, the community’s capacity to respond and support a large-scale initiative, and the level of external resources—such as donations and sponsorships—that can be made available to assist. “Our athletic fields were chosen for this pilot project because of the safety and potential health issues posed by the presence of rabbits,” says Richard Piskor, director of UVic’s Office of Occupational Health, Safety and Environment. “If this project proves successful, we will look at how the lessons learned can be applied elsewhere on campus within the context of a long-term management plan to reduce the rabbit population on university grounds to sustainable levels.”

The feral rabbits at UVic are pets or descendants of pets that were sterilized and relocated to new homes; the vast majority of UVic’s feral rabbit population are descendants of pets thought to be stray or lost pets that subsequently found their way onto university grounds. Although there have been no reports of UVic’s feral rabbit population spreading to other campuses, the UVic rabbit population is one of the largest in Canada, posing safety and potential health issues for the university community.

The pilot project is part of the university’s greater efforts to deal with the feral rabbit population. UVic is working with the BC Wildlife Damage Control Company to conduct offshore and deep-sea experiments and receive real-time data without leaving their laboratories and offices.

Every year for the next 25 years, NEPTUNE Canada will amass more than 60 terabytes of scientific data—equivalent to the text in about 60 million books—on biological, physical, chemical and geological processes in the Pacific Ocean.

“We’re seeing history in the making,” said Iain Black, BC Minister of Small Business, Technology and Economic Development, who launched NEPTUNE Canada’s data flow at the Dec. 8 celebration. “One small click of a mouse—one giant leap toward ocean discoveries that will benefit the entire world.”

The backbone of NEPTUNE Canada is an 800-km loop of powered fibre-optic cable installed on the seafloor off the west coast of Vancouver Island. Connected to the world’s largest and most advanced cable ocean observatory, NEPTUNE Canada will provide continuous, long-term monitoring of ocean processes and events as they happen.

Dr. Ron Skelton, and PhD student Sharon Lee, are using Multiple Origin Spatio-Temporal-EEG techniques to improve the understanding of the right brain dynamically process spatial navigation and how they happen.

Dr. Chris Barnes of the new psychology program to provide ongoing support to the innovations. Led by the University of Victoria, NEPTUNE Canada ponders a new generation of ocean observation systems that use innovative engineering and the Internet to provide continuous, long-term monitoring of ocean processes and events as they happen.

Land-based researchers across Canada and around the world can use NEPTUNE Canada to conduct offshore and deep-sea experiments and receive real-time data without leaving their laboratories and offices.

BY VALERIE SHORE

$24 M

OPERATING FUND S PLEDGED FOR NEPTUNE AND VENUS OVER THE NEXT TWO YEARS FROM THE GOVERNMENT OF CANADA THROUGH THE CANADA FOUNDATION FOR INNOVATION

NEPTUNE Canada opens window to the underwater world

BY IAIN BLACK

The UVic 2009 United Way campaign ended well in the red—in a very good way. The UVic community raised $303,410 for the United Way of Greater Victoria, easily filling the billboard campus thermometer by exceeding the campaign goal of $275,000, and placing UVic in the number two position for top donors in the city. The UVic 2009 United Way campaign blasts past $300,000

BY TARA SHARPE

Pilot project tests non-lethal rabbit control

UVic 2009 United Way
Third diversity research forum explores intersections

Online registration is now open for the third annual diversity research forum—Critical Conversations III: International, Indigenous, Intersectional—on campus Feb. 11 and 12. The conference will bring together faculty, students and community members to share research on diversity, explore opportunities for dialogue and collaboration, recognize research achievements and share critical pedagogy.

Keynote speakers are Harold Johnson, director of UVic’s Office of Community-Based Research; Lorna Williams, Canada Research Chair in Indigenous Knowledge and Learning; and Christine O’Brien, director of the UVic Indigenous Minor program.

Panel sessions include Street Stories: Building Knowledge and Capacity for Change; Engaging Indigenous Diversity in Academic Research: Challenges to the Heterosexual Matrix; and Relational Theatre Performances in the Spirit of Witnessing. The conference will close with a session on Ethics and Protocols. Ceremonies and Rituals, led by members of UVic’s Elders’ Voices in First Peoples House. We have an array of diverse and dynamic plenary speakers and presentations on this year’s program,”

Van Ruyven is past chair of the Western Energy Institute and serves on the boards of Accenture Business Services for Utilities, Fraser Basin Council and Vancouver Board of Trade Women’s Leadership Circle.

In November 2009, she was named one of Canada’s Most Powerful Women—Top 100. Van Ruyven holds a degree from UVic and completed the Executive Management Program at the Richard Ivey School of Business at the University of Western Ontario. She is one of the UVic Alumni Association’s two nominees to the board of governors. Her two-year appointment began July 31, 2009.

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Fresh from the source.

The Board of Governors of the University of Victoria is pleased to announce the appointment of Bev Van Ruyven as one of its members.

Van Ruyven is the executive vice-president, customer care and conservation, of BC Hydro. She joined the company in 1997 as manager of key accounts and was promoted to progressively more senior management positions. Van Ruyven is past chair of the Western Energy Institute and serves on the boards of Accenture Business Services for Utilities, Fraser Basin Council and Vancouver Board of Trade Women’s Leadership Circle.

Life on the dead beat

BY MARIA LIRONI

Award-winning author and Globe and Mail senior feature writer and chief obituary writer Sandra Martin is UVic’s most recent Southam Lecturer in Journalism and Nonfiction.

While at UVic this term, Martin will lead a course that looks at biographical writing in the digital age. She will mentor young writers and multimedia journalists as they use multimedia to research and write “advance obituaries” for significant individuals who have local or provincial roots.

“Death provides the occasion, but obituaries are really about life,” says Martin, describing the best obituar-ies as biographical sketches, located somewhere between journalism and history. “I’m eager to explore this narrative form with the students—its venerable history and its ethical pitfalls and opportunities in a digital world—in a course that I hope will broaden and deepen their storytelling approaches and techniques.”

She will also give a free public lecture entitled “From Last Rites to the Blog of Death: The Evolving Ethics of Obituaries in the Internet Age”—at UVic on Jan. 28 at 7:30 p.m. in the David Lam Forum. Martin will consider the highs and lows of covering the “dead beat,” the ethics of soliciting a profile interview, balancing journalistic and na-

nonsense judgment with respect for a grieving family’s loss, the differences between eulogies and obituaries

of the future of obituaries in the wired world.

Martin is a past president of PEN Canada. She is the co-author of three books, including Rupert Brooke in Canada and Card Tricks, Bankers, Boomers and the Explosion of Martin Orlet which was short-listed for the Canadian Busi-

ness Book Award in 1993. Her latest book is The First Man in My Life: Daughters Write About Their Fathers, an anthology of origi-

nal essays, which she commissioned and edited for Penguin in 2007.

The annual Harvey Stevenson South-}

an lea-
NEPTUNE Canada ocean observatory goes live

On Dec. 8, data began flowing from the world’s largest and most advanced cabled ocean observatory. Information from hundreds of scientific instruments and sensors installed on the seafloor of the Pacific Ocean is now available 24/7.

Steve Nash accepts UVic honorary degree

Two-time NBA MVP winner Steve Nash accepted an Honorary Doctor of Laws degree from UVic at a special convocation ceremony on Sept. 18.

UVic’s Green Car design wins award

In June, the UVic EcoCAR team’s fuel-efficient, low-emission car of the future placed second overall at the EcoCAR Challenge student competition in Toronto for the design of this Extended Range Electric Vehicle that runs on electric power and E85 ethanol.

CanConnect provides better communication worldwide

In April, members of CanAssist demonstrated CanConnect, a one-of-a-kind invention to help seniors and people with cognitive and other disabilities communicate and stay in touch. CanConnect, a simple and user-friendly Skype-based software tool, allows users to make free telephone calls and have face-to-face chats in real time over the Internet.

Unnatural selection

Trophy hunting and commercial fishing are driving the most rapid evolutionary changes ever observed in the wild, according to a study published in the National Academy of Sciences. The study was co-authored by UVic biologist Dr. Tom Stockwell, “It is clear that... restricting the number of licence outlets and hours of trading will effectively target hazardous drinking by heavier drinkers with minimal inconvenience to lighter drinkers.”

Drinking more than your share

In April, the University of Victoria’s Centre for Addictions Research (CARBC) announced that 52 per cent of alcohol consumed in Canada is consumed by just 10 per cent of Canadian residents aged 15 years and older. SAYS CARBC Director Dr. Tom Stockwell, “It is clear that... restricting the number of licence outlets and hours of trading will effectively target hazardous drinking by heavier drinkers with minimal inconvenience to lighter drinkers.”

UNiTed way

For the United Way of Greater Victoria campaign donors in 2009 was similar to last year’s at 623 donors versus 619 in 2008. For the United Way of Greater Victoria, more) were up 3 per cent over last year. The number of individual campaign contributors was 2,638 and the campaign total was $1.36 million. The campaign goal was $1.35 million. The campaign overspent the goal by $10,000.

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More drinking, more harm

By Maria Lironi

British Columbians are drinking more than ever.

That’s just one of the new findings coming out of UVic’s Centre for Addictions Research (CARBC).

Alcohol use has been rising in BC for almost a decade and twice as fast as in the rest of Canada. Since 2002, on average, BC drinkers aged 15 and up increased their consumption of alcohol from 475 to 525 standard drinks per year. Recorded liver cirrhosis deaths, most of which are caused by alcohol, have increased 19 per cent over the same period, while total alcohol-related deaths in BC are now approaching 2,000 per year.

Rates of alcohol and tobacco consumption and related harms tend to be higher in the north and the interior of BC, though there are more individual cases of such harm in the lower mainland where the bulk of the population resides.

CARBC is suggesting that BC’s introduction of the harmonized sales tax (HST) provides a golden opportunity to help counteract this increase in drinking and reverse recent increases in alcohol-related deaths and hospitalizations.

It proposes that the average price of alcohol stay the same and prices better reflect alcohol content, and that the minimum price of alcohol should remain indexed to the cost of living.

“The BC government has a golden opportunity to reduce the many varieties of alcohol-related harm by encouraging drinkers to make healthier choices,” says CARBC Director Dr. Tim Stockwell, who co-authored the CARBC’s Alcohol Pricing, Public Health and the HST: Proposed Incentives for BC Drinkers to Make Healthy Choices.

The report, which has been shared with Premier Gordon Campbell and members of his cabinet, recommends setting and enforcing a minimum price per standard drink and applying it to all products ($1.30 in liquor stores and $1 in bars and restaurants), altering mark-ups to decrease the price of low-alcohol content beverages and increase the price of high-alcohol content beverages, and indexing minimum prices and mark-ups to inflation to ensure that alcohol does not continue to become cheaper over time relative to other goods.

“The government collects liquor taxes on one hand but pays out more for the harms from alcohol misuse with the other,” says CARBC Senior Policy Analyst Dr. Gerald Thomas.

CARBC’s report is supported by international research showing that consumers of alcohol are very sensitive to price. Rather than proposing across-the-board increases in price, the report recommends targeting cheap high-strength drinks and creating incentives for producers, retailers and drinkers to, in turn, manufacture, promote and drink low-alcohol-content drinks.

The BC Liquor Distribution Branch determines the price in its own liquor stores as well as the wholesale price paid by private distributors.

“We have also recommended other evidence-based prevention, policy and harm reduction strategies,” says Stockwell. “The pricing issue is critical now with the advent of HST next summer. PST on liquor is now 10 per cent versus 7 per cent for everything so the government must raise all mark-ups by 3 per cent to keep prices the same come July 1, 2010.”

Uganda experience fuels student’s dream for a medical career

By Ceara Lornie

When UVic microbiology co-op student Julia Hassler was applying for her fourth co-op work term, she knew she wanted to travel. Her previous work terms involved analyzing environmental, food and animal samples in a variety of lab environments, and she was eager to use her skills in a new way.

When she decided to pursue a work term at a medical institute in Uganda, she knew it would be a new and eye-opening experience. She was right—within three weeks of arriving in Uganda, Hassler had delivered her first baby and discovered a real interest in pursuing a medical career.

Hassler’s work term was coordinated by the International Christian Medical Institute and was divided into two main roles. The first part of Hassler’s work term was spent teaching health administration classes to health-care profession-

als. The second half involved volunteer work at a local hospital, where she quickly learned how to make herself useful in a stressful, busy and dangerous environment.

“The hospitals are understaffed and under-equipped,” she says. “Ugandan women have little access to prenatal care and are asked to bring their own birth kit to the hospital, including basic items like surgical gloves. It really opened my eyes to the need for resources and support.”

During her first few days at the hospital, Hassler helped labouring mothers and assisted the midwives and doctors with births and postnatal care. Soon she was helping women deliver babies on her own. “It was the most incredible and re-

warming feeling I’ve ever felt in my life,” she says. “It made me realize that I want to pursue a career in obstetrics or gynecology.”

Now in her final year of her bachelor of science degree, Hassler plans to apply to the UVic-based Island Medical Program. Her experience in Uganda has made her appreciate her education even more. “I met people on the streets in Uganda who wanted to go to school but couldn’t afford the cost,” she says. “People had a real desire for education. I feel fortunate that I have the opportunity to become a doctor and help people.”

Hassler hopes to do just that by returning to Uganda to volunteer again. “I had an amazing experience in Uganda. I loved getting to know the students and the mothers and hearing their life stories. I know I can make an impact, and that is inspiring.”

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Building bridges with Africa

BY CHRISTINE MCLAREN

What began as a sightseeing tour of a small community in Ethiopia has resulted in a life-changing project establishing a unique model for local and international partnerships.

In March 2008, as part of ongoing efforts by the Faculty of Human and Social Development (HSD) to assist with building academic capacity in Africa, Dr. Leslie Brown, associate dean of research, participated in a short teaching exchange with the UN-affiliated University for Peace (UPeace) in Addis Ababa, Ethiopia, through UVic alumnus Dr. Elias Cheboud, now research coordinator for UPeace, Africa Program.

A visit to Asebe Teferi, locally known as “Chiro,” resulted in the identification of a critical need in this community of 431,000. A riverbed that runs through the township often fills to overflowing during the rains, creating hazardous living conditions. Every rainy season, people and animals lose their lives trying to cross the river that divides the community. The development of a well-engineered footbridge for people to access medical services, work, school, community activities and transport goods was essential to help revitalize community life paralyzed each year by the torrential rains and flooding. Brown and Emma Tang, a UVic School of Social Work student on practicum in Ethiopia, became involved in the fundraising for this vital footbridge, helping create a sustainable solution for the people of Chiro.

With the help of Cheboud, this project gave rise to a unique model of international community development grounded in local control. The mayor and other local leaders encouraged the initiative to form a group to organize funds, recruit local volunteers and obtain resources. In order to help improve their image locally, the military were persuaded to assist with community service. Ethiopian engineering students provided the design for the bridge, and local carpenters donated their time.

“The community was clear it did not want to engage in charity governance and has maintained direction for the entire project locally,” says Brown. “Building networks locally and internationally has allowed us to develop a model of collaboration and cooperation which positively impacts and strengthens the lives in Chiro and the region as a whole,” says Cheboud.

Along with UVic, outside partnerships were sought, and the Victoria Native Friendship Centre saw this opportunity as a way to engage Aboriginal youth. The intention is to raise funds to provide youth an opportunity to visit Chiro, see the bridge, learn from this community model and visit the local high school.

“We see this partnership as a win-win opportunity and an example of a successful relationship model,” says Brown. “This is about connecting youth, building capacity and moving beyond charity work.”

In addition to the work on the Chiro bridge and academic capacity building, UVic faculty are working collaboratively to explore the development of masters and doctoral-level programs in social transformation and peace building as well as hosting doctoral students who return to their teaching positions in Ethiopia.

“The bridge is near completion and will be ready before the rains come in July.”

Indigenous student focused on goals her own and others’

BY WILL JOHNSON

Natasha Marshall likes to set goals for herself. Inspired by her mother, who began pursuing post-secondary education while Marshall was a teenager, she realized that through hard work and dedication she could make her dreams come true.

“I have to know where I’m going to get there,” says Marshall, who has mapped out her career trajectory for the next dozen years. Having completed her diploma in First Nations community studies, Marshall is now working on her bachelor of commerce at UVic, after which she plans to pursue a concurrent master of business administration and law degree.

For two summers, Marshall held co-op positions as a mental health supervisor assistant and youth support worker for the Nuu-Chah-Nulth Nation Tribal Council on the west coast of Vancouver Island. A member of the Nuu-Chah-Nulth Nation, she spent her work terms traveling to different communities within her nation to co-facilitate suicide prevention workshops and provide support in a variety of capacities.

“This experience made me realize that I can help my people in really positive ways. I can apply the skills and tools I have learned at university to create opportunities to empower people and help them grow,” she says.

One of her favorite experiences was leading an outdoor leadership summer camp for teenagers. “The kids loved it,” says Marshall. “It was a way for them to reconnect with our traditional heritage.”

As an Aboriginal student, Marshall says she has run into some barriers but has been encouraged by her relationships with other Indigenous students, including fellow business co-op student and friend Lisa Dewit of the Wet’suwet’en territory.

“She was a big help to me. It was so nice to speak with another student and to see how she coped. Lisa showed me that we can learn and progress without giving up our identity,” she says.

She says that a key to her success is her partner Gary, her six-year-old daughter Mercedes and all her family. “Sometimes I’m only looking ahead. Gary helps keep me in the here and now,” she says.

And Marshall’s career goals include those of others. “I just want to help people in whatever way I can, to work towards their goals,” she says.

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SMART AND SUSTAINABLE

UVic Business students create green solutions

BY DIANNE GEORGE

Be innovative and be green—that’s the 10-day challenge UVic Business students faced in the faculty’s inaugural INFUSE Innovation Challenge held in November.

The winning results include credible business ideas like reducing the number of cups on campus by registering online to share a ride, an electronic alternative to traditional textbooks and web-based tips and videos on how to save energy and money. Dr. Monika Winn, associate professor of business strategy and sustainability, introduced the contest to help students exercise their creative capacity and generate positive change through a sustainable business idea.

The challenge was undertaken by 123 third-year students studying business and sustainability.

“The students’ creativity and enthusiasm were tremendous, even though they faced severe time constraints and competing pressures,” says Winn. “In fact, judges and students were unanimous in calling for another round next year. The opportunity to tap into their creative side added a new and powerful dimension to the students’ academic experience and contributed greatly to team building.”

Two classes of students worked in groups of four to develop a new product, a change to an existing product, a new process, business model or marketing approach. Several projects focused on UVic, and the students’ experience may inspire follow-on projects that aim to implement the idea.

The creators of “Gym Power” believe that UVic gyms could become self-sustaining and off the grid. “We could harness the energy produced when we’re using the bikes and other equipment and re-use it to power lights and electricity,” says team member Drew Nanos. “The equipment would be retrofitted with high-efficiency generators and the energy stored and re-used for other purposes.”

The RideShare initiative builds on traditional carpooling programs by using the power of social networking. Anyone commuting to UVic on a regular basis could pay a small fee to join the network, complete an online profile and indicate the times they would like to arrive and leave school each day. The RideShare team would match members up to create carpooling groups. ‘Everyone wins,’ says student Derek Juno. “Students save their hard-earned cash by cutting gas and parking costs and, with fewer cars on the road, members decrease carbon emissions. It’s a first step or gateway to living more sustainably.”

The idea of capturing the energy produced from everyday living inspired a number of ideas including using the energy required to open and close doors. Several of the groups created three-minute YouTube videos to present their projects, which can be accessed from the UVic Business website at: http://www.business.uvic.ca/green/student/.

“We didn’t do this alone,” says Winn. “UVic’s Office of Campus Planning and Sustainability and Office of Student Affairs served as sponsors; faculty, staff and alumni helped judge the projects; and Pacific Carbon Trust and Change! contributed to the launch.”

UVic Business students create green solutions
At the Galleries
Vancouver Mews, 23rd Floor, 1001 West Hastings Street, Vancouver, BC, Canada, V6C 0C2

Exhibit: The Centre for Asia Pacific Initiatives presents: "Art Across the Ocean" by Arlene Amos, until Jan. 17. These acrylic paintings resulted from the photographic images that Amos recently published in his book Inside Chinatown.

Exhibit: Cross Connections: Four Decades of Contemporary Art in the Pacific Northwest—Works from the Coast Art Trust Collection, until Feb. 21. As historical overview of the works and careers of 15 artists who live on the West Coast of British Columbia and who have been active locally, nationally and internationally for at least 25 years. Legacy Art Gallery and Cafe 630 Yates St., 250-381-9288

Exhibit: Traveling and Treasures: Until Jan. 29. Presenting two views on foreign travel. Divine Inspirations focuses on an artist Katharine Mahood and her travels to Egypt and Japan in the early 20th century. Treasures of the Forumomus features the Gallesti Collection of jewelry, textiles and carpets made by nomadic women in Pakistan) during the 1930-40s. U vic

Exhibit: Iran and Baluchistan (northern India/Central Asia) with Stan Fisher. U vic

Collection of jewelry, textiles and carpets made by nomadic women in Iran and Baluchistan (northern India/Central Asia) during the 1930-40s. University of Victoria.

Exhibit: Uncertainty and Certainty: The late Jill Stien's brightest 1980s and 90s decades of contemporary art in the Pacific Northwest Works from the Coast Art Trust. BC. 5 k walk starts at 10 a.m. at Register: www.uvic.ca/events/uvic_memories. Info: UVic Alumni Week 2010. 250-381-9288

Exhibit: The Centre for Asia Pacific Initiatives presents: "Art Across the Ocean" by Arlene Amos, until Jan. 17. These acrylic paintings resulted from the photographic images that Amos recently published in his book Inside Chinatown.

Exhibit: Cross Connections: Four Decades of Contemporary Art in the Pacific Northwest—Works from the Coast Art Trust Collection, until Feb. 21. As historical overview of the works and careers of 15 artists who live on the West Coast of British Columbia and who have been active locally, nationally and internationally for at least 25 years. Legacy Art Gallery and Cafe 630 Yates St., 250-381-9288


Exhibit: Iran and Baluchistan (northern India/Central Asia) during the 1930-40s. U vic

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Queen’s reviewing academic priorities
Queen’s University, facing a projected $311-million budget deficit over the next three years, is reviewing its academic priorities with an eye to doing less with less. Queen’s Principal Daniel Woolf is calling for a review of the university’s academic priorities and a renewal of emphasis on undergraduate education. This is in addition to a 15-per-cent budget cut over the next three years, a salary freeze for senior administration and a review of real estate holdings. Globe and Mail story: http://bit.ly/2troA3 and Queen’s financial update: http://bit.ly/3KnPF0

U of A raises tuition, fees to help address deficit
The University of Alberta in December raised tuition (1.5 per cent), residence rent (3.8 per cent) and parking fees (2 per cent) to help combat a projected $59-million budget shortfall for the next fiscal year. U of A is looking to address the deficit evenly among measures to increase revenues, identify administrative efficiencies and contain costs. U of A Express/News story: http://bit.ly/2dAqCM

Research buoy hopes for wave power
A crew from Axyx Technologies Inc. recently watched the WatchMate wave monitoring buoy drift into a ship waiting to take it out past Amphitrite Point in Ucluelet, where it will provide wind, wave and tidal current data for the UVic-led West Coast Wave Collaboration project, a network of researchers, engineers, entrepreneurs and computer modeling experts investigating the potential for harnessing wave energy. Dr. Brad Busham (mechanical engineering) is a primary investigator for the project. Press release/NEWS story:

BCTC considers layoffs to balance budget
The preliminary budget for the British Columbia Institute of Technology includes plans to eliminate 82 positions in order to deal with a projected $12-million budget deficit. Job cuts would affect managers, support staff and approximately 20 instructor positions. Burnaby News Leader story: http://bit.ly/2t0Lg2

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A week-long spotlight on alumni
The third annual Alumni Week comes to campus from Feb. 1 through 7. The UVic Alumni Association, in partnership with each faculty, is presenting a series of events and prizes to honour all that alumni do for their communities.

Featur ed events include a Distinguished Alumni night honouring 10 prominent alumni from nine faculties and the Division of Continuing Studies. As well, the alumni association, together with the Learning and Teaching Centre and the Faculty of Graduate Studies, will bring together and congratulate 19 teaching award winners from across campus.

Alumni will also have a chance to win a $8,000 grand-prize travel package from UNILGEO Geo Travel. Details: alumni.uvic.ca

 Advisory group addresses issues of employment equity
The Employment Equity Advisory Group (EMAG) is one of two groups comprising the University Human Rights Committee, an advisory committee to the president on equity and human rights issues. EMAG offers a forum for discussion, and advises and assists in providing information about employment equity and human rights and reviewing equity plans and initiatives, policies and procedures.

Advisory group meetings take place every six weeks between September and May. Twice a year EMAG meets with the Education Equity Advisory Group and the president to make recommendations for addressing emerging and ongoing issues.

The group’s goals are to develop a consistent approach to human rights and equity across all employee and student groups, to enhance communication between groups and committees serving common ends, and to foster the acceptance of individual and institutional responsibility to respect the human rights of all members of the campus community.

EMAG seeks to work through existing units and structures to address issues or concerns. Temporary groups are also set up from time to time to assist with specific issues. A new group focusing on the issue of ambient violence, or hate messages in graffiti on campus, is being formed.

UVic employees are encouraged to discuss issues of employment equity with their respective EMAG delegates, who are listed at http://web.uvic.ca/eqhr/ubrc/currentmembership.htm.

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